
VIDIA
PORTFOLIO IMPACT
REVIEW 2024/25

A message from our founder



At Vidia, we invest to scale proven, cost-competitive climate solutions – because the industrial space is where massive amounts of CO_2 can and must be avoided, as quickly as possible. Across Europe's buildings, energy systems, and industrial value chains, decarbonization is advancing not because of sentiment, but because of economics, innovation, and competitive necessity.

The broader environment remains complex. Political headwinds and macro uncertainty continue to present challenges. Yet the fundamentals are clear: there is no turning back on the climate transition.

Geopolitical independence, technological competitiveness, and energy efficiency have become strategic imperatives. As investors, our task is to translate this momentum into scale, stability, and tangible progress.

While parts of the public debate focus on anti-climate narratives, the reality on the ground tells a different story. Impact is not an optional trend – it is the logical acceleration of economic progress.



Mature climate technologies are expanding into mainstream markets because they are cheaper, better, and cleaner. For us at Vidia, this is where financial value creation and decarbonization go hand in hand.

Two years after closing Vidia Climate Fund I, we see how strongly these dynamics persist. Energy costs are driving efficiency and innovation. Electrification is delivering lower consumption, cost advantages, and cleaner outcomes. And technological breakthroughs across storage, mobility, and industrial processes continue to unlock new growth opportunities.

Our focus remains on three core themes where these dynamics converge: Electrification, Circular Economy, and Lower-Carbon Industrial Materials. These sectors form the backbone of Europe's industrial transformation – and where we see both competitive returns and measurable impact.

Our capital and operational support are directed toward one goal: enabling entrepreneurs to scale resilient, high-performing businesses that deliver measurable emissions reduction at scale.

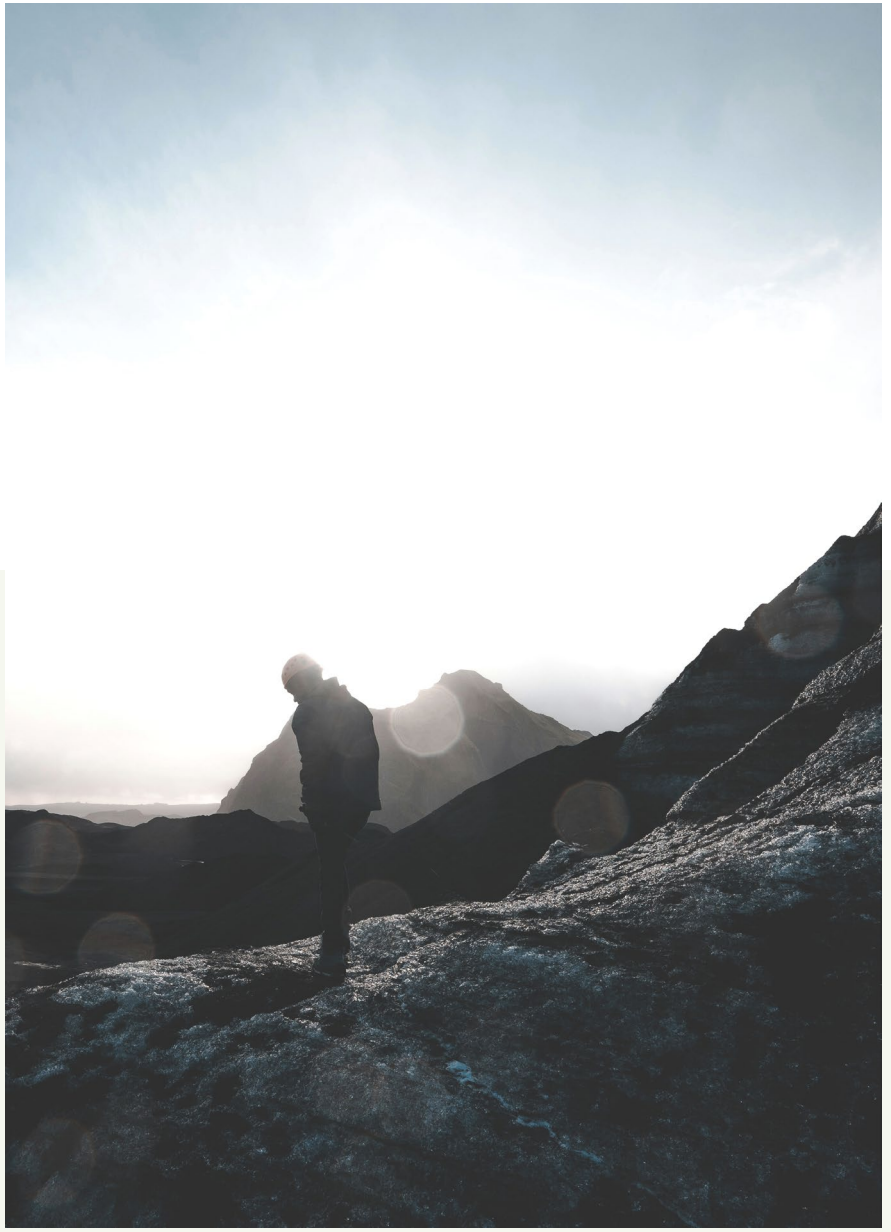
Today, Vidia's portfolio spans five buy-and-build platforms – from energy-efficient roofing and wind services to advanced plastics recycling and climate consulting. The platforms existing in our portfolio in 2024 enabled over 400,000 tons of CO_2e avoidance in this period through their products and services.

Our progress is the result of collective partnership – with our LPs, portfolio management, and our own team. I am deeply grateful for the trust and strategic alignment that have brought us here. The persistence and passion driving this community give me optimism and confidence in long-term progress on the road to net zero – and continue to inspire our work at Vidia Equity.

Johanna Struthmann

Founding Partner Vidia Equity

About this report



This is Vidia's second annual Impact & ESG Report. While our inaugural edition focused on establishing the theoretical foundation by outlining our impact strategy, ESG management framework, and operational value creation approach, this year's report shifts the focus to portfolio-level performance. It highlights measurable Impact & ESG outcomes and features case studies that demonstrate how our impact investing principles translate into practice. Foundational concepts are presented at a high level to provide context and continuity.

The key impact & ESG performance indicators (KPIs) presented here reflect data from January to December 2024. Additionally, this report includes highlights of notable impact investing activities through September 2025.

We hope the Portfolio Impact Review 2024/25 provides both insight and inspiration. As we continue to strengthen the quality and transparency of our Impact & ESG reporting, we welcome your feedback, ideas, or questions at **impact@vidiaequity.com**

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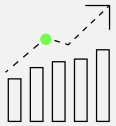
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Investing
to scale
climate
solutions
01

Vidia Climate Fund I at a glance



1st European

thematic decarbonization buy-out fund, based on our bespoke Vidia Impact Methodology



EUR 415 million

Vidia Climate Fund I successfully closed in December 2023, oversubscribed at EUR 415 million



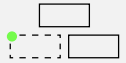
Top 20

Ranked among the top 20 largest first-time private equity funds in Europe between 2018 and 2024 (according to PitchBook)



11 transactions

closed to date for Vidia Climate Fund I



5 platforms

established to date, offering impactful climate solutions



>400,000t CO_2e

enabled lifetime GHG emission avoidance of products and services sold by companies in our portfolio in 2024

Headquartered in Munich, Germany, Vidia was founded in 2022 as a private equity firm committed to driving climate impact.

Our purpose:

To accelerate the industrial low-carbon transition and contribute to climate change mitigation.

Our mission:

To lead the decarbonization of the highest GHG-emitting industries by scaling proven climate solutions.

Our teams:

Combine expertise in investment, operations, and impact to create value at every stage of the investment life cycle.

Our journey

2021
Creation of Vidia's strategy

Conceptualizing a deeply thematic decarbonization PE fund with a strong 'operations first' approach

Creating Vidia's bespoke Impact Methodology, verified by PwC, as the foundation for Vidia's collinear investment strategy

2022
Team ramp-up

Spin-out of an investment team with a strong track record, bringing mid-cap buy-out expertise to scale climate solution leaders.

A fully staffed team of 15 employees in Investment, Operations and Impact moves into the Munich office.

2023
Fundraising

Final closing oversubscribed, reaching the hard cap of EUR 415m in total capital commitments.

Our impact strategy in action

Vidia has completed 11 investments to date to build 5 high-impact platforms

polymer cycle

Roof Management & Maintenance

dach energiezukunft

Wind Energy Services

GEO NET

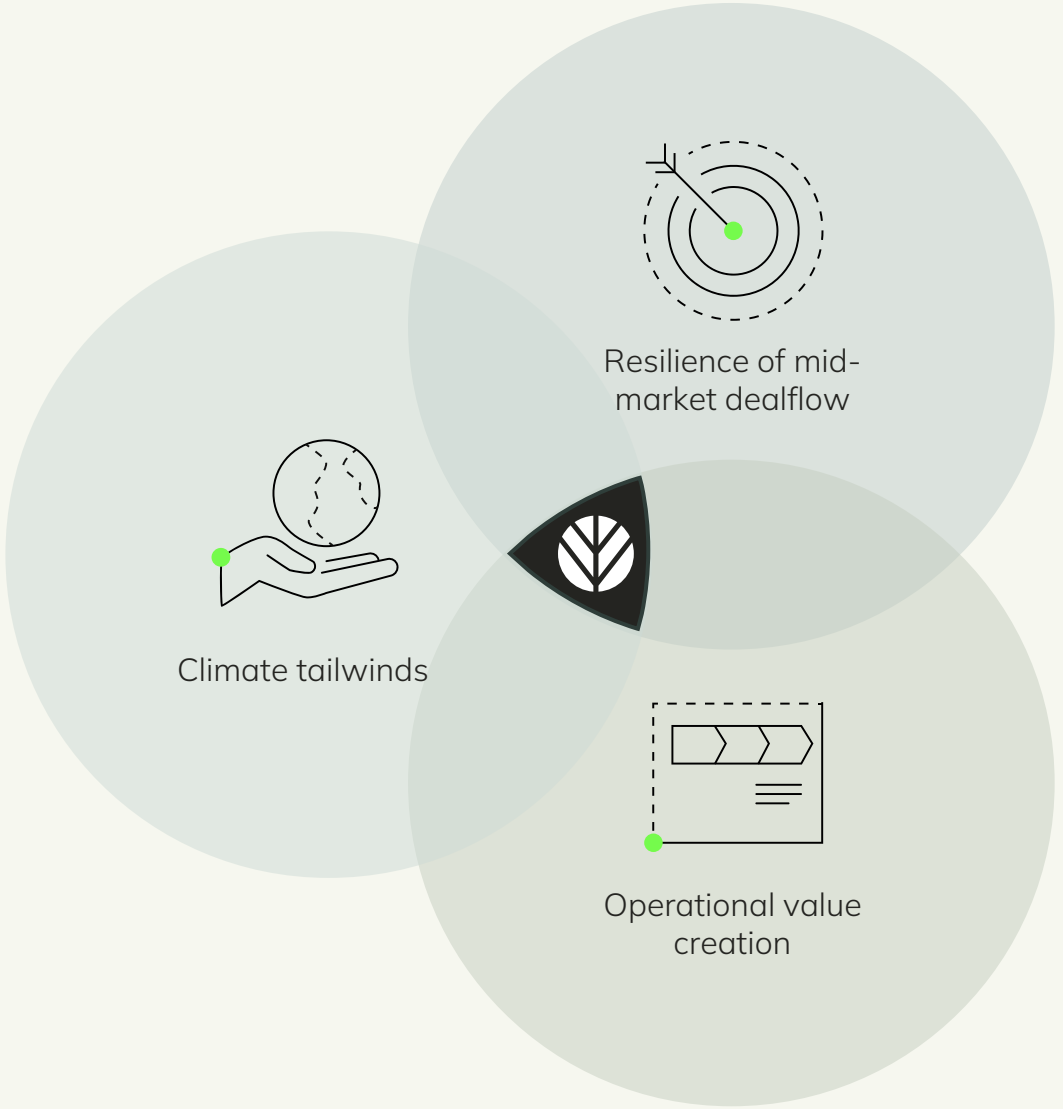
The time is now



Private capital continues to be a key driver of global climate action. The transition to a low-carbon economy is gaining the most momentum, not from political goodwill, but from strong economic fundamentals. At Vidia, we seek to actively accelerate this change through strategic investments and impact value creation.

Investment thesis

We invest in mid-market climate solution leaders within long-term growth markets, where support for strategic value creation can unlock additional scale and amplify climate impact.



Vidia was built to drive impact value creation, transforming mid-market players into decarbonization leaders

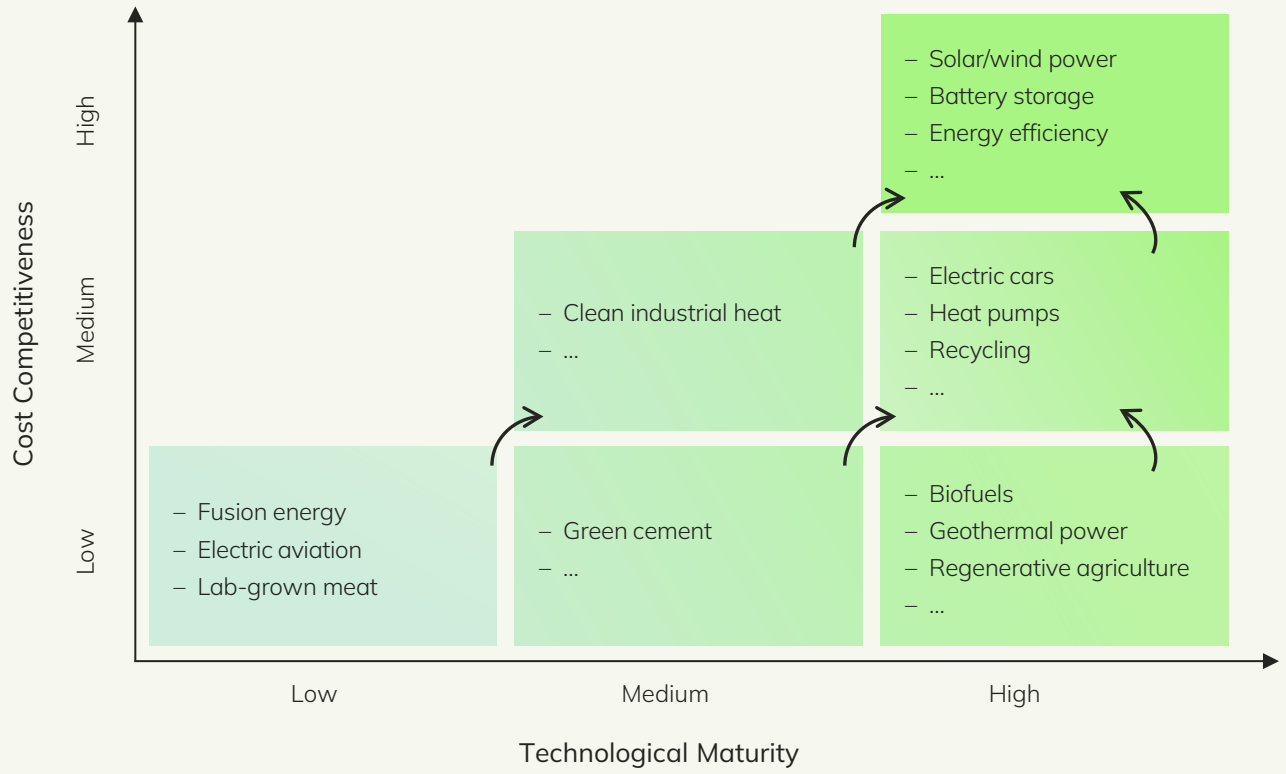
At Vidia, our strategy is purpose-built to identify and scale climate solutions that enable rapid and meaningful decarbonization. We focus on companies offering climate solutions, including key players across climate solution value chains. These solutions typically share three key characteristics:

1. Commercial competitiveness vs. traditional, carbon-intensive alternatives
2. Technological maturity and market readiness of their products and services
3. Scalability, driven by urgent decarbonization needs across major sectors

As entrepreneurial partners, we work closely with management teams to help our portfolio companies realize their full potential, both in terms of climate impact and financial performance.



