

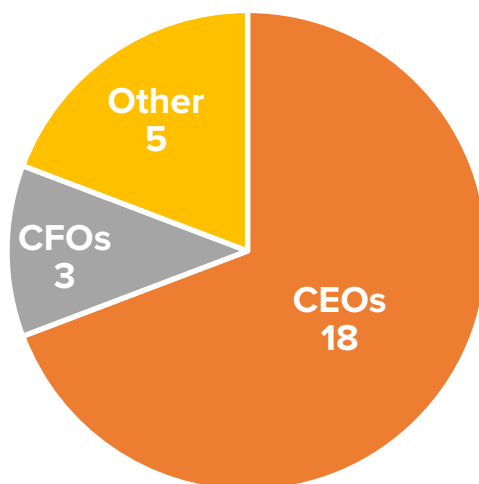
INVENTURE'S ESG AND RESPONSIBILITY QUESTIONNAIRE 2020

RESULTS & HIGHLIGHTS



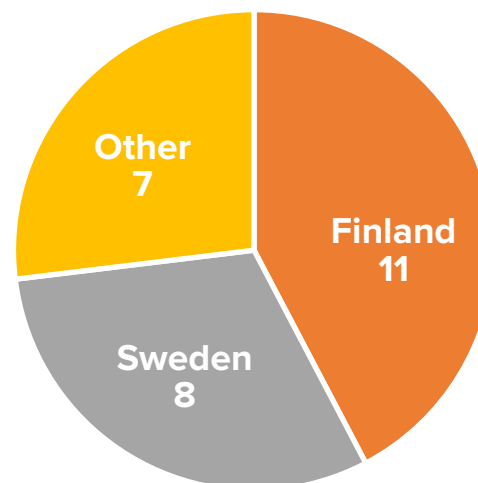
Respondents: 26

Respondents' roles: 69% CEOs



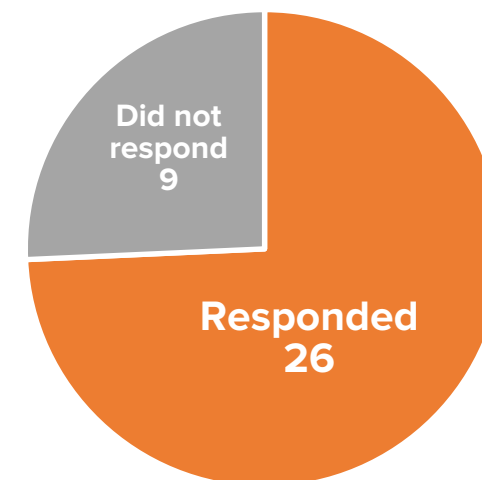
Other: HR Director, Senior Manager of Business Strategy, General Counsel, Growth Hacker, Operator

Respondent country

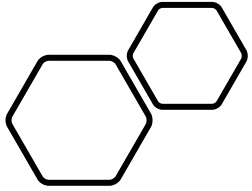


Other: Hungary, US, UK, Latvia, Denmark, France, Germany

Total respond rate: 74%



Respond rate of Inventure Fund III alone: 84%



Self-assessment

“How would you rate your company's overall ESG and responsibility ‘maturity’?”

