

2024

SUSTAINABILITY REPORT



Contents

01 03 A letter from our Managing Partner, Christoph D. Kauter

02 05 About Beyond Capital Partners

- 08 Facts & figures
- 09 Milestones
- 11 Success stories

03 13 Our approach towards sustainably growing together

- 16 Responsible corporate strategy
- 17 ESG management
- 22 Initiatives and collaborations
- 23 Responsible investment strategy
- 26 Portfolio stewardship

04 28 Our portfolio

- 29 Portfolio overview
- 30 ESG performance within our portfolio
- 32 B2B services
- 39 IT services & software
- 42 Healthcare & well-being

05 44 Double Materiality Analysis

- 45 Methodology
- 47 Material Topics

06 48 Our Material Topics

- 49 Environment
 - E1: Climate change
 - E4: Biodiversity and ecosystems
 - E5: Circular economy
- 54 Social
 - S1: Own workforce
 - S2: Workers in the value chain
 - S4: Consumers and end-users
- 66 Governance
 - G1: Business conduct

07 69 Appendix

- 69 ESRS index
- 72 Imprint & disclaimer

A letter

FROM OUR MANAGING PARTNER, CHRISTOPH D. KAUTER



Christoph D. Kauter,
Managing Partner and Founder

DEAR STAKEHOLDERS,

I am very proud to present Beyond Capital Partners' second Sustainability Report 2024. In April 2024, we successfully closed our Beyond Capital Partners Fund III, which is rated as a Sustainable Finance Disclosure Regulation (SFDR) category 8+ Fund. A particular focus lies on environmental, social and governance (ESG) factors. In addition, our latest fund is committed to invest a percentage of its capital in sustainable business models.

Our investment philosophy centres on good entrepreneurship, with sustainability criteria being embedded into every stage of the value creation progress of our portfolio companies. We ensure that our portfolio companies align with global standards while fostering innovation, sustainable growth and long-term success. Therefore, as part of our responsible investment strategy, we specifically invest in business models and support measures and initiatives in our portfolio companies that make a positive contribution to the UN Sustainable Development Goals (SDG).

In a rapidly evolving landscape of sustainability, it is essential to address, identify and act on the topics that are most significant for our sustainable business growth, long-term success and the impact of our actions. In the second half of 2024, we therefore conducted a Double Materiality Analysis, without a regulatory obligation, as an important step

in driving our sustainability efforts forwards in creating long-term value as well as being a leading example for our portfolio companies.

Our approach aims at identifying and assessing material impacts, risks and opportunities. We evaluated our impact materiality, examining how the business activities of Beyond Capital Partners and our portfolio companies affect stakeholders and the environment, as well as assessed the financial materiality of how sustainability factors influence the financial performance and resilience of our business.

GOOD GOVERNANCE CREATES RESILIENT COMPANIES

Our first Beyond Capital Partners' Sustainability Report 2023 highlighted our sustainability-oriented approach at both company and portfolio level. In 2024, we are further committed to adopting and implementing the United Nations Principles for Responsible Investment (PRI) and promoting the United Nations Sustainable Development Goals (SDG). Good governance lays the foundation for long-term value creation processes.

The following 2024 investment highlights illustrate our commitment:

» We invested in **ORENDT STUDIOS Holding GmbH** (ORENDT), a tech-enabled content service provider for global brands and retail companies in the luxury and lifestyle segment with state-of-the-art expertise. Our aim is to build ORENDT into one of the leading tech-enabled service providers in the segment of digital solution agencies in Europe over the coming years. In the first months of our partnership, the company has already implemented several measures to create the basis for its sustainable growth.

» Our investment **Dr. Hoffmann Facility Services Group GmbH** (Dr. Hoffmann), a leading facility services provider in Germany, further expanded its market position and continued its nationwide growth path by acquiring its fourth add-on NR Neue Raumpflege GmbH. With Dr. Hoffmann, from the start we implemented a dedicated buy & build growth strategy to become one of the leading providers of high quality and sustainable facility services in Germany. Dr. Hoffmann places a strong focus on its sustainable business practices and development, which is also reflected positively in communications, marketing and sales.

» In **Ank-Kaiser Sanitätshaus GmbH** (Ank-Kaiser), we have invested in the leading medical supply group in Rhineland-Palatinate, which focuses on medical supply and rehabilitation technology solutions for its customers. Ank-Kaiser further consolidated its position as a Top 10 supra-regional full-range medical supply group with innovative technology and a scalable infrastructure by acquiring Scharpenberg Orthopädie-Technik GmbH in August 2024, followed by Sanitätshaus Mayer & Rexing GmbH in October 2024. Ank-Kaiser implemented significant sustainability initiatives focused on reducing CO₂ emissions, developing and training its employees and implementing compliance guidelines.

» **Soft & Cloud GmbH** (S&C) is one of the leading B2B providers of TÜV-certified used Microsoft software licences in the DACH region. Sustainability is embedded in its business model that contributes to the circular economy, and the 'reusable' principle is incorporated into its day-to-day operations. This approach reflects the organisation's dedication to responsible, sustainable growth. Through the acquisition of SB Software-Broker GmbH in January 2024, S&C is becoming the leading provider in the used standard software segment in Germany.

LOOKING AHEAD

Beyond Capital Partners further contributes to continuing the success story of German smaller mid-cap companies while positively impacting the environmental, social and governance challenges of our time. We firmly believe that economic success beyond the capital invested depends first and foremost on the trust, passion and integrity of the actors involved.

All these efforts demonstrate our commitment to driving good entrepreneurship, sustainable growth and value creation in relation to Beyond Capital Partners' own operations, but at least as importantly, its portfolio companies.

Yours sincerely,

Christoph D. Kauter
Managing Partner and Founder
Beyond Capital Partners GmbH

May 2025



02

ABOUT BEYOND CAPITAL PARTNERS

08 Facts & figures

09 Milestones

11 Success stories

About

BEYOND CAPITAL PARTNERS

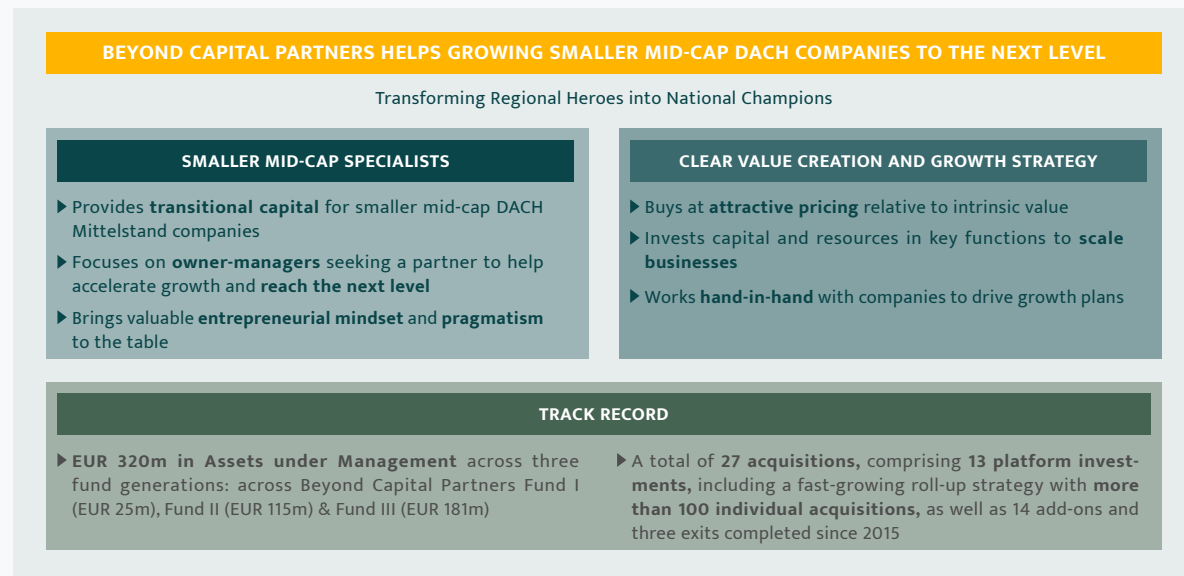
Beyond Capital Partners is an owner-managed investment company, based in Frankfurt am Main, that was established in 2015 by three entrepreneurial founders.

BUSINESS MODEL

Our investment strategy is the acquisition of majority shareholdings in well-performing smaller mid-cap companies with a focus on asset-light business models in the areas of B2B services, IT services & software, healthcare & well-being, lifestyle and entertainment in German speaking countries.

Our team, currently comprising 14 professionals with years of entrepreneurial and private equity expertise, collaborates closely with the portfolio companies in a consulting manner to foster trust, accelerate growth, and deliver long-term value creation and sustainable outcomes. Beyond Capital Partners is committed to gender equality and has a corporate culture that promotes operational efficiency and work-life balance, as well as an above average percentage of female professionals in the team, making us a leader in modern private equity practice.

We have crafted a distinct identity rooted in our commitment to responsible investment and sustainable growth. By leveraging its entrepreneurial DNA and innovative strategies, Beyond Capital Partners has established itself



as a trusted partner for founders navigating succession and expansion and is one of the most active lower-mid-market General Partners (GP) in the DACH region.

Over the past decade, Beyond Capital Partners has executed 27 acquisitions consisting of 13 platform investments and 14 add-ons plus more than 100 smaller acquisitions in the course of a fast growing roll-up strategy. Additionally, over the three funds raised, we exited three companies

and established a portfolio of high-performing sustainable businesses. We closed the most recent Beyond Capital Partners Fund III as a SFDR Art. 8+ fund at the hard cap in April 2024, despite a very challenging fundraising climate, underscoring our established position in the private equity market landscape and the attractiveness to existing and new investors. To contribute to the fight against climate change and support climate change adaptation as well as support social and societal necessities, Beyond Capital

Partners committed itself to allocating 20% of the committed capital into companies that pursue a sustainable environmental or social business objective.

Furthermore, Beyond Capital Partners is committed to further developing its impact strategy focused on environmental and social investments. This strategy will guide the investment decisions of the committed 20% in sustainable environmental and social business models and ensures the further development and valuation of the envisaged impact.

STAKEHOLDER PERSPECTIVES MATTER

Our stakeholders are at the heart of our business activities, shaping our operations and long-term success. As a private equity firm, we engage with a diverse group of stakeholders, impacted by our investments and the environment.

Understanding and addressing the needs and expectations of our stakeholders is essential for building trust, fostering communications and aligning our actions with stakeholder priorities. Through a diverse and regular stakeholder dialogue, such as the annual Portfolio Days, the annual General Meeting, reporting questionnaires, portfolio company ESG Roundtables, various conferences, charity events, and follow-ups with our limited partners, our advisory board and M&A experts, we can identify material issues, respond to emerging trends and adapt our approach if necessary.



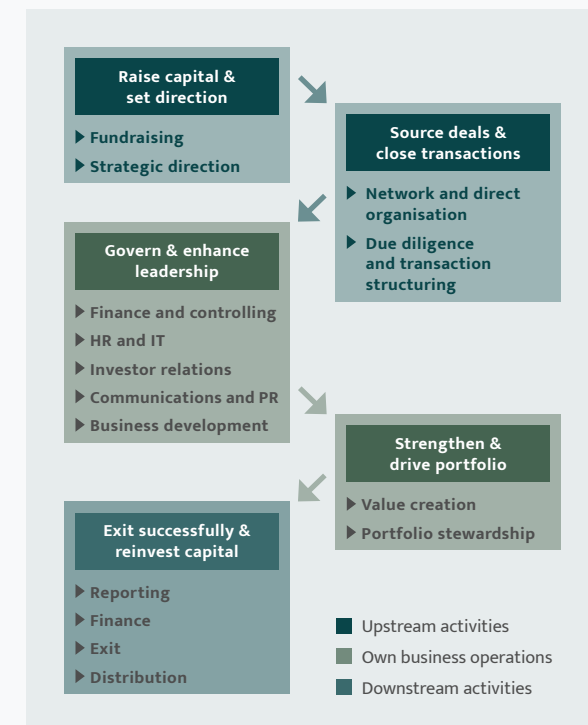
A VALUE CHAIN BUILT FOR IMPACT

Our value chain encompasses several interconnected stages, reflecting the nature of our business model. It spans from upstream activities such as fundraising and deal sourcing to our own business activities such as HR and IT and downstream activities such as exits from portfolio companies. Each stage is an integral part of our investment activities, our portfolio value creation and underlines our responsible and sustainable approach.

INTEGRATING THE RESULTS INTO OUR SUSTAINABILITY MANAGEMENT

Based on the material topics and sub-topics identified during the Double Materiality Analysis, we defined a set of targets, measures and key performance indicators (KPI) to evolve our corporate sustainability strategy. This enables us to monitor our sustainability goals and measures

over the long term and provide valuable information on progress towards achieving them. Therefore, the results of the Double Materiality Analysis were supplemented by findings from existing stakeholder engagement measures to appropriately consider their perspectives throughout our entire sustainability management process.

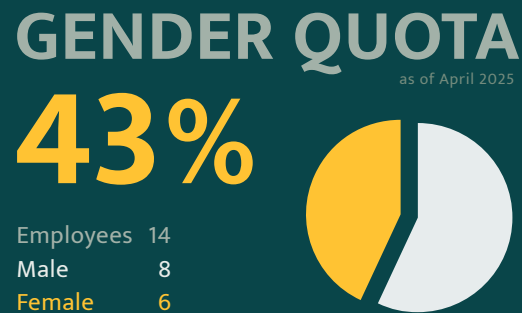


Facts

& FIGURES

Beyond Capital Partners is the investment firm for well-performing smaller mid-cap companies in German-speaking countries. We ensure that our portfolio companies align with global standards while fostering innovation, sustainable growth and long-term success.

27 ACQUISITIONS
 13 Platform investments
 14 Add-ons
 3 Exits



SMALLER MID-CAP SPECIALIST SINCE 2015

ASSETS UNDER MANAGEMENT
 as of April 2025

EUR 320_m

ESG PERFORMANCE IN OUR PORTFOLIO



Development of individual funds

FUND I

Vintage: 2017

Fund size: EUR 25m

SFDR: Not classified

PAI: n/a

FUND II

Vintage: 2021

Fund size: EUR 115m

SFDR: Art. 6

PAI: Not committed

FUND III

Vintage: 2024

Fund size: EUR 181m

SFDR: Art. 8+

PAI: Committed

20% environmental & social sustainable investments supporting the following SDGs:



Milestones

“ESG IS NOT A PROJECT, IT’S A JOURNEY”

2015

- Operation start of Beyond Capital Partners

2017

Fund I
GmbH & Co. KG

- Final closing Fund I GmbH & Co. KG

2020

- Beyond Capital Partners “ESG toolkit” and ESG guideline
- Implementation of ESG assessment in quarterly reporting

2021

Fund II
GmbH & Co. KG

- Final closing Fund II GmbH & Co. KG

2023

- First Sustainability Report for Beyond Capital Partners
- Set-up of ESG programmes “ESG along the investment cycle”
- Implementation of ESG reporting tool (Reporting21) for portfolio companies
- Set-up of ESG due diligence, benchmarking & scoring tool
- Initiation of ESG Roundtable (for portfolio companies)
- Compliance Initiative for portfolio companies
- First ESG Roundtable for portfolio companies

Fund III
GmbH & Co. KG

2024

- Final closing Fund III GmbH & Co. KG (SFDR Art. 8+)
- First Double Materiality Analysis for Beyond Capital Partners
- Christoph D. Kauter awarded as “BVK Chancenmacher”
- Carbon footprint assessment for portfolio companies
- Implementation of compensation policy for portfolio companies
- Learning & Development Initiative for portfolio companies

2025

- 10 years anniversary
- Enhancement of impact investment themes and strategy
- CFI.co Award Winner 2024: Innovator in Succession Solutions & Expansion Capital Germany



Voice

OF OUR HEAD OF ESG



Helena Hausen

Senior Investment Manager
and Head of ESG

“ESG and sustainability are much more than trends – they are the foundation for long-term resilience and success, and the cornerstone of a future where responsible, resilient and visionary companies thrive. They illuminate new paths to growth, inspire cultural change and sound governance practices, and anchor long-term value creation.”

Success stories

ANK-KAISER SANITÄTSHAUS & SCHARPENBERG ORTHOPÄDIE-TECHNIK

ANK
Sanitätshaus +
Orthopädietechnik GmbH



Nataliia Mandryk – wheelchair fencer wins silver medal in Tokyo for Ukraine in 2020



Nataliia Mandryk is a competitive para-athlete in wheelchair fencing and has already taken part in various national and international competitions for Ukraine. She is from Kharkiv eastern Ukraine and came to Rostock, Germany, in April 2022 after Russia's invasion of Ukraine, which she witnessed first-hand. Nataliia has been physically limited since birth due to a spinal defect, and she is unable to walk and relies on a wheelchair.

The orthopaedic technician team at Scharpenberg Orthopädie-Technik configured the wheelchair for her and customised individual leg orthoses that enable her to be temporarily mobile in everyday life without a wheelchair.

In Rostock, she has found a recognised wheelchair fencing team with whom she can train well.

A personal highlight was undoubtedly her participation in the 2021 Summer Paralympic Games in Tokyo, where she won the silver medal for Ukraine.