We accelerate industrial decarbonization by scaling cost-competitive and technologically mature climate solutions



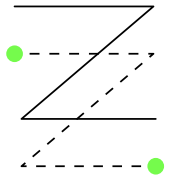
In connection with the EU's 2025 Clean Industrial Deal, the debate over when and how to best accelerate the deployment of 'net-zero technologies' has intensified. Targeted public R&D funding and innovation support are essential to improve the maturity and cost-competiveness of nascent climate solutions, especially in hard-to-abate industries.

Similarly, many niche technologies such as carbon capture, green hydrogen, and synthetic fuels, typically do not substitute fossil assets and avoid their GHG emissions, but instead require additional energy and capital for GHG emission abatement. These technologies often rely on continued subsidies due to inherent thermodynamic and economic constraints.

Meanwhile, proven technologies such as solar and wind power, heat pumps, electric vehicles, and utility-scale energy storage, have reached commercial maturity. Even amid elevated interest rates and tighter fiscal environments, these technologies are often the most cost-effective options available, making them the logical choice for large-scale deployment regardless of political agendas.

At the same time, many climate technologies still hold significant potential for further cost reductions and accelerated adoption, particularly as CO_2 prices rise. This is where Vidia aims to make an impact – by actively managing companies to enhance competitiveness and scale, driving both decarbonization and financial performance.

Our strategy focuses on three decarbonization themes



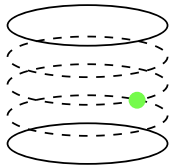
Electrification

The shift from fossil fuel combustion to electric energy is central to the global transition toward a low-carbon economy.

Electrification is expanding across nearly all sectors, including traditionally hard-to-abate industries such as cement, steel, maritime shipping, and aviation. Products and services that once relied on coal, oil, or fossil gas are increasingly being replaced by cleaner, smarter electric alternatives.

As renewable energy continues to grow, the use of electric solutions – such as heat pumps and electric vehicles – is scaling rapidly. These technologies are critical for reducing emissions from buildings, industrial processes, and transportation.

Equally important are solutions that improve energy efficiency, alongside advancements in electricity storage, transmission, and distribution through a modernized power grid. Together, these enablers make widespread electrification possible.



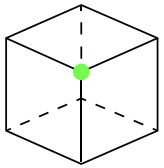
Circular economy

Circular solutions promote the reduction, reuse, and recycling of materials, products, and services, helping to prevent waste and lower the demand for primary (“virgin”) materials.

The extraction, processing, and transportation of materials such as cement, glass, plastics, steel, and aluminum are highly carbon-intensive. By replacing virgin feedstocks with recycled, low-carbon alternatives, substantial GHG emissions can be avoided.

Extending the lifespan of products further reduces the need for virgin resources. Each additional year that a product remains in use – through preventive maintenance, refurbishment, or product-as-a-service business models – postpones the demand for new production.

Finally, adopting a circular economy is crucial for meeting the growing demand for critical minerals, while simultaneously reducing the environmental and social pressures associated with primary mineral extraction and processing.



Industrial materials

Advanced industrial materials are critical enablers of efficiency and performance gains across supply chains and operations. Low-carbon options such as engineered timber, bio-based plastics, and green refrigerants offer significant potential to replace conventional materials.

Innovative processes, structures, and designs can yield ultra-lightweight components, enabling substantial energy savings. Advanced films, coatings, and material processing technologies can reduce friction, improve insulation, and increase temperature resistance – extending product lifetimes and facilitating exponential efficiency gains.

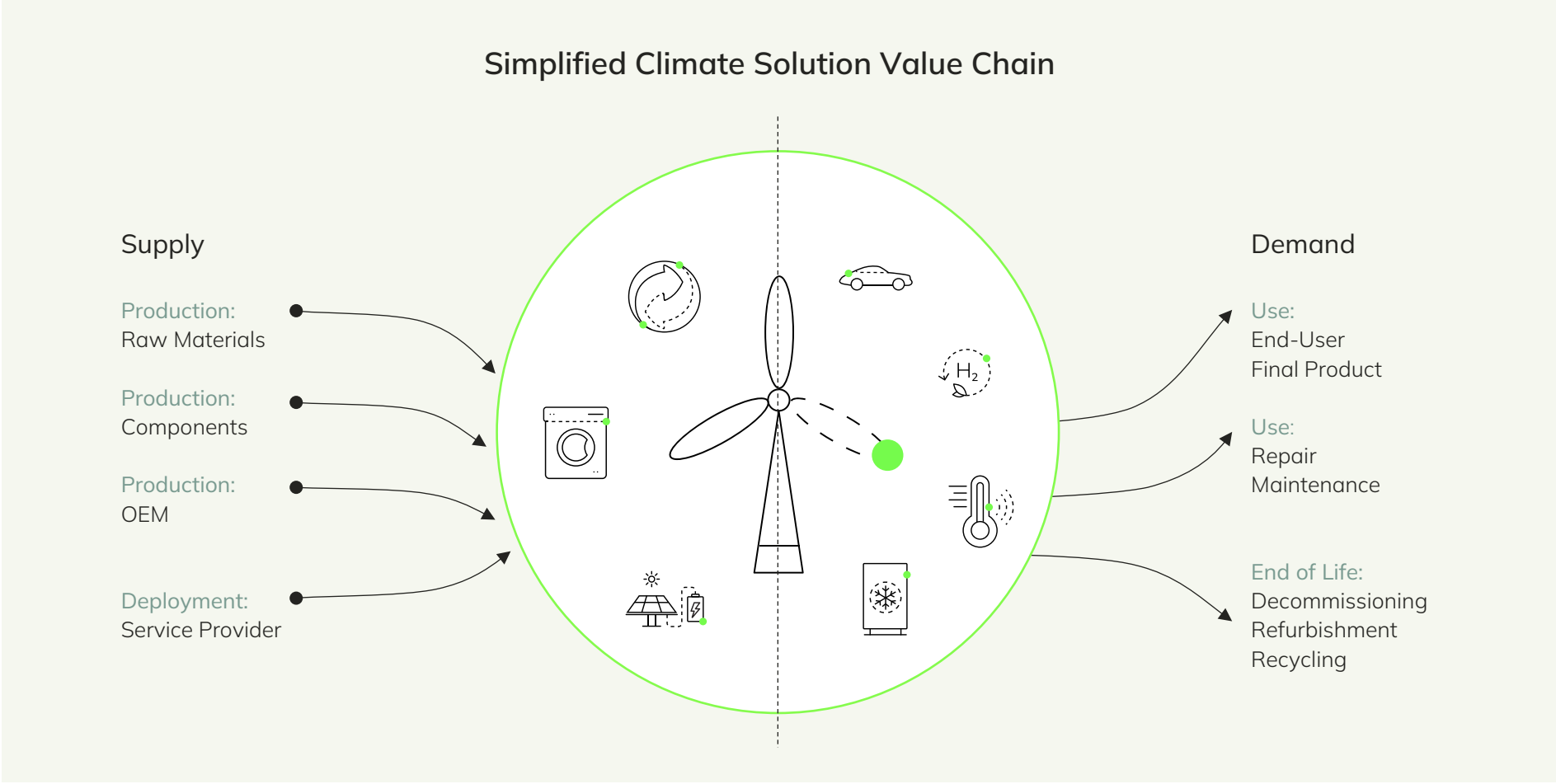
Additionally, alternative fuels such as biofuels, e-fuels, and green hydrogen or ammonia – while not yet suitable for large-scale consumer use – can play a vital role in decarbonizing hard-to-abate industries until electrification becomes economically viable.

Our strategy identifies attractive impact investment opportunities within mid-cap value chains

We focus on mid-cap scale-up opportunities among niche market leaders in climate solutions.

Mid-cap companies are vital enablers and contributors of industrial decarbonization across several key sectors. Typically positioned further upstream in climate solution value chains, these firms supply essential materials, technologies, or components to original equipment manufacturers (OEMs). Moreover, as deployment service providers, they ensure that end-users are provided with fully operational climate solution systems. At the end of a product's life, they play a critical role in supporting circular economy value chains.

Though their names may not be widely recognized, these companies can be both 'climate champions' and 'hidden champions'. Some operate as dedicated, pure-play climate solution businesses, while others maintain diversified product or service offerings with a significant share of revenue derived from climate solutions. Among traditional family-owned enterprises, there is often a compelling opportunity for savvy investors to unlock additional impact value.



Deep dive on electrification: from fossil fuel dependence to electrification opportunity

The global energy system is undergoing a fundamental historic shift. At the turn of the millennium, buildings, industry, and transportation were heavily reliant on fossil fuels, while electrification was often seen as uneconomical.

Today, technological innovation has dramatically altered the landscape. Electric vehicles and heat pumps now match, or even surpass, the performance and cost efficiency of their fossil-fuel counterparts. According to Ember (2025), the potential for electrification has expanded significantly over the past 25 years, confirming the IEA's earlier assessment (WEO 2023) that technologies capable of decarbonizing over 60% of global energy demand are already commercially available.

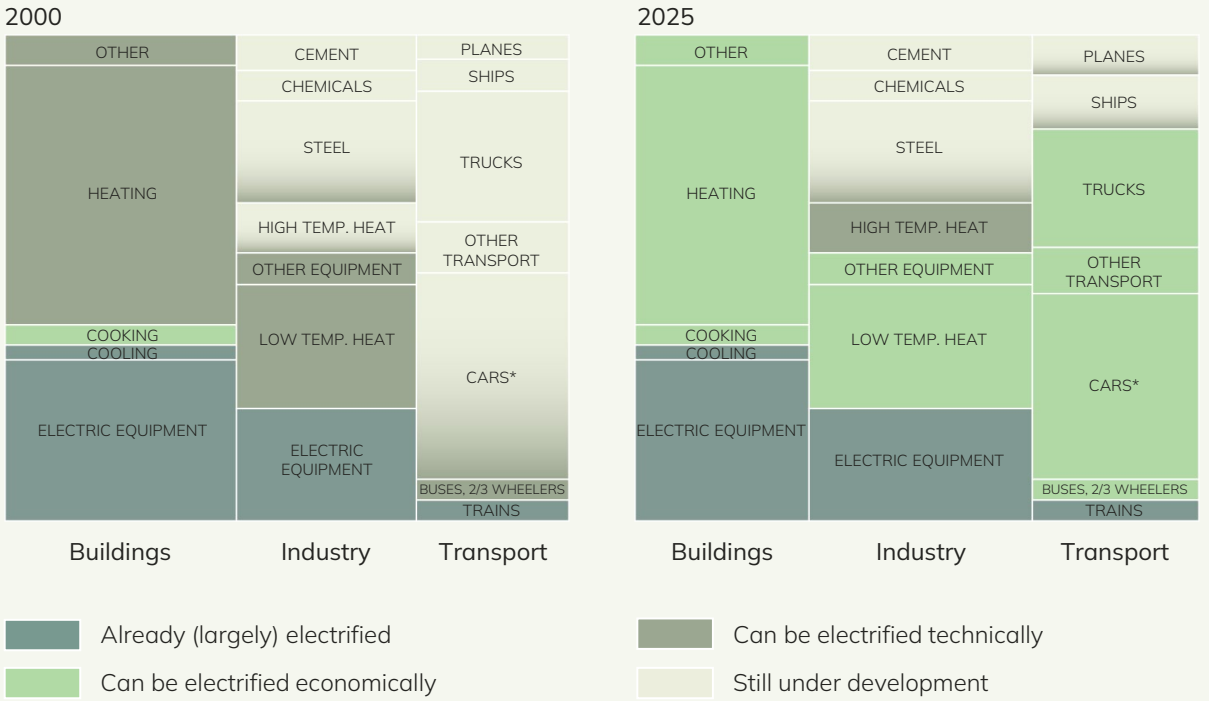
Electrification also brings substantial efficiency gains, consuming significantly less primary energy than internal combustion engines and conventional heating systems, while reducing waste heat, air pollution, and dependence on volatile fossil fuel supply chains. Despite the rapid adoption of electrification across buildings, industry, and transport, global electricity demand is projected to grow at a relatively modest rate of approximately 3% per year – consistent with historical trends (Ember, 2025).

The climate mitigation potential of electrification is amplified by the rapid expansion of renewable power generation. In 2025, wind and solar are projected to account for roughly 90% of newly installed power generation capacity, a dramatic increase from just 5% in 2000. Yet renewables still make up only about 8% of total final energy consumption and around 40% of global electricity supply. This underscores the scale of the challenge ahead: modernizing and decarbonizing legacy infrastructure represents a generational investment opportunity.

Transforming energy, transport, and industrial systems is not only critical for climate mitigation, it also opens pathways for long-term financial value creation, increased societal resilience, and reduced dependence on fossil fuels in a rapidly evolving global economy. Consequently, we strategically focus on scaling renewable energy value chains and electrification business models.

The majority of the energy system can now be electrified

Share of final energy demand by subsector and electrification potential (%)



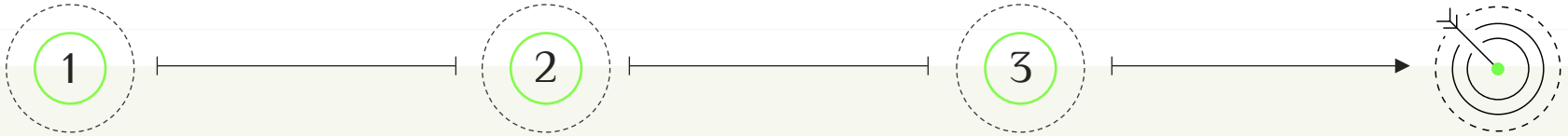
Sources: Ember 2025, WEO 2023


Impact by
design
02

1. Investment process

From acquisition to responsible exit: Our strategy, organization, and processes are designed to scale companies that deliver meaningful climate solution impact.

Vidia: A private equity fund purpose-built for climate impact



Intentionality through collinearity

Our impact strategy: Asset selection and target setting

Our investment approach is grounded in intentionality, integrating impact at every stage of the asset selection process. We invest in mid-cap companies that are essential to climate solution value chains and meet clear climate impact thresholds. By targeting opportunities where impact performance and strong financial returns develop with a high degree of collinearity, we aim to deliver net-positive climate outcomes.

Additionality through value creation

Impact value creation: Driving impact through operations

Vidia was founded to scale mid-cap climate leaders through a hands-on, operations-first approach. At the core of every investment lies a commitment to expand each portfolio company's positive carbon handprint while systematically reducing its carbon footprint. Our operational value creation strategy enables meaningful and measurable GHG emission avoidance and contributes to industrial decarbonization.

Measurability of portfolio performance

Impact measurement & management: Monitoring foot- and handprint

We rigorously measure both the positive carbon handprint (i.e. enabled GHG emission avoidance) and the carbon footprint of our portfolio companies. Each investment must meet minimum climate impact thresholds for 1) enabled GHG emission avoidance per mEUR invested, and 2) for a more comprehensive climate impact scoring. Complemented by a comprehensive ESG management practice, this approach reinforces transparency and establishes a clear standard for our portfolio's impact performance.

