

The background is a complex abstract composition. It features a dense, grainy teal texture. Overlaid on this are several thin, flowing gold lines, some solid and some dashed, creating a sense of movement and depth. A prominent vertical dashed gold line runs through the center. In the lower center, there is a sharp, three-dimensional geometric shape, possibly a stylized sail or a crystal facet, rendered in shades of teal and gold. The overall effect is one of modern, artistic design.

Abris

ESG Report  
2021

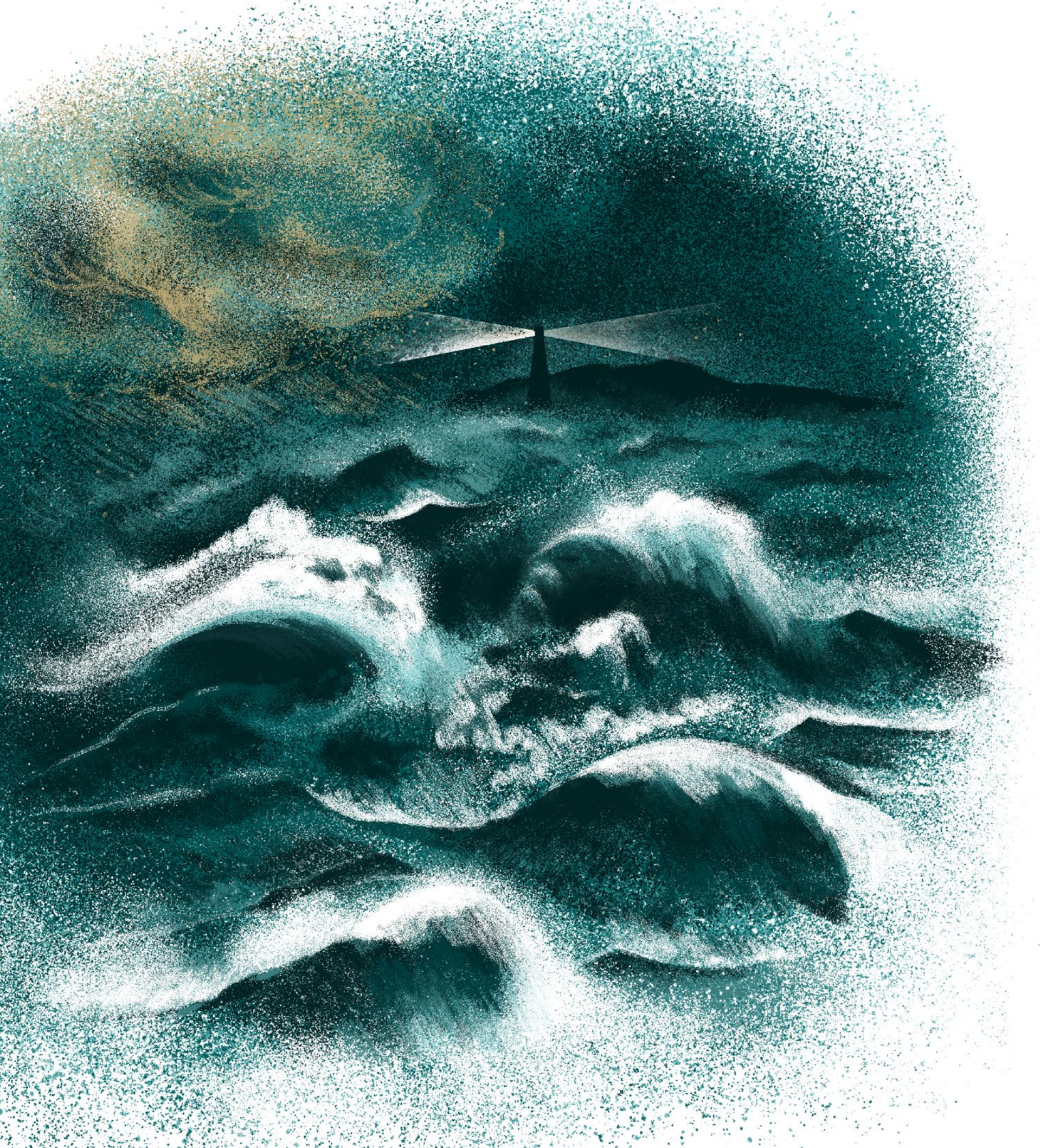




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# Introduction



## Dear Limited Partners and friends,



The pandemic was supposed to be the seismic shift in our 21st century world. But from the perspective we have today, post-Covid Europe seems pretty similar to the pre-pandemic landscape.

We use more technology, exercise sanitary caution, and keep our distance a little more. And while there have been job losses and challenging conditions in certain industries, there have also been some positive aspects, such as better financed healthcare infrastructure and more time spent with families. As 2021 closed out, the biggest challenges seemed manageable, and people moved to a “business as usual” mode of operating.

But just as we started congratulating ourselves for our flexibility and resilience over the past two years, February 24th happened, and a major political, humanitarian, and economic catastrophe unfolded in Ukraine following Russia’s unprovoked invasion. From that day on, we have had to reassess how our world is changing – in Europe and across the globe – on an almost daily basis.

Whether we are sitting in Warsaw, London, Helsinki or Washington, this crisis relates to all of us and threatens many aspects of our lives. One thing that makes me feel comforted is the fact that all of us here in the European Union, as well as in the US, are standing together and working hand-in-hand to support our friends and protect our future. Last year, agility was the most critical aspect of our business. But today, despite the macro situation or perhaps even because of it, the most important thing is “business as usual”. Keep going. Deliver.

**Our ESG focus in 2021 was centered around the ESG 2023 Universe project, with particular attention paid to the execution of our Climate Manifesto.**

All our portfolio companies are now very familiar with measurement and reduction of carbon footprints and understand and efficiently operate reporting tools. Together, these companies form a regional vanguard of sustainability champions, and our target of full neutrality in 2025 remains unchanged.

I am grateful to all our management teams for their work, which helps Abris, as a financial institution, demonstrate its full readiness to operate under new EU SFDR regulations. This achievement is incredibly important for our sustainability.

2021 was also a breakthrough year for our portfolio in terms of multidimensional value enhancement. I was very impressed to see so many digitization projects executed, especially in the cyber security and Human Resources management areas. Today, digital management tools are a must-have, and such broad buy-in proves how professional and courageous our managers are. And since digital is the new reality, we saw several rebranding and digital marketing campaigns in 2021, helping to connect our businesses to their respective markets in a more effective way. All these projects feed into our ESG plans and are documented in our Scoring Application as evidence of value creation.

Finally, I would like to reveal a small part of what the future holds for our ESG efforts. In 2022 we have created a dedicated taskforce to explore the topic of diversity, equity and inclusion (DEI). Our ambition is to deliver a comprehensive DEI program across our portfolio that will unite, empower and energize our teams, but at the same time help build stronger businesses.

I hope you will read the 2021 edition of our ESG Report with interest and join me in appreciating the tremendous work done by all the people involved – the Abris team, the portfolio teams and our investors for the continuous encouragement they give us to reach even higher.

So far, 2022 has already brought Abris the best ESG Private Equity fund in Europe Award. This seals and closes a chapter for us. But as always, “the end” is a good place to start the next challenge.

Sincerely,

Pawel Gierynski  
*Managing Partner*



Abris Capital Partners:  
ESG transformation specialist

Abris is one of the leading independent private equity fund managers investing in Central Europe, building regional champions through ESG transformation. Established in 2007, Abris seeks to identify and partner with the most successful and dynamic mid-market businesses, supporting them through the input of capital and value creation expertise at both strategic and operational levels.

At Abris, we use our capabilities to promote responsible investing throughout the region.  
We share our experience to ensure that private equity funds across Central Europe – which is home to around 100 million people – increasingly take into account ESG factors when making investment decisions.

We consider ourselves to be an ESG transformation specialist, setting standards for the private equity industry across the region.

This have been achieved by having courage in our convictions and breaking the status quo in the investment industry. We are leading by example, upholding the highest international ESG standards and continuously adapting to the changing environment in our region.

Our approach  
Generating stronger returns  
through sustainable  
investment

At Abris, we have made our commitment to responsible investing visible and quantifiable, developing innovative tools and a proprietary methodology that further strengthen our ESG function.

For us, there is no distinction between “investing” and “responsible investing”. ESG factors are present throughout the full investment process, and we plan, monitor and measure the ESG impact on the businesses we invest in.

**From 2021, we execute on our ESG Universe 2023** – a comprehensive program of ESG initiatives that commits our firm to achieving a carbon neutral portfolio by 2025. The strategy encompasses 17 initiatives across governance and culture, standards, education and carbon neutrality that sets new ESG best practice.

ESG Universe 2023 retains the clear goal of assisting in risk mitigation and value creation across the Abris portfolio, but at the same time includes the ambitious target of achieving a **carbon neutral portfolio by 2025 and puts in place net-zero action plans for each individual portfolio company, making Abris the first private equity house in Central Europe to execute this goal.**

Our impact





# Abris' ESG journey



## 2016

UN PRI Signatory



## 2018

Foundation of the **Abris ESG Team**

**Co-founder of the ESG Committee** at the Polish Private Equity and Venture Capital Association (PSIK)

**United Nations Global Compact Signatory**



A+ score for Private Equity

**First Abris ESG Universe 2020 Strategy**

## 2019

**Shortlisted** by the Ethical Corporation for the Responsible Investor award



## 2017

Appointment of Partner for ESG



## 2020

Launch of **ESG Scoring Application** – a proprietary ESG IT tool

**Calculation of emissions for the whole portfolio**

**Winner of the PRI Awards 2020** in the category Emerging Markets Initiative of the Year



## 2022

**Winner of the ESG Investing Awards 2022** in the category Best (European) ESG Investment Fund



**Shortlisted** for the ESG (GP) category at the Real Deals Private Equity Awards



## 2021

**ESG Universe 2023 Strategy**



**Climate Manifesto**

**ESG Award** from the Polish Private Equity Association

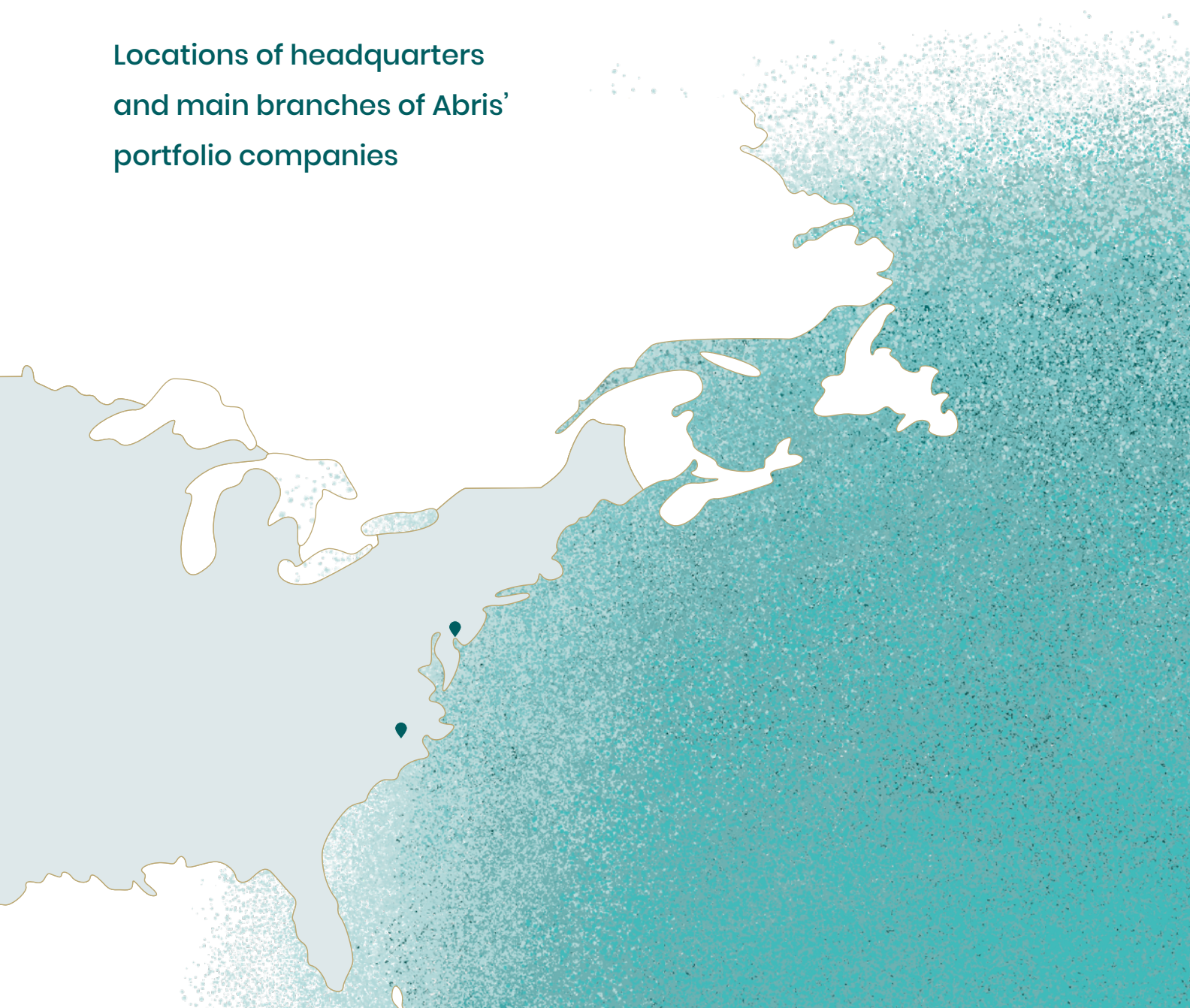


**Co-writer of the first report** on women in the Polish private equity and venture capital industry, published with Level 20 and PSIK