Click here to watch the video interview with Nataliia that shows the first steps in the production of the leg orthosis

Harvest accident – 26 year old farmer was helped back to life

During the 2023 harvest, the young farmer noticed problems with the combine harvester. When he tried to find a solution in the clogged grain store, he got caught in the machine's running auger conveyor. In a dramatic rescue operation, both of his legs had to be amputated in the field by a trauma surgery team from the Rostock University Medical Centre in order to free him from the auger.

At the start of 2024, a team of doctors from the Rostock University Medical Centre and orthopaedic technicians from Scharpenberg Orthopädie-Technik complied with the patient's wishes and implemented a state-of-the-art leg prosthesis concept for him.

Similar to a dental implant, the surgeons insert an implant into the thigh bone, which leads through the skin to the outside (transcutaneous). The leg prosthesis components are configured and adapted to this in several steps and are continuously readjusted in line with the progress of the therapy.

As a result, and with the help of intensive physiotherapy training, the farmer was able to stand on two legs again very quickly and take his first steps. Today, in accordance with his most fervent wish, he is back working on the farm, can do many everyday things and even drives a car again.

Success stories

DR. HOFFMANN FACILITY SERVICES GROUP

The Hoffmann Group lives sustainability as an integral part of the value chain

The company was one of the first facility services providers in Germany to be awarded the environmental certificate by the Bavarian State Ministry back in 2003, and has been certified as a climate-neutral company since 2021. The Hoffmann Group also has environmental management certifications in accordance with DIN ISO 9001 and 14001. Thanks to the partnership with ConClimate, the company offsets all of its CO₂ emissions and invests in various climate protection projects every year.

In 2023, the company appointed an ESG & Compliance Manager and is also a supporter of the United Nations Global Compact, a voluntary international initiative for the development, implementation and disclosure of responsible business practices.



➤ Follow this link and take a closer look at Dr. Hoffmann's ESG achievements, with lots of interesting and transparent information on the company's sustainability concept.



In 2024, the Hoffmann Group implemented further ESG measures and sets a good example – green electricity, an energy-efficient office building that has been certified gold by the German Sustainable Building Council (DGNB), sustainable and innovative cleaning products, a waste disposal concept, a paperless office and the gradual conversion of the vehicle fleet to electric and hybrid drive systems.

Furthermore, the Hoffmann Group attaches great importance to its employees. As a family-friendly company certified by the Bavarian Family Pact and awarded 'Employer of the Future' by the German Innovation Institute for Sustainability and Digitalization (DIIND), it offers company pension scheme, corporate benefits such as business bike or company fitness, and training programmes for employees in areas such as sustainability, health & safety, diversity, data security, cybersecurity and compliance.

A great milestone was reached in 2024 when the Hoffmann Group published its first sustainability report that gives insights into its ESG commitments and initiatives. The company is convinced it has a responsibility towards society and the environment and sustainability will play a fundamental role in the Group's strategy over the coming years.



03

OUR APPROACH TOWARDS SUSTAINABLY GROWING TOGETHER

- 16 Responsible corporate strategy
- 17 ESG management
- 22 Initiatives and collaborations
- 23 Responsible investment strategy
- 26 Portfolio stewardship

Our approach

TOWARDS SUSTAINABLY GROWING TOGETHER

Since Beyond Capital Partners' inception, the partners have been committed to investing in companies where they can use their expertise and professional experience to create long-term value. A core principle guiding their approach has always been responsible entrepreneurship – empowering decisive owners with a growth mindset and a strong values framework that encourages thoughtful, grounded economic and social stewardship.

Long before sustainability, and ESG in particular, became mainstream issues, Beyond Capital Partners focused on partnering with entrepreneurs who shared the mindset and vision for sustainable business growth. This has shaped Beyond Capital Partners' investment approach from the outset: always 'owner first'. Entrepreneurial commitment, the quality of the relationship and a shared vision for future development have always been key soft factors in deal making, alongside sector potential, business models and financial performance.

Beyond Capital Partners stands for ownership and responsible stewardship, advising management teams to support their sustainable growth journey. This includes value-enhancing improvements such as:

- » Professionalising governance structures and practices
- » Mitigating key person risk by building strong second-line management or co-managing directors
- » Accelerating top-line growth through organic initiatives (e.g. expanding sales capabilities or adding service offerings) or inorganic growth such as buy-and-build strategies
- » Implementing ESG initiatives to strengthen business resilience and ensure positive environmental and social impact

Our active ownership model – as a sparring partner and strategic advisor – enables us to support the development of scalable champions. These companies exit our portfolio with robust financial, governance and operational structures in place, and are prepared for their next chapter of growth with a broader universe of future buyers.



TRANSFORMING REGIONAL HEROES INTO NATIONAL CHAMPIONS



RESPONSIBLE

Corporate strategy

Private equity investments in the smaller mid-cap segment offer enormous potential yet require a strategic and sustainable approach to ensure long-term success. For us, the combination of good entrepreneurship, sustainable development, a growth mindset and strong values forms the basis for a successful and sustainable corporate strategy in this segment.

At Beyond Capital Partners, we have lived and incorporated these principles from the very beginning. In this way, we not only create economic added value, but also contribute to the positive development of society and the economy. Sustainable growth is therefore not a short-term trend, but a key success factor for long-term value creation.

Successful companies are based on visionary leadership, entrepreneurial agility and consistent customer and employee orientation. For us, this means investing in entrepreneurial teams that not only have a strong track record but are also willing to develop further. Partnership-based commitment and a clear focus on operational excellence are key to generating sustainable value from capital investments.

Companies that focus on solid financial structures, resource efficiency and social responsibility are more resilient to market changes. Long-term value creation requires targeted investments in innovation, digitalisation and sustainability to accelerate economic growth, drive structural change and ensure long-term competitiveness.

Companies that continuously learn, adapt and develop innovative solutions have a decisive competitive advantage. For this reason, we place a strong focus on a growth mindset. This requires a corporate culture that views mistakes as learning opportunities, encourages entrepreneurial thinking and motivates employees to constantly learn and develop. We provide targeted incentives to establish this mindset in our portfolio companies.

This includes strong corporate governance, which leads the company to greater resilience and better results in the long term through clear and practised values. Ethics, integrity and a sense of responsibility form the foundation for trusting relationships with customers, partners, investors and further stakeholders. A value-oriented company attracts talented employees, increases customer loyalty

and minimises regulatory risks. For this reason, we not only optimise the key financial figures of our portfolio companies, but also promote shared values, long-term visions and continuous training and growth through active portfolio stewardship and constant exchanges with our teams as well as between the portfolio companies as part of our Portfolio Days or ESG Roundtables.

ESG

Management

Sustainable growth and responsible investing are essential components of a future-proof private equity strategy. As a smaller mid-cap investor, we integrate ESG (environmental, social and governance) criteria at both fund and portfolio level to achieve long-term value growth and a positive social impact.

ESG INTEGRATION AT FUND LEVEL

Our sustainability approach starts at fund level, where we embed ESG principles as an integral part of our investment process. As part of our Responsible Investment Strategy, clear ESG guidelines have been established, from company selection, the consideration of sustainability risks and opportunities in due diligence and the active management and monitoring of the ESG performance of our investments, including as part of management remuneration. We are committed to transparency and regularly submit sustainability reports that inform investors and stakeholders about our ESG strategy, current portfolio developments and progress.

As part of our fundraising for Beyond Capital Partners Fund III GmbH & Co. KG, we have actively decided to invest 20% of the committed capital in companies with a sustainable business model that has a demonstrably positive environmental or social impact. An Impact Investment Strategy is being set up as an extension of our existing Responsible Investment Strategy that represents a further milestone on our sustainability journey.

Relevant business models should have a positive impact on the following topics:

- » Climate change and adaptation
- » Circular economy
- » Health and well-being
- » Education

The investments will always be based on Beyond Capital Partners' proven investment parameters of successful and established smaller mid-cap and entrepreneur-led companies.

The deal team prepares a well-founded impact assessment and strategy for these investments as part of the due diligence phase, with the support of an experienced impact consultancy. The identification and realisation of impact value creation potential and the associated impact indicators will help to increase and measure the positive influence in the future. Finalisation and full implementation will be completed in the first half of 2025.

ESG AS A STRATEGIC SUCCESS FACTOR FOR THE PORTFOLIO

Effective ESG management continues at portfolio level. We actively support our portfolio companies in expanding existing business models in line with sustainable parameters as part of their growth, using resources efficiently and integrating social and ethical standards into their corporate

governance. This is done through supportive measures in the investment process and is set out in our 'ESG along the Investment cycle' concept introduced in 2023.

SOURCING

In addition to our existing exclusion list of sectors or business models in which we do not invest as a matter of principle, an assessment of the company's ESG parameters is carried out during the initial review of investment opportunities.

ESG DUE DILIGENCE AND MONITORING

We carry out comprehensive internal and external ESG assessments prior to acquisitions. Following the acquisitions, during the holding period, we support the companies in identifying material sustainability risks and opportunities and act as a sparring partner in defining sustainability targets and measures. On the basis of regular exchanges with the management and the responsible ESG managers of the portfolio companies, as well as our annual ESG reporting, in which we collect and evaluate general and sector-specific sustainability indicators, an annual ESG roadmap is agreed with the portfolio companies. In addition to the definition of financial metrics non-financial metrics are defined as performance indicators as part of the management's annual variable performance compensation. A comprehensive remuneration guideline was adopted in 2024 to ensure that financial and non-financial performance indicators are considered in the process.

BEST PRACTICE SHARING

Through formats such as our annual Portfolio Days and bi-annual ESG Roundtables, we promote the exchange of proven sustainability strategies between our portfolio companies and ensure that current developments from a regulatory and economic perspective are brought to the attention of our portfolio companies. The exchange with our ESG Managers as well as external experts enables the portfolio managers and companies to continuously discuss and develop in this area.

PROMOTING INNOVATION AND TRANSFORMATION

We support our portfolio companies in making targeted investments in digital and sustainable innovations to secure competitive advantages and exploit sustainability opportunities, as well as to drive professionalisation and process optimisation forwards.

RESPONSIBLE ENTREPRENEURSHIP AND GOVERNANCE

Strong corporate governance and value-based entrepreneurship are key components of our investment philosophy. Our companies benefit from structured governance mechanisms that ensure long-term stability and promote ethical standards. This also includes strengthening diversity, equity and inclusion as well as social responsibility in the management structures of the portfolio companies.

SUSTAINABILITY MANAGEMENT AS A DRIVER FOR VALUE CREATION AND GROWTH

Our sustainability management, as one of our key success factors, is based on the deep conviction that ESG criteria not only fulfil regulatory requirements but also create economic and social value. Through the combination of strategic ESG integration at fund and portfolio level as well as corporate responsibility and long-term vision, we make an active contribution to a sustainably successful economy and companies that successfully master future opportunities and challenges.

OUR TEAM OF LEADING SPECIALISTS AND ENTREPRENEURS

Investment committee



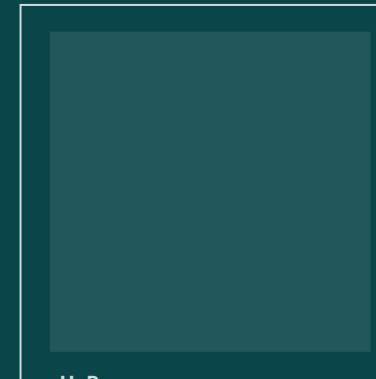
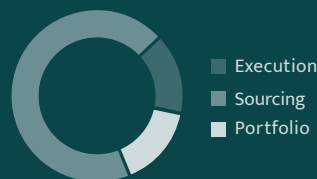
CHRISTOPH D. KAUTER
Managing Partner and Founder
 >25 years in Private Equity and M&A

Christoph D. Kauter is the founder and Managing Partner of Beyond Capital Partners and a long-standing private equity investor with in-depth expertise in finding attractive investment opportunities, winning the hearts of entrepreneurs, executing state-of-the-art M&A transactions, implementing value-enhancing growth strategies and business development measures for the investments and is a strong supporter of ESG as a value driver for the companies.



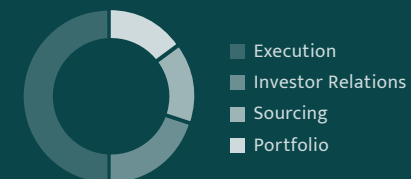
KARSTEN B. EIBES
Managing Partner and Founder
 >25 years in Consulting, Private Equity and M&A

Karsten Eibes started the investment activities of Beyond Capital Partners in 2015, together with Christoph D. Kauter. With more than 25 years of professional experience, Karsten combines significant strategic, operational and entrepreneurial experience in German family businesses. His focus at Beyond Capital Partners is the identification of attractive investment opportunities.



U. B.
Managing Partner
 >18 years in Private Equity and M&A

U.B. will be joining as Managing Partner by mid-2025. He brings more than 20 years of professional experience in M&A and Private Equity, holding a Managing Partner position as entrepreneurial founder of an asset-light focusing M&A boutique for the past 8 years.



OUR TEAM OF LEADING SPECIALISTS AND ENTREPRENEURS

Deal execution



NICO STROTT
Investment Director
12 years in Private Equity, M&A,
Strategy and Transformation



FLORIAN HAUSEN
Investment Director
19 years in Investment
Banking, M&A, Strategy
and Operations



DR ALEXANDER C. WENZ
Investment Director
9 years in Private Equity
and Strategy Consulting



HELENA HAUSEN
Senior Investment Manager
and Head of ESG
16 years in Private Equity
and M&A Consulting



DAVID D. KYRATSAS
Senior Investment Manager
11 years in Private Equity,
M&A Consulting and Audit



DOMINIK SPINLER
Investment Manager
9 years in Investment Banking,
Private Equity and M&A



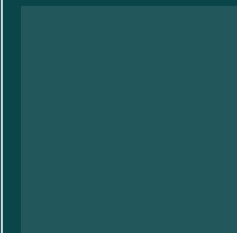
LENA BÜRGER
Investment Manager
7 years in Investment Banking,
Private Equity and M&A



THEA MÖLL
Investment Manager
7 years in Investment Banking
and M&A



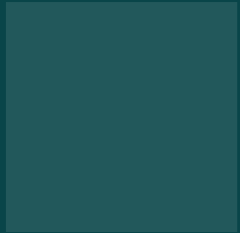
PATRICK KOLB
Investment Associate
4 years in Alternative Asset
Management and Operations



N. N. ¹
Investment Associate

¹ Will be joining the team in the first half of 2025.

Corporate TEAM



M. M.¹

Director Finance

13 years in Private Equity,
Finance and Accounting
and Audit



SIMONE MATYKA

**Director Business &
Corporate Development**

19 years in Strategy, Business
and Corporate Development



BIANCA BERTSCH

**Director Corporate
Communications &
Brand Strategy**

>20 years in Corporate
Communication



JULIA THEIS²

Senior Executive Assistant

>15 years in Executive
Assistance

Advisory Board

FOSTERING BEST PRACTICES IN PRIVATE EQUITY
FROM HIGH CALIBER ADVISORY BOARD MEMBERS



FLORIAN HIRSCHMANN

**Head of Private Equity
Germany at Ashurst LLP**

>15 years M&A and PE law



EDUARD KOSTADINOV

**Senior Managing Director
at Evercore**

>20 years in M&A



UWE KOLB

**Investor and independent
Adisory Board Member**

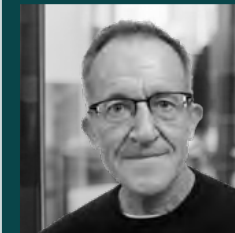
>35 years in Private Equity
and M&A



WOLFGANG KRAPPE

**Founder and former CEO
of Capitell AG**

>25 years in Wealth
Management



STEFAN ZUSCHKE

**Former Global Co-Chairman
at BC Partners**

>25 years in Private Equity

¹ Will be joining the team in the first half of 2025.

² Has joined the team in January 2025.

Initiatives

AND COLLABORATIONS

Beyond Capital Partners supports leading sustainability initiatives and organisations. As part of the commitment of being a responsible investor, Beyond Capital Partners is a signatory of PRI (Principles for Responsible Investment) and a member of Level 20 and the BVK (German Private Equity and Venture Capital Association). Furthermore, Beyond Capital Partners is a sponsor of the German Impact Investing (Gii) initiative and a participant of the United Nations Global Compact (UNGC).

The ideal of promoting social and environmental initiatives among Beyond Capital Partners' portfolio companies, to create trust, impact and long-term success, is fundamental to its value-creation strategy.

Through our responsible investment approach and corporate strategy, we contribute to selected Sustainable Development Goals (SDGs) closely linked to our business. We focus on goals where our actions have measurable impact – both through our operations and the industries in our portfolio. As our company and sustainability work evolve, we regularly review how our impact – and thus our SDG contributions – may change. The Double Materiality Analysis, conducted for the first time during the reporting year, helped us systematically reassess the relevance of SDGs in our context.



Signatory of:



Beyond Capital Partners supports the **Principles for Responsible Investment (PRI)** that contribute to developing a more sustainable global financial system.



German Private Equity and
Venture Capital Association e.V.

Beyond Capital Partners is a member of the **German Private Equity and Venture Capital Association (BVK)** and supports its policy issues to underline the importance of private equity for the German economy as a growth engine for innovation, start-ups and SMEs.



Beyond Capital Partners is a sponsor of the **German Impact Investing Initiative (Gii)** that was launched by BVK in 2014. This initiative marks a decisive step in the promotion of sustainable technologies and business models.