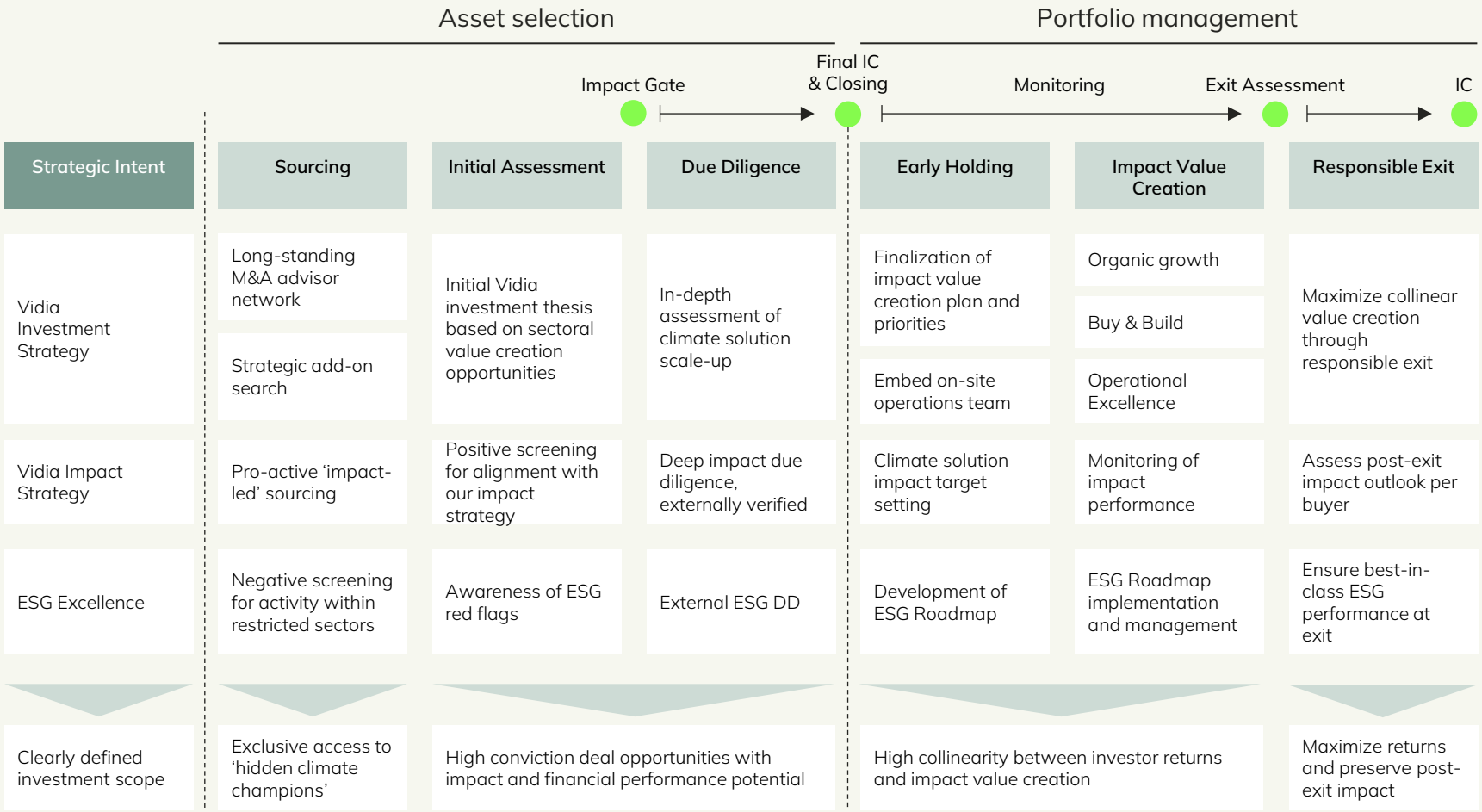
Integrating impact into everything we do

Impact along the entire investment life cycle

Our commitment to impact and ESG is foundational to everything we do across the investment life cycle. From acquisition to responsible exit: our strategy, organization, and processes are designed to scale companies that deliver meaningful climate solution impact. As part of our mission, we strive to ensure continued post-exit impact performance.

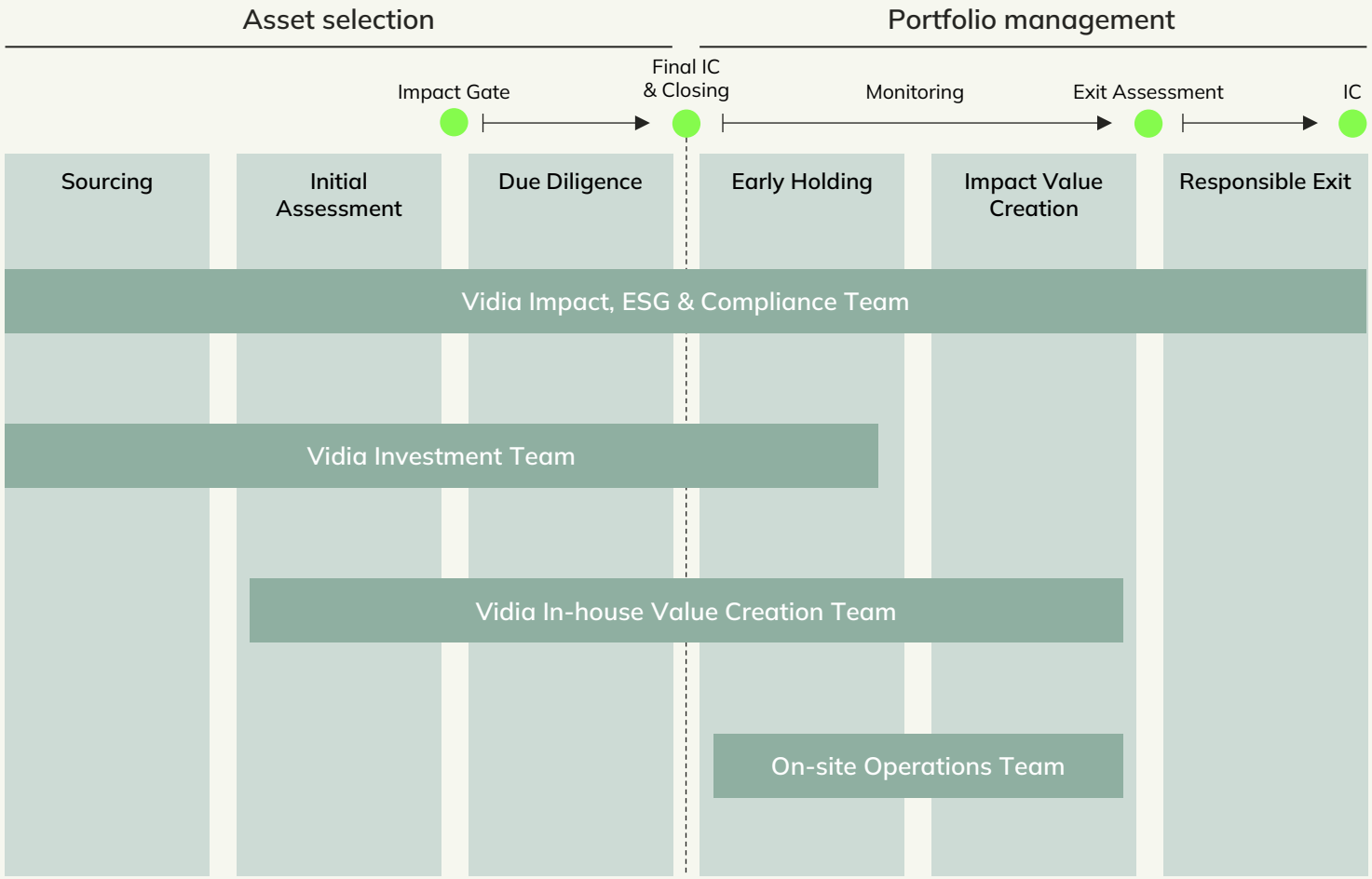
We integrate climate impact across the entire investment life cycle based on clearly defined best practices

Our impact investment process translates strategic climate impact intent into everyday practice. It incorporates unique process features designed to deliver tangible outcomes.



Strategic alignment and close collaboration across Vidia's teams and on-site teams enable us to drive collinear returns – from sourcing to exit

- Every potential investment begins with an impact assessment led by our **Impact, ESG & Compliance Team**, serving as a gateway to the Investment Committee. During the holding period, the team monitors key impact and ESG performance metrics and collaborates with the in-house Value Creation Team to support ESG management. At exit, the Impact, ESG & Compliance Team supports the Investment Team to help preserve post-exit impact.
- Our **Investment Team** is responsible for sourcing, assessing, and executing transactions. During due diligence, it collaborates with our in-house Value Creation team to identify hidden opportunities for growth and operational improvements. The Impact Team also supports sourcing hypotheses and sub-sector research with an impact-led perspective.
- Our **In-house Value Creation Team** brings together generalists and specialists to drive dedicated operational and strategic initiatives across the portfolio, guided by a shared vision to scale climate solutions and drive decarbonization.
- A dedicated **On-site Operations Team** ensures the efficient and effective execution of Vidia's impact value creation agenda at the company level, while working in close collaboration across teams.



2. Impact strategy



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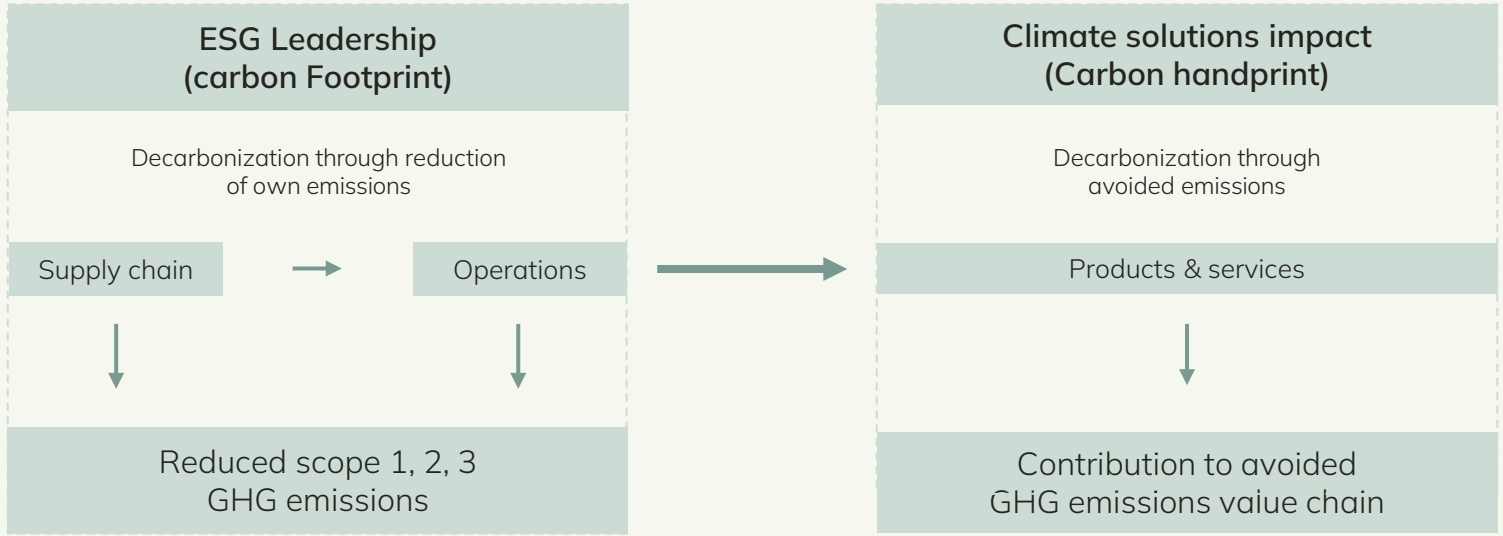
At the heart of our impact strategy is a firm conviction: Climate solution growth and strong financial returns are not mutually exclusive – they are collinear when climate ambition is powered by a winning value creation strategy.

Our definition of climate impact

We can distinguish between the impact associated with the sale and use of products and services – a company's 'handprint' (also referred to as 'Scope 4' of GHG emissions) – and the effects linked to a company's operational activities, and its upstream and downstream value chain, which together form a company's 'footprint' (Scopes 1-3 of GHG emissions).

A positive handprint is achieved by substituting or displacing incumbent products and services with higher negative impacts in the market, thereby avoiding the net negative effects that would have occurred under a reference scenario (also referred to as 'counterfactual baseline').

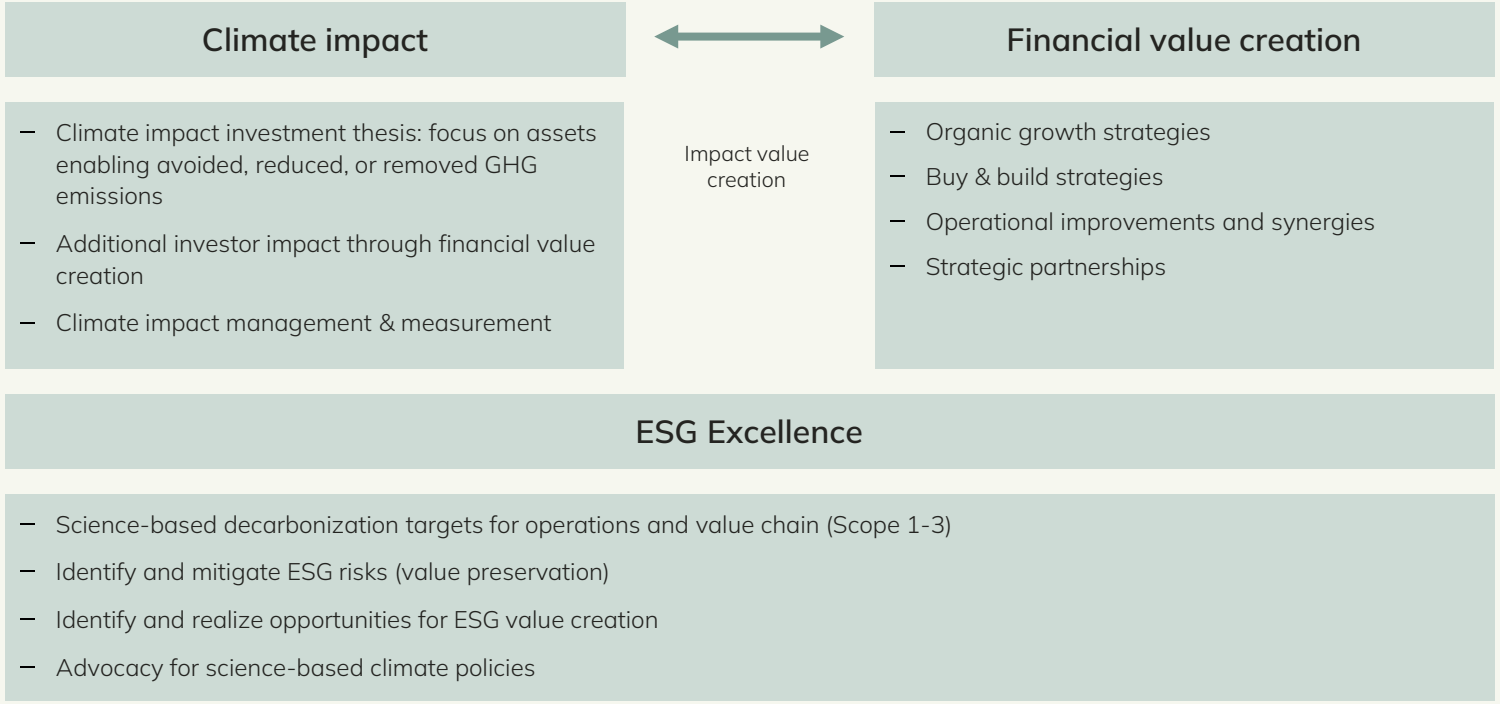
A comprehensive handprint assessment analyzes the differences between the lifecycle footprints of the displaced products and services and the respective climate solution alternative.