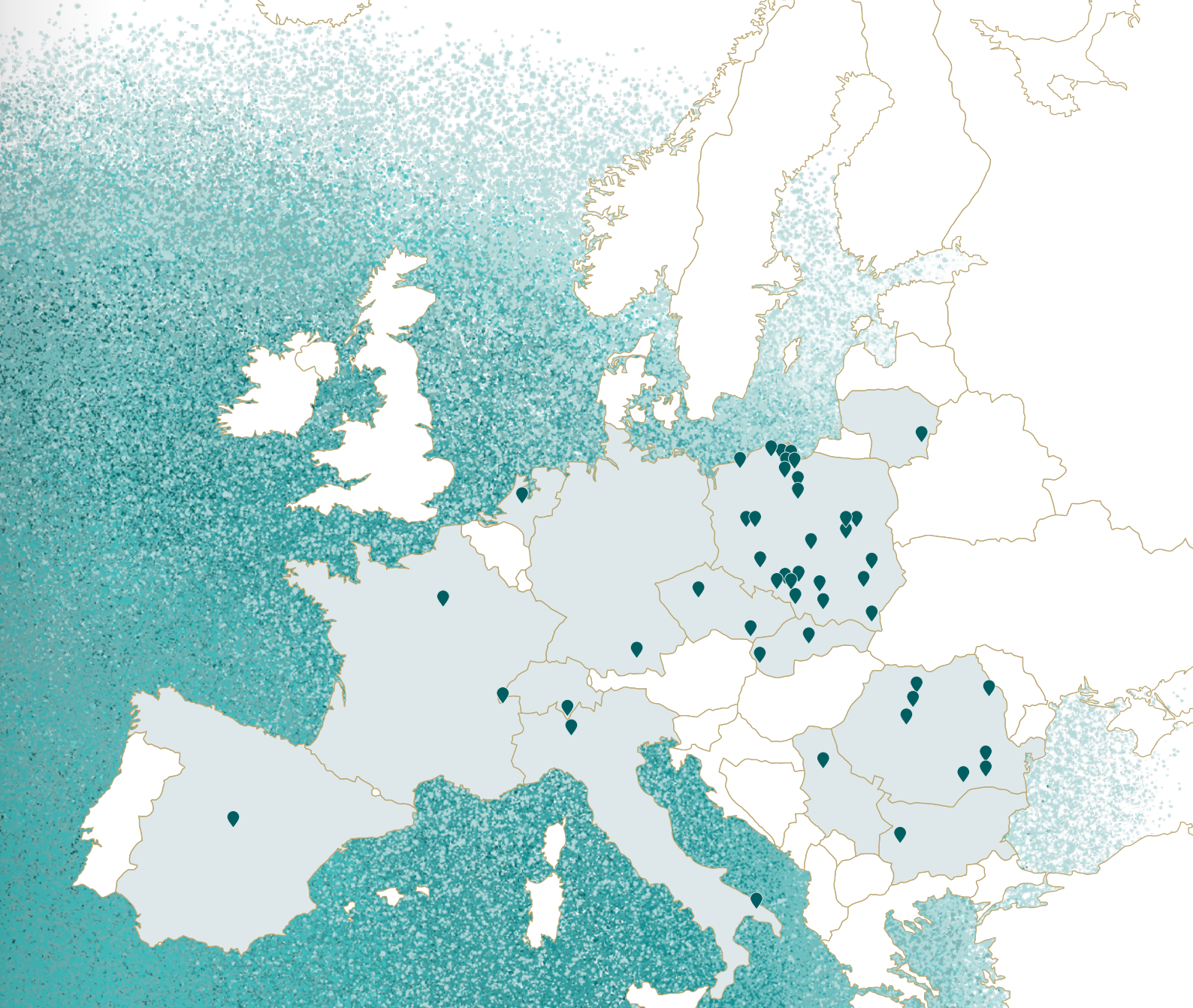




Locations of headquarters  
and main branches of Abris’  
portfolio companies



- Apaczka ————— **Poland:** Warsaw, Stalowa Wola
- AURES Holdings ————— **Czech:** Prague, **Poland:** Piaseczno, **Slovakia:** Bratislava, **Germany:** München, **Netherland:** Amsterdam
- Dentotal ————— **Romania:** Bucharest, **Bulgaria:** Sofia,
- DOT2DOT ————— **Poland:** Batorowo, Nowy Konik, Kowale
- ENDEGO ————— **Poland:** Kraków, Wrocław, Sanok, Lublin, Gdynia, Gliwice, **Germany:** München, **USA:** Claymont, DE
- Global Technical Services — **Romania:** Bucharest, **Serbia:** Belgrade
- Global Technical Systems — **Romania:** Bucharest



- Graal ————— **Poland:** Wejherowo, Kukinia, Kartoszyno, Tczew, Zduny
- GreenGroup ————— **Romania:** Buzau, Bucharest, Iasi, Campia Turzii, Urziceni, **Lithuania:** Vilnius, **Slovakia:** Banska Bystrica
- Matex Lab ————— **Switzerland:** Lugano, Geneva, **Poland:** Warsaw, Wrocław, Poznań, Kraków, Gdynia, **Italy:** Milan, Brindisi, Pavia, **USA:** Raleigh, NC, **France:** Paris, **Spain:** Madrid
- Pehart ————— **Romania:** Dej, Petresti
- Scanmed ————— **Poland:** Warszawa, Lublin, Żory, Blachownia, Kraków, Chorzów
- Velvet CARE ————— **Poland:** Warsaw, Klucze, **Czech:** Žabčice
- WDX ————— **Poland:** Warsaw, Gdańsk, Katowice, Zgierz, Poznań, Wrocław



# Abris as a responsible investor





Abris' ambition is to be the **top-performing manager of private equity funds in Central Europe**. Our specialization, ESG transformation, is one of the key building blocks of strong performance.

To achieve our goals, we have developed a comprehensive ESG strategy – **Abris ESG Universe 2023**.

# ESG UNIVERSE 2023 STRATEGY – we know where we are going

**Abris' ESG Universe sets out our responsible strategy for the coming years.**

ESG Universe 2023 provides a comprehensive, overarching structure for all our ESG work. It encompasses 17 projects across four key categories: governance and culture; standards; education; and carbon neutrality.

**Governance and culture** – Abris has built a clear, well-defined, and fully tested approach to integrating ESG into its investment activity. We aim to be pragmatic and practical while optimizing risk management and value creation. Every procedure and tool we create is required to prove its efficiency and purpose. Therefore, the first pillar of this strategy is about making Abris a role model organization for our portfolio companies and for the wider private equity ecosystem. Our internal governance and culture must allow for consistent delivery of that purpose.

**Standards** – We strive to improve our current tools and develop new ones to strengthen efficiency and sharpen the decision-making process. By creating a database of all ESG procedures, we build the knowledge and

The **foundation of this strategy is the Abris Climate Manifesto**, in which we set out our target to achieve **climate neutrality across our entire investment portfolio by 2025**.



experience of the team. We develop models in individual ESG areas and are clear about our points of reference, in order to allow us to evaluate the effectiveness of our activities.

**Education** – Knowledge allows us to build awareness, and awareness allows for rational and effective actions. We have built an extensive ESG knowledge base for the Abris team and are investing more in education for Abris staff and for our portfolio companies.

**Carbon neutrality** – Since carbon footprint reduction should be one of the most important missions for every management team across the world, we want Abris to be a frontrunner for private equity in this area. **Our ambition is to achieve a carbon neutral portfolio by 2025.**

## Three pillars of ESG Universe 2023

- Pillar I – Abris as a model organization
- Pillar II – End-to-end processes
- Pillar III – ESG thought leader



Our strategy has also been planned to adhere more closely to the UN Sustainable Development Goals.

Our strategic ESG activities that build the value of our investments, also support the achievement of sustainable development goals. Abris focuses on supporting the following SDGs:

- SDG 12** Responsible Consumption and Production
- SDG 13** Climate Change
- SDG 3** Good Health and well-being
- SDG 5** Gender Equality
- SDG 8** Decent Work and Economic Growth
- SDG 9** Industry Innovation and Infrastructure
- SDG 16** Peace, Justice and Strong Institutions

## THE GLOBAL GOALS For Sustainable Development





## CLIMATE MANIFESTO – we know what is most important

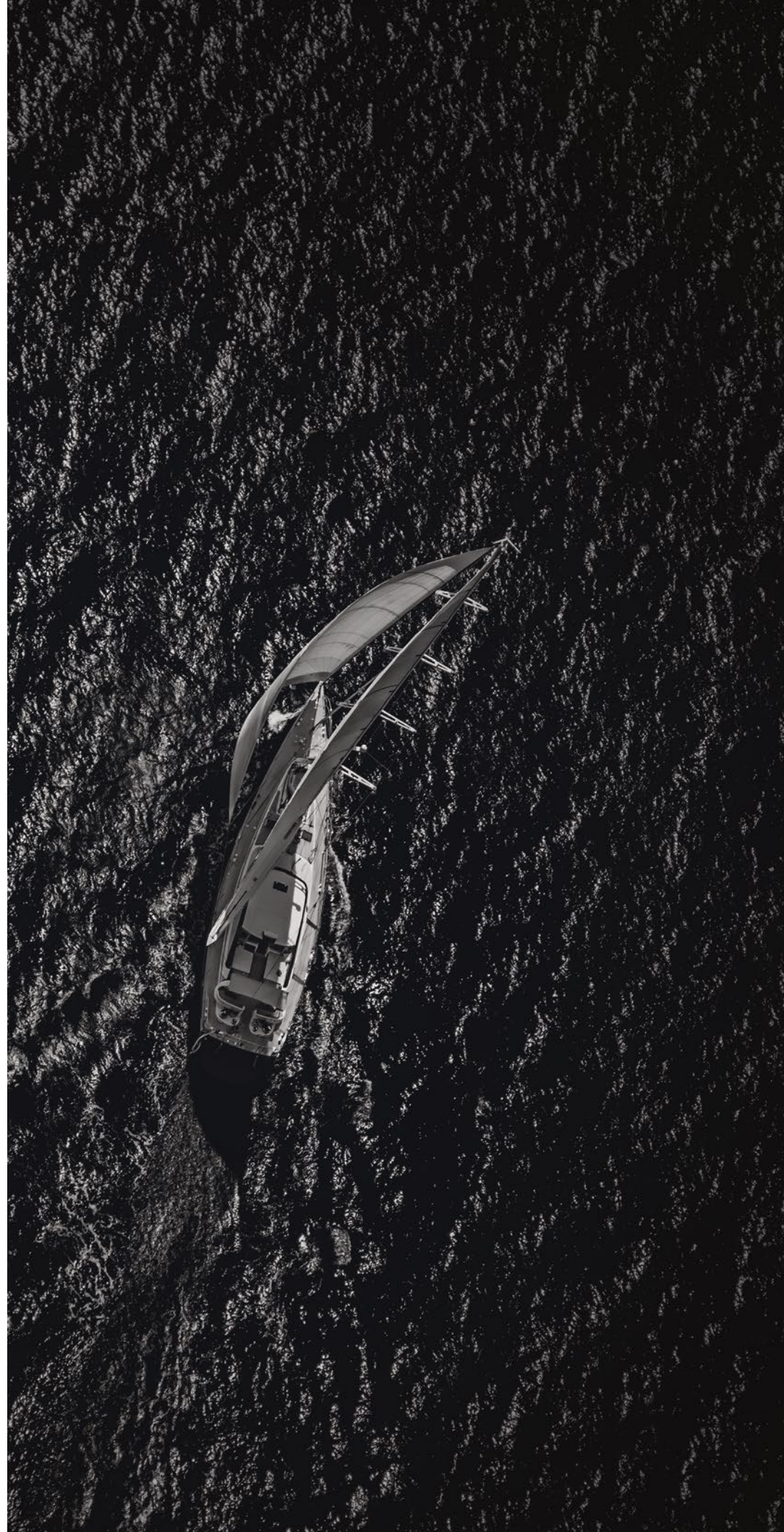
Climate change is one of the most significant challenges currently facing humanity. Under the Paris Agreement, countries have agreed to aim to hold the increase in the global average temperature to well below 2°C above pre-industrial levels and pursue efforts to limit the temperature increase to 1.5°C. Limiting global warming is the higher aim of the Paris Agreement and is necessary in order to mitigate the most severe long-term economic and environmental consequences of climate change.