Beyond Capital Partners is an Ambassador Member of the **American Chamber of Commerce (AmCham Germany)**, a private, nonprofit business organisation representing the interests of American and German businesses engaged in transatlantic affairs across all industries.



Beyond Capital Partners is a supporter of the **United Nations Global Compact**, the world's largest corporate sustainability initiative for the development, implementation and disclosure of responsible business practices.



Beyond Capital Partners is a sponsor of the non-profit initiative **Level 20**. The mission of Level 20 is to encourage greater female representation across the private equity industry with the goal of having 20% of senior positions held by women.

RESPONSIBLE

Investment strategy

In April 2024, Beyond Capital Partners closed its third fund at the hard cap of EUR 181m. By sticking to our proven investment strategy of investing in profitable smaller mid-cap companies in the DACH market with asset-light business models in the areas of B2B services, IT services & software, healthcare & well-being, lifestyle & entertainment in the German speaking countries, we continued to grow our pan-European institutional investor base with all existing Limited Partners re-upping. Additionally, as a strong believer in our ‘put your money where your mouth is’ approach, a substantial General Partner commitment, including family and friend investors, rounded this up.

All of this was achieved by maintaining our familiar and successful investment strategy, but also by further developing our approach in line with current economic and social developments and requirements. In this regard, we ensure the success of our investments by implementing proven value drivers and by advising companies on how to protect themselves against environmental, social and governance risks with appropriate adaptation, development and protection measures. In addition, we support the identification and implementation of sustainability-related opportunities that unfold additional value and creation potential.

Beyond Capital Partners Fund III GmbH & Co. KG is classified as an SFDR Art. 8+ fund with a 20% investment commitment to sustainable business models, so that 10% is allocated to environmentally sustainable business models and 10% to socially sustainable business models.

It is our personal commitment to both support the portfolio companies that fall within this 20% in their sustainability efforts and actively support all our portfolio companies in their sustainable development, promoting sustainable measures and initiatives to further strengthen their resilience and ensure good entrepreneurial and governance practices.

Therefore, we are constantly developing the ‘ESG along the investment cycle’ concept introduced in 2023 and adapting its content and requirements to the trends, developments and challenges relevant to our portfolio companies.

With regards to our commitment to invest 20% of the capital commitment in sustainable business models, we started to further enhance our Responsible Investment Strategy and will add additional impact parameter to our investment process, which will be finalised and implemented during the first half of 2025. This will include a full impact investment strategy, covering impact investment themes, assessment, scoring, KPIs and development plans, influencing all investment steps from sourcing to exit.

All our investments follow at a minimum the steps and processes shown in the diagram **7 ‘ESG along the investment cycle’** and focus on promoting the sustainable attributes described in sections E, S and G below.

ENVIRONMENT

We committed ourselves to invest 10% of the capital commitments of Beyond Capital Partners Fund III GmbH & Co. KG into business models that have a positive impact on climate change mitigation & adaptation and the enhancement of circular economy practices. Furthermore, we are eager to support all our portfolio companies in developing and improving their sustainability practices within their governance structures, operations, processes and products to positively influence the environment.

Our investment strategy focuses on asset-light business models in the areas of B2B services, IT services & software, healthcare & well-being, lifestyle & entertainment. Most of these companies can heavily impact social parameters, whereas rather limited environmental impact can be achieved. However, within the realms of possibilities, we actively promote and support the change towards renewable energies, assessment and reduction of the carbon footprint as well as improving their resource efficiency and waste management.

By implementing relevant KPIs to the annual ESG reporting, we can quantitatively and qualitatively assess annual performance and lead change in areas that are material to the individual companies. This is underlined by the joint efforts of setting up annual ESG roadmaps, based on the individual annual ESG reporting assessment and agreeing on target ESG KPIs for the performance rewards of the portfolio senior management, as outlined in the 2024 released “Portfolio Company Management Remuneration Policy”.

SOCIAL

By investing 10% of the committed capital in business models that have a positive impact on a societal problem and are well-structured growth companies with an attractive return profile, we can grow impact and make sure to earn valuable returns for our stakeholder. A valid example is investments in the healthcare service sector, where asset-light business models can have a heavily positive influence on societal challenges that are for example caused by an ageing population, while the market is fragmented and demand for corresponding services is very high. These are ideal conditions for our successful buy-and-build investment strategy.

Beyond this, we actively support all our portfolio companies, regardless of their impact on societal challenges. We do this to improve their social parameters and change the companies for the better, ensure employee satisfaction to increase retention rates, and implement meaningful and customised training and development programmes to further develop their employees and succeed in the war for talent and overcome shortages of skilled labour. A further development area in the months ahead is the promotion of diversity, equality and inclusiveness (DEI) initiatives to achieve greater innovative strength, creativity, employee satisfaction and productivity.

As with the promotion and development of environmental attributes, we ensure quantitative and qualitative assessment as part of the annual ESG reporting and further development of social objectives and characteristics. This is done through the ESG roadmaps and our various portfolio stewardship measures such as the annual Portfolio Days, specific training or the ESG Roundtables, fostering continuous exchange between portfolio companies, and information on current developments and training for deal teams and the portfolio management.

GOVERNANCE

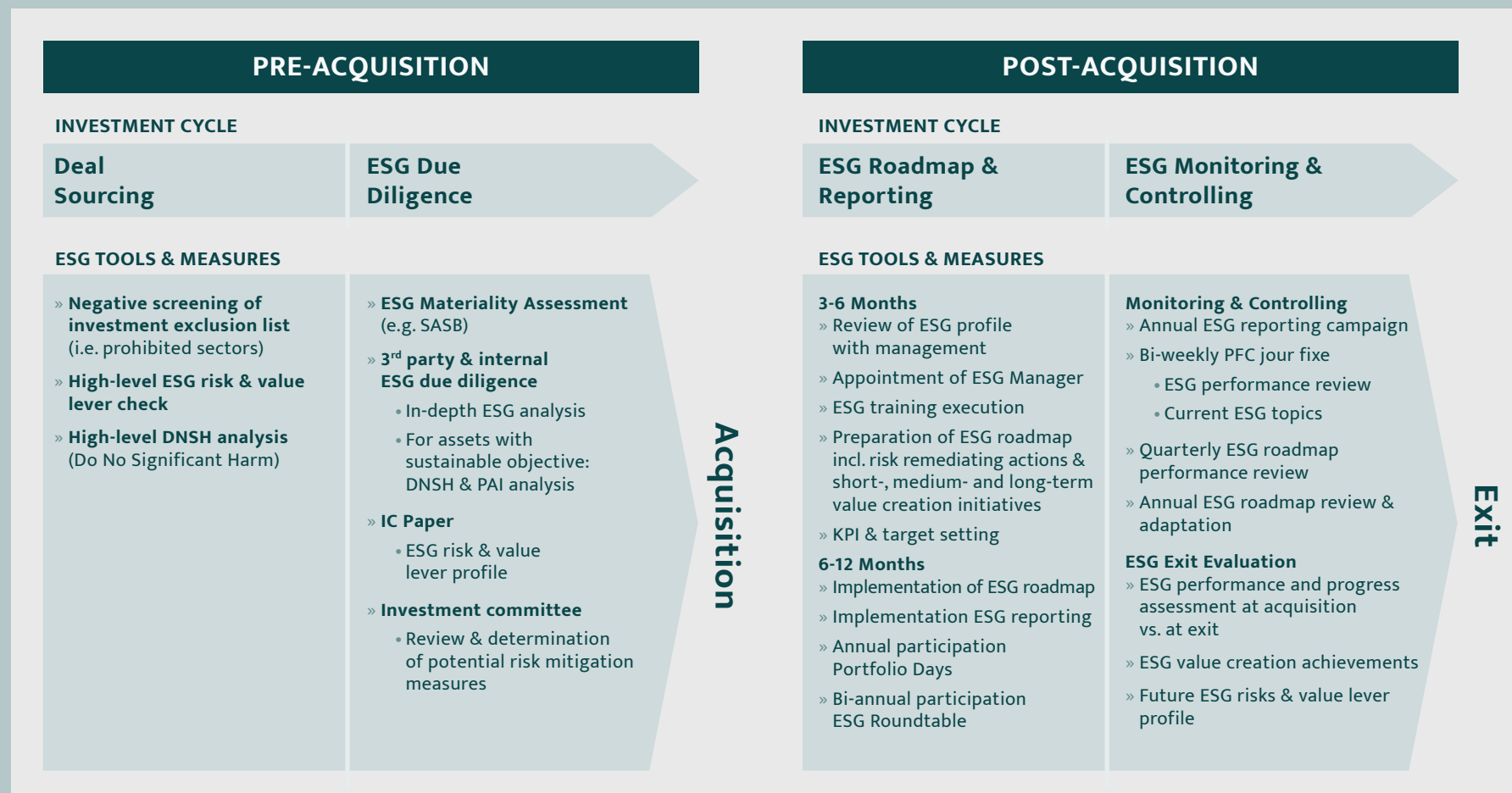
In a competitive and constantly changing market environment, good governance practices are the foundation for successful and sustainable growth.

Smaller mid-cap, owner-managed companies often thrive with relatively centralised structures. A key success factor in their growth journey is the professionalisation of governance structures and practices. Investing in second-line management and/or Co-Managing Directors helps mitigate key-person risk and positions the organisation for sustainable growth. A well-defined strategic growth path – supported by clear responsibilities, ethical guidelines, regulatory compliance, effective internal controls, and tailored financial reporting – forms the backbone of accelerated and successful expansion. This is why we are particularly interested in supporting companies to set-up internal structures, that meet these requirements and strengthen the resilience of the companies in which we invest.

Governance practices are assessed from the outset and continuously developed throughout the entire investment cycle. Supportive measures, along with ongoing engagement and collaboration with portfolio managers, ensure sustainable economic growth and value creation.

All measures and initiatives outlined are promoted and implemented by us to drive change and implement best practices to positively impact environmental and social challenges and ensure good governance structures, leading to resilient, scaled companies and valid investment returns.

ESG ALONG THE INVESTMENT CYCLE



Portfolio stewardship

DRIVING BEST-IN-CLASS SUSTAINABILITY PRACTICES

In the dynamic landscape of private equity, portfolio stewardship is a cornerstone of long-term value creation, particularly in the smaller mid-cap sector. A proactive and structured approach to sustainability is critical for ensuring resilience, operational excellence, and long-term competitive advantage. Furthermore, we focus on strengthening governance structure at our portfolio companies to optimise decision-making and risk management.

By fostering active interaction between the deal and portfolio teams, facilitating continuous exchange between stakeholders and by providing training and best-practice solutions as well as thematic blueprints to advise portfolio companies in establishing best-in-class practices, our fund ensures that sustainability and good governance practices are embedded in the fund and portfolio DNA.

ACTIVE INTERACTION BETWEEN DEAL AND PORTFOLIO TEAMS

The foundation of our portfolio stewardship approach lies in seamless collaboration between our deal and portfolio management teams. From the early stages of investment, sustainability considerations are integrated into due diligence, value creation planning, and execution. By working together, these teams identify key environmental, social and governance priorities tailored to each portfolio company's sector, maturity, and strategic objectives.

» **Pre-investment alignment:** The deal team incorporates sustainability criteria into the investment analysis and thesis, ensuring that ESG risks and opportunities are identified and addressed.

» **Post-investment engagement:** The portfolio team works closely with management teams to determine responsibilities in the leadership team, mitigate or leverage material sustainability risks and opportunities as well as implement sustainable business practices and reporting.

» **Ongoing collaboration:** Regular check-ins, joint strategy sessions between deal and portfolio teams, the annual ESG reporting, ESG roadmap, and the implementation of non-financial indicators in the management's variable compensation ensure that sustainability remains a value driver throughout the investment lifecycle.

CLOSE EXCHANGE AND KNOWLEDGE SHARING

An open and continuous dialogue between our fund and portfolio companies is crucial to embedding sustainability deeply into corporate cultures. We facilitate structured knowledge exchange through:

» **Portfolio Days:** At our annual Portfolio Days, the Beyond Capital Partners team and the executives from our portfolio companies exchange knowledge, challenges and best practices from their business operations and growth journey, as well as for the implementation of sustainability initiatives. Furthermore, external experts such as sustainability specialists, industry experts and

regulatory advisors provide up-to-date guidance and actionable recommendations. The two-day event not only enables valuable insights, learning and updates but also fosters cross-company synergies.

» **ESG Roundtables:** Semi-annually an engaging virtual meeting takes place between our ESG team and the ESG managers and executives of our portfolio companies. This promotes continuous development and provides updates on all ESG-relevant topics, not only regulatory updates, but also portfolio and Beyond Capital Partners-specific ESG information shares best practices and supports individual ESG experiences and progress.

TRAINING AND DEVELOPMENT FOR LONG-TERM IMPACT

To drive sustainable transformation, we prioritise training and development at both the fund and portfolio levels. This includes the following initiatives:

» **ESG training for investment teams:** Equipping deal teams with the latest tools and frameworks to assess and implement ESG best practices effectively into day-to-day business.

» **ESG introduction session post-acquisition:** Next to our ESG Roundtables, portfolio company leadership and ESG teams receive an ESG introduction by Beyond Capital Partners to enhance their ability to integrate ESG into corporate strategy and operations and understand ESG requirements at fund and portfolio level.

» **Learning and Development Initiative:** In 2024, Beyond Capital Partners' Learning and Development Initiative (L&D) was launched to analyse the current L&D landscape of the portfolio companies, with a particular focus on compliance and AI training, but also on the training needs of each company in terms of professional and operational training and development needs. Supported by our Business Development Director, the companies assessed their situation, identified white spots and selected suitable learning providers covering training gaps and further development. The project began in mid-2024 and is expected to be fully implemented in 2025.

GOOD GOVERNANCE AS THE BASIS OF EFFECTIVE PORTFOLIO STEWARDSHIP

Ensuring that portfolio companies operate with integrity, transparency and accountability, our fund's stewardship approach emphasises and is supported by:

- » **Leadership effectiveness:** Ensuring that portfolio companies establish strong, diverse and well-functioning boards with clear roles and responsibilities.
- » **Regulatory compliance:** Supporting companies in staying ahead of evolving legal and regulatory requirements.

» **Ethical business practices:** Promoting a culture of integrity, responsible decision-making, and risk management through clear communication of values and guidelines.

» **Stakeholder engagement:** Encouraging companies to engage with employees, customers and communities in a transparent and responsible manner.

» **Compliance Blueprint:** At the end of 2023, Beyond Capital Partners had a Compliance Policy Blueprint created, which contains all relevant compliance guidelines for a private equity portfolio company in relation to the industry and size of our investment strategy. The Compliance Blueprint is to be seen as a supporting document for the Portfolio Compliance Initiative 2024 and is intended to help portfolio companies pragmatically analyse their current policies and processes, identify missing or incomplete items and assist in the implementation and roll-out of new policies and processes to ensure full and best-in-class compliance.

ENABLING BEST-IN-CLASS ESG PRACTICES


Through this structured stewardship model, we empower our portfolio companies to:

» **Set and track ambitious ESG goals:** Establish material measurable sustainability targets as part of the ESG roadmap and leverage performance data from annual ESG reporting to drive improvements.

» **Enhance operational resilience:** Integrate sustainability into core business processes to mitigate risks and enhance long-term value.

» **Align with global standards and investor requirements:** Ensure adherence to leading ESG frameworks such as the UN Principles for Responsible Investment (PRI) and the UN Global Compact and meet investor requirements.

Concluding, Beyond Capital Partners' commitment to active portfolio management, collaborative knowledge sharing and training and development enables us to drive sustainability practices across our investment portfolio. By fostering a culture of responsibility and continuous improvement through a data-driven approach, we position our portfolio companies to achieve sustainable growth while delivering outstanding financial and non-financial performance.