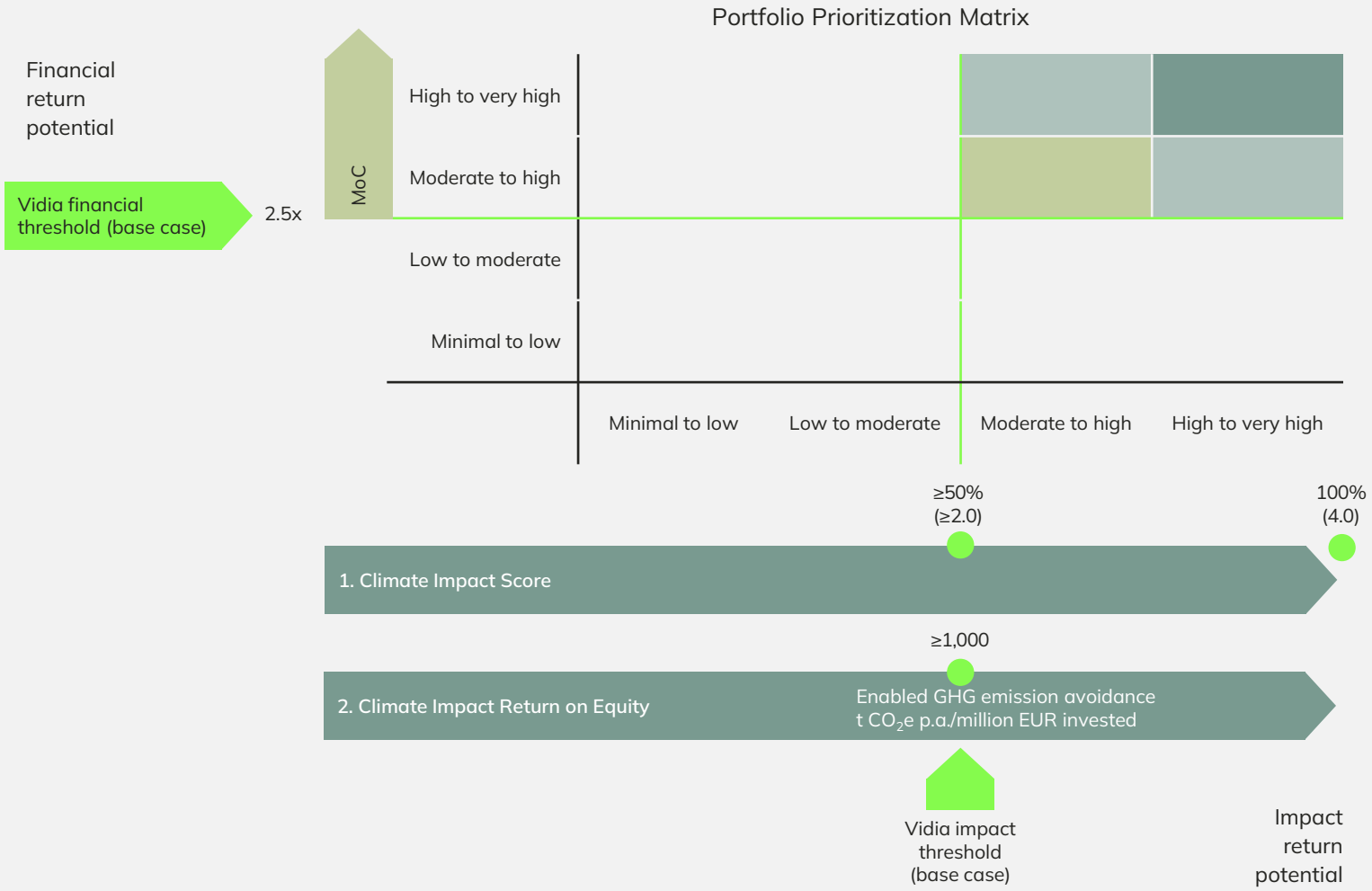
Our definition of climate impact

At the core of our investment strategy is an asset selection process designed to ensure strong collinearity between climate impact and financial value creation. As the volume of climate solution units sold increases over time, financial performance tends to improve in parallel. Through active portfolio management based on a clear value creation agenda, we work to expand the volume of climate solution units sold during the holding period. We refer to this dual effect – driving both climate and financial returns – as impact value creation.

In addition, proactive ESG management allows us to mitigate material ESG risks while capturing opportunities for additional value creation. This foundation not only positions our portfolio companies for successful exits but also ensures they can deliver climate impact at scale in an increasingly sustainable way over time.



The boundaries of our investment universe



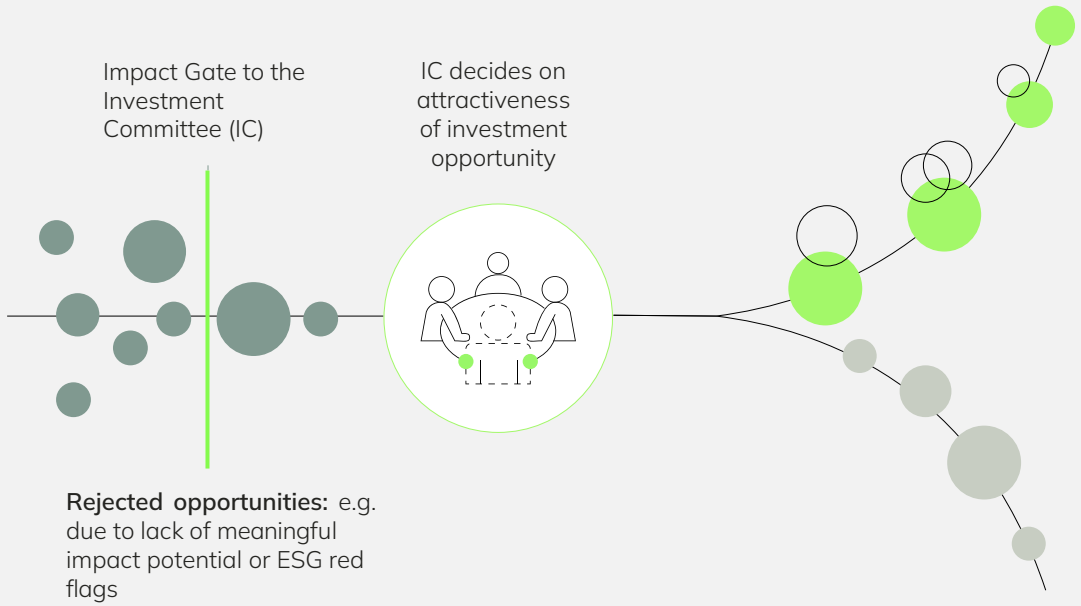
Our Portfolio Prioritization Matrix
The boundaries of our investable universe are defined by two factors: the potential for financial returns and the potential for climate impact. Importantly, the results of our impact assessment act as a gateway to the Investment Committee. To ensure material impact, we apply two standardized minimum impact thresholds:

1. A minimum score of 2.0 (on a 4.0 scale) on our climate impact scorecard, which assesses multiple factors, including the scale of enabled GHG emission avoidance, the quality of contribution to climate solutions impact, the opportunity for additional investor-driven impact, and the long-term relevance of the corresponding climate solution technology.

2. A minimum threshold based on 'Climate Impact Return on Equity' (CIRoE), requiring that each portfolio company annually enables an average CO_2e avoidance of at least 1,000 tons per €1 million invested. For all new platforms, the models used to initially estimate the enabled GHG emission avoidance undergo external review to ensure their structural plausibility and consistency.

Climate Impact Return on Equity (CIRoE)
The CIRoE is an impact efficiency metric calculated by dividing a company's estimated enabled GHG emission avoidance by the capital deployed. When a majority equity stake is acquired, which ensures effective operational/financial control, no further adjustment to the company's impact is necessary. The specific parameter used to evaluate compliance with the minimum impact threshold is based on the average performance of a five-year holding period in the base case.

Our target selection process



We identify Vidia deals by conducting comprehensive financial, commercial, impact, and ESG due diligence to ensure well-defined investment characteristics and reveal hidden impact value creation opportunities.

1

Initial Assessment

- Highly structured, conviction-based assessment of every incoming target
- The Investment, Value Creation & Impact Teams collaborate for an early judgement call
- High conversion rate of Vidia bids and early exclusivity of targets identified as attractive Vidia cases

2

Due Diligence

- In-depth financial, cycle-adjusted due diligence ensuring business resilience and fair pricing
- Value Creation and Impact, ESG & Compliance Team involvement from outset of transaction process
- Substantial use of industry experts ensures a thorough understanding of market opportunity and technology trends

3

Investment Decision

- Impact assessment serves as the gate to the Investment Committee and is validated by PwC for all new platforms
- Only deals that meet the minimum impact threshold are considered by the Investment Committee
- Deal discussions involve the entire team, providing input to the Investment Committee for assessing the attractiveness of collinear return opportunities

2. Impact value creation



Through deep operational and strategic support for additional value creation, we turn mid-cap players into high-performing climate solution leaders. Boosting the competitiveness of these companies to accelerate GHG emission avoidance is central to our theory of change.

Our theory of change

A core element of our theory of change is enhancing the competitiveness and growth trajectory of climate solution companies by providing non-financial support, thereby accelerating the enabled avoidance, removal, and reduction of GHG emissions.

	Activities	Outputs	Outcomes	Impact
Climate solution business growth	1 Push for improved green growth (incl. strategic funding) →	Increased volume growth of climate solution business ↘	Contribution to enabled GHG emissions avoidance (reduction, removal)	
	2 Provide operational support for increased efficiency and impact value creation →	Improves climate solution competitiveness and impact performance ↗		
Portfolio company decarbonization	3 Ensure implementation of science-based decarbonization targets →	Decarbonization pathway aligned with Paris Agreement →	Reduced company carbon footprint →	
Corporate social & political responsibility	4 Encourage climate-positive corporate social and political responsibility →	Portfolio companies support science-based climate policy advocacy →	Improved (industrial) climate policies and public support →	



Strategy
Contribute to the reduction of real-world GHG emissions



Vision
A decarbonized global economy by 2050 in line with the Paris Agreement

A structured model to drive change during the holding period

Operational value creation is centered around boosting collinear climate impact and financial returns. Vidia's approach to value creation is based on a transformational exit vision and divided into three key phases: defining operations 2.0, building operational excellence, and driving growth.

Defining operations 2.0

Developing a strategic roadmap for enhancing operational efficiency, grounded in a thorough understanding of specific needs. Collaborating closely with portfolio company management to establish clear priorities and set ambitious targets for operational capabilities, process efficiency, and the growth trajectory of climate solutions.

Define strategic processes and KPIs

↓

Formulate execution plan

↓

Realize quick wins

Building operational excellence

Developing the necessary organizational and managerial capacities to effectively drive operational excellence and increase overall profitability.

- Embed On-site Operations Team
- Implement governance
- Drive operational efficieny and prepare for growth
  - Supply chain
  - Sales/Commercial
  - Sustainability
  - Governance
  - Engineering
  - Digitalization
  - Organization
  - Production

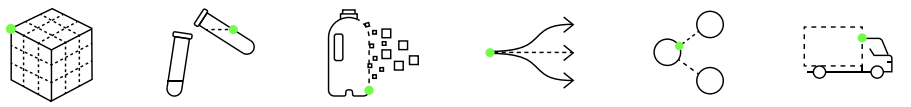
Driving growth

Capitalizing on operational improvements, striving for growth by optimizing the current product portfolio, entering new markets, and/or acquiring new customers.

- Scale climate solutions
- Optimize product mix
- Enter new markets
- Increase share of wallet
- Acquire new customers
- Consolidate fragmented markets

Value creation in action

PolymerCycle was created to provide a one-stop-shop solution for high-quality plastic recyclates that meet the requirements of demanding customers who seek to replace virgin materials.



Waste trading | Separation technology | Grinding | Granulation | Compounding | Distribution

With three strategic acquisitions, PolymerCycle is ideally positioned to scale across different market segments

In the European plastics recycling industry, strategies focused on high-quality recyclates are key for meeting future demand across demanding industries. Driven by advanced technology, specialized expertise, and a targeted approach, these strategies form the basis for sustainable growth moving forward.

Managing diverse feedstocks requires specialized knowledge and technology, enabling recyclers to produce high-value materials tailored to specific market needs. A key success factor is the ability to modify material properties through compounding. By blending feedstocks with carefully selected additives, recyclers can achieve consistent quality that meets customer requirements, even when working with smaller or more varied input volumes. The combination of advanced technology, expertise, and flexible feedstock management allows recyclers to continuously expand the scope of materials they process.

This strategy positions leading players for growth in both volume and market expansion as regulatory support strengthens. The advantage becomes even more pronounced when individual companies join forces, creating larger industry players with the scale and resources needed to expand capacity and operations. Such consolidation will generate the scale and competitiveness needed in the EU's plastics recycling industry, enabling companies to meet the rising demand for recycled plastics as Member States and European Institutions enforce existing legislation.

In 2025, PolymerCycle acquired the family-owned compounding leader Hoffmann + Voss GmbH to expand its capabilities in the customization and finishing process within the plastics recycling value chain. Hoffmann + Voss supplies high-quality, customized materials to the electrical, household appliances, and automotive industries.

The acquisition of Hoffmann + Voss by PolymerCycle marks a significant milestone in the platform's vertical integration strategy, bringing advanced polymer compounding capabilities in-house. This critical process blends base polymers with targeted additives to achieve specific mechanical, visual, and other functional properties. The combined group is uniquely positioned to meet the growing European demand for high-quality recycled materials.

By joining forces, the companies combine access to raw material streams, expertise in demanding customer industries, production capacities, and their technological and material know-how. Together, PolymerCycle can offer its customers an even more comprehensive range of products and services – from raw materials to complex recompounds.

3. Impact measurement & management



Effective impact management relies on a continuous, iterative process of improvement. This involves setting initial targets, regularly monitoring performance against those targets, analyzing deviations, and implementing corrective measures. Once initial goals are met, new and more ambitious targets can be established.

Vidia was founded based on a foundational methodology for measuring and managing climate impact return on equity

	Vidia Methodology Approach
Scaling the climate solution value chain	Companies within climate solution value chains enable the avoidance of GHG emissions (directly or indirectly) through the use of their products and services by end customers. Once a product or service is purchased and delivered, the future impact of its use phase becomes predictable and can be expected to materialize over time through a newly created path-dependency. In this way, the supply side facilitates the realization of potential impacts (both positive as well as negative) over time through the actions by the demand side.
Focus on forward-looking lifecycle impact	Impact estimates are calculated by multiplying planned (and actual) annual sales volumes of products or services by a net unit impact factor. Rather than aggregating the cumulative impact of all operating assets from past sales (i.e. the 'installed base' or 'operating fleet'), we estimate the forward-looking average lifetime impact enabled by annual unit sales throughout the planning horizon.
5-year planning horizon	We aim to accelerate decarbonization at scale, as rapidly as possible, through active ownership of the climate solution companies in our portfolio. For this reason, we assess a portfolio company's climate impact performance during a typical five-year average holding period, up to its expected exit.
Impact threshold based on CIRoE	For each portfolio company, we define a minimum climate impact threshold of a Climate Impact Return on Equity (CIRoE) of at least 1,000 tons of CO_2 per mEUR invested. This impact efficiency metric serves as a gateway to the IC, ensuring a material climate impact return for the fund's deployed capital.