Abris recognises that business has a vital role to play in addressing climate change, and that its actions can deliver economic, social and environmental benefits over the long term.

To mitigate the worst effects of climate change, all companies will need to plan for carbon neutrality. The costs associated with this change are an obligation for future investors. As well as being the right thing to do, addressing them today will also make our businesses more valuable.

In 2021 Abris launched its Climate Manifesto – a plan to reach carbon neutrality across our portfolio by 2025, to prepare for net zero and to ensure that all our portfolio companies lead the field in terms of sustainable investment.

From 2022, Abris' Warsaw office is 100% carbon neutral



### Key actions of Abris' Climate Manifesto:

#### 1. **Achieving carbon neutrality at Abris by 2023**

As a responsible investor, we are committed to becoming carbon neutral in our own operations by 2023

#### 2. **Developing an effective balancing model by 2023**

We aim to develop a carbon-neutral balancing model for our entire investment portfolio, to ensure each new company is able to reach its carbon-neutral goal

#### 3. **Achieving a carbon-neutral portfolio by 2025**

We will create ambitious reduction action plans and a catalog of offset initiatives for our portfolio companies in order to achieve a carbon-neutral portfolio by 2025

#### 4. **Developing an agile climate change strategy for our portfolio companies**

Together with our portfolio companies, we will adopt strategies for climate change and build a resilience plan based on TCFD recommendations

#### 5. **Building a net zero strategy pathway for our portfolio companies by 2030**

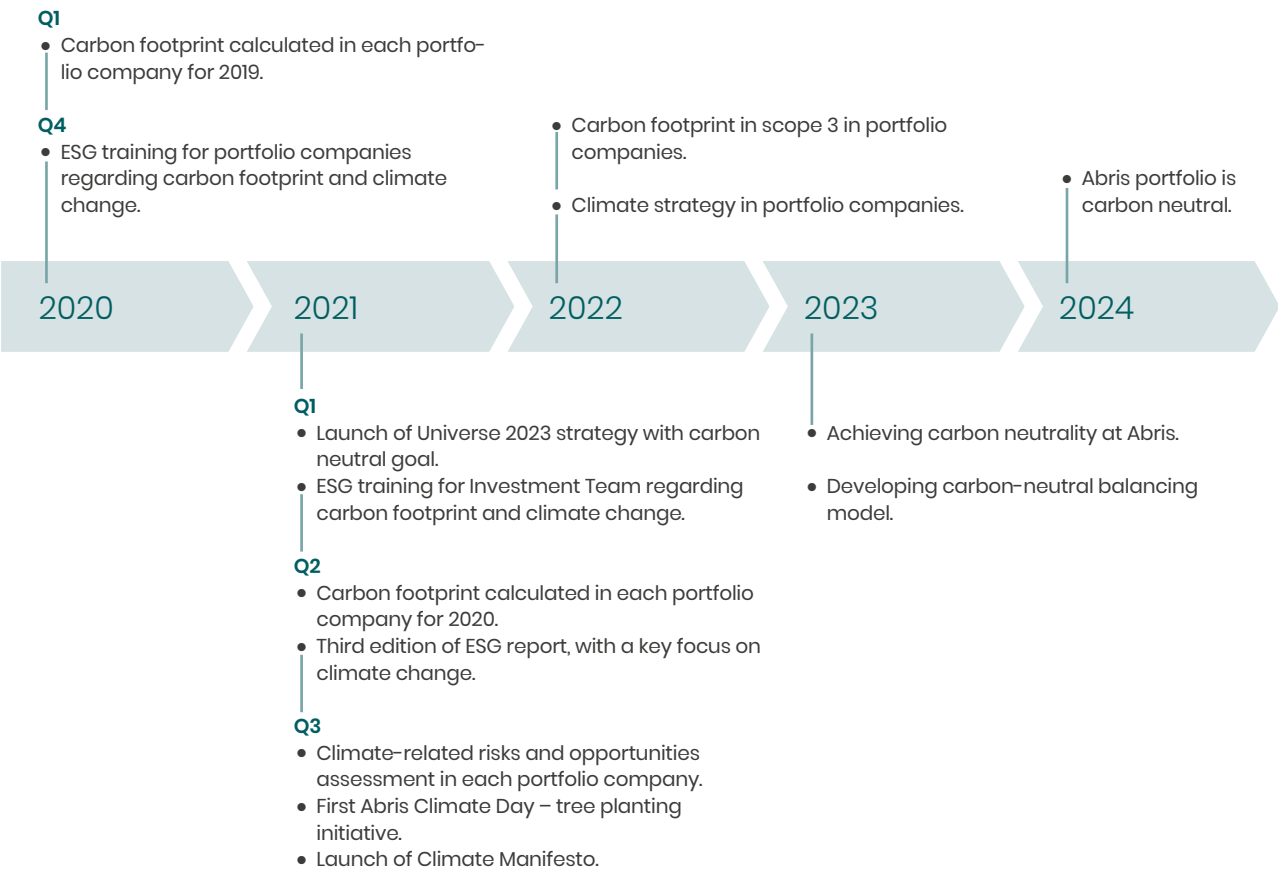
Following each successful exit, Abris will provide each portfolio company with a detailed action plan on how to address the transition to net zero



There is a clear path and four types activities through which we will achieve the goals contained in the Abris Climate Manifesto:



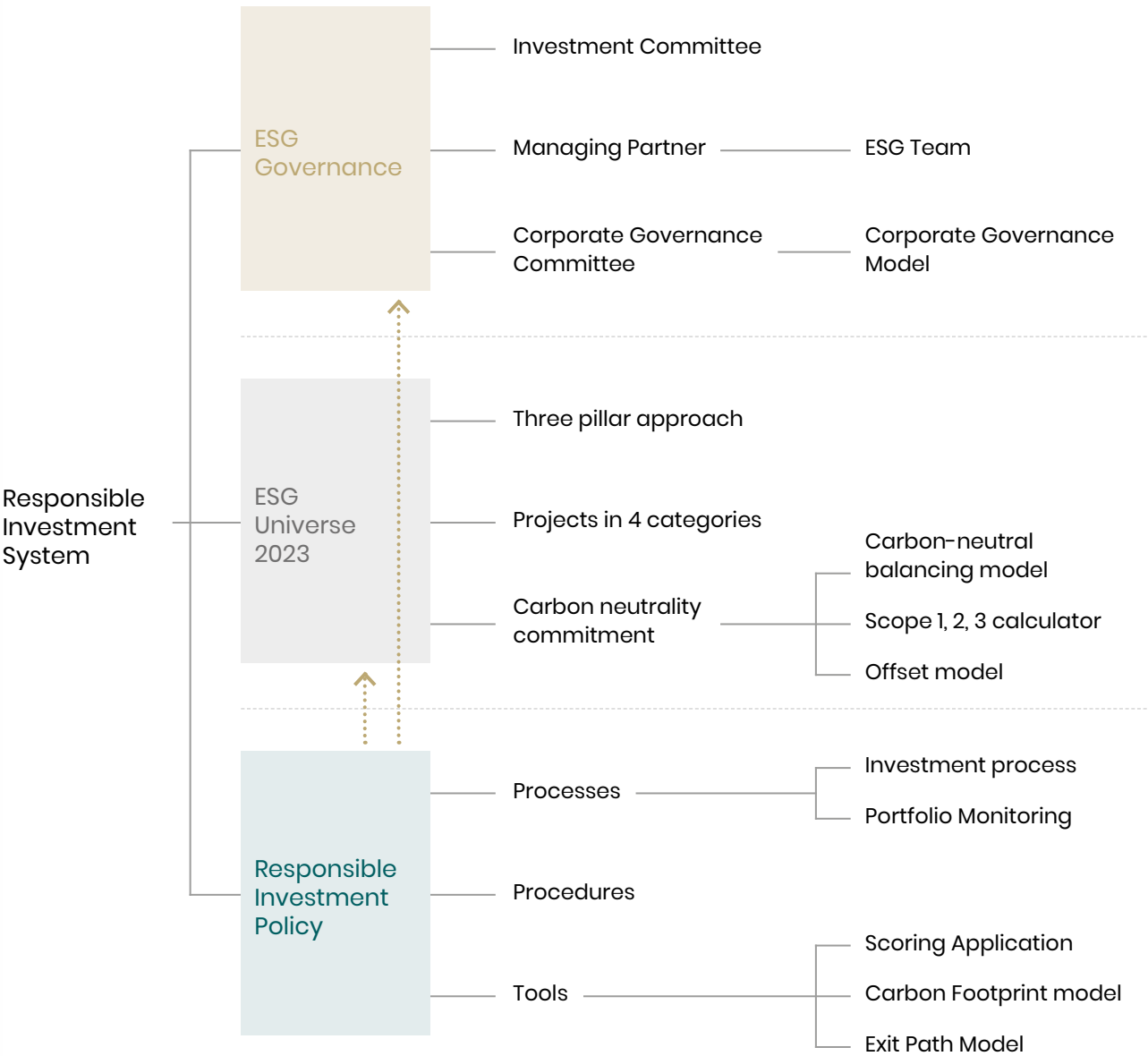
Our road to carbon neutrality



RESPONSIBLE INVESTMENT MANAGEMENT SYSTEM – we know how to achieve our goals

The strategic goals defined in Abris’ ESG Universe 2023 are interconnected. Successful achievement of these goals is possible thanks to a comprehensive ESG management system that covers all our ESG activities. All elements of this management system are described below.

The main document describing our approach to responsible investing is our **Responsible Investment Policy**. It includes not only our commitments, but also describes how we will achieve these goals.





I. Abris as a model ESG organization

The first pillar of our ESG strategy ensures that Abris is a model organization for both our portfolio companies and the wider private equity ecosystem. We strive to achieve this goal by building an internal culture of responsible investing. This means creating an effective **ESG governance structure** and developing the **standards and tools** that make our ESG activities effective.

Building a model ESG organization is the responsibility of the entire team, supported by our dedicated **ESG Team**. We are constantly learning, and we want to be better and better. That is why we set up our **ESG Academy**, in order to help us gain knowledge that allows us to think about responsible investing not only ideologically, but also pragmatically and practically.

Internal ESG governance structure

Applying the principles of responsible investment requires an appropriate management system that ensures that ESG is part of our DNA. Therefore, every area of Abris, covering all bodies, committees, roles and decision-making areas within the firm, has a responsibility to include the principles of responsible investment in everyday decisions and actions.

**We have a dedicated ESG Team, which is a part of the Value Enhancement Team**, comprising a Partner, the ESG Director, a Technology Director, a Value Enhancement Manager and a Value Enhancement Associate.



ESG governance

Abris level	Investment Committee	<ul style="list-style-type: none"><li>• Instills RI principles in investment procedures and portfolio companies</li><li>• Analyzes ESG information in investment documentation</li><li>• Provides guidance on a wide range of ethical and ESG challenges</li></ul>
	Investment Team	<ul style="list-style-type: none"><li>• Executes on the ESG rules</li><li>• Ensures ESG due diligence</li><li>• Identifies and manages ESG issues throughout the transaction process</li><li>• Monitors execution of ESG standards at portfolio companies</li></ul>
	ESG Team	<div><div>Dedicated Partner</div><ul style="list-style-type: none"><li>• Directly responsible for ESG integration</li><li>• Coordinates Abris' ESG efforts</li><li>• Leads ESG communication with Abris' Limited Partners</li></ul></div> <hr/> <div><div>ESG Director</div><ul style="list-style-type: none"><li>• Implements and develops the ESG process, i.e., Fund investment and portfolio monitoring</li><li>• Develops ESG best practices</li><li>• Cooperates closely with Investment Teams to review ESG progress</li><li>• Promotes the Abris ESG approach and methodology via industry conferences and ESG articles, brochures, etc.</li><li>• Manages ESG external reporting, especially to LPs</li><li>• Supervises ESG Coordinators</li></ul></div> <hr/> <div><div>ESG Administrator</div><ul style="list-style-type: none"><li>• Monitors progress of ESG action plans</li><li>• Develops Abris' ESG standards</li></ul></div>
Portfolio company level	ESG Coordinator	<ul style="list-style-type: none"><li>• Sets ESG goals and action plans</li><li>• Oversees the implementation of ESG goals and projects</li><li>• Coordinates ESG activities</li><li>• Reports internally</li></ul>
	ESG Team	<ul style="list-style-type: none"><li>• Ongoing management of ESG areas</li><li>• Executing on ESG goals</li><li>• Raising management standards in ESG</li><li>• Reports ESG incidents to the ESG Coordinator</li></ul>



Standards

We improve existing standards, but also create new ones. Each year, our Abris Compliance Manual, which contains the basic principles of the organization, is subject to review. For the past three years, we have been using a comprehensive model to manage corruption and fraud risks. **ESG activities are also supported by the Corporate Governance Committee.** We truly believe that corporate governance is the backbone of an effective ESG management system. That is why **in 2020, we developed the Abris Corporate Governance Model.**

The primary goal was to strengthen standards of corporate governance across the portfolio, and this model has since been reviewed and updated in 2021. We constantly strive to perfect our governance system as, above all, it helps us to build a transparent, reliable and sustainable corporate culture. We also recognize that proper governance:

- Adds value to our investments, both through better, quantifiable performance (e.g. lower cost of procurement) and increased valu-

ation multiples (as a result of lower risk of irregularities, increased transparency, and ease of ownership transfer or post-acquisition integration)

- Allows for a clear segregation of duties and competences among different corporate bodies and creates transparent channels of communication and escalation.
- Constitutes a very effective defense mechanism against possible defects or crimes that might be committed, or appear to be committed, within our portfolio companies or externally, but with the participation of their employees.