04

OUR PORTFOLIO

29 Portfolio overview

30 ESG performance within our portfolio

32 B2B services

39 IT services & software

42 Healthcare & well-being

Portfolio

OVERVIEW

FUND III PORTFOLIO COMPANIES

ORENDT STUDIOS Holding GmbH
Hamburg, B2B services

Holger Grelck Forstbaumschulen GmbH
Halstenbek, B2B services

ECD International Holding GmbH
Stuttgart, B2B services

FUND II PORTFOLIO COMPANIES

Dr. Hoffmann Facility Services Group GmbH
Munich, B2B services

Wiethe Content GmbH
Bremen and Georgsmarienhütte, B2B services

Soft & Cloud GmbH
Greven, IT services & software

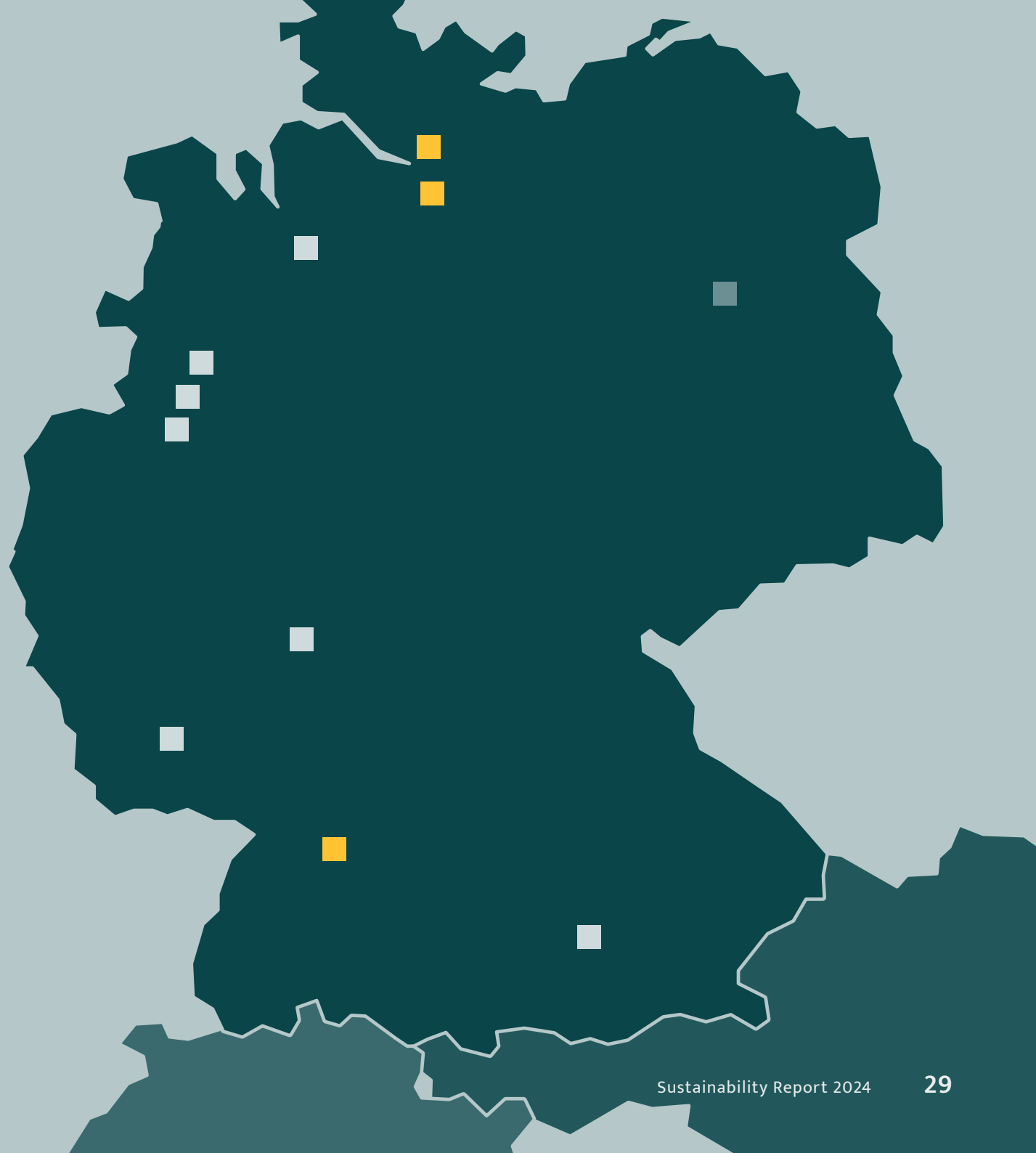
Xortec GmbH
Frankfurt am Main, IT services & software

Ank-Kaiser Sanitätshaus GmbH
Kaiserslautern, Healthcare & well-being

OUNDA GmbH
Münster, Healthcare & well-being

FUND I PORTFOLIO COMPANY

LDBS Lichtdienst GmbH
Falkensee/Berlin, B2B services



ESG performance

WITHIN OUR PORTFOLIO

	Key performance indicator	Unit	FUND III ¹		FUND II ²		FUND I ³	
			2024	2023	2024	2023	2024	2023
ENVIRONMENT	SCOPE 1 AND 2 EMISSIONS	Tons CO ₂ equivalent (t CO ₂ e)	312	112	1,641	1,415	234	514
	SCOPE 3 EMISSIONS	t CO ₂ e	1,623	n/a	4,887	n/a	77	n/a
	CARBON FOOTPRINT	t CO ₂ e/million EUR	58	7	33	9	28	16
SOCIAL	STUDENTS/TRAINEES	Number	16	1	61	52	1	1
	LEARNING & DEVELOPMENT PROGRAMMES	Number of portfolio companies	2	1	6	5	1	1
	SENIOR MANAGEMENT GENDER RATIO	%	15	0	24	17	0	0
	SENIOR MANAGEMENT INCENTIVE BASED ON ESG PERFORMANCE	Number of portfolio companies	3	2	5	2	1	0
GOVERNANCE	ESG MANAGER ⁴	Number of portfolio companies	3	2	6	6	1	1
	CYBERSECURITY POLICY	Number of portfolio companies	2	0	5	1	1	1
	COMPLIANCE MANUAL	Number of portfolio companies	2	0	4	3	1	0
	SIGNIFICANT LITIGATION CASES	Number	0	0	0	0	0	0

¹ Three active portfolio companies in 2024, two active portfolio companies in 2023.

² Six active portfolio companies in 2024 and 2023.

³ One active portfolio company in 2024 and 2023.

⁴ Six months after closing.

Voices of our deal captains

B2B SERVICES

“We are seeking asset-light business models with stable recurring revenues. The B2B service sector is offering attractive and sustainable cash flows as well as a huge buy-and-build potential forming national champions, aligning with our investment horizon.”



Florian Hausen

Investment Director at Beyond Capital Partners since 2024 and Deal Captain at ORENDT STUDIOS Holding GmbH and others

“B2B service companies benefit from their resilience and ability to scale quickly and efficiently through technology and automation. We work with technology-enabled providers of business critical services in fragmented markets, supporting their growth and ensuring they stay ahead of changing customer needs.”



Nico Strott

Investment Director at Beyond Capital Partners since 2018 and Deal Captain at LDBS, Dr. Hoffmann, Holger Grelck Forstbaumschulen and others

PORTFOLIO OVERVIEW

B2B services

ORENDT STUDIOS

Company	ORENDT STUDIOS Holding GmbH
Headquarters	Hamburg, Germany
Industry	Tech-enabled content creation service provider
Purchase	July 2024
Fund Generation	Beyond Capital Partners Fund III
Transaction	Buy-out, succession solution

ABOUT

ORENDT STUDIOS (ORENDT) is a group of companies specialising in the production and creation of marketing content for national and international branded goods and retail companies. Its data-driven content approach makes the performance of marketing content measurable, particularly in the B2C (e-commerce) sector, lowers the number of returns and increases companies' sales of goods. As the 'new kid on the block' at Beyond Capital Partners, the company's management focuses not only on meeting the many new requirements of the new shareholder, but also on assessing the company's current sustainability status and setting the course for a focused implementation of the key areas of sustainable development in 2025.

SUSTAINABLE DEVELOPMENT INITIATIVES

With just four months left in 2024, post-acquisition, ORENDT'S sustainability ambitions got up to speed quite quickly by appointing an ESG Manager at the second level of management. The company firmly anchored ESG responsibility alongside the Executive Management, laying a solid foundation for the further sustainable development of all sustainability-related issues. Comprehensive ESG training for the new ESG Manager ensured that all the necessary knowledge and tools to integrate sustainability holistically has been transferred to the person and the company. Furthermore, annual ESG reporting has been set up for the company and directly implemented. Recognising its importance for long-term sustainable development, the company has already implemented these requirements for all of its portfolio companies. Furthermore, ORENDT has expanded the existing compliance policy to include all relevant guidelines for a private equity portfolio company of this size and sector, ensuring alignment with the Beyond Capital Partners Compliance Blueprint, informed existing employees and included it in the on-boarding training for all new employees.

Headquarters
Hamburg

OUTLOOK

As outlined, ORENDT has already initiated several actions to advance the company's sustainable development. Based on the results of its first annual ESG reporting and carbon footprint assessment in 2024, and the sector specific materialities in areas such as energy efficiency, employee satisfaction, learning and development, and cyber security, the company has a clear direction for its 2025 sustainability journey.

➔ www.orendtstudios.com



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

16



ESG MANAGER



PORTFOLIO OVERVIEW

B2B services

Holger Grelck

Forstbaumschulen

Company	Holger Grelck Forstbaumschulen GmbH
Headquarters	Halstenbek, Germany
Industry	Forestry
Purchase	August 2023
Fund Generation	Beyond Capital Partners Fund III
Transaction	Buy-out, succession solution

ABOUT

Holger Grelck Forstbaumschulen (HGF) is one of the leading German forest nurseries for the cultivation of high-quality forest seedlings. Every year, many millions of seedlings are grown on more than 100 hectares, including a wide range of tree species such as sweet chestnut, oak, spruce, service tree and Douglas fir. Since 1938, HGF has been supplying municipalities, states as well as other nurseries and private forest owners. In 2024, the company focused on implementing ESG reporting and compliance processes as well as sustainable agricultural practices.

SUSTAINABLE DEVELOPMENT INITIATIVES

In 2024, HGF expanded its management team to include a new Managing Director with primary responsibility for commercial functions, ESG reporting and further strengthening governance and compliance processes. This will enable HGF to professionalise its processes, ensure compliance and respond to ever increasing regulatory and shareholder demands.

Furthermore, HGF promotes biodiversity in the fields and strengthens the carbon sinks in the soil through sustainable and regenerative agriculture. HGF has committed to sow at least 5% of the available leased land, each year, with so-called green manure, consisting of insect-friendly seed mixtures to build up humus and promote biodiversity. In addition, sustainable agricultural practices are also extended to newly leased land where previously mainly conventional methods were used.

OUTLOOK

Looking into 2025, the focus will remain on expanding the leased area to increase the positive impact through a higher number of seedlings, increasing green manure areas to further support biodiversity and extending sustainable agricultural practices. The further development of impact-based reporting will help to quantify and drive the impact of operations on CO₂ reductions. Another focus will be organisational growth, enabling operational growth and development and promoting employee satisfaction and retention.

SCOPE 1-3
ASSESSMENTTRAINEES &
STUDENTS

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ESG MANAGER



PORTFOLIO OVERVIEW

B2B services



Company	ECD International Holding GmbH
Headquarters	Stuttgart, Germany
Industry	Experiential marketing agency
Purchase	August 2023
Fund Generation	Beyond Capital Partners Fund III
Transaction	Buy-out, succession solution
Add-ons	1

ABOUT

ECD International (ECD) is a multidisciplinary, international, full-service event design and solutions agency for the world's most exclusive luxury brands. ECD's mission is to fulfil its responsibility to the environment and society by creating world-class, innovative and sustainable experiences that inspire its clients while leaving a positive impact. In 2024, the company focused on strengthening employee satisfaction and development, as well as compliance policies in areas such as code of conduct, IT security, CSR and data security.

SUSTAINABLE DEVELOPMENT INITIATIVES

The employees are the heart of ECD, and the management is convinced that only a satisfied team can deliver top performance. Therefore, the offer of flexible working hours has been extended to achieve a better work-life balance and home office days have been introduced to cater for individual needs and reduce commuting outside the event season. In 2024, regular mandatory training programmes were introduced in areas such as innovation, sustainability, data security, cyber security and compliance.

Furthermore, in mid-2024, ECD strengthened its management team with the appointment of two experienced managing directors. This creates a solid basis for growth and succession as well as strengthens the presence of women in management. In addition, the company has introduced a compliance manual that guides it in maintaining integrity and meeting legal requirements.

In 2024, ECD focused on collaborations with local partners and service providers with certified sustainable practices to support the local economy, reduce transport distances and provide an authentic experience. ECD chose venues with energy-efficient lighting, renewable energy sources or water-saving systems, and catering partners who offered regional and seasonal products.

Headquarters
Stuttgart

OUTLOOK

In 2025, ECD will further develop sustainable event concepts, and invite its partners and clients to join it and be part of a positive change. Employee satisfaction, for example through surveys, teambuilding events and corporate benefits, will stay a top priority. The further development of compliance manuals and processes, such as cybersecurity and basic data protection regulation and CSR policy, will be completed and based on their carbon assessment, and carbon offsetting initiatives will be evaluated by mid-2025.

➔ www.ecd-international.com



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS



ESG MANAGER



PORTFOLIO OVERVIEW

B2B services



Company	Wiethe Content GmbH
Headquarters	Bremen and Georgsmarienhütte, Germany
Industry	E-commerce photo studios
Purchase	September 2021
Fund Generation	Beyond Capital Partners Fund II
Transaction	Buy-out

ABOUT

Wiethe Content (Wiethe), Europe's largest technology-driven content production company, is a leader in Computer Generated Imagery (CGI) and digital innovation. Sustainability is a core value, fully embedded in its mission to achieve sustainable growth and implemented into all aspects of its operations. Wiethe prioritises environmental sustainability, fosters a supportive and inclusive work environment through training and development, and upholds high standards of compliance and transparency.

SUSTAINABLE DEVELOPMENT INITIATIVES

In 2024, Wiethe successfully implemented various measures to reduce carbon emissions and increase overall resource efficiency. This was mainly achieved by optimising internal operations such as centralising server rooms and improving air circulation to reduce cooling requirements and energy consumption. But many other initiatives, such as the use of LEDs in offices and studios, also contribute to long-term energy savings. The company has also increased the use of renewable energy by reallocating electricity and water contracts.

To ensure a high level of employee satisfaction and enable coverage of organisational knowledge and competence requirements, in 2024 Wiethe expanded its employee training and development programmes through comprehensive training for all employees in business and language basics such as German, English and MS Office. The training also covered compliance topics and customised learning in the areas of AI, sustainability awareness, diversity and leadership. This is an active step towards addressing the skilled labour shortage and Wiethe's commitment to continuous learning and development of its employees.

Headquarters
Bremen

Headquarters
Georgsmarienhütte

Wiethe introduced 'Wiepedia' at the start of 2024, which serves as the company's go-to reference tool and source of information. All general information, guidelines, processes and internal news and standards are included in the tool, with full access for all employees and the commitment of completeness and topicality.

OUTLOOK

Looking ahead, Wiethe aims to build on its progress by introducing new initiatives and setting ambitious targets. This includes further enhancing the compliance training programme, involving launching mandatory compliance and ESG training for all employees. The company also intends to actively cooperate with stakeholders to implement innovative solutions that further reduce emissions and enhance community impact.

➤ www.wiethe.com



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

18



ESG MANAGER



PORTFOLIO OVERVIEW

B2B services



Headquarters
Bremen

Company	LDBS Lichtdienst GmbH
Headquarters	Falkensee/Berlin, Germany
Industry	Lighting Technology
Purchase	September 2015
Fund Generation	Beyond Capital Partners Fund I
Transaction	Buy-out
Add-ons	2

ABOUT

LDBS Lichtdienst (LDBS) is a leading lighting specialist in German-speaking countries, offering B2B customers comprehensive service solutions for professional lighting systems. For years, the company has been helping its customers reduce energy costs and CO₂ emissions with innovative and energy efficient LED-lighting concepts and re-lamping. The trend towards energy efficiency and sustainability has boosted demand in the LED market and led to an increase in new customers. To support its customers but also to consider its own impact, LDBS has focused on improving its carbon footprint by shipping parcels with the certified service provider 'Klima Protect' and offsetting

CO₂ emissions through certified carbon offset projects. The company has also strengthened its governance processes by introducing a comprehensive compliance policy.

SUSTAINABLE DEVELOPMENT INITIATIVES

The company optimised its route planning via a digital route optimisation programme to improve its energy consumption and carbon footprint. This helped to determine its fleet consumption data more precisely and reduced the overall fleet consumption for all projects throughout Germany. Additionally, LDBS steadily increased the re-usage rate of its outer packaging/boxes for customer shipments. The introduction of a travel expense scheme was another initiative to reduce the carbon footprint associated with air and car travel.

LDBS strengthened its governance processes by implementing a comprehensive compliance manual. This covers all relevant areas in relation to LDBS' size and sector such as bribery and corruption, equal opportunities, cybersecurity, data protection, physical security and competition rules. To ensure accountability for ESG and compliance themes, LDBS nominated an ESG Manager and a Compliance Manager.

OUTLOOK

LDBS plans to expand its service portfolio, for example in the areas of e-mobility, photovoltaics and technical facility management. Another focus in 2025 will be on strengthening employee development and retention which will include further employee training and development programmes, as well as employee satisfaction and employer branding. By strengthening its position as an attractive and innovative employer in the greater Berlin area, LDBS aims to maintain high levels of staff retention, address the skills shortage and attract new talent.

➔ www.ldbs.de



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

1



ESG MANAGER



PORTFOLIO OVERVIEW

B2B services

ESG HIGHLIGHT 2024



DR. HOFFMANN
FACILITY SERVICES GROUP

Company	Dr. Hoffmann Facility Services Group GmbH
Headquarters	Munich, Germany
Industry	Facility Services
Purchase	December 2021
Fund Generation	Beyond Capital Partners Fund II
Transaction	Buy-out, succession solution
Add-ons	4

ABOUT

The Hoffmann Group is an established nationwide facility services provider. The company serves a wide range of clients in 190 cities and municipalities across Germany in the areas of facility management, cleaning and maintenance, outdoor facility maintenance, security services and feel-good services. The integration of sustainable practices into all business areas plays an important strategic role for the Hoffmann Group. In 2024, significant progress was made in the implementation of ESG initiatives, which not only strengthened internal performance, but also external perception and customer relationships.

SUSTAINABLE DEVELOPMENT INITIATIVES

A central focus of the company's sustainable practices is the yearly assessment and management of Scope 1-3 emissions, active reduction and compensation, which were further enhanced in 2024.