A 5-step process for measuring a company's enabled GHG emission avoidance

1

Identifying Impact Volume Driver

The impact measurement process begins by identifying a suitable functional unit for the impact volume driver, which represents the scale of a company's climate solution products or services sold (e.g. number of systems manufactured or installed, or the aggregated capacity of products or services sold).

2

Converting Volume Driver into Lifetime Output Metric

For durable goods and long-lived assets, this impact volume driver is translated into an enabled lifetime output metric by accounting for the asset's average service life in years.

3

Calculating Net Unit GHG Avoidance Factor

The net enabled GHG avoidance per unit sold (or per enabled lifetime output) is estimated by comparing the typical lifecycle footprint of the displaced incumbent product with that of the climate solution. The estimation of the net unit GHG avoidance factor takes into account evolving baselines, differences in the use of materials and consumables, and can be adjusted for significant rebound effects when necessary. For durable goods and long-lived assets, the baseline is further adjusted for a dynamic counterfactual, based on preliminary assumptions about future changes in the installed base or operating fleet (e.g. the electricity mix or the building stock's heating mix).

4

Quantifying Total GHG Emission Avoidance

To calculate the total volume of enabled CO_2-equivalent emission avoidance (tons CO_2e) during a product's lifecycle, the enabled lifetime output is multiplied by the net unit GHG avoidance factor.

5

Attributing Impact in Complex Value Chains*

In complex value chains, the total impact enabled by a final product or system can be allocated using an attribution factor. The factor considers a company's role within its relevant value chain stage (i.e. 'manufacturing', 'deployment', 'use & end of life'), the quality of its contribution, and its share of cumulative economic value-add per unit sold. When relevant, exceptional contributions such as technology leadership or critical supplier status (e.g. bottlenecks) can also be taken into consideration.

Example: Measuring the climate impact of solar PV systems



1 Identifying Impact Volume Driver

For solar PV systems, the functional unit for the impact volume driver is the volume of installed electricity production capacity, typically expressed in MW peak (MWp). If this data point is unavailable, a proxy can be used: the revenue generated by PV system installations divided by the average cost of a solar PV system (EUR/MWp) for the relevant solar PV system type, year, and region, until more precise data becomes available.

2 Converting Volume Driver into Lifetime Output Metric

The total peak production capacity installed within a given year is converted into an average aggregate enabled output metric, measured in megawatt-hours (MWh) of electricity produced over a typical 20-year lifespan.

3 Calculating Net Unit GHG Avoidance Factor

The net unit enabled GHG emission avoidance factor (kg CO_2e avoided per MWh of solar PV electricity output) is calculated as the displaced average grid intensity (typically reported in gCO_2e/kWh) projected over an average 20-year lifespan of the system, minus the average GHG emission intensity of solar PV electricity per kWh (gCO_2e/kWh).

4 Quantifying Total GHG Emission Avoidance

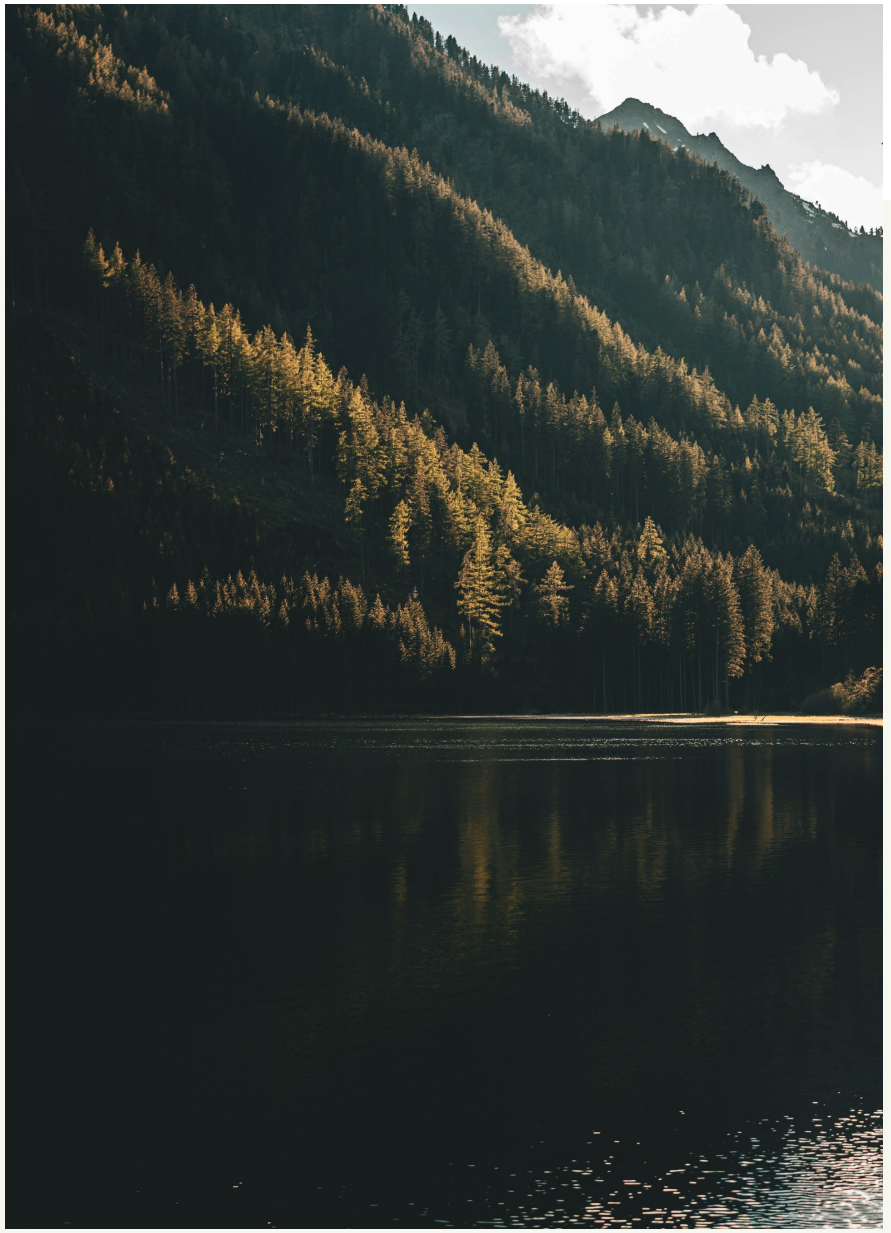
The enabled average lifetime output of solar PV capacity installed in a given year (in MWh) is multiplied by the net avoidance factor (in gCO_2/kWh) to calculate total GHG emissions avoided.

5 Attributing Impact in Complex Value Chains

For an OEM that purchases, assembles, and markets complete PV systems at the end of the manufacturing stage, a 100% attribution factor would be justified. For a company supplying a system component to the OEM, the attribution factor can be based on the percentage of the share of the component's cumulative value-add (in EUR/MWp) relative to the average total system cost (in EUR/MWp).

Use of established models and archetypes ensures consistent climate impact estimates across solutions

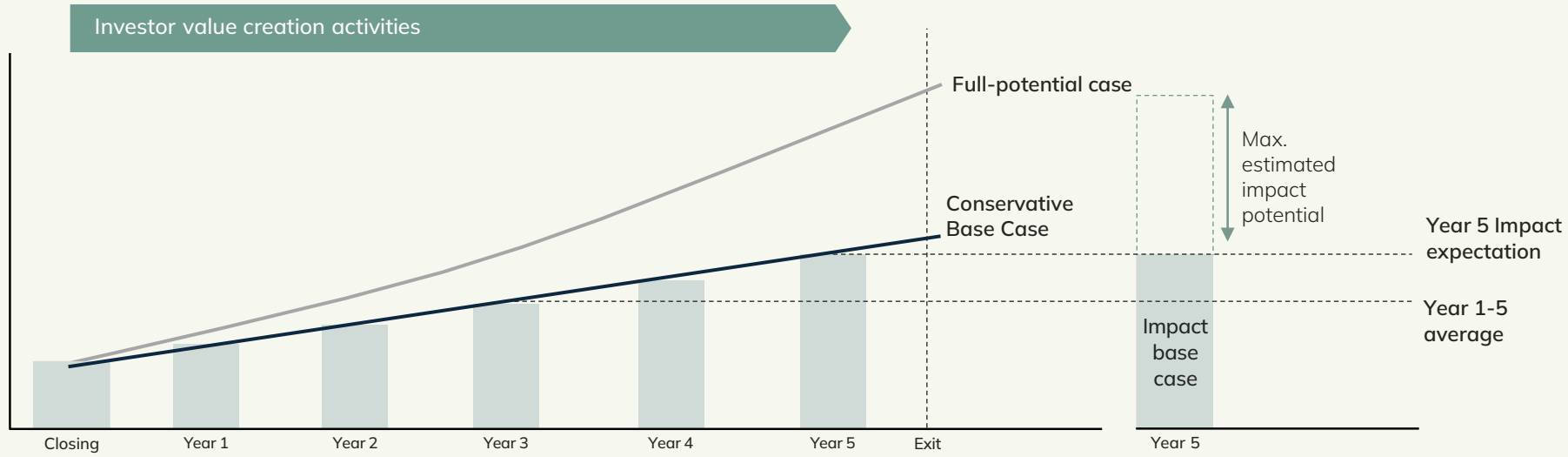
Type	Typical impact volume driver	→	Average enabled output metric	⊗	Net unit enabled avoidance factor
Clean electricity generation (wind power, solar PV, ...)	– MWp installed – mEUR revenue as proxy (e.g. multiplied with average MWp per mEUR)		– Average MWh lifetime output		Average gCO_2/kWh of power grid displaced; minus average clean electricity footprint (gCO_2/kWh)
Electrification (heat pumps, e-vehicles, e-furnaces, ...)	– # of electrification technology products sold/installed – mEUR revenue as proxy		– Tons of fossil fuel use saved (lifetime) – Average MWh lifetime consumption		Average tons CO_2/ton fossil fuel saved; minus footprint of electricity consumed (MWh consumed x $kgCO_2$/MWh)
Energy efficiency (efficient HVAC, efficient pumps/ motors, equipment...)	– # of energy efficiency products sold/installed – mEUR revenue as proxy		– Tons of fossil fuel use saved (lifetime) – MWh lifetime electricity saving		Average mass of CO_2/ton fuel or kWh saved; minus additional CO_2 emitted per ton of fuel or kWh saved
Circular economy (refurbishment, metal recycling, plastic recycling, ...)	– Tons collected, sorted, cleaned – Tons grinded/recycled – # of refurbished units sold		– Tons recyclate/regrind sold (annual) – Units/tons refurbished products sold		Tons CO_2/ton virgin material saved; minus additional tons CO_2 emitted per ton of recyclate or refurbished unit



How we internally define and manage impact performance

During due diligence, the investment team develops multiple business development scenarios for the holding period based on a range of operating assumptions, resulting in different potential volume growth projections. Using a conservative financial performance base case, we apply our 5-step impact measurement process to compare the expected average impact performance vs. our minimum impact threshold.

Throughout the holding period, we annually estimate and compare the actual impact volumes and the corresponding enabled GHG emission avoidance against our initial expectation, using the base case performance level in holding year 5 as an aspirational impact target. In case of add-on investments, both the enabled GHG avoidance in the year of the add-on acquisition and the projected impact for holding year 5 are updated at the platform level.



Portfolio summary and select case studies



03

VCF I portfolio summary 2024: The portfolio's carbon handprint indicates enabled GHG emission avoidance of more than 400,000 tCO_2e

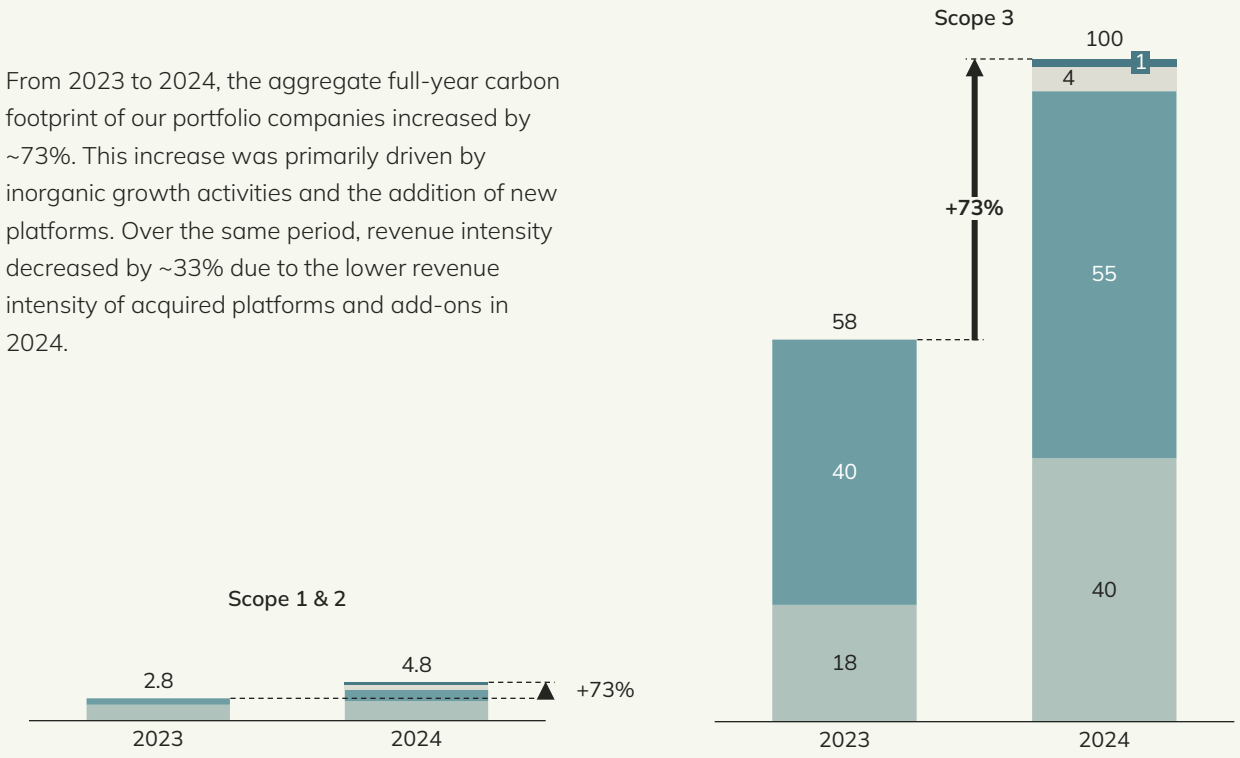


VCF I portfolio summary 2024: Carbon Footprint

Total portfolio carbon footprint: Scope 1 – 3 emissions

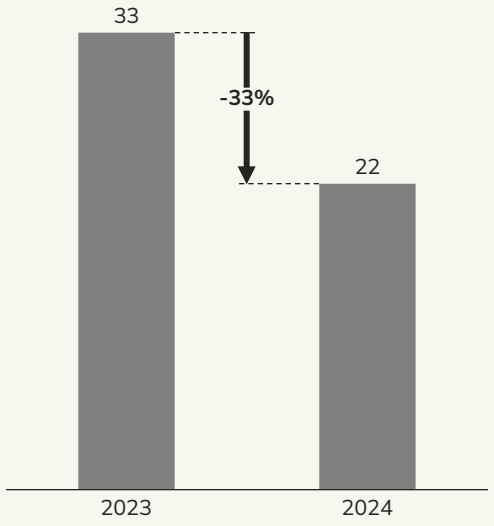
In kt CO_2e

From 2023 to 2024, the aggregate full-year carbon footprint of our portfolio companies increased by ~73%. This increase was primarily driven by inorganic growth activities and the addition of new platforms. Over the same period, revenue intensity decreased by ~33% due to the lower revenue intensity of acquired platforms and add-ons in 2024.