Abris assures consistency of the main corporate governance procedure, such as:

- Anti-corruption program
- Whistleblowing
- Equal Treatment and Diversity Policies
- Compliance Manual – polices and operating procedures

ESG Academy for Investment Team

**Abris works to build a broad understanding of its ESG goals in the Investment Team.** Thanks to our ESG Academy, our internal team has sound knowledge of the policies that are implemented in our portfolio companies. **Our Investment Team participates in ESG training for portfolio companies, and also has its own training program.** In 2021, the Investment Team developed its knowledge of carbon footprint, climate-related risks and opportunities and the risk management system. The Investment Team has gained knowledge of what the benefits for members of Supervisory Boards, Management Boards and portfolio companies are from the implementation of risk management systems, including climate risk.



Transparency

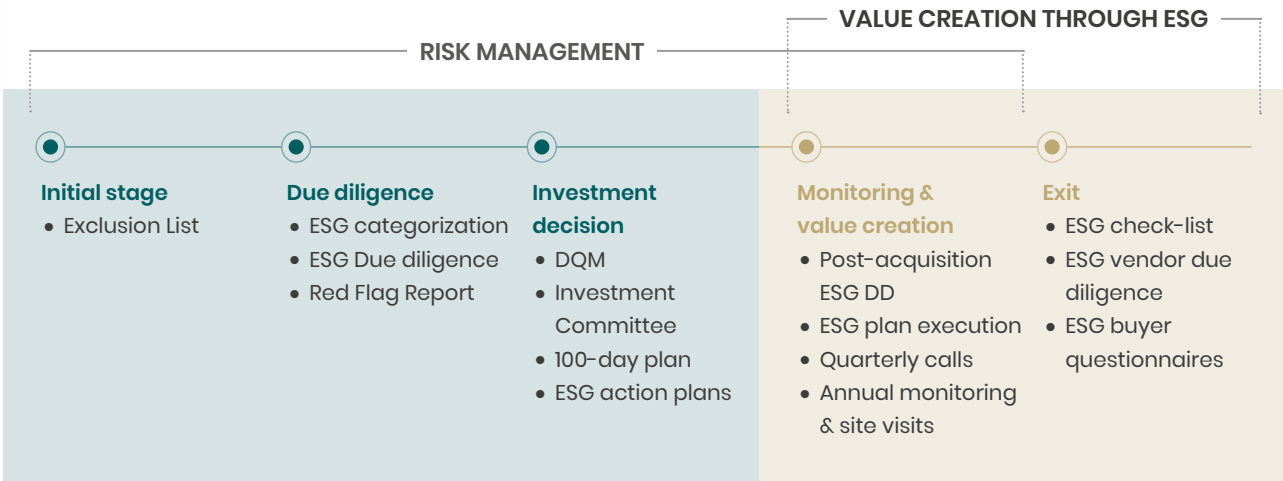
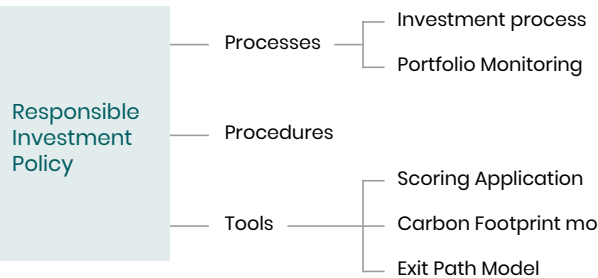
**We believe in regular and transparent communication with all our Limited Partners.** This consists of clear disclosures of all material ESG incidents in our quarterly reports to investors and a comprehensive presentation of Abris ESG initiatives at the Annual General Meeting. ESG progress reports are also delivered during periodic LPAC meetings. Any incidents at a portfolio level are analyzed and lessons learnt

are converted into specific actions or systemic solutions. Valuable lessons from past experiences have helped in strengthening internal control defense, internal audit and whistleblowing. In addition, we have made improvements in investment monitoring procedures, increased the roles of independent Supervisory Board members, and developed our “zero-tolerance” ESG procedures.

Pillars of ESG Universe 2023

II. End-to-end processes

We integrate ESG components into decision making milestones at every stage of the investment process. From investment target identification, to investment approval, to exit, we set clear goals for the Deal Teams and deliver a precise value track record to the Abris Investment Committee and Partnership Board.



1. Investment process

2. Monitoring and value creation process



1. Investment process

Exclusion List

Every potential portfolio company is checked against the Abris Exclusion List, based on international standards and contractual terms included in our LPAs. Our criteria are based on the overarching principles of respecting human rights and protecting the environment. This means we will not do business with companies involved in areas such as: activities that contravene UN or EU conventions on fundamental rights such as child labor, racial discrimination, trade embargo or environmental protection; production or trade of alcohol; production or trade of tobacco; drift net fishing using nets in excess of 2.5 km in length; and material / systemic corruption<sup>1</sup>.

New Abris ESG Due diligence methodology

The growing importance of external risks, such as those related to climate change and/or the transformation of business models of companies that build their value on technology, re-

quires taking these factors into account when assessing due diligence investment targets. This also applies to ESG assessment. Therefore, in 2021, Abris has developed a new model for categorizing companies.

The new categorization of ESG for due diligence is shaped by three main risks:

- specific nature of the company,
- technologies used,
- and exposure to regulatory risk.

ESG risks are assessed in the following areas: environment; climate change; human resources; health and safety; human rights; ESG management structure; corporate governance; anti-bribery; digital; technology; and regulatory compliance.

Once a transaction is closed, the ESG Team performs an in-depth, post-acquisition analysis. Based on the results, both long-term and annual ESG Action Plans are formulated. The ESG Action Plans are then agreed upon with the Investment Team. The status of the implementation of selected projects within Abris' portfolio companies is tracked and measured by the ESG Scoring Application.

80 quarterly calls between the Abris ESG Team and ESG Coordinators from portfolio companies

We work closely with portfolio companies, helping to build their value through making ESG improvements. Deal leaders supported by the Value Enhancement Team, take on overall responsibility for developing our companies in this way. We work with the management of our companies, and we try to actively develop ESG practices not only in terms of risk management, but, above all, value creation and the development of business opportunities.

<sup>1</sup> The full criteria are available from the Exclusion List on the Abris website: <https://abris-capital.com/wp-content/uploads/2021/04/Exclusion-list.pdf>

We want to make it easy for our companies to join us in this effort. The ESG Team meets with company management to present our approach and the ESG manual is passed on to the Management Board. The portfolio company forms an ESG team, supervised by the CEO and comprising an ESG Coordinator and several internally recruited members relevant to the business profile. Progress is evaluated during quarterly ESG calls, when the current situation and any ESG incidents are discussed. This information is presented to the Supervisory Board in quarterly reports.

At the beginning of each year, the ESG Team visits all portfolio companies. A comprehensive ESG analysis, a summary of the previous year and the ESG Action Plan for the coming year are finalized.

ESG areas important for all Abris portfolio companies are:

- Corporate governance best practice, integrity and business continuity plan
- Remuneration and motivation
- Anti-corruption and whistleblowing
- Adaptation to climate change and managing carbon footprint
- Products and services security
- Human rights and health and safety standards
- Cybersecurity

The Abris ESG Scoring Application: from ESG to Value Enhancement

In 2020, we launched the Abris ESG Scoring Application, an innovative IT tool that supports investment decision making and ESG portfolio oversight. The key objectives are risk management and value creation through planning, monitoring and measuring our ESG impact. We have recently added an internal control framework, technology, cybersecurity and IT modules, expanding the application's utility as a unique and forward-looking solution.

Key numbers on the ESG Scoring Application

10	52
ESG areas	specific subsections
650	36
ESG measures at the beginning of 2022 (up from 350 in 2019)	active users at our portfolio companies
54	1
completed questionnaires in the last 3 years	the only such tool in the CEE region

The tool comprises the following modules:

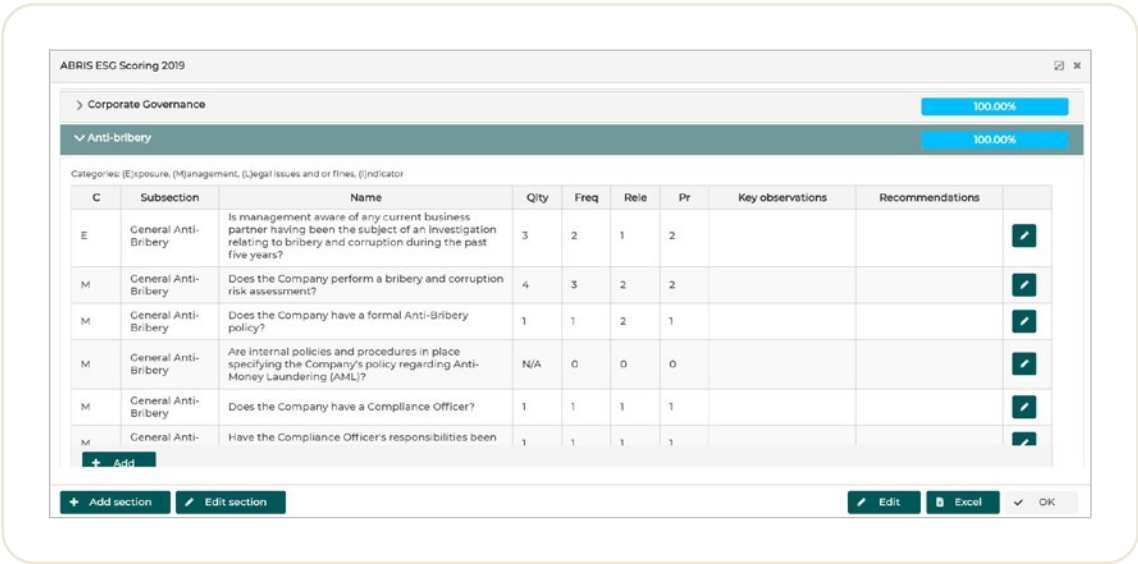
- **Diagnostic module**  
allowing for comprehensive review of the company from an ESG perspective
- **Analytical module**  
supporting risk analysis, progress analysis, benchmarks, verification of the efficiency of the actions through showing whether the ESG projects being implemented impact the KPIs
- **Management module**  
comprising an action plan, progress tracking
- **Cooperation module**  
allowing for cooperation between the ESG Team, Deal Team and ESG Coordinators in portfolio companies
- **Presentation module**  
allowing for transparent data presentation





**Assessment method:**  
There are four levels of risk assessment:

- Exposure
- Management
- Legal
- Performance – estimating the probability and impact on EBITDA

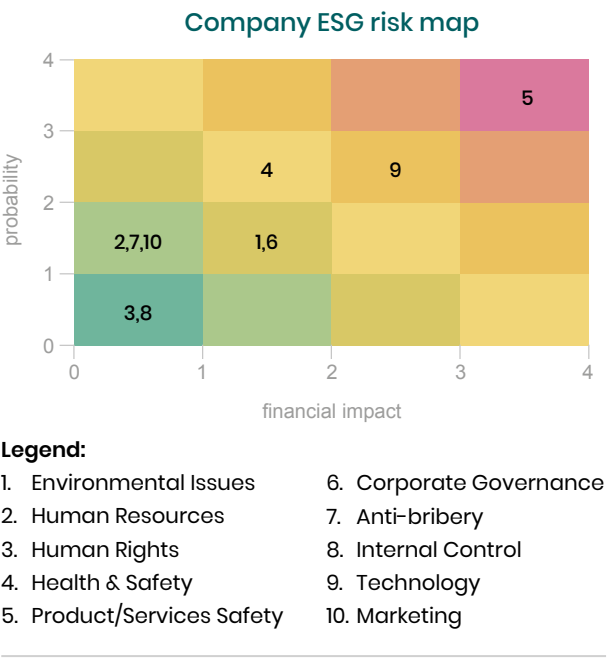


**Typical work with the application:**  
At the beginning of the year, the ESG Team visits each portfolio company and carries out interviews with the persons responsible for all elements of ESG, in accordance with our methodology. Based on these visits and document analyses, a risk map is devised and the ESG management level is determined in each portfolio company. After this, the ESG Team, together with the Deal Team and the Management Board of the portfolio company, prepare ESG Action Plans for the whole year. The plans are put on the IT platform, which is accessible to representatives of both Abris and the portfolio companies. At least once per quarter, ESG calls are arranged to discuss the project status and incidents, if any.

