

RESPONSIBLE INVESTING POLICY

Background and motivation

Gimv's ambition is to *Build Leading Companies* that are active in 5 society oriented investment areas: Consumer, Healthcare, Life Sciences, Smart Industries and Sustainable Cities. **It is Gimv's sincere conviction that leading companies create solutions for the challenges of the economy and society, thereby delivering value to all stakeholders and contributing to building a prosperous society.** Thus, Gimv recognises sustainability as an integral part of its investment activities.

This Responsible Investing policy is intended for all Gimv stakeholders (including its investors and portfolio companies) and reflects its strong commitment towards a sustainable investment approach with **embracing ESG (Environmental, Social and Governance) in its core investment processes (both pre-investment screening as well as throughout the ownership phase).**

PRI: *"Responsible investment is an approach to investing that aims to incorporate environmental, social and governance (ESG) factors into investment decisions, to better manage risk and generate sustainable, long-term returns."*

Gimv became a signatory of PRI in April 2021.

Signatory of:



Principles

Gimv believes that **a sustainable company should provide goods and services aligned with an environmentally-sound, prosperous, equitable, healthy and safe society.** Practically, sustainability encompasses good management of ESG themes. The relevance of ESG themes differs for each company and each Gimv investment area. As such, Gimv wants to ensure the appropriate level of attention to the relevant ESG themes at the level of each portfolio company.

Example ESG themes

Environmental

- Air quality & (GHG) emissions
- Energy management
- Fleet & fuel management
- Ecological protection
- Effluents & water discharge
- (Hazardous) waste management
- Product packaging
- Biodiversity & ecosystem
- (Hazardous) materials sourcing & management
- Product design & LCA management
- Water management
- ...

Social

- Employee health & safety
- Recruitment, development & retention
- Fair labour practices
- Labour supply management
- Data security & customer privacy
- Fair marketing & product labelling
- Product quality & safety
- Access & affordability
- Customer welfare
- Human rights & community relations
- ...

Governance

- Business ethics & transparency of payments
- Business model resilience
- Competitive behavior
- Integration of sustainability principles
- Regulatory capture & political influence
- Supply chain management
- Diversity & inclusion
- ...

The management teams of the portfolio companies bear the primary responsibility to ensure their company appropriately manages the relevant ESG themes. Depending on the sector, geography, size, level of maturity, etc. this can consist of guaranteeing compliance with rules and regulations, using sustainability as a strategic differentiator or a healthy combination thereof. Gimv's involvement and level of control differs per portfolio company. Hence, Gimv will have a varying impact on ESG management efforts.

Gimv is an active investor implying almost always representation of the Gimv investment professionals at the level of the supervisory function of a portfolio company. **It is Gimv's ambition and mission to support and challenge the management teams of the portfolio companies with respect to ESG.**