Another milestone was the publication of the first sustainability report, which provides detailed insights into the company's sustainable goals and developments. These include the support of the UN Global Compact, carbon offsetting initiatives, a company pension scheme, corporate benefits as well as a 50/50 gender balance. Furthermore, the Hoffmann Group has moved to a DGNB Gold certified rental property, nominated an ESG & Compliance Manager and has become a member of the Bavarian Family Pact which promotes the compatibility of family and career participation. In 2024, the Hoffmann Group implemented a compliance manual, which serves as a guide for compliance with legal and regulatory requirements. All of this shows the company's commitment to ensure transparency and accountability to its stakeholders.

OUTLOOK

The major focus in 2025 will be CSRD assessment to ensure full compliance with regulatory requirements from 2026. The Hoffmann Group started the Double Materiality

Analysis in 2024 and continues to refine and strengthen its internal processes and reporting in 2025. The further internal expansion of the waste disposal concept, a gradual conversion to an electric and hybrid vehicle fleet, and monitoring of travel policy effectiveness are initiatives to improve the ecological footprint.

In parallel, the company plans to implement employee development and retention initiatives, such as a comprehensive training plan and policies relating to health and safety in the workplace, environment and energy, diversity and human rights. With these measures, the Hoffmann Group aims to secure a pioneering role in the industry and counteract labour shortages.

➔ www.drhoffmann.eu



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

9



ESG MANAGER



Voices of our deal captains

IT SERVICES & SOFTWARE



Dominik Spinler

Investment Manager at Beyond Capital Partners since 2022 and Deal Captain at Xortec, Ank-Kaiser Sanitätshaus and others

“Deep learning algorithms and applications of artificial intelligence will likely benefit the growth of the video surveillance market and unfold new commercial potential. The technological advancements will play a crucial role in the development of smart cities, particularly by making city operations more efficient and secure.”



David D. Kyratsas

Senior Investment Manager at Beyond Capital Partners since 2021 and Deal Captain at ECD International, Dr. Hoffmann and others

“The software market is growing dynamically, driven by digital transformation, AI and cloud technologies. Sustainability is becoming increasingly important, particularly through resource-efficient IT solutions and circular economy approaches for software.”

PORTFOLIO OVERVIEW

IT services & software



Company	Soft & Cloud GmbH
Headquarters	Greven, Germany
Industry	IT/Software
Purchase	November 2022
Fund Generation	Beyond Capital Partners Fund II
Transaction	Buy-out, succession solution
Add-ons	1

ABOUT

Soft & Cloud (S&C) is one of the leading B2B providers of used Microsoft software licences in the DACH region, offering audit-proof and TÜV-certified transfer of used software to its clients. At S&C, sustainability is embedded at the core of its business model. Next to emphasising the reuse of software and therefore contributing to circular economy and resource efficiency, the company actively incorporates the 'reusable' principle into its day-to-day operations. This approach underscores S&C's commitment to environment, social and governance principles, reflecting the organisation's dedication to responsible and sustainable growth.

SUSTAINABLE DEVELOPMENT INITIATIVES

In 2024, S&C advanced its sustainability efforts, particularly in emission reductions and waste management improvements. By fostering transparency and awareness regarding energy consumption, the company successfully reduced its fleet size and initiated a transition to electric vehicles that will continue in 2025 as part of its carbon assessment and reduction initiative.

A result of S&C's international market expansion is the diverse, multilingual workforce that has significantly enriched its workplace culture. This emphasis on inclusivity and diversity has earned the company prestigious awards such as Kununu Top Company and Employer of the Future. These achievements highlight S&C's dedication to fostering a positive and dynamic work environment.

OUTLOOK

For 2025, the company is focusing on enhancing its cybersecurity and compliance processes by introducing comprehensive training programmes, strengthening employee satisfaction and commitment by implementing structured employee conversations gathering valuable workplace insights, and offering specialised training in

product knowledge, communication and negotiation skills customised to individual needs. Furthermore, S&C is implementing a compliance manual, appointing an ESG Manager, and developing a CSR policy to address emissions, water usage and waste reduction.

Through these enhancements, S&C aims to significantly contribute to sustainable growth and deliver stakeholder value by focusing on measurable goals, while tracking its achievements and expanding its efforts in the long-term.

➔ www.softandcloud.com

SCOPE 1-3
ASSESSMENTTRAINEES &
STUDENTS

2



ESG MANAGER



PORTFOLIO OVERVIEW

IT services & software



Headquarters
Frankfurt am Main

Company	Xortec GmbH
Headquarters	Frankfurt am Main, Germany
Industry	Security and Data Communication Solutions
Purchase	January 2021
Fund Generation	Beyond Capital Partners Fund II
Transaction	Buy-out, succession solution
Add-ons	3

ABOUT

Xortec is a leading value-added distributor for network-based security and data communication solutions in Germany. The company took significant steps towards sustainable corporate development in 2024. The initiatives focused on ecological, social and corporate responsibility are not only aiming at environmental protection but also at a sustainable corporate culture.

SUSTAINABLE DEVELOPMENT INITIATIVES

A key milestone for improved governance was the introduction of an extensive compliance policy. The implementation of the guidelines was accompanied by certified online compliance training for all employees, which strengthened the overall structure and transparency of internal processes and ensured clear employee guidance.

In 2024, Xortec noticeably reduced carbon emissions by using certified 'GoGreen' service providers for shipping goods and started using recycled cardboard boxes as filling material for deliveries. In addition, a document management system is about to be introduced to create a paperless office in the medium term. A further step to reduce resource consumption was the installation of a tap with an integrated filter and carbonation system at the company's headquarters that reduce the delivery of water crates. Xortec also increased the proportion of electric cars in its fleet, underlining its commitment to environmentally friendly transport.

Social initiatives included ensuring a higher proportion of women in the management team and introducing structured selection procedures for new hires. These steps strengthen employee satisfaction and loyalty and further increase long-term commitment to the company.

OUTLOOK

The company plans to further strengthen employee retention and satisfaction, including a mobile working concept to offer employees more flexibility while increasing Xortec's attractiveness as an employer. Additional measures to reduce waste and optimise the supply chain to further minimise carbon emissions are being identified and are expected to be implemented by the end of 2025.

Xortec combines innovation and responsibility to consistently drive forward sustainable development. The initiated measures are the basis for steady growth and future-oriented company development.

➔ www.xortec.de



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

2



ESG MANAGER



Voices of our deal captains

HEALTHCARE & WELL-BEING

“Healthcare-related business models are highly appealing due to favourable demographics, resilience during economic downturn and the typically fragmented nature of the market. Especially asset-light and minimally regulated businesses offer exceptional profitability while delivering valuable products and services that benefit society.”



Dr Alexander C. Wenz

Investment Director at Beyond Capital Partners since 2019 and Deal Captain at OUNDA, Ank-Kaiser Sanitätshaus, Wiethe Content and others



Lena Bürger

Investment Manager at Beyond Capital Partners since 2022 and Deal Captain at OUNDA, Soft & Cloud and others

“The healthcare & well-being market is defined by its resilience and reliable revenue streams and a growing demand for preventive care and premium services. Its fragmented landscape offers significant opportunities for consolidation and expansion, driving scale efficiencies and long-term value creation.”

PORTFOLIO OVERVIEW

Healthcare & well-being

ESG HIGHLIGHT 2024



Headquarters
Kaiserslautern

Company	Ank Sanitätshaus + Orthopädietechnik GmbH
Headquarters	Kaiserslautern, Germany
Industry	Healthcare
Purchase	October 2022
Fund Generation	Beyond Capital Partners Fund II
Transaction	Buy-out, succession solution
Add-ons	2

ABOUT

Ank-Kaiser Sanitätshaus (Ank-Kaiser) is the leading medical supply store group in Rhineland-Palatinate, contributing to good health (SDG 3) by providing comprehensive medical supplies and innovative rehabilitation technology solutions to its customers, especially in underserved rural areas. In addition, the company has implemented several initiatives focused on reducing CO₂ emissions, developing and training its employees, and implementing compliance guidelines to enhance its sustainable business development in 2024.

SUSTAINABLE DEVELOPMENT INITIATIVES

The introduction of the Climate Fuelling Card ensures that the CO₂ emissions caused by the company's fuel consumption are directly offset. This is another positive step towards ecological sustainability at Ank-Kaiser. The company has started converting its vehicle fleet progressively from combustion engines to hybrid and electric vehicles, reducing their overall carbon footprint. Ank-Kaiser is transitioning its electricity supply for all sites to tariffs with renewable energy sources, ensuring a more sustainable energy consumption.

Furthermore, the company places a strong emphasis on the growth and development of its employees through comprehensive training and development programmes. For this reason, the management has made particular progress in developing the necessary skills and expertise. Combining ecological commitment and employee satisfaction, since 2024 the company has offered all employees the opportunity to obtain a job bike that brings them the benefits of a healthier lifestyle, reduced commuting costs and a more environmentally friendly mode of transport.

The company adheres to a robust compliance framework, ensuring that all operations meet the highest standards of ethical conduct and legal requirements. The compliance guidelines are a strong basis for maintaining the integrity and accountability of the organisation.

OUTLOOK

With a view to 2025, Ank-Kaiser will conduct a CSRD assessment. This will sharpen the focus on key sustainability issues and further improve sustainability reporting and transparency. This will ensure compliance with the CSRD regulations from 2026. In addition, the company will implement comprehensive compliance training and a new cybersecurity policy to protect itself from digital threats and ensure the security and integrity of its operations.

➔ www.ank-sanitaetshaus.de/en



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

4



ESG MANAGER



PORTFOLIO OVERVIEW

Healthcare & well-being



Company	OUNDA GmbH – “Real Opticians and Acousticians”
Headquarters	Münster, Germany
Industry	Optometry and Acoustics
Purchase	May 2020
Fund Generation	Beyond Capital Partners Fund II
Transaction	Roll-up strategy

ABOUT

Under the umbrella brand “Real Opticians and Acousticians”, OUNDA is the leading independent premium optician and hearing aid platform in Germany. With a high-quality service offering in 106 local brand shops, OUNDA combines a nationwide presence with the ambition to support social and community integration through visual and hearing aids and related services. In 2024, the company took important steps towards sustainable corporate development with a focus on digital innovation and the expansion of governance and compliance guidelines.

SUSTAINABLE DEVELOPMENT INITIATIVES

OUNDA considers eye health a crucial societal contribution, directly and indirectly supporting numerous Sustainable Development Goals (SDG). Through its focus on optometry and acoustic services, OUNDA prioritises both individual well-being and societal impact.

Since early 2024, OUNDA has embraced digitisation to enhance process excellence and support sustainability. A key milestone has been transitioning to digital invoices and introducing tablets in stores for price lists, reducing the need for printed materials, enabling flexible pricing updates and improving invoicing efficiency.

A key highlight of 2024 was the launch of the OUNDA Academy, a digital learning platform that provides training and development for employees on topics such as sales, optometry, anti-money laundering, leadership, communication and compliance. The initiative minimises travel costs, reduces the company's carbon footprint and is an important tool for the development and promotion of employees, which is important given the high skills shortage in the sector. By continuously updating the content and incorporating internal expertise, the Academy fosters a strong sense of community and strengthens OUNDA's employer branding.

Furthermore, OUNDA focuses on expanding and implementing governance guidelines, including a cash manual, data protection handbook, travel cost policy, and code of conduct. These measures streamline internal processes and enhance operational excellence at OUNDA.

OUTLOOK

In 2025, OUNDA plans to further prioritise operational excellence and employee engagement. OUNDA will enhance its energy consumption data and implement waste reduction guidelines across stores. All of these actions emphasise the company's commitment to sustainability, innovation and employee well-being, reinforcing its position as an industry leader.

➔ www.onda.de



SCOPE 1-3
ASSESSMENT



TRAINEES &
STUDENTS

7



ESG MANAGER





05

DOUBLE MATERIALITY ANALYSIS

45 Methodology

47 Material Topics

Double materiality

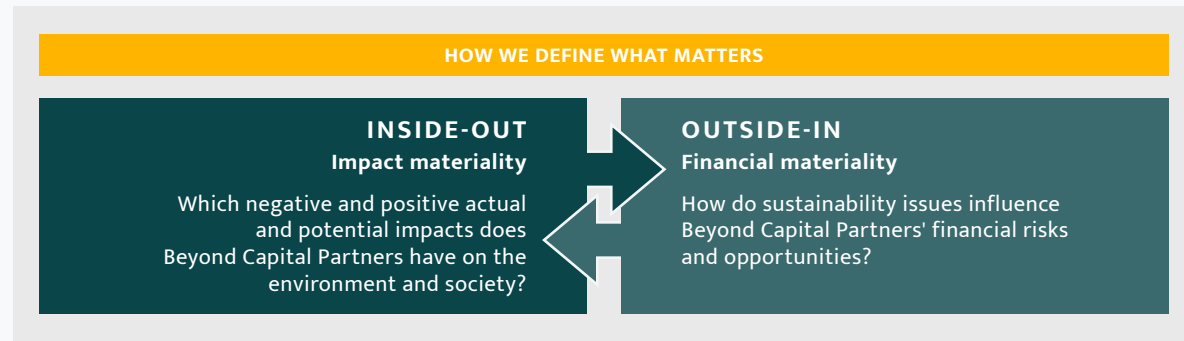
ANALYSIS

In this rapidly evolving landscape of sustainability, understanding and prioritising what truly matters is essential for creating long-term value. The Double Materiality Analysis (DMA) serves as a cornerstone in this process, enabling us to assess and address the topics that are most significant for both our business success and the broader societal, environmental and governmental impact of our actions.

METHODOLOGY

In December 2024, we conducted a Double Materiality Analysis in alignment with the Corporate Sustainability Reporting Directive (CSRD) as a key step in advancing our sustainability efforts.

The application of the European Sustainability Reporting Standards (ESRS) is carried out on a voluntary basis, as we are currently not subject to a legal reporting obligation under the CSRD. Aligning with the ESRS framework allows for a structured approach to identifying and assessing material topics and supports early preparation for potential future regulatory requirements. The following chapters are presented in accordance with the logic of the ESRS.



DISCLOSURES ON THE MATERIALITY ASSESSMENT PROCESS

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

This approach evaluates materiality through two distinct but interconnected lenses: impact materiality, examining how our business activities and those of our portfolio companies affect stakeholders, communities, society and the environment; and -financial materiality, focusing on how environmental, social, and governance factors influence the financial performance and resilience of our business.

By integrating these perspectives, the Double Materiality Analysis provides a comprehensive view of our priorities, ensuring that we identify, act on, and transparently report the topics that are material for our stakeholders, our portfolio companies and our business.

The foundation of our materiality analysis was a comprehensive analysis of our investment activities considering our value chain as well as our stakeholders. Moreover, we carried out a benchmark and ensured close consultation between the BCP Head of ESG, the deal teams and the individual departments along the entire process to capture all ESG-related impacts, risks and opportunities.

In addition, we have taken equal account for the value chains of our portfolio companies to ensure that the impacts, risks and opportunities (IROs) arising there are reflected in our Double Materiality Analysis. A key advantage of our well-structured portfolio company stewardship process – encompassing ESG and other material topics – is its ability to facilitate meaningful engagement with portfolio companies, serve as a strategic sparring partner, and actively support their sustainable growth journey. Continuous dialogue, annual ESG reporting, and the annual ESG roadmap establish a robust foundation for assessing portfolio companies, their value chains, and material ESG parameters.

Following the process of IRO identification, a first analysis was carried out, the so-called Impact Assessment, to assess the severity and probability of our identified impacts. This evaluation was based on the following four indicators:

- » **Scale** (severity or utility of impacts for people or the environment)
- » **Scope** (the extent of negative or positive impacts)
- » **Irremediability** (whether and how negative effects could be remedied)
- » **Probability of occurrence**

The Scale, Scope and Irremediability of each impact was assessed on a rating scale of 1 to 5 (1 = very low/minimal/short term, 5 = very high/absolute/irreversible). In addition, the probability of occurrence had to be rated for each potential impact on a similar scale of 1 to 5 (1 = highly unlikely, 5 = certain). Thereby, an impact is considered material if its score exceeds the materiality threshold of greater than 3. The following Financial Assessment served to identify opportunities and risks that affect our business activities. Once these have been identified, their probability of occurrence and potential financial magnitude over time must be assessed.

This evaluation was based on the following two indicators:

- » **Probability of occurrence over time**
(short, medium, long-term)
- » **Potential financial magnitude over time**
(short, medium, long-term)

Each risk or opportunity was rated on a scale of 1 to 10 (1 = highly unlikely or very weak, 10 = certain). The materiality was determined by using a combination of the two indicators mentioned above. Thereby, a rating of greater than 50 indicates the materiality threshold.

As part of a management-level workshop, we reviewed and structured the proprietary ESG long list generated through this process, categorising it into a materiality matrix that reflects both the inside-out and outside-in perspectives. Lastly, the material topics identified were validated by the individual departments and management.