Thanks to the risk analysis, we now know which ESG areas entail the greatest risk for the whole fund. This way, the ESG Team can prepare actions supporting all companies in the given fund in order to minimize risk.

The results are shown on the risk map. The ESG risk map presents 10 areas of risk. It addresses both risk probability and financial impact.

**New function added in 2021:**  
We are constantly developing our application with new functionalities. In 2021 we implemented a best practice database, which contains tools, procedures, manuals and templates in an easy-to-access, ready-to-use format for portfolio companies. The database is an effective system for the sharing of knowledge and ESG implementation across our portfolio.

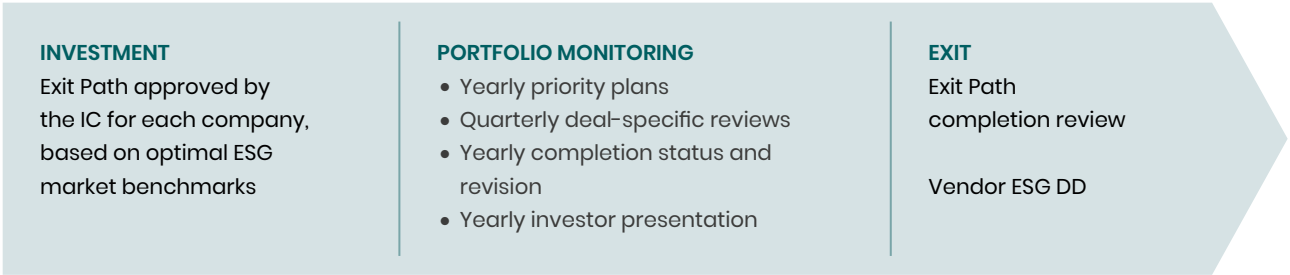


### 3. Exit

In 2021 we developed our ESG Exit Path Model. The Model is our ESG ambition, and an illustration of what standards should be implemented in each company in terms of ESG to ensure a strong level of ESG management. It comprises internationally recognized ESG management standards expected by investors and clients. The Model is implemented over the investment lifecycle through action plans, KPIs, monitoring and reporting.

- Main objectives of Abris ESG Exit Path Model:**
- Setting ESG expectations and securing buy-in from the Investment Committee, the deal teams and the management teams from day one.
  - Defining customized journeys for each company and tracking progress.
  - Portfolio value creation and ESG risk mitigation during the investment period.
  - Delivering best-in-class ESG-compliant companies to maximize returns.

### Abris ESG Exit Path methodology





III. Abris as a thought leader

Abris continues to demonstrate ESG leadership across the Central European region, delivering best-in-class investor reporting and promoting ESG standards and best practices.

We strongly believe in the power of being a responsible investor. Therefore, everything we do is built to improve the quality and value of our ESG impact and is openly communicated and shared with our stakeholders. We seek opportunities to share our knowledge and experience with the broader community, pro-actively promoting ESG standards in Europe and beyond.

1. Awards and recognition

We have been honored to receive several awards in 2021 in recognition of our commitment to sustainable investment and ESG integration.

We are proud that our actions and initiatives have been recognized by others.

Highlights:



We were named as the **winner of the ESG Investing Award 2022** in the category Best ESG Investment Fund.



We were shortlisted for the 2021 Private Equity International Awards in the category Firm of the Year in CEE – based on our ESG program.



Our ESG Director, Robert Sroka, was shortlisted in the ESG Professional of the Year at The Drawdown Awards 2021.



We **received number one recognition for our ESG system** with the 2020 ESG Award from PSIK – the Polish Private Equity & Venture Capital Association.



We were shortlisted at the 2022 Real Deals Private Equity Awards in the ESG category.



Robert Sroka was awarded a prestigious Responsible Capital Award by Forbes Poland.



“I am glad that my efforts to promote responsible investing and ESG practices across Central Europe have been recognised. Most of all, I am pleased with the results of implementing ESG in Abris’ everyday investment practices.”

Robert Sroka  
ESG Director



We pool our knowledge and expertise with other industry players by sharing our tools and best practices in every ESG area.

### The Climate Change Guide

by Invest Europe

We are proud to be a **part of The Climate Change Guide, published by Invest Europe**. The guide aims to help private equity firms engage in dialogue on climate change issues with their portfolio companies, providing tools to enable positive conversations and facilitate concrete actions. **Robert Sroka, ESG Director at Abris, was a participant in Invest Europe's Climate Change Working Group**. Our main role in the publication was providing valuable input during the development of the guide, including sharing our proprietary tools for GHG emissions data collection. **These tools include:**

- **carbon footprint tool** – calculator for scopes 1, 2 & 3 allowing companies to measure their annual GHG emissions in all three scopes.
- **climate-related risks and opportunities assessment based on TCDF recommendations**. Other GPs can share this with their portfolio companies to gain a greater understanding of their climate-related risks and opportunities.



“Once we have truly inclusive workplaces, strategic directions and HR policies will be shaped by diverse, united, motivated and engaged teams, and positive discrimination becomes unnecessary. The diversity and inclusion concept will no longer be an area where we are desperately playing catch-up, but it will finally be a wheel moving the world forward.”

Monika Nachyta

Partner responsible for ESG – co-author of the Women in PE & VC report

### Incorporating human rights in the investment lifecycle

by Principles for Responsible Investment

We were privileged to be featured in a Principles for Responsible Investment **case study on human rights**. We presented how we address human right risks in the investment cycle.

### Women in Private Equity & Venture Capital in Poland

by Level 20, PSIK, Abris Capital Partner

At the end of the year, together with Level 20 and PSIK – the Polish Private Equity & Venture Capital Association – **we published a report on women in the Polish private equity and venture capital industry**. The report showed that just 8% of senior roles in the industry are occupied by women.

## 2. Independent organizations and initiatives:

The PRI's goal is to grow interest in environmental, social and corporate governance, share best practice and support signatories' needs in their fulfilment of six core principles.



Invest Europe represents Europe's private equity and venture capital industries, as well as their investors. Abris co-founder George Swirski is a member of the Invest Europe Mid-Market Platform. Robert Sroka, Abris ESG Director, sits on the Invest Europe Responsible Investment Round Table.



PSIK, the Polish Private Equity and Venture Capital Association, represents private equity and venture capital investors active in Poland. Abris Partner Edgar Koleśnik is an association Vice President. Abris is also the founder of the ESG Committee at PSIK.



United Nations Global Compact is a call to companies everywhere to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment and anti-corruption. Abris Partner Monika Nachyta sits on the Program Board of the Global Compact Network Poland.



Level 20 is a not-for-profit organization founded in 2015. Level 20's main aim is to inspire women to join and succeed in the private equity industry by creating opportunities for them to interact and learn from the insights and experience of others. Abris is a leader of the Level 20 Polish Committee.



The mission of the Humanites Foundation is to develop conscientious, happy and socially sensitive people. By supporting the development of individuals and leaders, the foundation improves the evolution of society and social capital. As a partner, Abris sponsors the leadership program for school headmasters.





### 3. Corporate Social Responsibility

Our CSR program is rooted in our ESG mission and culture. We have a responsibility to all our stakeholders: clients, shareholders, employees, suppliers and the future generations living where our portfolio companies operate. That responsibility is to find the best possible consensus around a value creation that is financial, social, societal, sustainable and environmental.



In October 2021 we organized the Abris Climate Day – a tree-planting campaign to promote environmental and climate protection. Together with our employees and their families, we planted trees in a park near Warsaw. The planted trees will soon produce around 2,300 kg of oxygen per year. Carefully selected species will improve the biodiversity of the park and are among the best oxygen producers.



“We are glad that as a company and as individual employees, we have moved from words to deeds and have done something positive and sustainable for the environment. Over about 3 hours we planted 20 beautiful trees, while also having a lot of fun. We hope that people using the park in Henryków, thanks to our activities, will have the opportunity to enjoy moments of joy surrounded by beautiful Polish deciduous trees for many years to come.”

Łukasz Wysokiński

Fund Reporting Manager at Abris Capital Partners – Coordinator of the project



“The road to accountability starts here! In order to be responsible, a shared social experience is necessary. The school is a place where this shared social experience can be designed, which is vital in terms of creating the responsible people and leaders of tomorrow.”

Paweł Gieryński  
Managing Partner

**In 2021, we actively participated in industry events, we shared our knowledge and experience.**

Our employees took an active part as experts and speakers during events such as:

- conference on Artificial Intelligence Ethics organized by the Center for Ethics of Technology
- 12<sup>th</sup> edition of the Academy of Leadership organized by Humanites Foundation
- workshop for students, organized by London School of Economics SU Polish Business Society and Akademia Private Equity
- workshop “Views on integrating ESG into daily business” in Bucharest with by Romanian Private Equity Association (ROPEA) and the Romanian Investor Relations Association
- The 8<sup>th</sup> International Congress of Family Business discussed whether cooperation with the fund is a good change and what the role of an external manager in the company can be.





Abris as a  
responsible  
and active  
owner



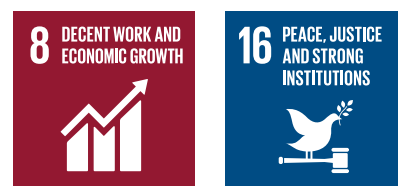
Partnership is what distinguishes us. At Abris, partnership is not just a slogan, but also a set of very specific and intensive activities through which we implement one of the foundations of our investment policy, i.e. active ownership.

We believe we should constantly inspire and encourage our portfolio teams to educate and develop new skills. In 2021, the year following the

outbreak of Covid-19 allowed us to constantly recognize, monitor, assess and react to risk. Offers leadership teams an organizational and intellectual infrastructure to make decisions, move easily from one scenario to another and to minimize process inefficiencies.

## Abris ESG Training for portfolio companies

In 2021, as part of the ESG Academy, we organized a two-day training course for our portfolio companies. Training took place in Warsaw, provided by external experts from KPMG and PGSG, and was attended by Management Board members and ESG Coordinators. The main topics were risk management and cyber risk.



Our portfolio companies have been provided with educational materials, policy and procedure templates and tools that facilitate the implementation of the risk management systems from 2022.

**48** participants in ESG Training

## ESG Awards – we know how to recognize the best ESG achievements

In 2019, we **established the Abris ESG Awards to recognize our portfolio companies' commitment to ESG** principles, innovation and progress. The awards celebrate the exceptional work of our companies' ESG teams and the commitment of our Deal Teams to work with them on taking sustainable action.

The ESG Awards consists of the main Grand Prix category and three subcategories across the three pillars of ESG: Environmental, Social and Governance.

The Grand Prix Award goes to the company that has made the most progress, alongside



the Management Board and Deal Team, to integrate ESG best practices into its operations. All winners are chosen by a jury consisting of both in-house and independent experts.

### The Abris ESG Awards 2021 Winners:

#### GRAND PRIX:

##### **Velvet CARE**

Comprehensive integration of ESG into operating model

#### ENVIRONMENT:

##### **Dot2Dot**

Development of innovative and environmentally friendly cardboard packaging

#### SOCIAL:

##### **Global Technical Group**

Reimagining the entire HR strategy to meet the company's business objectives

#### CORPORATE GOVERNANCE:

##### **GreenGroup**

Development and implementation of the Active Directory Project (standardizing network infrastructure, hardware and software)

*"It was evident this year that many companies continued with their ESG journeys, despite the challenges associated with the pandemic. I congratulate all companies who took the time to thoughtfully contribute to this year's ESG awards."*

Magdalena Pavlak-Chiaradia  
Jury member of the ESG Awards 2021

*"I am very glad to be part of a competition that leads to a real change in the ESG approach of the companies in our region. By being a member of a jury for the past three years, I can confirm that the companies are thinking more and more seriously about their development in the light of ESG regulations. Be an ESG leader in your region, keep up with the good work!"*

Marcin Kilanowski  
Jury member of the ESG Awards 2021





# Portfolio overview



# AURESHOLDINGS

AAA AUTO | Mototechna | 1.autoDISKONT | AURESLAB

## AURES HOLDINGS

Since 1992, AURES has become the largest independent pre-owned car retailer in Europe. We are a truly omni-channel retailer operating in CZ, SK, PL and HU. Since inception, we have sold over 1.43 million cars and served more than 2.6 million clients. In 2021, we launched our new brand, Driverama, with operations in Germany and Netherlands, as an e-commerce online retail platform for buying and selling pre-owned cars supported by low-cost physical infrastructure. Our business is technology and data-driven and online focused, with full integration of expert system technology to buy and sell pre-owned cars. In 2018, the Group launched a Mototechna EcoDrive Brand – our specialised brand dedicated to the sale of electric vehicles (EVs) and hybrids at our Prague branch.

over **2.6M**  
clients

**2,800**  
employees

**11,000**  
cars sold online during  
Covid lockdowns



As a large corporation, we understand our responsibility to provide leadership on key ESG issues.