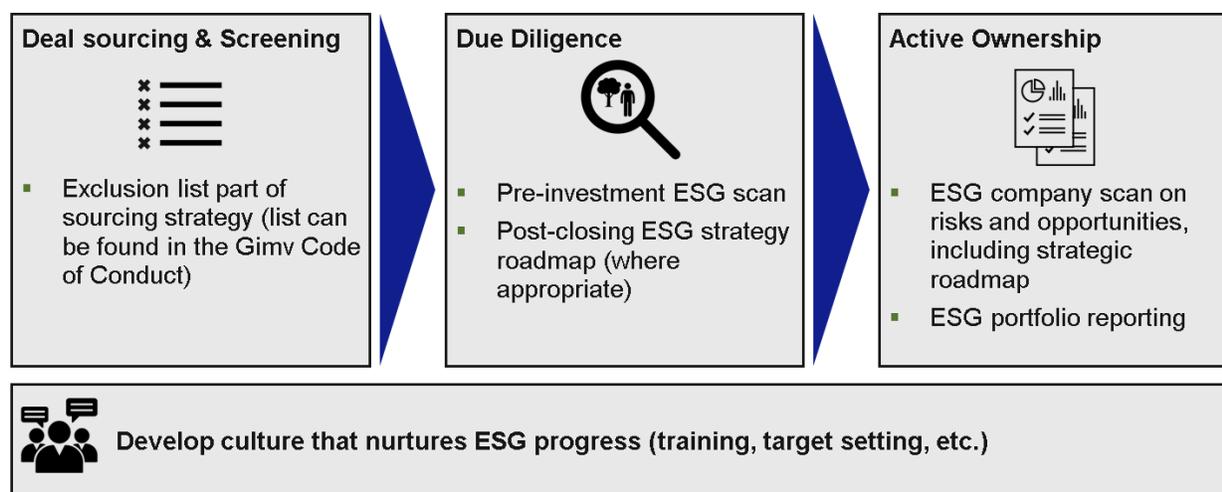
Approach

Gimv integrates ESG in every step of its core investment process: during screening and due diligence, during ownership and of course fundamentally, in its culture. In this context, **a tailored approach is organized with the aim to provide the Gimv investment professionals with the necessary tools to integrate ESG in their daily investment activities.**

During sourcing and screening, Gimv adheres to the exclusions list in the [Gimv Code of Conduct](#) (see extract in annex). Gimv does not invest in companies engaged in any of these listed businesses. For potential new investments, Gimv performs a pre-investment ESG scan and where appropriate develops an ESG strategy roadmap as an integral part of the post-closing action plans. ESG is an integral part of the continuous dialogue between Gimv and the portfolio companies during the holding period, including the exchange of relevant data on the ESG maturity and progress made by the portfolio company. The efforts with respect to ESG are reported annually towards Gimv's board of directors. The key takeaways thereof are shared with the stakeholders of Gimv.

To be able to screen, monitor and engage with the portfolio companies on ESG themes, Gimv uses a defined ESG methodology. This guides Gimv in identifying relevant sustainability risks and opportunities per company and is used as a basis for its (annual) ESG reporting.

ESG integration in Gimv's investment process



With this approach, Gimv is convinced that it can support its portfolio companies to continue to play a leading role within their sectors and have a positive impact on society.

Annex

Extract Gimv Code of Conduct

4.1 RESPONSIBLE INVESTMENTS

Gimv is a leading, responsible and society-conscientious European private equity firm. Therefore, Gimv commits not to invest itself and to watch over that its Portfolio Companies will not invest in following companies or businesses:

- of which the activities, products or services are deemed illegal under any applicable law, regulation or global convention in the relevant jurisdiction (including but not limited to slavery, exploitation, forced labor, human trafficking, child labor, prostitution, illegal substances or any form of organized crime);
- which are involved in the production, sale, use of or trade in arms, weapons of mass destruction or inhuman weapons or critical components associated thereto (including but not limited to nuclear, chemical, and radiological weapons, landmines and bombs). Goods, services or smart technologies and solutions which are defensive or non-offensive within areas such as avionics, radar, sonar, instrumentation, communication and protection (non-exhaustive) can be in line with the responsible investment policy of Gimv after proper assessment by the Gimv Compliance Office;
- of which the activities directly or indirectly contribute to the financing of terrorism;
- that are active or involved in the development, operation, sale, distribution, management of or trade in products and/or services and/or facilities that are directly or indirectly related to gambling, tobacco or pornography.

When in doubt whether the activities of a (prospect) Portfolio Company may fall within the abovementioned criteria, please contact the Gimv Compliance Office.

Gimv expects from its Portfolio Companies that they are a committed, constructive and trustworthy partner who commit to:

- comply with applicable laws, regulations or global conventions;
- respect competition law in its dealings with competitors, suppliers and customers;
- never participate in any bribery, corruption or similar behavior;
- uphold high standards of business integrity and behave in proper ethical way, including but not limited to:
 - having a responsible and sustainable approach of the environmental management of its business;
 - respecting the rights of its employees, treating them fairly and safeguarding a healthy and safe work environment;
 - installing a proper governance, risk management and compliance culture.