Total portfolio: Scope 1+2 revenue intensity

(in t CO_2e/mEUR)



While Scope 1 and 2 estimates are largely activity-based, Scope 3 estimates represent rough, preliminary, conservative approximations that are subject to future recalculations as more accurate data becomes available. Upstream Scope 3 emissions are primarily estimated based on spend-based emission factors, with procurement-related factors derived from an Extended Multi-Regional Input Output (EMRIO) model. Downstream Scope 3 emissions estimates are based on preliminary, high-level industry averages. As data quality improves over time, updated estimates are typically expected to be lower than the initial figures.

Our overall portfolio decarbonization target is to achieve by 2030 a coverage of at least 50% (by invested capital) in companies that have set science-based decarbonization targets. By the end of 2024, one subsidiary had established an externally validated science-based decarbonization target, accounting for ~22% of invested capital at that time.

Roof Mgmt. & Maintenance | Wind Energy Services | Roof Energy Services | Plastic Recycling & Trade

VCF I portfolio summary 2023 – ESG performance

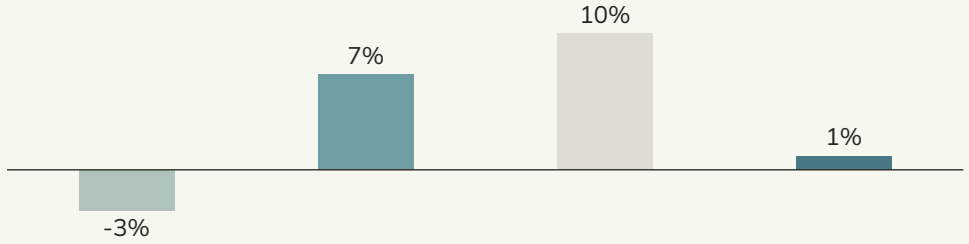
Net New Hires 2023-2024 (in FTE, pro forma view)



Across our portfolio, the total number of full-time employees on a pro-forma basis (i.e. assuming the same platform composition over time, excluding M&A effects) increased slightly from 2023 to 2024 by 33 FTEs.

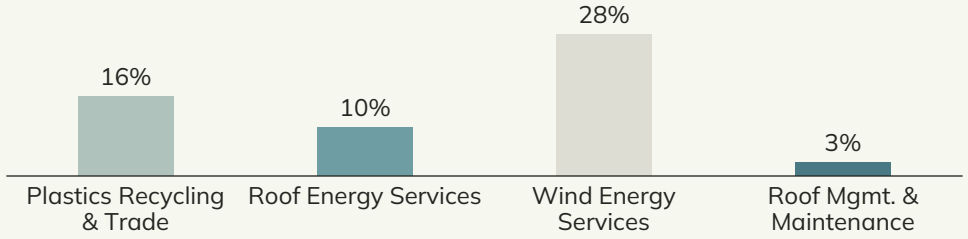
While the Wind Energy Services platform experienced a significant decrease in blue-collar headcount due to project delays, this decline was more than offset by new hires across other platforms.

Unadjusted gender pay gap 2024 (based on median)



The unadjusted gender pay gap provides a rough indication of the representation of women in higher-paid positions. Across our portfolio, the estimated pay gaps were below the German average of approximately 16%.

Consistent with patterns seen across the industrial sector, women are often more strongly represented in well-paid administrative roles than in blue-collar positions, which typically attract fewer female applicants in local labor markets.



Employee turnover serves as a rough proxy for workplace satisfaction, but the metric is also driven by industry-specific and broader macroeconomic factors.

In the Wind Energy Services platform, a relatively high level of turnover was mainly attributable to project delays and a variety of project-specific qualification requirements, dynamics that are common in this industry.

Plastic Recycling & Trade



Entry situation

We acquired leading players across the fragmented plastics recycling value chain

→

Exit vision

We are building a one-stop-shop provider of high-quality recyclates and compounds

atp bpm hovo pbs

bpm BETTER FOR THE PLANET — Since 2023

pb — Since 2024

HOFFMANN+ VOSS — Since 2025

polymer cycle

Plastic Recycling & Trade

The Plastic Recycling & Trade platform covers the entire plastics recycling value chain and aims to provide a one-stop-shop solution for sophisticated customers.

3 key investment considerations

01

Strong market tailwinds due to consumer preferences and regulatory requirements

02

Tangible organic and inorganic growth opportunities in a fragmented industry

03

Aim to position the platform as one of the leading plastics recycling companies in the DACH region through scale-up of on-site capacity and selected add-on acquisitions

Business model

Mechanical plastic recycling, production of regrinds & regranulates from post-industrial and post-consumer waste.

Vidia's sweet spot

Business positioned within Vidia's core themes of industrial materials and circular economy.

Footprint

Footprint extends across Germany, encompassing Bösel, Bötzingen, Schömberg, Nordhausen, Hoppegarten, and Viersen.

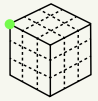
Impact case

Reducing the need for virgin plastics, enabling the transition towards a circular economy.

Investor impact

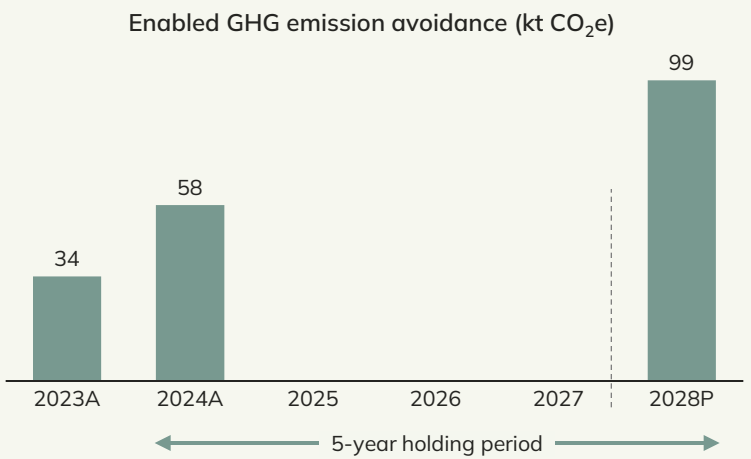
High potential for operational investor impact through organic and inorganic growth along value chain and professionalization of the organization.

Product/service	Polymer regrinds/regranulates and sorted polymer waste as input for recycling
Climate solution	Mechanical plastics recycling
NACE industry (Rev. 2.1)	E 38.3 Recovery of sorted materials G46.77 Wholesale of waste and scrap
Employees (FTEs)	~72 (Dec 2024)
Website	PCS PolymerCycle Solutions GmbH

Regrinds	Regranulates	Contract manufacturing	Secondary raw materials trading
			
Sorted plastic waste is shredded and ground to be further processed into regranulated polymer compounds by customers	Regrinds are processed through separating, melting, filtering, and extruding to produce reusable, high-quality regranulate pellets that are almost as versatile as the virgin material	Customers deliver input material, the platform delivers a finished regranulate/regrind	Trade with secondary raw materials, mainly from post-industrial waste and the German dual system

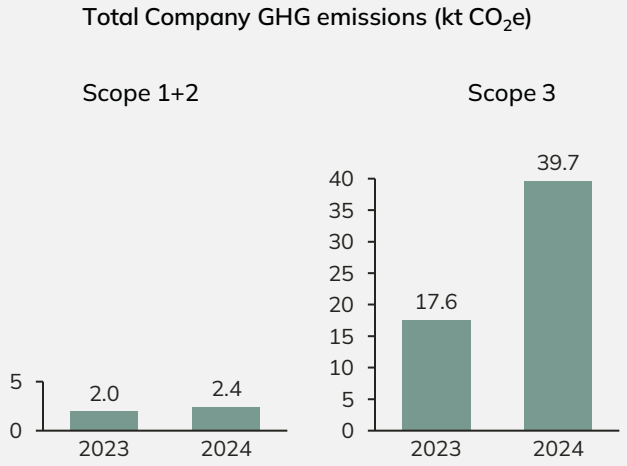
Plastic Recycling & Trade: Impact Profile 2024-25

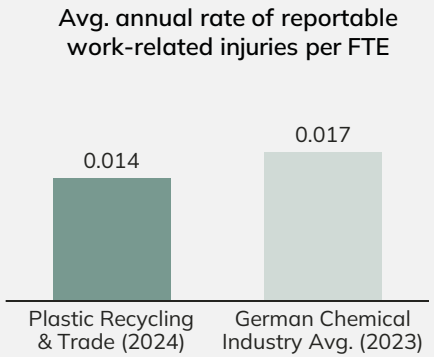
Climate impact logic	Producing virgin plastic is a carbon-intensive process that involves converting fossil fuel-based inputs into granulates of different polymer types. These granulates are then transformed into a variety of plastic products. By recycling plastic waste into high-quality 'recyclates' and supplying these recyclates to processors as a sustainable alternative to virgin plastic, we can significantly reduce the carbon footprint associated with virgin plastic production.
Company's role in the value chain	The platform plays an integral role in the trading and manufacturing phases of the mechanical plastic recycling process. Its operations encompass a comprehensive range of activities, from sourcing and trading sorted waste streams to their separation, processing, and grinding, ultimately resulting in the production and sale of regranulated plastic pellets. A relatively small portion of the business focuses on offering contracted grinding or regranulation services.
Investor impact thesis	The platform's strategy is focused on establishing itself as a comprehensive one-stop-shop for high-quality polymer recyclates. This approach integrates roles across the mechanical plastic recycling value chain that are traditionally separate, including waste trading, regrinding and regranulation, compounding, and recyclate trading.
Key developments 2024-25	Inspite of a challenging market environment for the European plastic recycling industry, a select few companies, including the platform, have successfully maintained their revenue and margins. After the platform had acquired PB Group in 2024, a plastic waste trading and processing company, Hoffmann & Voss, a leading compounding service provider, was acquired in 2025. Through this strategic add-on investment, the mechanical recycling value chain can be covered end-to-end. A new corporate identity was established and communicated to the market. Going forward, the focus is on post-merger integration and value creation.



Note: (*) The year 5 (2028) impact base case expectation includes Hoffmann & Voss, which was acquired in 2025. Moreover, the base case was recalculated to reflect a standardized, conservative base case that we believe is achievable while meeting our minimum financial performance requirements.

Plastic Recycling & Trade: ESG Dashboard 2024-25





Source: Based on DGUV

Select ESG data points

		Unit	2023	2024
Carbon Footprint	GHG Emissions Scope 1+2 (market-based)	tons CO_2e	1,996	2,436
	GHG Emissions Scope 3	tons CO_2e	17,604	39,661
Waste & Pollution	Total emissions to air (Directive (EU) 2016/2284)	Tons	0	0
	Total emissions of inorganic pollutants	Tons	0	0
	Total emissions of ozone-depleting substances	Tons	0	0
	Total emissions to water	Tons	0	0
	Hazardous waste generated or handled	Tons	1	0
Human Resources	Net New Hires	#	-2	1
	Employee Turnover	%	5.7%	15.6%
	Employees (as of 31.12.24)	#	34	72
Diversity, Equity, Inclusion (DEI)	Share of female C-suite employees	%	100%	50%
	Share of female employees	%	16%	19%
	Unadjusted gender pay gap	%	-10%	-3%

ESG priorities 2025-26

- Define science-based decarbonization target
- Develop decarbonization plan
- Improve bottom-up carbon footprint and product carbon footprint estimates
- Conduct climate physical risk analysis at key locations
- Prepare for upcoming pellet loss regulation

- Harmonize policies and codes of conduct across subsidiaries
- Continued improvement of preventive accident management
- Implement whistleblowing channel across subsidiaries

	ESG Area	Indicative Materiality	ESG Policy Coverage		ESG Mgmt. Process Maturity	
E	Carbon Footprint	High	✓	High level statement	★★	Pragmatically managed
	Waste & Pollution	Medium	✓✓	Dedicated policy	★★★★	Quantitatively managed
S	Human Resources	Medium	✓	High level statement	★★	Pragmatically managed
	Human Rights	Low	✓	High level statement	★★	Initial awareness
	Diversity, Equity, Inclusion (DEI)	Low	✓	High level statement	★★	Pragmatically managed
	Occupational Health & Safety (OH&S)	Medium	✓✓	Dedicated policy	★★★	Defined
G	Business Ethics and Compliance	Medium-High	✓	High level statement	★★	Pragmatically managed
	Data Protection & Cybersecurity	Low	(✓✓)	Outsourced	★★	Pragmatically managed
	Whistleblowing Channel	Medium	(✓✓)	Outsourced	★★★	Defined

Note: For an explanation of the categories used to summarize the quality of ESG policy coverage and ESG management process maturity, please see page 65

Roof Energy Services



Entry situation

We acquired regional champions in the industrial and commercial flat roof refurbishment and solar installation markets

→

Exit vision

We are building the leading integrated commercial & industrial roof energy services company in Germany

wierig
Since 2023

JNS
Since 2024

SCHMÍDT Bedachung
Since 2024

dach energiezukunft

Roof Energy Services

The Roof Energy Services platform combines flat roof refurbishment, solar installations, and related services into a comprehensive, roof-focused energy management solution tailored for blue-chip industrial and commercial clients

3 key investment considerations

01

Established market position in the industrial flat roof refurbishment and solar installation market combined with a strong blue-chip client base

02

Powerful regulatory tailwinds and substantial government funding initiatives are propelling the modernization of energy in industrial and commercial buildings across Germany

03

Vidia provides operational support for both organic and inorganic business growth, with a key focus on scaling the solar PV installation business

Business model

Industrial and commercial flat roof refurbishment, solar PV installation, and adjacent services/products.

Vidia's sweet spot

Strong fit with Vidia's core theme of electrification, leveraging the team's prior experience.

Footprint

Increasing energy efficiency of buildings through energetic refurbishment and the installation of solar PV systems.

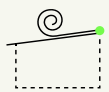
Impact case

Reducing the need for virgin plastics, enabling the transition towards a circular economy.

Investor impact

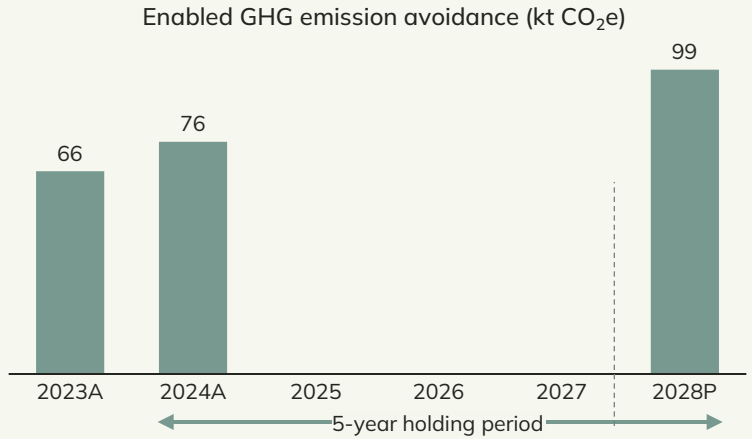
Strong potential for operational investor impact by driving inorganic growth and scaling up the organization.