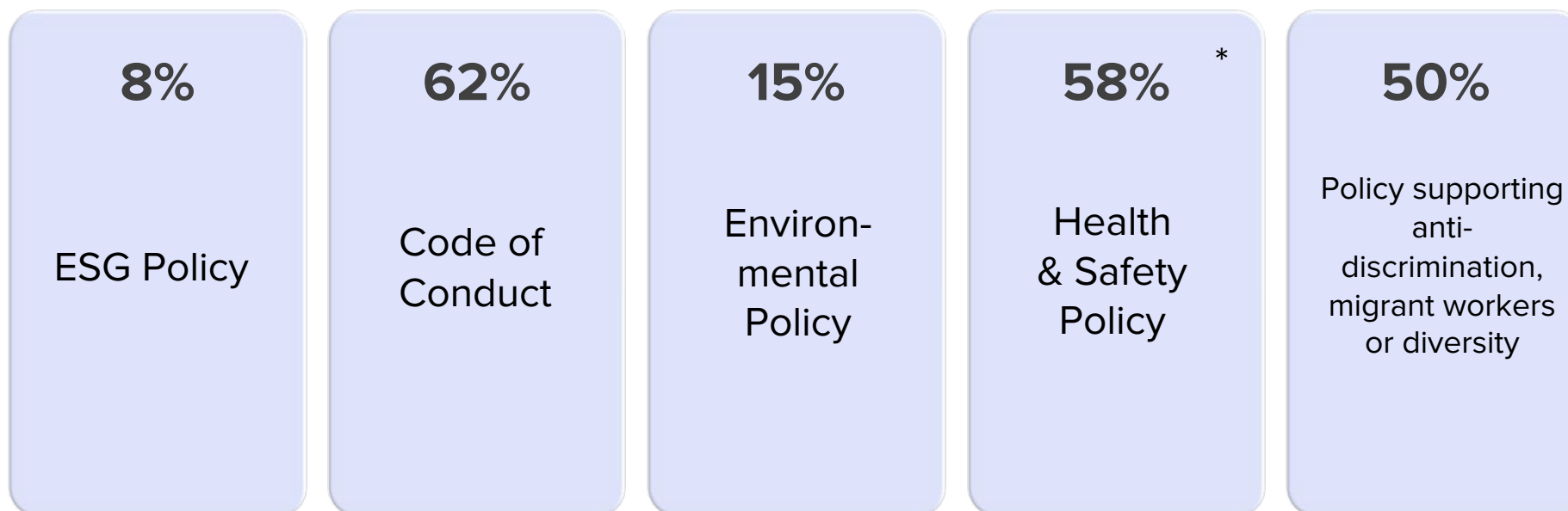
1 = poor, 5 = excellent

25 answers

High	4
Low	1
Average	2,4
Median	2

Percentage of companies with the following written guidelines in place

Out of 26 companies:



** Practically 100% in Finland, where it is a legal obligation.*



ESG training & personnel

- 46% of companies have someone responsible for ESG matters

Most of them directly, some split between functions

- 38% of companies train their personnel on ESG matters

Specifically, or within other trainings

- 46% discuss ESG matters at Board level

9 “yes”, 13 “no”, 3 “if needed”, 1 n/a

Diversity

Percentage of women working in:

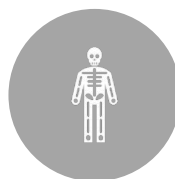
	In the Company	In Management Team	In Board of Directors
High	70%	60%	80%
Low	4%	0%	0%
Average	30%	18%	12%
Median	25%	17%	0%

Specifications



Do you identify and address ENVIRONMENTAL issues that your company or your subcontractor(s) faces or causes?

YES: 54%



Do you identify and address HEALTH and SAFETY issues that your company faces / your personnel comes across with?

YES: 88%



Do you have a Managements'/ Directors' and officers' liability INSURANCE in place?

YES: 77%

Whistleblowing

Do you have a whistleblowing system in place for personnel to report e.g. bribery, corruption, money laundering, discrimination or harassment?

Yes, anonymous:	6
Yes, although not anonymous:	2
No:	16
Working on it:	2

Out of 26 respondents...

- | | |
|--|---|
| ❖ In HR, do you have formal contracts, minimum age/wage policies, that covers all employees but also contractors and subcontractors? | YES/PARTLY: 62% |
| ❖ Do you list and report environmental, social or governance related RISKS and monitor them? | YES/STARTED: 38% |
| ❖ Have you implemented information security guidelines and GDPR in your company? | YES: 100% of European
(+ 1 US FIRM STARTED) |
| ❖ During the <u>last two years</u> , has your company received CLAIMS, COMPLAINTS or FINES from its customers, employees or authorities? | NO: 100% |
| ❖ Is your company a member of, or committed to any LOCAL or GLOBAL ORGANIZATION attending climate change or other ESG issues? | YES: 3 companies |

Challenges the companies had faced when implementing ESG & responsibility

- Avoiding bribery in certain countries
- Taking care of hazardous materials
- Finding time / person(nel) / good method to consider ESG
- Defining relevant strategies, processes & materials to build
- Balancing ESG with achieving growth targets
- Geographic spread (e.g. differences in Health & Safety legislation)
- Diversity & equality (e.g. finding women to employ)

E/S/G goals the companies had defined

- Equal opportunities for all employees
- Carbon neutrality / environmental topics
- Commitments to security and user data protection
- Focus on consumer trust & satisfaction
- Recruiting and retaining best talent while embracing a diverse workforce
- Measurements for employee satisfaction and engagement
- Employee training, support and compensation
- Supporting new ways and types of employment
- Health and Safety, both for employees and partners
- Legal compliance

Best qualities & making the world a better place

- **Enabling the transition towards a circular economy ***
- Fair trade
- Reducing material waste
- Enabling customers to move towards sustainability
- Positive environmental impact / saving energy
- Good gender balance, diversity & inclusivity
- Fair & equal remuneration policies, equal salaries between men and women
- Affecting human levels of consciousness and (lack of) awareness

** Answers to this question were naturally directly tied with the business of the respondents. However, enabling and fostering circular economy was mentioned several times.*

Next steps

- Compiled results sent to all respondents
- Individual comments and suggestions sent to each respondent
- Further discussions held and actions planned within companies and with Inventure Investment Directors
- Further cross company roundtable planned for fund level discussions and experience sharing
- Guidelines & instructions provided to portfolio companies

For questions or comments, please contact us

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