**We are committed to achieving carbon neutrality by 2025. By the same year, we want to reduce the carbon footprint of cars sold by at least 40% against the 2018 baseline.**

In the past year we have made many steps towards achieving these goals, namely in the field of electro-mobility, where we doubled the sales of hybrids and EVs against the 2020 baseline. One of the ESG lines we have started to further develop is charity. With the start of the war in Ukraine, our company decided to significantly contribute to charitable organisations and our employees also engaged in providing support – both financial and material.

Karolína Topolová  
CEO AURES Holdings a.s.



## Environment

A new landing page about e-mobility has been launched, promoting the benefits and dispelling myths about EVs. EV chargers have been installed at Aures branches.

## Social

70% of employees were vaccinated and during the covid periods, we tested them twice a week. HR digitization has been analyzed and a budget and deadlines set.

## Governance

The company introduced an online platform with anonymous reporting and set up policies in the areas of governance and ethics, conflicts of interest, gifts and hospitality, donations and sponsorship, anti-discrimination, anti-harassment and anti-bullying.

## Key project:

## Electromobility

In 2021, we launched an electromobility project, aiming to promote e-mobility as a tailpipe emission-free option for our customers. We have pledged to grow the share of EVs and hybrids in our product portfolio to 25% by 2030 and to 50% by 2035.

## Results

In 2021 AURES sold 1,135 EVs and hybrids – a combined share in fleet sales of 1.31%. This share has more than doubled since 2020. We are equipping our branches with charging stations and aiming to have charging stations at all branches by 2025. In 2021, we invested €64,372 in charging stations. To boost sales and raise awareness among our customers, the new e-mobility landing page has been launched on our website, promoting the benefits and dispelling myths about EVs. Further development of the landing page is planned. We are actively improving the qualifications of our employees in the field of e-mobility. Our first EV training program was held in 2021 and was attended by 406 employees, mostly from the purchasing and sales teams. We strive to lead by example, therefore we are introducing EVs and hybrid vehicles into our company fleet. In 2021, AURES operated a total of 41 EVs and hybrids within its company cars and rental fleets, representing 3% of all vehicles.



# DOT2DOT

## Dot2Dot

Dot2Dot is a leading company in the premium packaging sector in Poland. We deliver the most complex and innovative products to our customers throughout the world. We have more than 30 years of experience in supplying packaging that meets the highest quality standards. We have produced billions of different boxes and labels through our company history, giving us a deep understanding of our business. For decades we have been providing products for every sector – from beauty and personal care to food and non-food packaging. Our efforts are focused on developing and delivering eco-friendly packaging to help protect our planet.

### 3

production plants

### 2.5BN

annual capacity of packages

### 450

employees

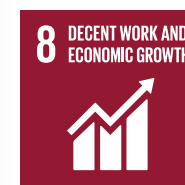
## “

ESG plays a significant role in Dot2Dot's long term strategy. Our aim is to understand and bring benefits to all stakeholders, local communities and the environment.

Throughout our operations, we promote sustainable development, adhere to ethical standards in running the business and maximise transparency in each area of our business. We strive to be an attractive employer and maintain high standards of working conditions for employees. We also believe that our ESG efforts are important for building solid, long-lasting relationships with our customers.

We operate in accordance with the adopted ESG strategy and by implementing its elements step by step.

Krzysztof Roślaniec  
CEO Dot2Dot



## Environment

The company has focused on carbon footprint, analyzing the sources and areas of emissions and creating a plan for reduction, and on climate-related risks and opportunities, focusing on the reduction of solvents and waste in the production process, and water and energy.

## Social

The company has created a Code of Ethics – which is signed by all suppliers, confirming the respect of human rights in their businesses – and has introduced human rights clauses in contracts with employment agencies.

## Governance

The company has signed anti-corruption clauses with suppliers, including proceedings in the event of corruption in their business environment, as well as introduced a Conflict of Interest Management Policy for Dot2Dot's management, sales and purchasing departments, and Supervisory Board.

Key project:

## Implementation of new bonus system

In 2021, we defined new bonus systems for both production and administration employees. The difficulty was that all three historically acquired companies, had their own separate bonus schemes. In creating the final version of the bonus system, we aimed to maintain employees' motivation and increase productivity at the same time.

### Results

Initially we decided to have one bonus scheme for all production plants based on an efficiency index, quality and absenteeism. However, we changed the existing efficiency index into a productivity index in order to maximize benefits but also to decrease costs. In the case of bonuses for white collar workers, we needed to convert from a discretionary into a performance based scheme. We also decided to limit the posts eligible for the bonus. For this purpose, we created new bonus regulations and carried out a lot of communication. This cultural change was possible thanks to the commitment of our managers. The new bonus system gives employees a greater understanding of the award criteria.





## GreenGroup

GreenGroup is one of the most important players in the European recycling industry, processing all major types of waste, such as PET, electric and electronic equipment, lamps, batteries and glass, while also providing specialized environmental services to an array of industries. The company operates waste collection and recycling facilities in Romania, Slovakia and Lithuania. With investments of €170 million in the recycling industry so far, GreenGroup brings an important contribution to resourcing valuable materials from waste and is an important pillar of the circular economy in Central Europe.

20 years  
of recycling history

€22M  
of new investments announced  
to boost recycling operations

€250,000  
invested in CSR projects

99.99%  
anti-microbial efficacy  
fiber launched



Being in the environmental business, sustainability is our main driving force and we target the highest ESG standards.

In 2021, we’ve made important steps towards greater sustainability within our group, with key projects around water stewardship, CO<sub>2</sub> reduction and corporate governance.

An important learning of last year is that looking out for the environment and our people and being a reliable and professional business partner is a key way to ensure the group’s resilience, and this is what truly adds value to our business.

Constantin Damov  
Chairman of the Board  
GreenGroup



## Environment

As part of the “For Clean Rivers” project, aiming to identify the best solutions for cleaning rivers, the company installed a Litter Trap on a local river, acting as a barrier that stops and stores floating waste.

## Social

The company created a relaxing outdoor area for meetings and staff breaks, bought furniture from an authorized protected unit with products made from 100% recycled plastic and arranged a green space to serve as a buffer between a busy road and our offices.

## Governance

The company conducted over 100 anti-bribery and GDPR training sessions, and held weekly meetings addressing topics including whistleblowing, business partner prior verification and GDPR IT security policy.

## Key project: Conducting an extensive Health & Safety audit

The waste management industry is exposed to high H&S risk. Due to this, the company decided to be proactive and better protect its employees, environment and assets and contracted an external emergency situations audit. It was conducted with engagement from both company leadership and employees. Based on the audit’s results, each company further prepared an action plan with detailed projects, responsibilities, timelines and budget allocation.

### Results

The audit started in May 2021 for all 14 ha of the company’s industrial platform area, including production buildings and outdoor warehouses where plastic and electrical divisions carry out part of their activity. Based on site visits, interviews and document analyses, at the end of June a report with approximatively 170 H&S measures was released.

At the end of 2021 the action plan level of implementation’s was the following:

- 90% of Greentech’s action plan has been implemented with an estimated cost of €11k.
- 78% of GreenWEEE’s action plan has been implemented with an estimated cost of €290k.

The biggest investment – €245k – is represented by the construction of a two meter high wall to separate the plastic & WEEE depositing area to avoid the potential for fire spread in the event of an accident.





Pehart

Pehart Group is the largest converter of paper products for domestic and industrial use in Romania. Pehart produces 100,000 tons of tissue paper every year and has a finished product processing capacity of more than 75,000 tons. The paper factory in Petresti, Alba county, has a long history in the Romanian market, having opened in 1837. Pehart Tec Grup was set up by a Romanian entrepreneur in 2005, when it started to modernize the paper factory in Petresti, transforming it in a modern facility. In June 2015, Abris acquired 55% of the company, finalizing total company acquisition in 2017. Pehart Group is defined by continuous evolution, efficiency, respect for the resources of the planet and the people who build their story every day.

over €15M  
investments in 2021

over €110M  
turnover

over 500  
employees



Our mission is to grow our business by offering products of the highest standards on the market at a price-to-quality ratio that is fair to consumers. Respect for nature is one of the important pillars of Pehart’s value. Pehart encourages initiative and entrepreneurship within the company.

We believe in sustainability and in creating a sustainable and equitable environment for a renewable future.

We believe that transparent communication, respect for nature, technology and innovation are key to that growth. But we believe most strongly in people, therefore we embrace sustainable ESG practices in our daily work to create a more sustainable world for our employees and our stakeholders.

Gabriel Stanciu  
CEO Pehart



Environment

The company has replaced lighting in its warehouses with an LED system, reducing energy consumption, and optimized the cooling process and pump sealing systems, reducing water consumption.

Social

The company developed a Performance Management system with quarterly feedback discussions and reviews held to understand progress and support the development needs of employees.

Governance

The company has built a new building with electromagnetic barriers, LPR cameras and centralized security systems, as well as housing two offices for meetings, receiving guests and conducting induction processes.

Key project:  
Implementation of sustainability into the new production line

Pehart Group has implemented sustainability as one of its core values. This is taken to the next level with the inauguration of a new converting line equipped with advanced technologies. The line will operate with advanced, innovative, high-performing technologies in terms of environment, employees, end customer protection and operational efficiency, taking paper production to a different level.

Results

The heated roll paper used on the production line is among the world’s first technologies of its kind. This innovative technology increases the strength, elasticity and absorption power of the paper and represents a more sustainable and economical alternative. It has lower maintenance costs and the risks associated with use are also lower. The new production line also has innovative technologies that allow reduction of adhesives. Aquabond technology can replace the adhesives with water in the laminating process of white toilet paper. The new production line also offers the possibility of environmentally friendly packaging, with biodegradable materials. The environmentally friendly products are reflected in “green” packaging solutions.





## Apaczka

Apaczka Group (Wolante Investments sp. z o.o. and Sendit sp. z o.o.) is the leading shipping marketplace and software provider in Poland. Apaczka focuses on three main products: courier marketplace serving primarily small B2X as well as C2X customers; shipping software addressing the logistics needs of small and medium-sized e-commerce merchants; and enterprise solutions providing a comprehensive and bespoke software suite for marketplaces and large e-commerce stores. The company has grown into a dominant operator through a strategic buy-and-build programme since its founding in 2009. Apaczka generated more than €40m in gross revenues and €5m in EBITDA in 2021.

**60,000**  
customers per month

**1M**  
parcels per month

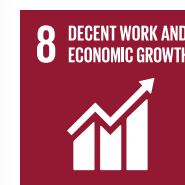
**€40M**  
gross revenue



Under the leadership and guidance of Abris, the past year has been first in which our company has implemented an ESG approach. Thanks to an efficient implementation strategy, good organization and the assignment of responsibilities to our experienced specialists, we have been able to achieve all the goals we have set ourselves. We have placed even more focus on corporate governance and IT, and **by completing numerous projects throughout 2021 we were able to increase our efficiency, security and risk mitigation.**

In 2022 we want to continue this by implementing a risk management system based on risk area mapping and the business continuity plan completed last year.

Aleksandra Zawadzka  
CFO, ESG Coordinator Apaczka



## Environment

The company has abandoned paper contracts, with customers now setting up online accounts, and implemented electronic signatures, largely eliminating paper use with counterparties.

## Social

The company has developed an HR function and training program, with a focus on soft skills for managers, learning English for middle management and personal development and coaching programs for C-level executives.

## Governance

The company has implemented the recommendations of an external IT audit including in authentication, cyber policy, security testing and employee training on IT and GDPR data security, as well as implementing IFRS and BI - QlickView.

Key project:

## Corporate Governance improvement

As part of the Abris community, Apaczka has been challenged to improve its ESG performance, particularly in the corporate governance area. We have placed a strong emphasis on ESG, and have implemented a number of post-audit recommendations, which required a high level of team involvement and increased awareness and engagement from our employees.