Product/service	Roofing services
Climate solution	– Rooftop retrofits and insulation improvements – PV system installations
NACE industry (Rev. 2.1)	F 43.91 Roofing activities F 43.21 Electrical installation
Employees (FTEs)	278 (Dec 2024)
Website	dach energiezukunft GmbH

Roof	Solar	Services	Liquid	Kraftwerk
				
Refurbishment (>70%) and new build (<30%) of flat roofs of commercial and industrial buildings	Installation of solar PV systems (incl. roof assessment, permits, installation, procurement, and grid connection)	Roof safety installations, leakage testing, roof maintenance, and roof monitoring systems	Liquid plastic waterproofing and coating of flat roofs	Installation of heat pumps, ice energy storage, and air collectors

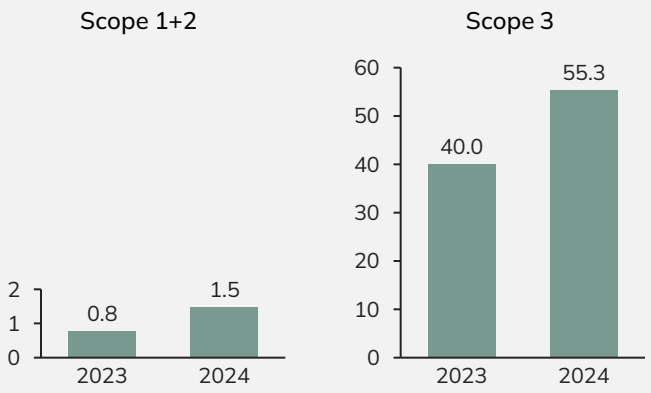
Roof Energy Services: Impact Profile 2024-25

Climate impact logic	GHG emissions can be avoided at scale by combining energy-efficient roof refurbishment and solar PV system installation. Upgrading roofs reduces heat loss, particularly in older buildings, while PV systems installed on industrial flat roofs generate low-carbon electricity mainly for on-site consumption or to improve the overall electricity mix in Germany.
Company's role in the value chain	As a general contractor, the entire EPC (engineering, procurement, and construction) process for energy-efficient roof refurbishment and solar PV system installations is owned and overseen by the platform. Both roofing services and solar PV system installations on large flat roofs require specialized know-how. At the end of the process, the customer receives a fully installed climate solution that is ready to operate.
Investor impact thesis	Vidia's growth strategy is based on two pillars: 1. The first pillar focuses on unlocking untapped operational potential within the existing platform business. By implementing a structured sales approach, we can increase lead generation and eliminate operational bottlenecks, thus expanding our capacity to serve more clients. Additional improvements include enhancing and adding second-level management, which will allow the C-suite to dedicate more time to strategic initiatives, business development, and managing key accounts. 2. The second pillar emphasizes value creation through selective add-on acquisitions, leveraging the fragmented nature of the roofing and solar PV installation markets. Inorganic growth can be achieved by expanding capacity, increasing regional coverage, and capitalizing on synergies.
Key developments 2024-25	In 2024, the platform completed its first two strategic acquisitions, materially strengthening the company's geographical footprint across Germany. While they possess limited experience in PV installations, they offer significant cross-selling potential and broaden the scope of synergies within the platform. The expanded presence has already produced significant benefits, including more effective resource allocation, faster response times, and reduced travel requirements for assembly teams. In 2025, the focus lies on an internal reorganization of the solar segment as well as the group-wide implementation of digitalization projects, aimed at streamlining operations and reducing capacity bottlenecks to enable the envisaged growth in 2025 and beyond.

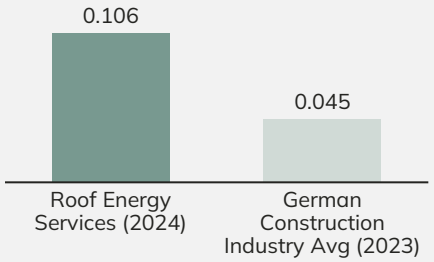


Roof Energy Services: ESG Dashboard 2024-25

Total Company GHG emissions (kt CO_2e)



Avg. annual rate of reportable work-related injuries per FTE



Source: Based on DGUV

Select ESG data points

		Unit	2023	2024
Carbon Footprint	GHG Emissions Scope 1+2 (market-based)	tons CO_2e	783	1,475
	GHG Emissions Scope 3	tons CO_2e	39,966	55,348
Waste & Pollution	Total emissions to air (Directive (EU) 2016/2284)	Tons	0	0
	Total emissions of inorganic pollutants	Tons	0	0
	Total emissions of ozone-depleting substances	Tons	0	0
	Total emissions to water	Tons	0	0
	Hazardous waste generated or handled	Tons	1,480	2,688
Human Resources	Net New Hires	FTEs	26	29
	Employee Turnover (%)	%	6%	10%
	Employees (as of 31.12.24)	FTEs	185	278
Diversity, Equity, Inclusion (DEI)	Share of female C-suite employees	%	0%	0%
	Share of female employees	%	8%	12%
	Unadjusted gender pay gap	%	18%	7%

ESG priorities 2025-26

- Define science-based decarbonization target
- Develop decarbonization plan
- Improve accuracy of carbon footprint estimates
- Document climate physical risk analysis
- Analyse accident rates and strengthen prevention measures across subsidiaries
- Establish integrated HR management
- Harmonize ESG policies and whistleblowing channel across subsidiaries

	ESG Area	Indicative Materiality	ESG Policy Coverage		ESG Mgmt. Process Maturity	
E	Carbon Footprint	High	✓	High level statement	✶✶	Pragmatically managed
	Waste & Pollution	Medium	✓	High level statement	✶✶	Pragmatically managed
S	Human Resources	Medium	✓	High level statement	✶✶	Pragmatically managed
	Human Rights	Low	✓	High level statement	✶	Initial awareness
	Diversity, Equity, Inclusion (DEI)	Low	✓	High level statement	✶✶	Pragmatically managed
	Occupational Health & Safety (OH&S)	High	✓✓	Dedicated policy	✶✶✶✶	Quantitatively managed
G	Business Ethics and Compliance	Medium	✓	High level statement	✶✶	Pragmatically managed
	Data Protection & Cybersecurity	Low	(✓✓)	Outsourced	✶✶	Pragmatically managed
	Whistleblowing Channel	Medium	(✓✓)	Outsourced	✶✶✶	Defined

Note: For an explanation of the categories used to summarize the quality of ESG policy coverage and ESG management process maturity, please see page 65

Wind Energy Services



Entry situation

We acquired service providers in the wind energy market in Germany and Denmark

Exit vision

We are building an integrated leader in the wind power value chain, spanning the entire lifecycle and serving key customer segments

vento
Since 2024

neowa
Since 2024

Wind Energy Services

The Wind Energy Services platform offers highly-skilled installation, maintenance, blade repair, site management, and repowering services to blue-chip OEMs, wind park owners, and operators

3 key investment considerations

01

Scalable organization fundamentally prepared for organic and inorganic growth with existing blue-chip as well as new customer base

02

Robust market momentum driven by the demand for clean, cost-competitive energy, coupled with substantial legislative backing

03

Vidia organically expands the platform's service offerings in specialized niches while also driving inorganic growth

Business model

Extensive range of wind power services leveraging international project management and a highly-skilled technician base.

Vidia's sweet spot

Transaction sourced after detailed analysis of the wind energy value chain within Vidia's core theme of electrification.

Footprint

Operations managed from headquarters in Ringkøbing (Denmark) and Lüneburg (Germany), with global operational footprint.

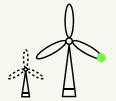
Impact case

Transitioning from fossil fuel energy to the widespread adoption of competitive wind power generation on a global scale.

Investor impact

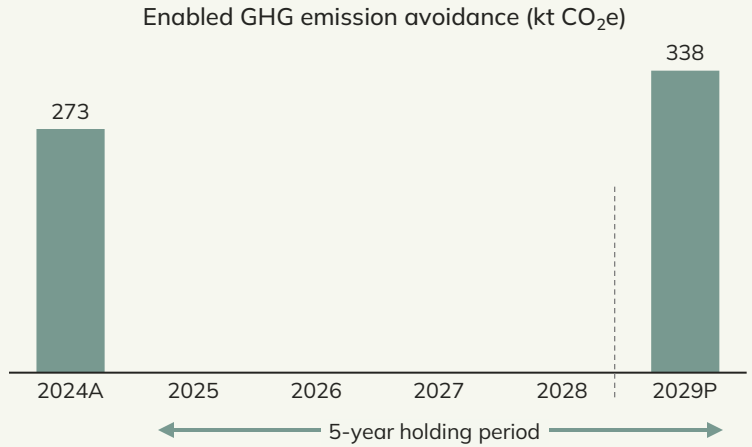
Strong potential for operational investor impact by driving organic and inorganic growth and professionalizing the organization.

Product/service	Wind energy installation, maintenance, blade repair, site management, and repowering services
Climate solution	Wind power generation
NACE industry (Rev. 2.1)	F42.22 Construction of utility projects for electricity F43.10 Demolition and site preparation
Employees (FTEs)	~345 (Dec 2024)
Website	vento neowa

Installation	Service	Blade service	Site management	Repowering
				
On- and offshore installation incl. inspection, preassembly, and cable work services	Scheduled/ unscheduled maintenance and upgrade/retrofit services	High-altitude operations, including installation and production-related blade repair services	Construction and installation site management and supervisors	Decommissioning primarily as part of repowering projects

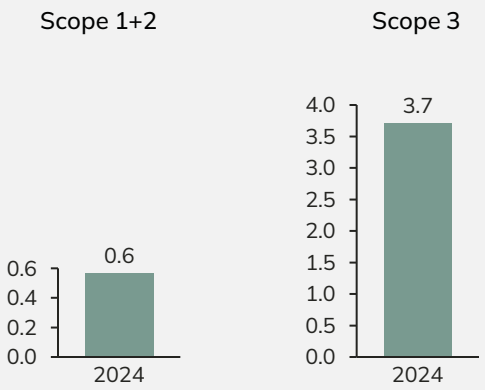
Wind Energy Services: Impact Profile 2024-25

Climate impact logic	Expanding renewable energy production is essential for decarbonizing the energy sector and accelerating industrial electrification. Every MWh produced during a wind power generator's lifetime can be used to displace a power grid's carbon intensive electricity mix by clean electricity. In order to enable the operation of wind farms, the 'deployment' value chain stage is necessary to transform the hardware output of the 'manufacturing' value chain step into operational systems. During the 'use' phase, maintenance and repair services ensure consistent annual operation. At the end of life, decommissioning services enable repowering projects, in which aged wind power equipment is replaced with state-of-the-art technology featuring improved performance.
Company's role in the value chain	The platform provides essential services across the wind power lifecycle: technical installation during deployment, maintenance during operation, and decommissioning at end-of-life to enable repowering. New installations enable future lifetime electricity output for owners and operators. Enabled installation impact is attributed in proportion to the share of installation revenue relative to total installed system costs (CAPEX). Repowering impact is attributed based on the revenue portion contributing to newly installed turbines. Maintenance service impact is estimated annually and attributed according to the share of revenues relative to the total cost of ownership (TCO).
Investor impact thesis	The initial investment in vento established a promising buy-and-build platform, supported by a scalable personnel structure, a diverse service offering, and broad geographical coverage. With strategic add-on acquisitions, a more integrated technical services offering can be offered across the wind turbine lifecycle. During the holding period, , additional value creation opportunities include expanding the customer base to optimize the use of the platform's technicians, as well as digitizing sales and resource planning.
Key developments 2024-25	The 2024 add-on acquisition of neowa has significantly expanded the platform's presence across the wind service value chain, broadened its geographic reach, and diversified OEM customer exposure. Vidia also successfully facilitated the platform's organic expansion into Japan, strengthening its presence across the Asia-Pacific region. Having achieved broad regional and service coverage, management's current focus is on deeper organizational integration to unlock greater scale and operational efficiency.

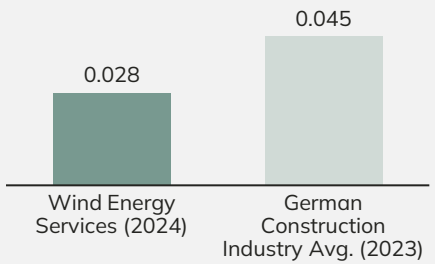


Wind Energy Services: ESG Dashboard 2024-25

Total Company GHG emissions (kt CO_2e)



Avg. annual rate of reportable work-related injuries per FTE



Source: Based on DGUV

Select ESG data points

		Unit	2023	2024
Carbon Footprint	GHG Emissions Scope 1+2 (market-based)	tons CO_2e		565
	GHG Emissions Scope 3	tons CO_2e		3,703
Waste & Pollution	Total emissions to air (Directive (EU) 2016/2284)	Tons		0
	Total emissions of inorganic pollutants	Tons		0
	Total emissions of ozone-depleting substances	Tons		0
	Total emissions to water	Tons		0
	Hazardous waste generated or handled	Tons		350
Human Resources	Net New Hires	FTEs		-14.8
	Employee Turnover (%)	%		27.7%
	Employees (as of 31.12.24)	FTEs		345
Diversity, Equity, Inclusion (DEI)	Share of female C-suite employees	%		0%
	Share of female employees	%		12%
	Unadjusted gender pay gap	%		10%

ESG priorities 2025-26

- Define science-based decarbonization target
- Develop decarbonization plan
- Improve accuracy of carbon footprint estimates
- Document physical climate risk analyses

- Closely monitor and optimize employee turnover
- Harmonize ESG-related policies across subsidiaries
- Continuously improve accident management practice

	ESG Area	Indicative Materiality	ESG Policy Coverage		ESG Mgmt. Process Maturity	
E	Carbon Footprint	Medium	✓	High level statement	★★	Pragmatically managed
	Waste & Pollution	High	✓✓✓	Dedicated policy + staff	★★★★	Quantitatively managed
S	Human Resources	Medium	✓✓	Dedicated policy	★★	Pragmatically managed
	Human Rights	Low	✓	High level statement	★★	Pragmatically managed
	Diversity, Equity, Inclusion (DEI)	Low	✓	High level statement	★★	Pragmatically managed
	Occupational Health & Safety (OH&S)	High	✓✓	Dedicated policy	★★★★	Quantitatively managed
G	Business Ethics and Compliance	Medium	✓✓	Dedicated policy	★★	Pragmatically managed
	Data Protection & Cybersecurity	Low	(✓✓)	Outsourced	★★	Pragmatically managed
	Whistleblowing Channel	Medium	(✓✓)	Outsourced	★★★	Defined

Note: For an explanation of the categories used to summarize the quality of ESG policy coverage and ESG management process maturity, please see page 65

New Platform: Wind & Climate Consulting



Entry situation

We acquired a certified wind energy yield assessor and climate consultancy

→

Exit vision

We are building an international market-leading wind and climate consulting service provider

GEO NET

Since 2025

Wind & Climate Consulting

The Wind & Climate Consulting platform serves a broad range of private and public sector clients with wind energy and climate ecology assessments as well as measurement campaigns

3 key investment considerations

01

Scalable, asset-light business model fundamentally prepared for organic and inorganic growth

02

Robust market momentum driven by the demand for clean, cost-competitive energy, substantial legislative backing, and climate adoption needs

03

Versatile potential for methodological technology and service offering expansion leveraging existing data models and experience in Germany and abroad
.

Business model

Provision of wind energy assessments, climate ecology assessments, as well as wind and climate measurement campaigns in Germany and abroad.