Material Topics

OVERVIEW

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
ENVIRONMENT	ESRS E1	Climate change	Climate change mitigation
			Climate change adaptation
	ESRS E4	Biodiversity and ecosystems	Impacts on the extent and condition of ecosystems
	ESRS E5	Circular economy	Waste
			Resource inflows including resource use
			Own disclosure: innovation and expansion into new business areas
SOCIAL	ESRS S1	Own workforce	Working conditions of own workforce
			Equal treatment and opportunities for all own workforce
	ESRS S2	Workers in the value chain	Equal treatment and opportunities for all workers in the value chain
			Own disclosure: skills shortage
	ESRS S4	Consumers and end-users	Information-related impacts for consumers and/or end-users
			Personal safety of consumers and/or end-users
			Social inclusion of consumers and/or end-users
GOVERNANCE	ESRS G1	Business conduct	Own disclosure: (sustainable) corporate management and corporate culture



06

OUR MATERIAL TOPICS

49 Environment

- 49 E1: Climate change
- 51 E4: Biodiversity and ecosystems
- 52 E5: Circular economy

54 Social

- 54 S1: Own workforce
- 60 S2: Workers in the value chain
- 63 S4: Consumers and end-users

66 Governance

- 66 G1: Business conduct

OUR MATERIAL TOPICS

Environment



We assess climate risks in our portfolio companies, support in the analysis of emission reductions and sustainable innovations to drive long-term value creation. Our greatest leverage in addressing the climate crisis lies in managing financed emissions. We take action by excluding particularly carbon-intensive sectors, considering the Principles for Responsible Investment (PRI) in all investment decisions, and fostering climate positive measures across the portfolio.

E1: Climate change

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
ENVIRONMENT	ESRS E1	Climate Change	Climate change mitigation
			Climate change adaptation

INTEGRATING CLIMATE RESPONSIBILITY

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

As an investment company, Beyond Capital Partners primarily contributes to climate change through the greenhouse gas emissions of its portfolio companies, particularly through Scope 3 emissions from their supply chains.

At the corporate level, however, the direct climate impact is relatively low and is mainly limited to emissions from heating energy and unavoidable air travel. However, climate change poses both risks and opportunities that influence our investment strategy and operations.

Extreme weather events and resource scarcity can disrupt supply chains, causing financial and operational risks for portfolio companies. Additionally, increasing carbon costs may affect financial structures. To address these challenges, Beyond Capital Partners proactively integrates sustainability and ESG considerations across its investment process, supports portfolio companies in adopting sustainable practices.

To minimise our overall contribution to climate change, we have committed to investing 10% of the committed capital in companies that pursue an environmental business objective. Additionally, we measure the carbon footprint of all companies in which Beyond Capital Partners Funds invest and actively support them in identifying and implementing measures to reduce emissions.

Impact, risk and opportunity management

E1-2 Policies related to climate change mitigation and adaptation

As part of our sustainable strategy, we plan to develop a corresponding policy that includes measures to reduce emissions from business travel, prioritise the use of sustainable transport options, and promote the increased use of digital alternatives.

E1-3 Actions and resources in relation to climate change policies

Beyond Capital Partners is committed to enhancing climate resilience within its portfolio companies, especially for companies with a demonstrably significant impact on or through climate change, by integrating structured climate assessments and strategic adaptation measures.

As part of its Annual ESG Reporting, the company conducts a Scope 1-3 emissions analysis for all portfolio companies, including a carbon factsheet with tailored recommendations for emission reduction measures. To further reinforce sustainability objectives, Beyond Capital Partners incorporates ESG targets into the variable compensation structure of first-level management within portfolio companies. These targets are based on Annual ESG Reporting and Carbon Factsheets, aligning with the 2024 Compensation Policy to incentivise responsible leadership in climate adaptation. In addition, we strategically analyse our portfolio companies every year to evaluate and research new innovations, technologies and products that support climate change adaptation/mitigation. These discussions drive the integration of sustainable solutions, fostering long-term environmental resilience and competitive advantage.

Beyond Capital Partners is continuously revising its Responsible Investment Strategy to provide clearer guidelines on sustainable investment processes and objectives. Therefore, we integrate climate change mitigation strategies into our investment approach to drive sustainable impact and emissions reduction across our portfolio. Additionally, Beyond Capital Partners conducts annual strategy meetings with its portfolio companies to discuss the overall strategic

growth path, and relevant initiatives and measures, and exchange ideas on potential innovations, technologies and products that contribute to climate change mitigation and adaptation.

Metrics and targets

E1-4 Targets related to climate change mitigation and adaptation

Beyond Capital Partners is committed to comprehensive carbon accounting across its portfolio to support climate change adaptation and emission reduction efforts. As part of this commitment, the company is conducting a full Scope 1-3 emissions assessment for all current portfolio companies in Fund I, II and III, with completion targeted by 2025 or within 18 months post-transaction closing for newly acquired companies.

Beyond Capital Partners places a strong emphasis on fostering climate-conscious business practices within its portfolio. By 2026, or within 18 months following an acquisition, all portfolio companies are expected to have developed a climate mitigation strategy or emission reduction plan depending on materiality of this topic to the business model of the portfolio company.

CLIMATE CHANGE



Targets:

By 2025¹:

Conduct Scope 1-3 emissions assessment for all current portfolio companies in Fund II and Fund III

By 2026¹:

Ensure implementation of climate change mitigation strategy or emission reduction plan by all relevant portfolio companies

¹ For newly acquired companies: within 18 months post-transaction closing.

E4: Biodiversity and ecosystems

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
ENVIRONMENT	ESRS E4	Biodiversity and ecosystems	Impacts on the extent and condition of ecosystems

PROMOTING BIODIVERSITY ACROSS OUR PORTFOLIO

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Through the portfolio company Holger Grelck Forstbaumschulen, Beyond Capital Partners identified material impacts, risks and opportunities related to biodiversity and ecosystems. Holger Grelck Forstbaumschulen is one of the leading German forest tree nurseries for the cultivation of premium forest seedlings and grows several million seedlings annually on more than 100 hectares. By promoting sustainable agricultural practices such as sowing 5% of leased land with insect-friendly seed, known as green manuring, the company actively supports biodiversity and humus formation.

Through its efforts for afforestation of German forests, the company plays a crucial role in ecosystem restoration. Moreover, these efforts open additional business opportunities, such as advisory services in planting and reforestation projects.

Impact, risk and opportunity management

E4-2 Policies related to biodiversity and ecosystems

Beyond Capital Partners supports relevant portfolio companies operating in biologically sensitive areas in implementing a biodiversity policy and processes to guide employees and ensure compliance with biodiversity requirements.

E4-3 Actions and resources in relation to biodiversity and ecosystems

Beyond Capital Partners actively integrates biodiversity conservation into its investment strategy to support ecosystem resilience and sustainable land use.

As part of its commitment to measuring and reducing environmental impact, the company is implementing a reporting framework to track CO₂ savings from seedling growth and reforestation efforts, with completion targeted by the end of 2025 (Holger Grelck Forstbaumschulen). Additionally, sustainable agricultural practices, such as the increased use of green manure and soil-preserving cultivation techniques, are being promoted to enhance soil health and carbon sequestration. To ensure biodiversity protection within its portfolio, Beyond Capital Partners is developing a biodiversity policy for companies with significant biodiversity exposure. In line with its sustainability goals, the company is also sourcing investments in businesses with biodiversity-enhancing products and business models, contributing to its 10% capital allocation to ecologically sustainable companies.

Furthermore, Beyond Capital Partners is continuously reviewing and refining its investment and sourcing strategy to align with biodiversity conservation objectives and strengthen the long-term sustainability of its portfolio.

Metrics and targets

E4-4 Targets related to biodiversity and ecosystems

As part of our sustainability ambitions, we aim to support portfolio companies – particularly Holger Grelck Forstbaumschulen – by endeavouring to grow and expand land areas for cultivation and rearing of seedlings, thereby making a significant contribution to reforestation.

Furthermore, by 2026 – or within twelve months following an acquisition – Beyond Capital Partners expects all relevant portfolio companies with biodiversity-related impacts to establish a biodiversity policy. As a trustworthy sparring partner, we promote awareness-raising and knowledge sharing regarding risks and opportunities around biodiversity, but do not interfere in the operational decisions of our portfolio companies.

BIODIVERSITY AND ECOSYSTEMS



Targets:

By 2026¹:

Ensure implementation of biodiversity policies by all relevant portfolio companies

¹ For newly acquired companies: within twelve months post-transaction closing.

E5: Circular economy

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
ENVIRONMENT	ESRS E5	Circular economy	Waste
			Resource inflows including resource use
			Own disclosure: innovation and expansion into new business areas

CLOSING THE LOOP

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Through our portfolio companies, Beyond Capital Partners contributes to the use of finite resources. One example in the supply chain of Ank-Kaiser, is the dependence on metal in the manufacture of hospital beds and the incineration of used mattresses, rather than recycling, due to legal regulations. Recognising such dependencies, Beyond Capital Partners actively raises awareness and promotes continuous assessment of risks to mitigate potential negative impacts and foster innovative solutions as well as promoting higher recycling/re-usage rates.

As the consumption of natural resources in various industries is a priority, Beyond Capital Partners endeavours to promote sustainable resource management and circular economy principles in its current portfolio companies. Beyond Capital Partners is also expanding its portfolio of service companies that promote the circular economy to increase resource efficiency and recycling rates.

A significant risk within circular economy stems from waste generation across our portfolio companies, particularly in the sectors of healthcare & well-being and IT services & software. Beyond Capital Partners acknowledges the importance of this topic and is committed to actively support all portfolio companies in improving their waste management to minimise potential risks. By implementing efficient waste reduction and recycling measures in portfolio companies with a material impact on waste, Beyond Capital Partners aims to minimise potential environmental risks and enhance the sustainability of its investments.

Beyond Capital Partners supports the transition towards more resource-efficient industries. While we do not exert operational control over our portfolio companies, we encourage strategic consideration of circular economy advancements to enhance competitiveness and reduce environmental impact. This approach strengthens our commitment to responsible investment while ensuring alignment with evolving sustainability expectations.

We aim to make a positive contribution through our portfolio companies by identifying business opportunities that align with sustainable resource management and waste reduction. In cases where excessive resource use or waste generation of portfolio companies can lead to negative effects and financial risks and is therefore marked as a material topic, Beyond Capital Partners supports the portfolio companies in assessing and evaluating emerging opportunities in circular economy-related business areas. Innovations and advancements in resource efficiency, waste reduction, and material reuse enable expansion into new service sectors and business fields, allowing for strategic expansion and investment in sustainable solutions. By fostering circular economy principles, Beyond Capital Partners enhances long-term value creation while reducing environmental impact.

Impact, risk and opportunity management

E5-1 Policies related to resource use and circular economy

By embedding resource use considerations into our investment strategy, we aim to foster business models that are both resilient and environmentally responsible. While we do not maintain a dedicated policy exclusively for resource inflows, this topic is comprehensively addressed in our Responsible Investment Policy.

Our Responsible Investment Policy serves as a foundation and guiding framework for investment decisions and ensures that aspects such as waste reduction, recycling efforts and the sustainable use of resources are considered in our investment decision-making process.

We encourage our portfolio companies to integrate circular economy principles into their operations where applicable.

E5-2 Actions and resources in relation to resource use and circular economy

Beyond Capital Partners is committed to promoting responsible resource management and enhancing efficiency across its portfolio companies. To achieve this, the company is conducting a materiality analysis to assess the relevance of resource efficiency in its portfolio, identifying current resource consumption patterns and, where applicable, implementing efficiency improvements or a transition to renewable energy sources in relevant businesses. Additionally, Beyond Capital Partners is planning to strengthen its portfolio stewardship on resource efficiency, providing blueprints and informational materials to support its portfolio companies.

Materiality analyses within relevant portfolio companies further serve to enhance waste management practices and promote circular economy principles. To this end, portfolio companies are supported in assessing the relevance of waste generation, evaluating current waste management strategies and identifying opportunities for waste reduction and increased recycling rates where applicable.

To additionally enhance circular economy principles across its portfolio companies, Beyond Capital Partners is evaluating relevant existing and potential products and services, exploring opportunities for expansion and optimisation.

Metrics and targets

E5-3 Targets related to resource use and circular economy

We encourage all relevant portfolio companies to conduct a comprehensive analysis of their current resource inflows and waste streams. This assessment serves as the foundation for identifying efficiency improvements and potential savings, contributing to long-term resource conservation. In this way we support knowledge-sharing and foster awareness of sustainable resource use.

In alignment with our overarching sustainability objectives, Beyond Capital Partners advocates for a structured evaluation of waste streams within relevant portfolio companies. This analysis, conducted as part of a broader effort to assess resource flows, aims to pinpoint reduction opportunities and enhance material efficiency. Our portfolio companies' set up and implement their waste management strategies, while Beyond Capital Partners facilitates know-how and best practices to support their ambitions.

As part of Beyond Capital Partners' broader objective to support the assessment of resource and waste streams within its portfolio, the firm strongly recommends for all relevant portfolio companies to evaluate their material flows and explore circular strategies that reduce waste and extend product lifecycles. The implementation of corresponding measures remains the responsibility of each portfolio company.

CIRCULAR ECONOMY



Objectives:

Consult all relevant portfolio companies in assessing their material flows

Support all relevant portfolio companies in the implementation of circular strategies

OUR MATERIAL TOPICS

Social



We contribute to SDG 3 primarily through our healthcare and well-being investments, with portfolio companies offering solutions that support physical health and improve quality of life.



Through our portfolio companies' innovations in assistive technologies, we promote social inclusion and equal opportunities for individuals with disabilities, reducing barriers to participation in society.

S1: Own workforce

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
SOCIAL	ESRS S1	Own workforce	Working conditions of own workforce
			Equal treatment and opportunities for all own workforce

EMPOWERING PEOPLE

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Our business model places Beyond Capital Partners' employees at the core of our daily operations, making good working conditions integral to our financial success. A strong employer brand and a positive corporate culture enhance investor attractiveness and foster employee retention, mitigating the risks associated with demographic changes and skilled labour shortages.

However, failing to maintain high workplace standards can result in workforce attrition and a decline in innovation capacity. To counteract these risks, Beyond Capital Partners is actively implementing initiatives to improve working conditions, including flexible working models, professional development opportunities, and measures to enhance health and safety compliance. By fostering an environment that supports employee well-being and career growth, we ensure long-term business continuity while strengthening our competitive position in the market.

Impact, risk and opportunity management

S1-1 Policies related to own workforce

Through our Compliance Manual, a comprehensive framework of standards, policies and processes, we ensure that all our employees can thrive in a healthy and supportive working environment. An annual certification is used to verify that every employee has read and fully used the Compliance Manual.

Our Code of Ethics/Conduct serves as a fundamental pillar, ensuring ethical behaviour, compliance, and mutual respect within our company as it sets clear expectations for our relationships with each other. In addition, we have established specific policies addressing various issues, such as an Equal Opportunities Policy, to further reinforce our commitment.

By aligning with the ten principles of the United Nations Global Compact (UNGC), we integrate human rights, labour standards, environmental protection, and anti-corruption measures into our corporate strategy and operations. This commitment underscores our responsible business practices.

As an equal opportunity employer, we believe in equality of opportunity for all our employees and job applicants. We promote a culture of respect and diversity, regardless of race, colour, nationality, ethnic or national origins, gender, sexual orientation, marital or civil partnership status, gender reassignment, transsexuality, disability, religion or belief, age, social or economic background, or any other status or condition protected by law. These values are firmly anchored in our Equal Opportunities Policy which applies to all areas of employment, including recruitment, training, replacement, promotion, transfer, redundancy, rehiring, terms and conditions, benefits, compensation, health and safety, disciplinary and grievance procedures, retirement, and termination.

At Beyond Capital Partners, we always protect the health and safety of our employees by adhering to all relevant national and international laws and guidelines. Compliance with legal frameworks, such as the German occupational health and safety regulations (ArbSchG) as well as the International Labour Standards (ILO), is an obligatory requirement for us.

Our Health and Safety Policy, which is conceived as an addition to the existing legislation, outlines our commitment to always ensure our employees' safety. It establishes clear guidelines to prevent workplace accidents and minimise health risks and prohibits any workplace violence. At Beyond Capital Partners, we do not tolerate any acts or threats of violence, including physical violence, intimidation and/or coercion. Every incident is to be reported to the management or via the Whistleblower Hotline, to be investigated fully.

These frameworks provide the foundation for a safe and healthy working environment at Beyond Capital Partners.

Our Head of Compliance regularly reviews and updates all compliance-related documents and processes to accommodate evolving legal requirements and industry best practices.

At Beyond Capital Partners, all team members are permanent employees, except working students who are temporarily engaged. All team members are subject to the same key influences. Working as part of the investment team requires flexibility. Periods of high workload are followed by periods of lower workload, depending on market conditions, incoming deal flow, portfolio company support and

transaction requirements, among other factors. Flexible working models therefore allow the team to balance work and family life, as well as working time requirements, during the more or less labour-intensive periods. In addition to mandatory annual training such as compliance or corruption training, employee development is tailored to individual needs to ensure that the team is well equipped to successfully tackle the opportunities and challenges of its work and to promote individual skills and talents.

None of the above activities have an increased risk of incidents of forced labour or child labour and are performed in full compliance with German labour laws.

Building a purpose-driven workplace

S1-2 Processes for engaging with own workers and workers' representatives about impacts

Each member of the investment team is involved in all aspects of the day-to-day investment business according to their seniority and skills profile, from sourcing to due diligence, contract negotiations, investment committee submissions, portfolio management and exit preparation. The corporate team is involved in day-to-day operational business activities such as finance, human resources, communications and corporate development in accordance with its tasks and competences. Certain central and strategically important functions are reserved for the decision-makers of the partners. These include investor relations, fundraising and investment commitment decisions as well as the general strategic direction and development of Beyond Capital Partners.