### Results

The first step was to appoint an ESG Coordinator at Board level, followed by a Compliance Officer. New internal regulations and anti-corruption policies have been introduced, as well as an online training program and field-specific tests. A risk map for the entire organization and a business continuity plan have been developed and implemented with an emphasis on IT risk minimization and ensuring a high level of service for our clients.





FUND III

## Dentotal Protect

Dentotal Protect is the Romanian market leader for dental care products having a client portfolio in excess of 12,000 companies, dental practices and laboratories across the country. The company was founded in 1994 as a family business and since then has grown every year to reach a turnover of €20m and in excess of 150 employees. Since Abris took over the company in 2019, the main goal has been to accelerate Dentotal's growth and to transform the company into a one-stop-shop for all dental care professionals in Romania.

€20M

in revenues

155

employees

12,000

active customers



We refine continuously our business development strategy in order to grow in a sustainable manner, with respect for the environment and our stakeholders.

Strong governance, regulatory compliance, data protection of our customer data and privacy, employee safety, health and well-being, and adaptation of climate-resilient practices are all important factors embedded into our business model.

As human capital is one of the most important drivers of competitiveness and sustainable competitive advantage, we consider HR strategy to be our top priority. Dentotal Protect will also take further required steps to adopt ESG principles and promote them fully.



Dumitru Matei  
CEO Dentotal Protect



## Environment

The company took its first steps in assessing its impact on the environment by calculating its carbon footprint, and also changed two thirds of the company fleet to lower emission vehicles.

## Social

The company ran leadership skills training for line managers to improve communication, performance management and motivation, brought in new health insurance and outsourced payroll and admin HR processes to reduce risk and increase efficiency and accuracy.

## Governance

The company deployed dual management system and associated by-laws, and developed and signed conflict of interests, anti-bribery and human rights policies.

## Key project: Development of Human Resources standards

2021 was the first year during which ESG practices were implemented at Dentotal in coordination with Abris' ESG team. The actions taken created a more secure work environment, as dealing with risks became more important during these changing times. One important ESG action in 2021 was to define our HR strategy and implement various projects to support employee motivation, wellbeing and retention.

### Results

The HR strategy comprised the following key areas:

1. Training & development
2. Engagement & Retention
3. Recruitment
4. Organizational Structure
5. M&A Structure & Process
6. Digitalization of HR processes
7. Labor legislation & ESG alignment

In addition, Dentotal conducted GHG calculations, signed anti-bribery and human rights policies with all employees and its main suppliers, and signed a conflict of interests statement with all employees. Dentotal also implemented safety driving and T&E policies, by-laws for the Supervisory Board and Management Board and created a road map for IT and cybersecurity.





FUND III

## ENDEGO

ENDEGO, with its strong team targeting a 320 headcount this year, has historically supplied mainly automotive engineering services, executing projects for renowned car manufacturers and their direct suppliers, predominantly in the area of plastic parts design. The business has evolved organically over time, also through acquisitions, to encompass advanced computer aided simulations, rubber seal design, and mechanical, electric, electronics and software competences. Furthermore, ENDEGO features a software reselling branch for Siemens and Altair’s specialized engineering packages. ENDEGO has reactivated its German entity and set up a US operation successfully targeting new customers, and is continuing to grow, capitalising on future opportunities and expanding its product portfolio.



**224**  
headcount over

**26%**  
growth YoY

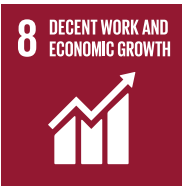
**PLN 53M**  
revenue



Last year we started implementing a revised company strategy with ESG at its heart, in order to elevate ENDEGO to a “new, higher level in terms of professionalism, transparency, ethical and environmental standards”.

In one year we have implemented GDPR, Quality, Information security, recertified for TISAX and ISO 27001, anti-bribery, whistleblowing, server back-up, and we are working to deliver a number of new policies in the coming year. In 2022, we strive to execute an acquisition and continue to apply best practice for ESG standards.

Stamatios Stamatiadis  
CEO ENDEGO



## Environment

The company developed its Fleet Policy, opting to replace fleet cars with greener ones and change all company cars to hybrid vehicles.

## Social

The company established its Leadership Team, comprising 25 organization leaders, ranked as top talent and/or holding leadership positions, who are granted larger autonomy and influence, and will jointly drive further growth.

## Governance

The company carried out a GDPR audit and implemented a Personnel Data Processing Security Policy.

## Key project: Development of communication standards

Our greatest achievement in 2021 was to re-establish and open up communication at all levels of the company, as a result of implementing our hybrid working model in full. Open communication is one of the key pillars that ENDEGO’s culture is built upon and therefore is pivotal for our plans going forward. Adjusting to the new reality, where more than half of our employees work remotely, sparked opportunities for development.

### Results

In pursuit of better communication standards, we have undertaken several actions. We have established the All Hands Meeting series, inviting all ENDEGO employees. Delivered via MS Teams every 6-7 weeks, All Hands introduces unique features such as numerous interaction points, including live surveys and anonymous, unmoderated Q&A sessions. The series proved to be popular, enjoying attendance of ca. 70% of employees on average, with high interaction levels inspiring them to vocalize their thoughts, concerns, needs and ideas. To back it up on an individual level, we have also introduced tweaks to people management (e.g. 1-to-1 sessions and year-end reviews) which have been designed to drive open feedback exchange. Lastly, we have re-introduced and improved our referral scheme, with the number of referrals growing fivefold.





FUND III

# Graal

Graal Capital Group, established more than 30 years ago, operates food production business, focusing primarily on fish products and ready meals. In recent years the company has been active in the development of modern food alternatives such as plant-based meat and fish. Graal is leader in the fish processing industry in Poland and one of the largest fish producers in Europe. Graal operates four modern manufacturing plants and a large distribution center:

- Polinord – canned fish production
- Kooperol – ready meals and soup production
- Koral Kukinia and Koral Tczew – fresh, smoked, marinated and frozen fish production.

Graal products are sold in Poland and exported to more than 35 countries across all continents.

~€300M

turnover

2,200

employees

200M

canned products



The challenging environment, climate change and the increasing level of poverty in various parts of the globe encourage Graal Group member to consider every opportunity to eliminate waste, reduce energy consumption and support sustainable product manufacturing and sourcing. Our primary competences center in the development of fish products, therefore our daily focus and commitment is responsible exploitation of water resources without over-fishing. Graal actively supports and operates under the strict guidelines of aquaculture global standards such as MSC, ASC and GLOBAL GAP.

We believe that the way we operate in our daily life and what we eat today will directly affect our children’s tomorrow.

Bogusław Kowalski  
CEO Graal S.A.



# Environment

The company has focused on efficient energy management projects including the installation of modern insulation, heat recuperation from steam production and run a study for photovoltaic farms for all GKG plants – to be introduced in 2022.

# Social

The company has introduced a program for leaders focusing on developing training on ethical behavior, practical guidelines for recruiters and on-boarding buddies, feedback sessions and “change management”.

# Governance

The company has introduced a secondary stage of purchasing centralization designed to reduce complexities, identify synergies and eliminate potential “grey zones”.

# Key project: Environmental initiatives

Being a food product manufacturer that deals with thousands of deliveries and tonnes of packaging materials, Graal has decided to further strengthen its focus on recycling, taking a modernized approach towards waste such as cardboard, plastic foils, metal and wooden waste, oils and bundling straps. It has reinforced this by conducting educational programs developed in all factories, resulting in significant and measurable positive effects.

# Results

Overall in 2021, Graal Group members across all four factories protected more than 283 hectares of “100-year-old forest”. There was a clear focus across all levels of the organization on overall goal realization supporting an easy to relate to and almost personal approach of having to recycle paper to protect thousands of mature trees. The company has introduced a rigid paper/ cardboard qualification and selection process, improved its collection methods and regularly communicates on the project’s progress. The Graal forest protection initiative targets not only efficient paper waste management but also challenges packaging development, which results in a constant reduction of packaging materials usage.





GLOBAL TECHNICAL  
SYSTEMS

FUND III

## Global Technical Systems

Global Technical Systems (GTS) is one of the leading technology and security integrators in Romania, with very strong design and value engineering capabilities. GTS integrates complex solutions and advanced technologies and offers multi-technical maintenance services for modern buildings. The variety of services in our portfolio brings added value through the provided maintenance work, ensuring the functionality, safety, comfort, and continuity of our customers' businesses. GTS assists clients with a broad range of services and expertise such as: project design, execution and multi-technical maintenance – MEP installations; project design, execution, maintenance and operating services – BMS, for multinational companies, office, commercial and residential buildings. We design solutions that meet specific needs in industries such as: banking, oil & gas, retail, manufacturing and distribution, to help enterprises to optimize the infrastructure and improve operational efficiency.

256  
employees

43  
projects



In the context of the rapid changes we face, a rigorous analysis that brings understanding and strong management of the risks associated with the activities we carry out is extremely important for the continuity and sustainable development of our business model.

Our responsibility to the community and the environment is enormous, so our concern for improvement is continuous.

We need to better manage our time and resources to increase our efficiency, make the most of our technology and take our business to the next level of professionalism and responsibility.

Razvan Enache  
CEO Global Technical Systems



## Environment

The company has mapped its carbon footprint, prepared a climate change risk and opportunities assessment and performed an external environmental audit.

## Social

The company has conducted credibility verifications for potential clients, implemented procedures for performance and review and team training and development, conducted an employee satisfaction survey and prepared a near-miss procedure.

## Governance

The company implemented statements for conflicts of interest, appointed a Compliance Officer and an ESG Officer, performed internal audits, conducted a business risk analysis and implemented Supervisory and Management Board bylaws.

## Key project: Building environmental awareness

We are aiming to ensure that the company's operations have zero impact on the environment and to increase awareness around environmental protection. We quantify the impact of the company's activity on climate change by mapping our carbon footprint.

### Results

- Contracts were signed and a kick-off meeting was held with the consultancy partner to establish the scope of work, stakeholders and the general framework.
- Defining types of activities of GT Group companies and associated impact.
  - Assessing personnel categories and associated types of activities.
  - Creating questionnaires for targeted personnel and analyzing results.
  - Preparing a climate change risk and opportunities assessment.
  - Establishing a series of measures based on the recommendations of the auditor's carbon footprint report.



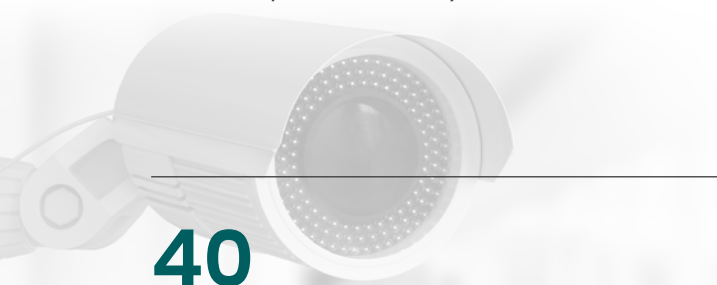


FUND III

## Global Technical Services

With the aim of switching from a traditional solution based on human guards, GTS provides “end-to-end” high-tech solutions for physical security and safety: audit and project design, technical implementation, technical monitoring and maintenance, 24/7 monitoring by our own operations center, security interventions and software development (IoT and AI solutions, standard and custom solutions).

With technology at the core of our solutions, GTS brings added value to the clients through efficiency, facts and actionable insights. Two of our key products are CAVI Smart Monitoring – an IoT platform to monitor and manage complex infrastructure demands – and CAVI Share Alert, a concept similar to ridesharing applications, which allows customers to benefit from the quickest security intervention time.



**40**  
in-house IT developers and data scientists

**125**  
technicians and engineers

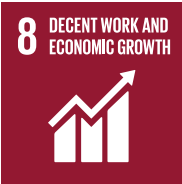
**3,900**  
sites in maintenance



It is in our company’s DNA to address potential or material risks that can hinder growth opportunities for our customers.

Starting from this business philosophy, the internal ESG strategy mirrored our way of looking at the world. Through a revamped HR strategy, we made everything even more tangible and put our team at the core of it. Because when you care, people notice.

Lucian Mățăoanu  
CEO of Global Technical Services



## Environment

The company performed a carbon footprint impact analysis, with a scope to build a better understanding of how resources are used and to develop a carbon footprint reduction strategy.

## Social

The company completed an employee satisfaction survey with focus on five categories: job, manager, teamwork and collaboration, employer branding and compensation and benefits.

## Governance

The company developed statements for conflict of interest, updated the CEO’s role description and included its GDPR policy in Internal Regulation, as well as in all external contracts.

## Key project: Human Resources strategy

Our main focus was to position the HR function as a strategic business partner in the organization and to address the entire HR spectrum and employee life cycle, starting with recruitment, learning and development, performance and potential, retention and reward in a more digitalized and business-centric approach.

