

ESG Report
2022

Vendep
Capital

Vendep Capital's Responsible Investment Policy

- We believe that paying attention to Environmental, Social, Governance and Long-term viability matters (“ESG”) are a prerequisite for long-term value creation.
 - We are a responsible shareholder promoting UN sustainable development goals.¹
 - We act ethically, live sustainably and promote diversity and inclusion in our working environments.
- When assessing new investments, we take into consideration ESG factors in addition to long-term viability of products and the business model.
 - We measure our portfolio companies once a year on ESG related matters and monitor ESG related issues quarterly.

1. UN Sustainable development goals <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

ESG in our investment process

- Selection: We consider each company's ESG factors in our investment process and benchmark each company to our own ESG survey data.
- Value Creation: During the first few months we execute a step plan with most of our companies to ensure proper business practices that provide grounds for long-term value creation.

We use Board positions to impact values, policies and business practices.

- Exit: When exiting portfolio companies, we evaluate the potential ESG impact and consider resulting issues related to the fair treatment of all stakeholders.

In situations where we are forced to close down companies, we ensure that employees, customers, lenders, and other stakeholders are well informed, and relationships are concluded in a responsible manner.

1. Pääomasijoittajat - Rules and Guidelines <https://paaomasijoittajat.fi/en/fvca/rules-and-guidelines/>
2. State of SaaS Surveys 2018, 2019, 2020, 2021 <https://www.stateofsaas.fi/>

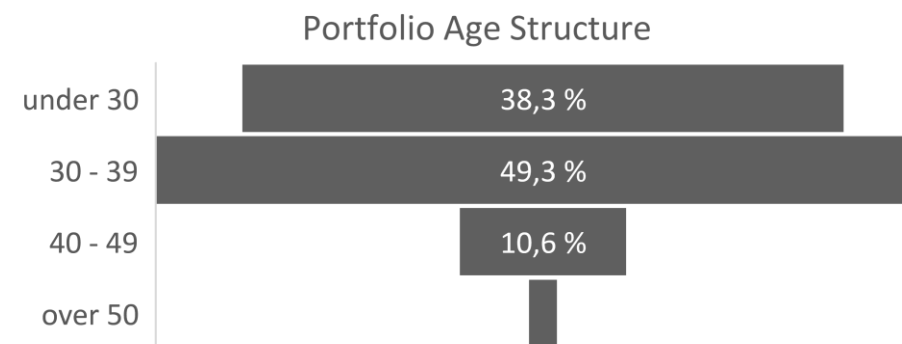
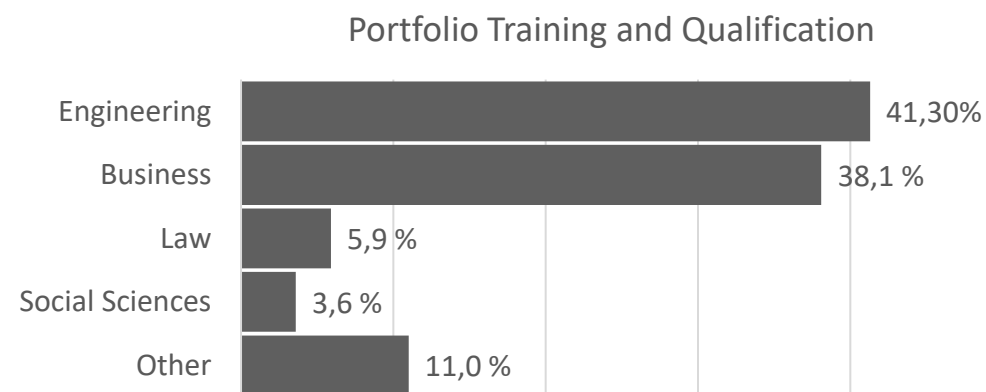