To align the investment, corporate and leadership teams, exchange ideas and discuss current topics, the team has different formats that are regularly held. This ensures good communication, strengthens team spirit and ensures continuous team development as well as promotes the implementation of best practices and future consideration of lessons learned from challenging situations. Formats include the bi-weekly team meeting, monthly team office days, the annual team offsite as well as internal training such as the ESG training.

Aside from the possibility of presenting all matters in the described communication formats, there is the option to report concerns that should be raised anonymously through an established whistleblowing process.

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

To ensure that ethical standards are upheld, we have implemented a comprehensive Whistleblower Policy that provides clear guidance for reporting concerns. As part of this commitment, we offer a confidential Whistleblower Hotline, which allows all employees to report concerns anonymously and without fear of retaliation, ensuring that every concern is taken seriously and investigated appropriately. All employees who submit a report are fully protected against any form of disadvantage or reprisal, creating a safe environment for raising concerns.

To reinforce awareness, all employees are informed about the Whistleblower Policy as part of the Compliance Manual and the annual certification. The policy strengthens compliance while ensuring early risk detection.

Taking action

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Beyond Capital Partners is committed to fostering a dynamic and inclusive work environment that supports employee well-being, professional growth, and team cohesion. To promote work-life balance and flexibility, the company offers adaptable working and employment arrangements, ensuring a supportive and efficient workplace structure.

To strengthen employee competencies, innovation capacity, and career development, Beyond Capital Partners provides individual training that equip employees with the necessary skills to thrive in a rapidly evolving business landscape. Additionally, strategy and team meetings are held to reinforce team cohesion and a shared vision for the future.

Beyond Capital Partners also encourages knowledge exchange and industry dialogue by hosting annual Portfolio Days and Annual General Meeting (AGM), bringing together investors, and portfolio companies. These events facilitate networking opportunities, company updates, portfolio developments, the exchange of knowledge and experiences, and strategic discussions.

Metrics and targets

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is committed to fostering a healthy and stable work environment that supports long-term employee retention and well-being. The company prioritises a consistent and positively developing employee turnover rate, ensuring a sustainable and engaged workforce.

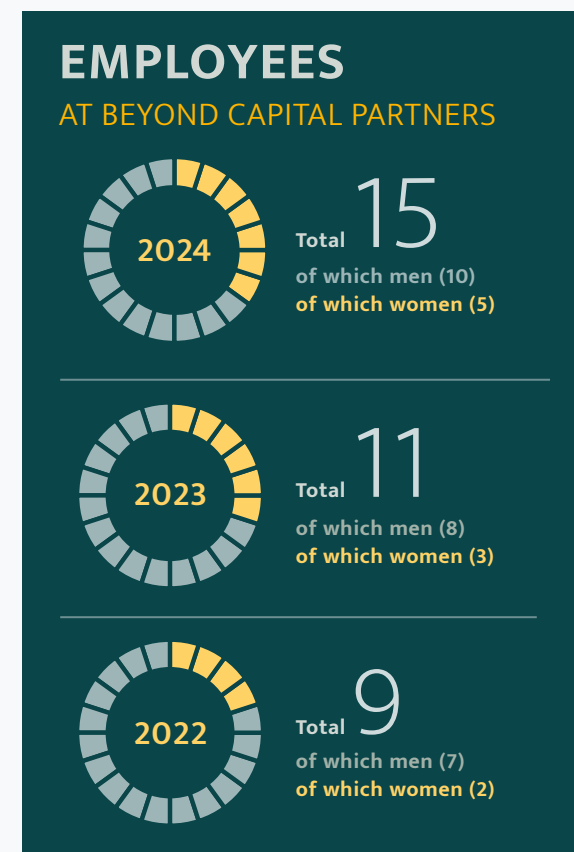
To maintain workplace safety, the company continuously strives to avoid workplace accidents implementing measures to ensure a secure and risk-free working environment.

S1-6 Characteristics of Beyond Capital Partners' employees¹

The Beyond Capital Partners team comprises as of 31 December 2024 a total of three Partners and twelve non-executive employees. Out of the 15 employees, five employees are female and ten employees are male. Furthermore, one male working student is part of the team as a temporary employee. In total, four new employees (two female, two male) have joined the team in 2024. One Partner is leaving the company for age-related reasons, and one employee has resigned as of 31 December 2024, which reduces the number of employees to eleven as of 1 January 2025, and the number of Partners to two. Therefore, the employee turnover rate as of 31 December 2024, is 8.3%. Three new employees and one new Partner will join the company in the first half of 2025.

S1-7 Characteristics of non-employees

No non-employees were recorded in Beyond Capital Partners' own workforce during the reporting period. This includes self-employed persons and persons provided by third parties who are primarily engaged in employment activities.



¹ Due to incomplete data availability, not all data points required under this indicator can be reported at this time. Efforts are ongoing to improve data coverage and quality.

S1-10 Adequate wages

During the reporting period, the organisation ensures that all employees receive appropriate and fair remuneration. The remuneration structure is based on the respective market standards, qualifications and employee performance.

S1-11 Social protection

We ensure that all employees are covered by social protection measures. This includes protection against loss of income in the following cases:

- » sickness
- » unemployment starting from when the own worker is working for the undertaking
- » employment injury and acquired disability
- » parental leave
- » retirement.

S1-12 Persons with disabilities

In the reporting period no persons with disabilities are employed at Beyond Capital Partners.

S1-14 Health and safety metrics¹

Successful growth can only be achieved with healthy and fairly paid employees. Furthermore, a society that enhances well-being and mental health positively influences economic wealth and social satisfaction in many ways. Therefore, the safety of our employees is our top priority. No work-related fatalities were recorded in the reporting period.

S1-15 Work-life balance metrics¹

The company is actively committed to promoting and implementing family-friendly measures to support a healthy work-life balance for all employees. A wide range of supportive programmes, flexible working models and tailored solutions create an environment in which personal needs and professional obligations can coexist harmoniously. The aim is to strengthen the compatibility of family and career in the long term and to promote the well-being and satisfaction of all team members. In the reporting period, no family-related leave was recorded.

S1-17 Incidents, complaints and severe human rights impacts

No incidents of discrimination were registered during the reporting period. There were no complaints from employees during the reporting period.

A WORKPLACE WHERE EVERYONE BELONGS

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Beyond Capital Partners is characterised by a high degree of employee diversity in terms of gender, education and professional experience. Mutual support and the exchange of knowledge and ideas are fundamental values that are actively practised and promoted by everyone in our workforce. Promoting equal treatment and opportunities not only strengthens the company's workforce but also enhances employer branding and investor attractiveness, making it integral to our financial success.

A lack of diversity and inclusion can pose financial risks, particularly regarding the underrepresentation of women in leadership positions or talent attrition due to an unwelcoming work environment. To mitigate these risks, Beyond Capital Partners is committed to fostering an open and tolerant workplace through structured mentorship programmes, knowledge-sharing initiatives, and leadership development. Weekly dialogues and an annual team outing focusing on training, business development, and team building further reinforce collaboration and professional growth. By ensuring a supportive and discrimination-free work environment, Beyond Capital Partners enhances talent retention and drives long-term business success.

¹ Due to incomplete data availability, not all data points required under this indicator can be reported at this time. Efforts are ongoing to improve data coverage and quality.

Impact, risk and opportunity management

S1-1 Policies related to own workforce

Our Equal Opportunities Policy applies to all employees across all levels and functions (whether permanent, temporary, casual, on fixed-term contracts, or part-time) as well as third parties such as consultants, contractors, and agency staff, ensuring a fair, inclusive and discrimination-free workplace. It establishes clear guidelines and structured processes to prevent any form of discrimination (direct, indirect, victimisation, harassment), covering all aspects of the employee lifecycle, from recruitment and career development to remuneration and workplace culture. During the recruitment process, the policy mandates bias-free decision-making mechanisms. To ensure this, all interviews are conducted by trained professionals who have received specific instruction on unbiased assessment methods. Additionally, every hiring decision must be objectively justified, outlining reasons for selecting or not selecting a candidate. This ensures transparency and accountability in recruitment and prevents unconscious biases from influencing hiring decisions.

Certain individuals in our company bear special responsibility for upholding the policy. Therefore, we attach particular importance to training members of management and other employees involved in recruitment, promotion and other personnel issues.

To ensure continuous improvement, our Equal Opportunities Policy is regularly reviewed and further developed based on internal assessments, and feedback from our employees. Every employee, regardless of position or tenure, is actively encouraged to share suggestions and concerns directly with the management, fostering an open dialogue and a culture of shared responsibility. Any complaints of discrimination, harassment or breach of the Equal Opportunities Policy are taken and treated seriously. For this reason, any employee who considers that he or she has been treated in a manner that contravenes the Policy should raise the matter with his or her manager, human resources, or the Compliance Officer. Alternatively, a confidential reporting system (Whistleblower Policy) ensures that any concerns or incidents can be addressed swiftly and effectively.

Taking action

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Beyond Capital Partners is committed to fostering diversity and gender equality within its workforce and the private equity sector. The company actively supports the advancement of women in leadership positions by participating in and sponsoring initiatives such as Level 20 and planning to participate in 'UN Women Deutschland', while also engaging in events and networking opportunities to promote inclusivity in the industry.

To further strengthen leadership development, Beyond Capital Partners provides support for career progression through flexible working models, tailored training programmes, and coaching initiatives. These measures ensure that all employees have equal resources and opportunities to develop into leadership roles.

Metrics and targets

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners aims to increase the proportion of women in senior positions by enabling flexible working models and customised development programmes as well as supporting initiatives like Level 20 to internally and externally promote females in senior positions in the private equity industry and give clear leadership guidance. Accordingly, our internal career path follows a clearly defined process, the requirements of which are communicated transparently and can be followed by all employees equally. Beyond Capital Partners is committed to making the recruitment of young talent (trainees, students, interns) more attractive. In addition, the objective is to continue to take a clear stance against discrimination and strive for zero incidents of discrimination within the company.

S1-9 Diversity metrics

Employees	2022		2023		2024	
	Quantity	in %	Quantity	in %	Quantity	in %
Total number	9	100	11	100	15	100
of which under 30 years of age	0	0	1	9	1	7
of which between 30 and 50 years of age	7	78	8	73	12	80
of which above 50	2	22	2	18	2	13
of which women	2	22	3	27	5	33
of which men	7	78	8	73	10	67
Number of employees in management positions	3	100	3	100	3	100
of which women in management positions	0	0	0	0	0	0

S1-13 Training and skills development metrics¹

Beyond Capital Partners sets great value on the continuous development of its employees, both to promote individual skills and to ensure the company's long-term competitiveness. In addition to the annual mandatory training courses such as compliance, data security or ESG training, the individual training needs of each employee are determined at the annual development meeting on the basis of the current competence profile and the development areas and agreed with the partner responsible for HR.

German companies have always been known for their engineering skills, highly qualified employees, and high educational standards. Many of today's social and economic challenges, such as skills shortages, economic growth, social prosperity, and child and youth poverty, are linked to education.

In the reporting period every employee took part in training and further education programmes.

All employees participated in regular performance and career development reviews.

The average number of training hours per employee and by gender is not being assessed on company level, as numerous different training options are taken by the employees. Not only are there official training courses by institutional providers, but there are also training sessions from law or audit companies, training sessions as part of conferences, and mentoring and training programmes provided by associated organisations such as Level 20 or BVK.

OWN WORKFORCE



Objectives:

Increase the proportion of women in senior positions

Attract and retain young talents

Target:

Ensure zero workplace accidents

Ensure zero discrimination incidents

¹ Due to incomplete data availability, not all data points required under this indicator can be reported at this time. Efforts are ongoing to improve data coverage and quality.

S2: Workers in the value chain

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
SOCIAL	ESRS S2	Workers in the value chain	Equal treatment and opportunities for all workers in the value chain
			Own disclosure: skills shortage

DRIVING EQUALITY ACROSS OUR INVESTMENTS AND BEYOND

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Many of our portfolio companies operate in the service sector, where people play a central role in delivering high-quality services. Therefore, we place a strong focus not only on the well-being of our employees and those of our portfolio companies but also on all employees throughout their value chains. Ensuring equal treatment and opportunities fosters a positive working atmosphere in our portfolio companies, enhancing talent acquisition and retention.

Conversely, a lack of equal treatment can exacerbate the existing shortage of skilled labour, posing risks to both Beyond Capital Partners and its portfolio companies. Addressing gender imbalances in leadership positions, preventing discrimination, and fostering inclusive workplaces, contribute to long-term business resilience.

Beyond Capital Partners prioritises these efforts, actively promoting diversity and fairness across its portfolio companies to enhance workforce stability and ensure continued financial success.

Impact, risk and opportunity management

S2-1 Policies related to value chain workers

As part of its value creation strategy, Beyond Capital Partners enhances investments in smaller mid-cap growth companies by professionalising operational processes and governance structures. A key aspect of governance improvement is the standardisation and implementation of compliance and ethics frameworks. To support this, Beyond Capital Partners has developed a comprehensive compliance policy that encompasses all relevant policies and processes necessary for managing organisations of this size and within our target sectors. These guidelines serve as a foundation for portfolio companies, helping them establish and implement essential policies, training programmes and governance structures that enhance organisational resilience while providing employees with clear ethical and legal compliance standards. Portfolio companies have been asked to implement relevant guidelines and processes and set up required training programmes for their employees as part of their annual ESG roadmap. Additional policies are set up based on the individual needs of the portfolio companies and subject to materiality.

Taking action

S2-4 Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Beyond Capital Partners is committed to fostering equal opportunities and diversity across its portfolio companies by promoting DEI (Diversity, Equity and Inclusion) initiatives. Beyond Capital Partners also plans to further support the portfolio companies by issuing a DEI Blueprint elaborating on potential DEI initiatives. To promote gender equality and foster exchange and knowledge transfer, we support UN Global Compact initiatives and plan to endorse the Women's Empowerment Principles of UN Women Deutschland in the near future.

To ensure structured progress, individual DEI support measures will be part of the ESG Roadmap 2025. Additionally, the company conducts gender pay gap analyses for relevant portfolio companies where discrepancies exceed 15% (excluding senior management) and supports portfolio companies in assessing targeted corrective actions to address inequalities.

Beyond Capital Partners also plans to facilitate DEI knowledge exchange, offering informational resources and discussions on the benefits of DEI initiatives. Portfolio companies will therefore gain access to best practices and strategies for improving workplace inclusivity and equality.

Metrics and targets

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is committed to fostering fair and inclusive workplaces across its portfolio companies. A key objective is to maintain a record of zero discrimination incidents in the portfolio, ensuring that all employees are treated fairly and equitably.

To enhance diversity, Beyond Capital Partners actively supports initiatives aimed at increasing the proportion of women in senior and operational management positions. The company also conducts regular analysis of the adjusted gender pay gap as part of the annual ESG reporting, ensuring transparency and accountability in pay structures.

INVESTING IN SKILLS FOR TOMORROW

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Skilled labour is crucial for the financial success of Beyond Capital Partners and our portfolio companies, particularly those operating in the service sector. However, the ongoing shortage of skilled labour presents significant challenges, potentially impacting company growth and productivity.

To mitigate these risks, Beyond Capital Partners is actively strengthening employee retention strategies and accelerating the recruitment of qualified professionals. Investments in companies that are committed to technological innovations and digitalisation help alleviate workforce strain while creating efficiencies. Additionally, expanding training programmes, fostering employer branding, and strengthening networks, ensure continuous knowledge development and workforce sustainability.

The increasing average age of the workforce also requires proactive measures to address rising healthcare costs and social security contributions. By leveraging new, cost-effective education and training opportunities through digitalisation, Beyond Capital Partners enhances skill development and ensures a competitive, well-equipped workforce in its portfolio companies.

Impact, risk and opportunity management

S2-1 Policies related to shortage of skilled labour

We recognise the importance of long-term employee retention and the creation of a healthy and supportive work environment as key factors in preventing the ongoing shortage of skilled labour. While we do not have a specific policy solely dedicated to this issue, it is comprehensively addressed through our existing frameworks. In particular, our Equal Opportunities Policy, Whistleblower Policy, Health and Safety Policy, and our Code of Ethics/Conduct establish clear principles for fair working conditions, equal opportunities, and a safe and respectful work environment. These policies help ensure the long-term commitment of skilled professionals and enhance the attractiveness of our workplace. Further details on these policies can be found in the respective chapters of this report.

Taking action

S2-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to shortage of skilled labour, and effectiveness of those actions

Beyond Capital Partners is committed to supporting its portfolio companies in tackling the shortage of skilled labour by enhancing employee engagement, workforce development and training opportunities.

To strengthen employee retention and workplace satisfaction, the company promotes the setting up and evaluation of annual Employee Satisfaction Surveys across its portfolio companies. To facilitate this process, Beyond Capital Partners provides informational materials on employee survey methodologies and providers, ensuring that companies can effectively gather and act on employee feedback.

Recognising the importance of continuous learning and skills development, Beyond Capital Partners is working to expand and strengthen Learning and Development Programmes in portfolio companies, with full implementation targeted by the end of 2025. Newly acquired companies will be required to introduce structured training initiatives in the first 18 months post-acquisition, ensuring that employees have access to ongoing career development opportunities.

Additionally, the company is actively increasing participation in relevant education and professional development programmes, aligning training efforts with both business needs and individual career progression.

Metrics and targets

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is committed to ensuring workforce stability and long-term employee development across its portfolio companies. A key objective is to maintain a consistent employee turnover rate with a positive year-on-year development, reflecting sustainable workforce management and employee engagement.