### Results

- 1. Clarity and transparency in HR processes and policies: updated onboarding and exit procedures, exit interviews introduced, payroll policy and recruitment procedure in place.
- 2. Automized HR admin within a digital platform (Mirro) to increase cross-functional communication, digitalize the admin process, introduce HR analytics and set the scene for performance management in Q2 FY2022.
- 3. Increased quality and efficiency in recruitment: 90 new hires in 2021 (all recruited internally, no agency fee). >50% increase in commercial team, 43% increase in software team. Introducing technical and specific tests in recruitment process.
- 4. L&D program launched in software department (Inspire Program).
- 5. Internal culture and events: leadership team meetings quarterly, Halloween and Christmas events, Pulse Survey in December 2021.
- 6. Employer branding: participate in tech and software events – 3 software staff recruited





## Matex Lab

Matex Lab Group is a fast-growing and innovative player in the global market for aesthetic medicine. Its Neauvia brand includes a comprehensive portfolio of dermal fillers based on a proprietary PEG technology of crosslinking Hyaluronic Acid molecules, energy-based devices, cosmeceuticals and nutraceuticals. The key to Matex Lab's innovative business model lies in the integration of these four products into combined treatments that deliver superior, scientifically and clinically proven results.

The Matex Lab headquarters is located in Geneva, Switzerland, with production facilities in Italy for dermal fillers and in Poland for energy-based devices. The group has direct subsidiaries in the US, France, Italy, Spain, Germany, UK, Brazil, Singapore, the UAE and Poland, where Matex Lab is the market leader for distributing top third-party branded energy-based devices.

Total number of employees is around 370.

**80/6**  
markets/continents

**42,000**  
unique visitors in 2021

**10,000+**  
doctors approached by  
Neauvia affiliates in 2021



**Flexibility and trust have built strong bridges of long-term cooperation both between employees within our company and with our clients.**

During the pandemic, our company has gone through digital transformation, launching a number of innovative projects, such as the Neauvia Channel, and our people have demonstrated a great ability to innovate that we call Neauviability. We've successfully launched the SPICE project, we're building a new factory and we are planning to upgrade our existing facility with photovoltaic panels, putting a strong focus on environmental and safety areas and using green energy. We're also implementing a world-class ERP system to support the rapid growth of the company, to automate processes and to provide our employees with up to date tools.



Gabriele Drigo  
CEO Matex Lab Group



## Environment

The company implemented better order management to limit the number of express deliveries via air versus regular truck deliveries, and increased the reuse of delivery boxes.

## Social

The company transformed HR processes to ensure operational excellence through automation and the elimination of paper workflows, as well as implementing Lean Management rules in day-to-day HR activities.

## Governance

The company introduced mechanisms for managers decision control and prepared training courses on anti-corruption and conflicts of interest, as well as enhanced its GDPR policies and technical security.

Key project:

## SPICE: Sustainable Packaging Initiative for Cosmetics

Neauvia Aesthetic Cosmeceuticals is the category of products which is used daily by customers, and for which volumes will drastically increase in the coming years, bringing with it an increase in the volume of packaging waste. Neauvia teams have worked to improve its sustainability as a new commitment, from the selection of active ingredients (e.g. sun filters that respect ocean reefs) through to packaging material choices and guidance for recycling. Our premium packaging is now optimized to reduce weight and is made of recycled (20-25%) and recyclable glass, instead of plastic. The majority of our products are packaged in airless glass bottles to increase the purity of the formulas.

### Results

Reduction of non-recycled and non-recyclable material:

- Weight of plastic primary packaging saved – bottles, pump and cap
- Weight of protective plastic foil saved.

Thanks to Neauvia Aesthetic Cosmeceuticals repackaging, and based on 2021 quantities, the following will be saved:

- at least 4710 kg of plastic packaging
- at least 400 kg of plastic foil to protect the boxes
- at least 4126,5 m2 paper sheets for leaflets.





## Scanmed

Scanmed Group is one of leading private healthcare providers in Poland offering a wide range of medical services within primary care, outpatient specialist consultations, diagnostics and inpatient / hospital treatment. Scanmed offers its patients access to comprehensive therapeutical methods, technologically advanced and high-quality medical equipment and experienced specialists to facilitate their recovery. The group is present in 35 locations across Poland and operates facilities including two multi-specialist hospitals – St. Raphael in Krakow and Rudolf Weigl in Blachownia – a network of 13 cardiac cathlabs and three inpatient clinics: Gastromed in Lublin, Sport-Klinika in Żory and Weiss Klinik in Chorzów.

# 3,200

employees and coworkers

# over 700,000

medical procedures and consultation for patients per year

# 1,300

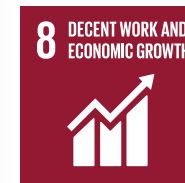
doctors

# “

Medicine is a unique industry because it is centered around the life and health of every person. Therefore, ESG plays a special role for us, which was best demonstrated over two years of fighting the Covid pandemic. Concern for the safety of our Patients and Employees, mutual trust, empathy, and constant improvement of qualifications allow us to meet the highest standards in the health sector. We care about transparent relationships with our contractors and business partners, which include many public institutions.

We pay special attention to such issues as data protection and environmentally friendly solutions. ESG was and is an integral part of our development strategy.

Andrzej Podlipski  
CEO Scanmed Group



## Environment

The company has started an audit of our facilities for compliance with environmental regulations, built back-up water sources at the Blachownia Hospital and installed energy-saving LED lighting.

## Social

The company launched a Retention Plan to reduce employee turnover, enhanced its recruitment process, organized “ScanManager Academy” to build managers’ skillsets and launched a wellbeing “Harmony Program” and English courses.

## Governance

The company has implemented a Compliance Management System – covering areas such as anti-bribery, conflict of interest, gifts and whistleblower procedures – appointed a Compliance Officer and launched an external whistleblowing channel to handle anonymous reports.

Key project:

## Implementation of ESG initiatives

Responsible and sustainable development in managing ESG plays a special role in our business. In 2021, we launched the “Pegaz” project, which comprehensively covered areas related to identified ESG risks. We have implemented initiatives in medical and physical safety, creating a friendly workplace and improving environmental protection, personal data protection and IT security.

### Results

We have implemented a number of projects, including new electronic medical records and medical supplies storage standards. We have expanded the team managing the epidemiology area. We have implemented supervision and annual audits of subcontractor procedures. We have launched an IT solution supporting comprehensive management of technical infrastructure and medical equipment in our hospitals and medical centers. On data security, we have completed an inventory of IT systems in which personal data are processed, and replaced the email system. All activities undertaken as part of the ESG program have had a positive impact on safety, image and trust across Scanmed.





FUND III

## Velvet CARE

Velvet CARE is a leading manufacturer of paper hygiene products in Central and Eastern Europe, established in 2013 (while the heritage of the Klucze factory dates back to 1897). The company manufactures and markets toilet paper, kitchen towel, facial tissue and handkerchiefs. In 2020, Velvet CARE acquired Czech company Moracell (based in Žabčice), which operates in the same business sector. Velvet CARE currently runs three tissue machines (in Klucze) and 16 converting lines (in Klucze and Žabčice). The company diversifies its business across branded products (the Velvet brand is the market leader in Poland in the paper hygiene category), Private Labels and AwayFromHome / Horeca products. Velvet CARE's products are sold in around 30 markets, mainly in the CEE and DACH regions.

125 yrs  
paper factory

150k tons  
of yearly paper tissue  
production capability

€183M  
consolidated turnover



ESG strategy implementation is important in building the company's strong competitive position, ensuring its stability and future development. In 2021 we have implemented many key ESG projects (over 30 different initiatives!) and prepared a solid foundation for the company's further growth.

Last year was extremely challenging for our business, but thanks to the consistent and coherent implementation of our strategy, including the ESG elements, we strengthened our market position, and we look to the future with courage and optimism.

Artur Pielak  
CEO Velvet CARE



## Environment

The company continues to implement its Eco Agenda 2025, focusing on eco-design, plastic reduction, monitoring the carbon footprint and creating a framework for carbon neutrality. Velvet CARE has launched an educational CSR programme to inspire children and their families in pursuit of a better future for our planet.

## Social

The company continues preventive Covid actions and has provided material help for the local community in accordance with the Donation Procedure, as well as implemented multiple activities in the OHS (Occupational Health and Safety) area.

## Governance

The company has focused on compliance, anti-bribery actions and improving procedures and systems (e.g. implemented new performance management system), as well as continued actions in regards to cybersecurity, business continuity, physical monitoring and property insurance.

## Key project: “Velvet. Five for nature”

Our key project is a CSR educational and grant program “Velvet. Five for Nature”. Prepared in accordance with our Eco Agenda strategy and carried out among children and school communities. It's task to educate and inspire the young generation to take action and care for the planet. Importantly, thanks to financial grants (as reward for the best applications), we support local ecological initiatives that bring benefits in their immediate surroundings.

### Results

The “Velvet. Five for Nature” CSR program promotes care for the environment and is based on five pillars: forests, water saving, reduction of plastic, waste segregation and reduction of air pollution. There are ideas for many practical tasks that children can do at school and at home. Thanks to this, not only pupils but also the broader local community take action and are encouraged to introduce pro-environmental initiatives into their daily routine. The program shapes attitudes that will pay off in the future, when today's children become members of the adult community. About 40% of schools in the region (totalling over 90) participated in the first regional edition of the program. The second, nationwide edition was carried out from October 2021 to April 2022. For this stage, over 1,200 applications were placed by primary schools from all over Poland.





FUND III

## WDX

WDX is one of the leading intralogistics solutions providers. With 26 years of experience, the company has built a wide portfolio of services and products that cover all customer needs. Our competencies allow us to transfer customer ideas through our design offices to production and assembly of the full system. Patented technologies give customers unique process automation possibilities, right through from truck unloading to the warehouse rack. From our production facility in Zgierz we serve customers in Poland and across Europe, where we are present through our dealer network and sales office in Germany. WDX is also a distributor of forklifts from three global brands: Crown, Combilift and Doosan.

up **34%**  
revenue growth

**8,000 tons**  
of processed steel

**400**  
employees



At WDX we believe that our biggest competitive advantage is our employees. Teamwork, everyday engagement, caring and supporting each other is in our DNA. 2021 was a challenging year owing to the impact of Covid on our employees. To protect them, we successfully reorganized everyday routines. In parallel, our business has grown by more than 30% and as a result we have had to recruit, train and explain safety principles to more than 100 new employees. Despite the necessity of acting in a virtual world, we were also able to onboard new team members for production operation.

Protecting our staff means continuously improving our H&S standards and culture, and we focus a lot of attention on this area.

Bogdan Orzechowski  
CEO WDX S.A.



## Environment

The company focused on compliance with all regulations and requirements, completing an Environmental Audit and implementing an action plan.

## Social

The company supported the Polish Preppers Network Foundation by delivering racks for storage of expedition equipment as part of an international project that helps people in professional environments with coaching and expeditions.

## Governance

The company completed its Business Continuity Plan and trained its team in ethical business practices.

## Key project: Improvement of Health & Safety standards and culture

Our main focus in 2021 was around the improvement of H&S standards and culture, specifically around plant layout change, new equipment installation and new hires. These processes strongly influenced our existing work environment and we have decided to review all aspects of this in order to set up a clear road map.

### Results

- We have developed an action plan based on our H&S road map:
- re-examination of noise levels
  - noise reduction of major roll-forming press
  - noise protection structure installed
  - actualization of job risk assessment
  - training for leaders on work safety instruction
  - PPE standardization according to risk assessment
  - plant layout confirmation
  - regular safety audits
  - introduction of “near miss” and “safety observation” reporting.



Abris Capital Partners continues to participate in the United Nations Global Compact Initiative, focusing on the UNGC’s ten principles for Human Rights, Labor, Environment and Anti-Corruption. The principles serve as clear, comprehensive guidelines for maintaining ethical business practices.

The Ten Principles of the UN Global Compact		Page number
<b>Human Rights</b>		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	18-19, 28-31, 34, 47
Principle 2	make sure that they are not complicit in human rights abuses.	18-19, 28-31, 34, 47
<b>Labour</b>		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	18-19, 28-31
Principle 4	the elimination of all forms of forced and compulsory labour;	18-19, 28-31
Principle 5	the effective abolition of child labour; and	18-19, 28-31
Principle 6	the elimination of discrimination in respect of employment and occupation.	18-19, 28-31, 34
<b>Environment</b>		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	18-19, 10, 28-31, 34, 36, 54, 59, 61, 69
Principle 8	undertake initiatives to promote greater environmental responsibility; and	18-19, 10, 28-31, 34, 36, 54, 59, 61, 69
Principle 9	encourage the development and diffusion of environmentally friendly technologies.	18-19, 10, 28-31, 34, 36, 44, 51, 65, 69
<b>Anti-Corruption</b>		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	18-19, 26, 28-31, 47, 53, 65, 67, 70

ESG Team



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ESG Director



Olga Jabłońska  
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The information contained in the report refers to 2021 unless otherwise stated.  
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