Activity	Description
Our ESG activities	<ul style="list-style-type: none">• As a member of the Finnish Venture Capital Association, we act ethically and follow transparency and disclosure recommendations and comply to professional standards and code of conduct¹ in our daily operations.• Our CFO participates in the Finnish VC Compliance Working Group to sharing best practices of compliance, ESG with our peer funds.
Community contributions	<ul style="list-style-type: none">• In September 2021 we published the latest State of SaaS https://www.stateofsaas.fi/ survey. The questionnaire was sent to software companies in Finland and Sweden. Results have been shared 2018, 2019, 2020 and 2021 with the cloud software community.• Our SaaS Camp has moved online due to COVID-19 and hosted in February and October 2021 over 2.000 registered participants over four days on key SaaS topics like Sales, Marketing, Product led Growth. All events are free-of-charge to the participants. Recordings are available on our Youtube channel SaaS Insights.
Long-term community support	<p>Vendep Capital is one members that helped launch the Finnish Startup Community on the 7th of October, 2021 to make Finland the world's best startup and growth company ecosystem, internationally known for its innovations (https://startupyhiteiso.com/en/).</p> <p>Sakari Pihlava is also among the 57 Finnish technology influencers, entrepreneurs and investors who founded the Startup Foundation in 2012. The foundation works owns:</p> <ul style="list-style-type: none">• Slush (http://www.slush.org/)• Junction (https://hackjunction.com/)• Wave Ventures (http://wave.ventures/)• The Shortcut (http://theshortcut.org/)

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Key Personnel and Diversity Indicators

Area	Metric
<u>Personnel in Active Portfolio</u>	1 427 (+470)
Personnel in Finland	465 (+92)
% of total	33%
<u>Founders</u>	51
% of women	< 5%
<u>Management</u>	140
% of women	24% (+3%)
<u>Board members</u>	87
% of women	< 5%
<u>Nationalities</u>	Average 9,4
<u>% of workforce retiring in 5 years</u>	< 1%
<u>Absenteeism rate</u>	3,8 days lost per employee per year



2021 Year End Survey Data from Vendep Capital active portfolio companies.

Written Policies and Guidelines

Written Policies and Guidelines	% of 21 companies
ESG Policy	19%
Code of Conduct	57% (+31%)
Good Corporate Governance Policy	33%
Environmental Policy	14%
Health and Safety Policy	62%
Policy supporting anti-discrimination and potential migrant workers	48% (+22%)
Policy supporting diversity	57% (+26%)
Policy/guidelines for Information Security	81%
Policy/guidelines for GDPR	95%
Policy on corruption or illicit financial actions	43% (+27%)

Environmental Practices	%
Do you address environmental issues your company?	71%
Have you estimated the CO2/GHG emissions of your company?	19%
Do you recycle or implement waste reducing practices in the company?	95%

2021 Year End Survey Data from Vendep Capital's active portfolio companies.



Area	Metric
Finnish Portfolio Companies	18 (21 in total)
% of total in active portfolio	86%
Personnel in Finland	465 (1 427 in total)
% of total in active portfolio	28%
Revenue created in Finland*	45,9 million euro (2021)
Exports from Finland*	30,5 million euro (2021)

** Data on best effort basis*

2021 Year End Survey Data from Vendep Capital's active portfolio companies.

Vendep Capital and its portfolio broadly support UN sustainable development goals



8 DECENT WORK AND ECONOMIC GROWTH
Buy from green companies that are equal opportunity employers.



3 GOOD HEALTH AND WELL-BEING
Vaccinate your family to protect them and improve public health.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Recycle paper, plastic, glass & aluminium.



5 GENDER EQUALITY
Call out sexist language and behaviour.

We have chosen to support UN sustainable development goals by

- Acting ethically (3, 5, 8, 16)
- Living sustainability (3, 12) and by
- Promoting diversity and inclusion (5, 10)

Most ESG Survey 2021 respondents support these goals with us.



10 REDUCED INEQUALITIES
Raise your voice against discrimination.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Use your right to elect the leaders in your country and local community.

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