To strengthen skills and professional development, Beyond Capital Partners supports every portfolio company in implementing a structured training and development programme. This ensures that employees receive continuous learning opportunities, helping to mitigate skilled labour shortages while enhancing workforce capabilities.

WORKERS IN THE VALUE CHAIN



Objectives:

Support portfolio companies in increasing the proportion of women in management positions

Maintain a consistent employee turnover rate across the portfolio

Support all portfolio companies in implementing training and development programs

Target:

Maintain a record of zero discrimination incidents across the portfolio

S4: Consumers and end-users

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
SOCIAL	ESRS S4	Consumers and end-users	Information-related impacts for consumers and/or end-users
			Personal safety of consumers and/or end-users
			Social inclusion of consumers and/or end-users

ENSURING DIGITAL SECURITY

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

IT security and cybersecurity, as well as data protection, are central to our portfolio companies, as the absence of sufficient security functions poses financial risks in the form of fines or reputational damage, as consumers and end-users could be negatively impacted. To mitigate these risks, our portfolio companies are continuously enhancing security features, including robust data protection management systems, to ensure data security and minimise potential breaches. By strengthening their cybersecurity resilience, our portfolio companies not only protect consumer data but also establish themselves as trusted leaders in responsible digital practices, which serves to ensure long-term financial success.

Impact, risk and opportunity management

S4-1 Policies related to consumers and end-users

At Beyond Capital Partners, we acknowledge the importance of IT security and cybersecurity. While we do not have a standalone policy exclusively addressing this issue, it is covered by our broader compliance frameworks. Moreover, by the end of 2025, all current portfolio companies will have developed or completed comprehensive compliance policies.

Taking action

S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Beyond Capital Partners is committed to ensuring robust compliance structures and data security across its portfolio companies to protect consumers and end-users. To reinforce regulatory adherence, the company encourages the implementation of annual compliance training for relevant employees, ensuring that all personnel are equipped with the necessary knowledge to uphold compliance standards.

To further enhance governance, Beyond Capital Partners strongly recommend the development or completion of compliance policies across all current portfolio companies by the end of 2025, with newly acquired companies expected to establish these policies within six months post-acquisition. Corresponding compliance processes will also be introduced within six months from policy implementation, to ensure structured and effective adherence.

Recognising the importance of cybersecurity and data protection, Beyond Capital Partners recommends and supports its portfolio companies in implementing a Cybersecurity Policy and ensuring dedicated training programmes, to enhance awareness and preparedness. In addition, all IT security, cybersecurity and General Data Protection Regulation (GDPR) compliance processes will be assessed and implemented across portfolio companies by the end of 2025 for current investments and within twelve months post-acquisition for new companies.

Metrics and targets

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is committed to maintaining the highest compliance and cybersecurity standards across its portfolio companies to safeguard consumer and end-user interests. A key objective is to ensure zero compliance violations in the portfolio, reinforcing ethical business conduct and regulatory adherence.

To support this, Beyond Capital Partners recommends the creation or completion of compliance policies in all current portfolio companies by the end of 2025, while newly acquired companies are supported to establish these policies within six months post-acquisition.

Additionally, Beyond Capital Partners prioritises cybersecurity, aiming to maintain zero cybersecurity incidents across its portfolio. This commitment ensures that companies implement strong digital security measures, protecting sensitive consumer data and maintaining trust.

PROTECTING INVESTORS

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Data protection and cybersecurity incidents present a significant financial and reputational risk. Breaches can lead to regulatory fines, recovery costs, and loss of investor confidence, impacting the firm's financial stability. To address this, Beyond Capital Partners prioritises the security of investor data and continuously strengthens its cybersecurity framework.

Impact, risk and opportunity management

S4-1 Policies related to consumers and end-users

Beyond Capital Partners upholds the highest standards of cybersecurity, information security and data protection, to protect all kinds of information, but especially that of investors.

To mitigate risks associated with data breaches and cyber threats, we have established different frameworks and policies that we adhere to. The General Data Protection Regulation, our Cybersecurity Policy and our Confidential Information and Information Security Policy, provide a structured framework to safeguard sensitive information, prevent cyber threats and ensure secure handling of data.

We have clear and detailed instructions on managing sensitive information and preventing security breaches, including the protection of confidential information, avoiding misuse of confidential information, IT security, cyber-attacks, and Fund-related information sharing with news, media, analysts and LPs.

By implementing these measures and continuously updating them in line with evolving threats and regulatory requirements, we ensure that our IT systems and the data remain protected against cyber-attacks, safeguarding employees, business partners and investors.

Taking action

S4-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Beyond Capital Partners is committed to ensuring the security of investor data and fostering transparent and continuous engagement with all investors. To strengthen our overall investor relationships, the company facilitates regular dialogue with representatives from its investor base. Additionally, Beyond Capital Partners offers regular compliance training for all relevant employees to ensure the highest standards of security for investor-related data.

Metrics and targets

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is committed to maintaining the highest compliance standards to safeguard investor data and uphold regulatory integrity. The company has a zero-tolerance policy for compliance violations, aiming for zero compliance breaches in its operations. To reinforce ethical business conduct and data security, annual compliance training is provided to all relevant employees at Beyond Capital Partners.

EMPOWERING CONSUMERS

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Through our portfolio companies, particularly in the healthcare & well-being sector, Beyond Capital Partners positively impacts consumers and end-users. These portfolio companies play a vital role in social inclusion by providing essential medical products and services such as prostheses and hearing aids, which support individuals in their social reintegration and overall well-being. By investing in healthcare & well-being businesses, Beyond Capital Partners contributes to the advancement of accessible medical solutions that improve quality of life and enhance social participation. In addition, the portfolio company Ank-Kaiser has parts of its products manufactured in cooperation with workshops for disabled people, thereby supporting the professional inclusion of people with disabilities.

Impact, risk and opportunity management

S4-1 Policies related to consumers and end-users

Rather than addressing this aspect through a separate policy, we embed social inclusion principles into our broader Responsible Investment Policy. This framework establishes clear guidance, with a strong commitment to social responsibility, inclusivity and positive societal impact.

Taking action

S4-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Beyond Capital Partners is committed to developing an Impact Score and conducting Impact Due Diligence to accurately assess and document the social impact of investments, pre-acquisition. This process includes developing a Theory of Change, identifying growth potential, and setting KPIs to monitor impact progress throughout the holding period, which is integrated into Investment Committee Papers.

To further enhance its sustainable investment approach, Beyond Capital Partners is updating its Responsible Investment Strategy to improve transparency on investment processes and sustainability goals, ensuring a structured and measurable impact. A central element of this strategy is the identification and selection of companies that foster health and well-being.

Metrics and targets

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Beyond Capital Partners is dedicated to promoting social sustainability and incorporating social inclusion considerations into its investment strategy. To enhance this approach, the company is continuously updating its Responsible Investment Strategy to increase transparency on sustainable investments and their associated processes. Scheduled for completion by 2025, this revision ensures that social-related aspects are systematically integrated into investment decisions.

CONSUMERS AND END-USERS



Targets:

Maintain zero compliance breaches and zero cybersecurity incidents at the portfolio level

By 2025¹:

Ensure the creation or completion of compliance policies in all portfolio companies

¹ For newly acquired companies: within six months post-transaction closing.

OUR MATERIAL TOPICS

Governance



We support the sustainable transformation of our portfolio companies by integrating sustainability principles into investment decisions, and actively promoting the development of future-ready business models.



Through our support of initiatives such as the PRI, Level 20, and BVK, we contribute to strengthening partnerships and advancing sustainable structures across our investment ecosystem.

G1: Business conduct

Category	Topical ESRS	Sustainability matters covered in topical ESRS	
		Topic	Sub-topic
GOVERNANCE	ESRS G1	Business conduct	Own disclosure: (sustainable) corporate management and corporate culture

ENSURING ACCOUNTABILITY

A favourable positioning and the communication of corporate governance and culture offer Beyond Capital Partners financial opportunities. The growing importance of SFDR Art. 8 and 9, along with other ESG aspects, continues to enhance investment prospects. Aligning with international sustainability frameworks, and integrating ESG considerations throughout the investment cycle, strengthens Beyond Capital Partner's market positioning.

However, increasing regulatory requirements and compliance costs present financial risks. Non-compliance could result in reputational damage, fines, and potential capital outflows as investors become more ESG-sensitive. To

mitigate these risks, Beyond Capital Partners is committed to transparent sustainability reporting and adherence to evolving regulations.

Beyond Capital Partners also actively promotes social engagement, diversity, and sustainability across its investment activities. This includes fostering the representation of women in senior positions in the private equity sector, supporting social sustainability initiatives, and enhancing sustainability awareness among stakeholders. By utilising ESG-compliant investment strategies, Beyond Capital Partners not only mitigates risks, but also enhances its reputation and long-term financial resilience.

Impact, risk and opportunity management

G1-1 Corporate culture and business conduct policies

Beyond Capital Partners has developed a comprehensive Responsible Investment Strategy that emphasises its unwavering commitment to integrating ESG considerations into every stage of the investment process. This forward-thinking approach aims not only to create long-term value for stakeholders, but also to ensure that all investments meet the highest standards of sustainability and regulatory compliance.

Beyond Capital Partners is dedicated to upholding and advancing responsible management practices across its internal operations, the investment activities of the funds it manages, and the business practices of its portfolio companies. To ensure consistency and adherence, our Compliance Manual provides an extensive set of company-wide standards, policies and procedures. In this way our Code of Ethics/Conduct serves to ensure ethical behaviour, compliance and mutual respect within the company. It sets clear expectations for our relationships with each other, Beyond Capital Partners, the Fund, the Limited Partners (LP), competitors and the public. To ensure transparency and fairness in managing conflicts of interest, Beyond Capital Partners has established a Conflicts of Interest Policy that defines the key principles for addressing both actual and potential conflicts. Aligned with this policy, a Personal Account Trading Policy has been introduced to provide guidance for personal account trading and to further mitigate potential conflicts of interest.

By aiming to promote a transparent and supportive working environment, Beyond Capital Partners has implemented an Anti-Bribery and Corruption Policy to facilitate open and constructive discussions on such related matters. This policy sets out various principles for combating bribery and corruption, ranging from identification and internal reporting to the prevention of related incidents. Also, to prevent any potential conflicts affecting a Beyond Member's duties to Beyond Capital Partners or the LPs, a Gifts and Entertainment Policy has been established to set rules for accepting and offering gifts and hospitality.

Beyond Capital Partners and the individual Funds are 'obligated persons' within the context of the Anti-Money Laundering (AML) Act. Therefore, to combat money laundering and terrorist financing, we have established a detailed Anti-Money Laundering Policy which includes an effective risk management and risk analysis, internal safeguards to manage related risks, as well as robust identification and monitoring processes.

We are committed to strict compliance with the procedures outlined in the Limited Partnership Agreement (LPA), the Fund's Private Placement Memorandum (PPM), the Side Letters, and all applicable laws. To uphold this commitment, we have established a Fund Compliance Policy that defines the key standards for core fund governance, ensuring rigorous adherence to its foundational documents and legal requirements. Additionally, we have implemented a robust Investment Compliance Policy to establish core principles for investment compliance. Various executives and

Beyond Capital Partners investment team members are actively engaged in the continuous screening and evaluation of prospective portfolio companies. Their selection process considers multiple factors, including alignment with the core value-adding strengths of the Beyond Capital Partners' team, the Fund's specific investment parameters, and the objective of maintaining a well-balanced risk/return profile throughout the Fund's lifecycle. We remain committed to strict compliance with the procedures outlined in the LPA and PPM and believe that standardised investment procedures are essential for ensuring professional, well-founded investment decisions that can be objectively assessed and reliably evaluated.

Also, our Environmental, Social and Governance Policy establishes guidelines for integrating ESG considerations into our investment processes, making it a core aspect to consider when making investment decisions. Beyond Capital Partners is therefore bound to consider ESG risks and opportunities at all stages of the Fund's investment cycle and to incorporate ESG factors into the decision-making process. Moreover, our ESG along the investment cycle programme, as an integral part of our Responsible Investment Policy, provides the framework for our investment decisions.

By integrating ESG factors into our decision-making, we seek to recognise opportunities that have a positive impact on the environment and society, while mitigating the risks associated with unsustainable practices. This strategy reflects the company's belief that responsible investment is a crucial way to achieve financial growth, foster innovation and contribute to a more sustainable and equitable future.

Governance in practice

Beyond Capital Partners is committed to strengthening ESG governance across its investment portfolio by ensuring regular engagement with ESG-focused investors to facilitate knowledge sharing and alignment on sustainability priorities.

To reinforce ESG integration in its portfolio companies, Beyond Capital Partners mandates ESG training, structured reporting and roadmap development for portfolio company executives and ESG managers, ensuring a consistent and strategic approach to sustainability implementation.

Beyond Capital Partners is committed to aligning its investments in sustainable businesses with the revised Responsible Investment Strategy extended by the impact framework and key impact themes, to drive meaningful environmental and social change. This approach ensures that sourcing and investment decisions contribute to long-term sustainability objectives. Also, KPIs for impact-oriented portfolio companies will enable structured progress monitoring and impact measurement of the sustainable development of the companies.

Recognising the growing demand for data-driven investor communication, Beyond Capital Partners is exploring AI-assisted solutions for handling investor ESG enquiries and optimising reporting efficiency and accuracy.

In line with its best-in-class approach to ESG management and reporting, Beyond Capital Partners has proactively chosen to support all portfolio companies in conducting a Double Materiality Analysis by the end of 2026, with newly acquired companies expected to complete this assessment within twelve months post-acquisition. This approach intends to help companies identify material and strategically meaningful sustainability issues and prioritise their implementation. The aim is to strengthen companies at all levels and to prevent or deprioritise the implementation of non-material topics.

Clear targets for ethical leadership

Beyond Capital Partners is dedicated to investing in sustainable business models, ensuring that 20% of its managed capital supports impactful and responsible investments. This commitment is divided equally, with 10% of capital allocated to portfolio companies pursuing ecologically sustainable business objectives and another 10% directed towards businesses with a socially sustainable focus.

Beyond Capital Partners is committed to continuously developing and refining its Responsible Investment Strategy, to align with evolving ESG priorities and regulatory requirements and to proactively implement best practices and establish itself as a frontrunner in responsible investing.

Beyond Capital Partners maintains a zero-tolerance policy for compliance violations, aiming for zero compliance breaches at the corporate level. To uphold the highest standards of ethical business conduct, annual compliance training is mandatory for all relevant employees of Beyond Capital Partners, ensuring awareness and adherence to regulatory frameworks.

Beyond Capital Partners is committed to continuously strengthening and expanding its investor base, fostering long-term relationships with existing investors, and attracting new investors who share its commitment to responsible and forward-looking investment strategies.

BUSINESS CONDUCT



Objectives:

Continuously evolve the Responsible Investment Strategy to reflect the changing ESG priorities and regulatory requirements

Strengthen and diversify the investor base

Targets:

Allocate 20% of the managed capital to impactful and responsible investments

Ensure zero compliance breaches at the corporate level

By 2026¹:

Implement Double Materiality Analyses for all current portfolio companies

¹ For newly acquired companies: within 24 months post-transaction closing.

ESRS

INDEX

Reference	Description	Page
ESRS 2: GENERAL DISCLOSURE		
IRO-1	Process for identifying and assessing material impacts, risks and opportunities	7 45
E1: CLIMATE CHANGE		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	7 49
E1-2	Policies related to climate change mitigation and adaptation	7 49
E1-3	Actions and resources in relation to climate change policies	7 49
E1-4	Targets related to climate change mitigation and adaptation	7 50
E4: BIODIVERSITY AND ECOSYSTEMS		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	7 51
E4-2	Policies related to biodiversity and ecosystems	7 51
E4-3	Actions and resources in relation to biodiversity and ecosystems	7 51
E4-4	Targets related to biodiversity and ecosystems	7 51
E5: CIRCULAR ECONOMY		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	7 52
E5-1	Policies related to resource use and circular economy	7 52
E5-2	Actions and resources in relation to resource use and circular economy	7 53
E5-3	Targets related to resource use and circular economy	7 53

Reference	Description	Page
S1: OWN WORKFORCE		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	71 54, 57
S1-1	Policies related to own workforce	71 54, 58
S1-2	Processes for engaging with own workers and workers' representatives about impacts	71 55
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	71 55
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	71 56, 58
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	71 56, 58
S1-6	Characteristics of Beyond Capital Partners' employees	71 56
S1-7	Characteristics of non-employees	71 56
S1-9	Diversity metrics	71 59
S1-10	Adequate wages	71 57
S1-11	Social protection	71 57
S1-12	Persons with disabilities	71 57
S1-13	Training and skills development metrics	71 59
S1-14	Health and safety metrics	71 57
S1-15	Work-life balance metrics	71 57
S1-17	Incidents, complaints and severe human rights impacts	71 57

Reference	Description	Page
S2: WORKERS IN THE VALUE CHAIN		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	71 60, 61
S2-1	Policies related to value chain workers	71 60, 61
S2-4	Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	71 60, 61
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	71 61, 62
S4: CONSUMERS AND END-USERS		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	71 63, 64, 65
S4-1	Policies related to consumers and end-users	71 63, 64, 65
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and endusers, and effectiveness of those actions	71 63, 64, 65
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	71 63, 64, 65
G1: BUSINESS CONDUCT		
G1-1	Corporate culture and business conduct policies	71 66

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