Vidia's sweet spot

Transaction in succession situation sourced based on Vidia's experience in the wind energy value chain as part of its electrification investment theme.

Footprint

Operations managed from headquarters in Hannover (Germany) and a secondary office in Dresden (Germany), with a global operational footprint.

Impact case

Substitution of fossil fuel energy by scaling competitive wind power generation internationally, while supporting climate adaptation.

Investor impact

Strong potential for operational investor impact by improving process efficiency and driving organic and inorganic business development.

Product/service	– Wind analytics – Wind measurement
Climate solution	Wind power generation
NACE industry (Rev. 2.1)	M71.2 Technical testing and analysis
Employees (FTEs)	~59 (2024)
Website	GEO-NET

Wind energy assessments	Climate ecology assessments	Measurements campaigns
		
First stage and bankable wind energy yield assessments, stability opinions, operations yield confirmation opinions	Heat, rain, air, and other climate related climate analyses, climate risk analyses, and climate adoption concepts	Planning, preparation, and management of wind & climate measurement campaigns, installation of permanent measurement hardware


Appendix
04

ESG at Vidia

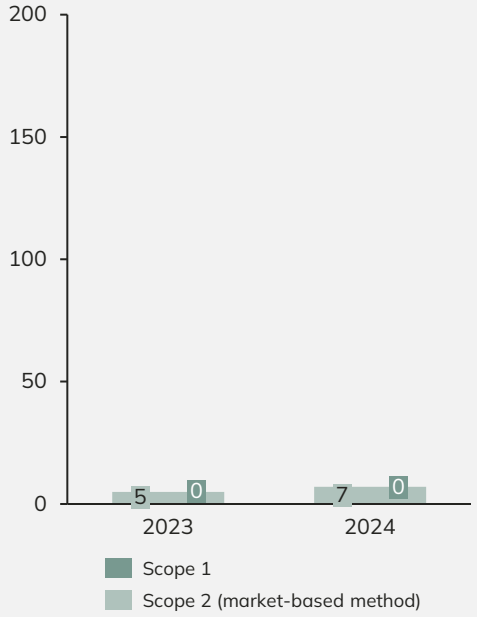


Today, responsible business practices matter more than ever. At Vidia, we hold ourselves and our portfolio companies to the same high ethical standards.

Vidia's operations have been set up for carbon-efficiency from the start

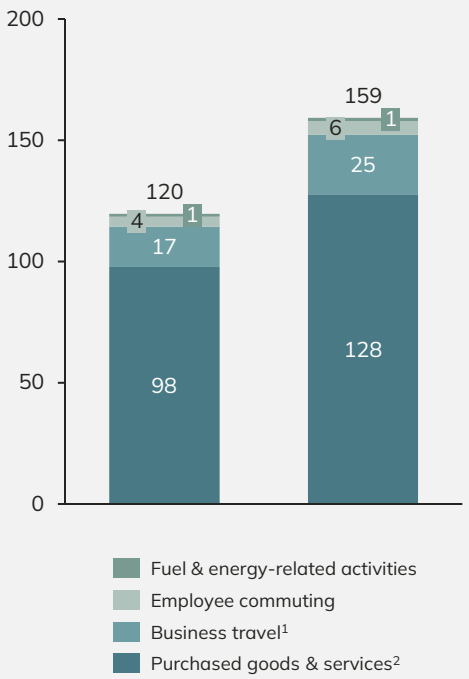
Scope 1 & 2:
Direct or controlled company emissions

(in tCO_2)

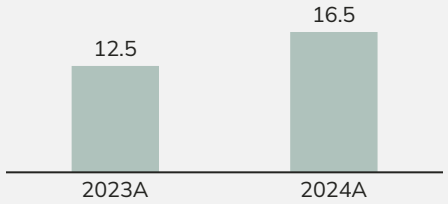


Scope 3 (excl. 3.15 — Investments):
Indirect emissions across the value chain

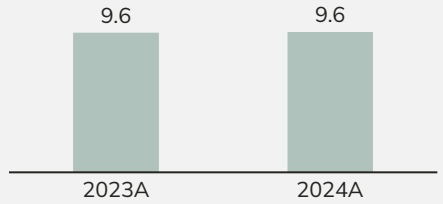
(in tCO_2)



Team size (FTEs at year-end)



Carbon intensity based on FTEs at year-end
(in tCO_2/FTE)



Between 2023 and 2024, GHG emissions increased noticeably alongside team growth. The primary driver of Scope 3 emissions was higher spending on software licenses and professional services. While our travel-related footprint remains relatively low, it also grew modestly year over year.

Compared with Scope 3 category 15 emissions – which capture the footprint of VCF1's portfolio companies – Vidia's operational GHG emissions (Scope 1, 2, and 3, excluding category 15) are relatively small. In 2024, portfolio company Scope 1 and 2 emissions totaled approximately 4.8 kt CO_2e, while Vidia's own Scope 1–3 emissions were estimated at just 0.16 kt CO_2e.

In 'walking the talk', Vidia aims to reduce its own GHG emissions over time wherever possible. Given the significant contribution of Scope 3, Category 15 emissions from its portfolio companies, Vidia's primary decarbonization strategy focuses on actively supporting these companies in setting and implementing science-based targets for their Scope 1–3 emissions. This effort is complemented by our advocacy for effective climate policies, which are essential for achieving rapid and economically viable decarbonization.

1. Emission estimates based on 2023 emission factors
2. For improved consistency, calculation methodology has been harmonized and retroactively updated

Carbon management: our approach to managing our operational carbon emissions

Beyond carbon offsetting: setting an internal carbon fee

Traditionally, private companies have relied on voluntary carbon offsetting to meet net-zero commitments. However, this approach has come under growing public scrutiny. In response, internal carbon fees have emerged as an increasingly attractive alternative. The concept is simple: a company imposes a self-determined carbon fee on its own emissions, using these funds to drive climate-positive initiatives. When establishing an internal carbon fee, two essential questions must be addressed:

1. Which carbon fee levels should be applied to different types of GHG emissions?
2. How should the climate action budget be allocated?

Carbon fee levels

At Vidia, we have elevated internal carbon pricing by expanding our focus beyond the workplace. We encourage our team members not only to adopt responsible practices in their business lives but also to reduce carbon emissions at home, fostering greater climate awareness and advocacy. To this end, we include the carbon footprints of team members' households in our internal carbon fee calculations. Recognizing the higher-than-average disposable incomes typical in the private equity industry, we calculate our carbon footprint estimate on an annual average that's 50% above the standard German per capita GHG footprint.

When it comes to GHG emissions from energy consumption and travel (in particular aviation), our chosen pricing per ton of CO_2 exceeds common price benchmarks. This better reflects the funding needed for sustainable aviation fuels. By setting these higher prices internally, we aim to accelerate the transition to Paris Agreement-aligned decarbonization pathways, a shift that could be significantly expedited if broader adoption of higher carbon pricing levels were implemented.

Climate action budget

Based on our carbon fee levels, we established a climate action budget for 2024 of approximately €29,000. Since Vidia has a relatively small and well-managed Scope 1 and 2 emissions footprint, opportunities for direct investment in operational decarbonization are limited. Therefore, we have allocated a significant portion of Vidia's climate action budget to Atmosfair, a respected German non-profit specializing in climate mitigation projects. Rated highly by *Stiftung Warentest*, Atmosfair's initiatives reflect the GHG emissions from our team's private households as well as our spend-based GHG emissions. To address our remaining office and business travel emissions, we have further supported high-quality carbon removal through sustainable biochar and climate policy advocacy through *Allianz pro Schiene* and the non-profit Milkywire.

Leading by example

We are aware that purely voluntary approaches to climate action result only in incremental progress through small steps, which is far from sufficient to achieve the goals set out in the 2015 Paris Agreement. Competitive pressure and the limitations of economic feasibility prevent most companies from voluntarily going beyond the minimum standard. Until economic incentives, mandatory standards, and climate policies ensure that Paris-aligned decarbonization becomes either economically attractive or a legal requirement, we believe it is best to lead by example. For that reason, Vidia supports climate mitigation projects and advocates for systemic, scalable solutions.

Carbon management allocation 2024

	% of budget allocation
Standard carbon avoidance	
– Atmosfair standard climate project portfolio	52%
High-quality carbon removal	
– Biochar project by INTERHOLCO	19%
Climate project advocacy	
– Allianz Pro Schiene	29%
– Milkywire "Decarbonization Pillar"	

Vidia embraces diversity both as a societal responsibility and for optimal outcomes

At Vidia, we continue to view DEI not only as a marker of societal progress but also as a source of competitive advantage for organizations and communities. It is important to remember the full scope of the term: diversity, equity, and inclusion are foundational concepts for building fair, innovative, stable, and resilient organizations and societies.

- **Diversity** refers to the representation and acknowledgment of differences within a group, organization, or society. These differences may include, but are not limited to, race, gender, age, sexual orientation, disability, culture, religion, socioeconomic status, education, and experience. Embracing diversity means recognizing that each individual is unique, and it provides access to a broad range of perspectives and solutions.

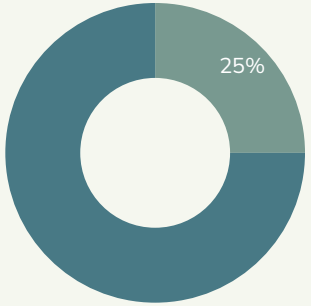
- **Equity** is about fairness and justice. Unlike equality – which provides the same resources and opportunities to everyone regardless of individual needs – equity recognizes and addresses systemic imbalances by allocating resources and support based on specific needs. The goal is to ensure everyone has the means to succeed and overcome barriers that have historically excluded or disadvantaged certain groups.

- **Inclusion** means creating an environment where all people feel welcomed, respected, valued, and empowered to fully participate. It's not enough to just invite diverse individuals to the table; inclusion ensures they have a real voice, impact, and a sense of belonging. Inclusion is achieved through intentional and ongoing efforts to dismantle barriers, challenge biases, and foster active participation from all members of the organization or community.

Vidia's gender diversity profile

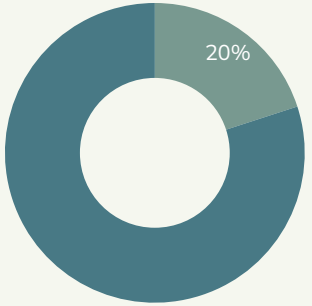
(as of Dec. 2024)

Partner gender diversity



This metric refers to four partners, one of which is female. Vidia is female founded.

Non-GP gender diversity



This metric refers to all non-GP employees (excluding interns and student workers).

Vidia supports Level 20's mission to increase female representation in private equity, with the goal of reaching 20% women in senior roles and a particular focus on investment positions. As a sponsor, we contribute to advancing industry-wide change through research, mentoring, and advocacy across Europe.

Vidia's high-level ESG policy statement

Structure of high-level ESG policy statement

Preamble & Scope		
Foundational ESG Policies		**Corresponding ESG Area**
Business Ethics	– Legal compliance – International Standards and Norms – Conflicts of interest – Corruption and bribery – Money laundering – Competition law – Tax integrity – Data protection and IT security	– Business Ethics and Compliance – Data Protection & Cybersecurity
Working Conditions and Human Rights	– Child labor and modern slavery – Wages and social benefits – Working hours – Freedom of association – Equal treatment and anti-harassment – Young workers	– Human Resources – Human Rights – Diversity, Equity, Inclusion (DEI)
Occupational Health and Safety	– Workplace safety – Climate risks – Emergency preparedness – Fire protection – Substance abuse	– Occupational Health & Safety (OH&S)
Climate and Environmental Protection	– Decarbonization in support of the Paris Agreement – Base Year Recalculation – Climate policy advocacy – Energy efficiency – Renewable energy – Biodiversity – Sustainable resources management and waste reduction – Environmental (non-GHG) pollution management	– Carbon Footprint – Waste & Pollution
Implementation and Monitoring		
ESG management		
Continuous improvement		
Responsibility for implementation		

ESG Policy Statement

At the time of acquisition, many small- to midsized industrial companies typically do not yet have formal ESG policies in place. Nevertheless, a wide range of ESG matters is often managed pragmatically through informal policies and practices by responsible owners and company leaders.

To support the formalization of ESG policies during our holding period, we provide our portfolio companies with a comprehensive ESG Policy Statement (*ESG Grundsatzerklärung*), a collection of high-level commitments and policy statements covering all relevant ESG dimensions. The document is structured around four core areas: Business Ethics; Working Conditions and Human Rights; Occupational Health and Safety; and Climate and Environmental Protection. It is designed to help portfolio companies manage ESG-related risks and opportunities while maintaining a consistent set of values and principles. Moreover, the document outlines the procedural standards for effective implementation, including clear responsibility allocation, continuous improvement, and whistleblowing mechanisms.

Vidia's Operations and Impact, ESG, and Compliance teams are committed to assisting portfolio companies in the effective implementation of the ESG Policy Statement. Depending on the unique needs and existing policies of a portfolio company, the document can function as either a checklist or a template. Over time, more detailed and specific ESG policies can be formalized by each portfolio company as needed.

Vidia's ESG management maturity framework

ESG management maturity framework

To monitor progress in the quality of ESG management, we have developed a management maturity framework that captures both the extent of ESG policy coverage (ranging from "no statement" to "dedicated policy & staff") and the maturity of ESG management practices, drawing on established capability maturity models (CMM) used in quality management and software development. Management process maturity is described on levels from 0 (Ignorance) to 5 (Optimizing), with each level defined by characteristic features that build upon one another. For example, the documentation of policies and processes provides the foundation for the formalization of roles and responsibilities, which in turn provides the foundation for measurement and target setting, and allows for continuous improvement and learning. A self-assessment of Vidia's policy coverage and ESG management maturity is provided below.

	Vidia GmbH as of 09/2025	Indicative Materiality	ESG Policy Coverage		ESG Mgmt. Processs Maturity	
E	Carbon Footprint	Low	✓	High level	✶✶✶	Defined
	Waste & Pollution	Low	✓	High level	✶	Initial awareness
S	Human Resources	Medium	✓✓	Dedicated policy	✶✶✶	Defined
	Human Rights	Low	✓	High level	✶✶	Pragmatically managed
	Diversity, Equity, Inclusion (DEI)	Medium	✓✓	Dedicated policy	✶✶	Pragmatically managed
	Occupational Health & Safety (OH&S)	Low-Medium	✓✓✓	Dedicated policy + staff	✶✶✶✶	Quantitatively managed
G	Business Ethics and Compliance	High	✓✓✓	Dedicated policy + staff	✶✶✶	Defined
	Data Protection & Cybersecurity	High	(✓✓)	Outsourced	✶✶✶	Defined
	Impact Measurement & Mgmt.	High	✓✓✓	Dedicated policy + staff	✶✶✶✶	Quantitatively managed
	Whistleblowing Channel	High	(✓✓)	Outsourced	✶✶✶	Defined

Quality of ESG Policy Coverage	
O	No statement
✓	High level policy statement
✓✓	Dedicated policy
(✓✓)	Outsourced
✓✓✓	Dedicated policy + staff

ESG Mgmt. Maturity Levels		ESG Mgmt. Process Quality	
0		Ignorance	Non-existent practice/interest
1	✶	Initial awareness	Undefined, rarely practiced, mostly reactive
2	✶✶	Pragmatically managed	Not formally defined, more regularly but informally practiced
3	✶✶✶	Defined	Well formalized/documented, regularly practiced, proactive
4	✶✶✶✶	Quantitatively managed	Fully formalized, externally validated, consistent, measured outcomes
5	✶✶✶✶✶	Optimizing	Best-in-class, focus on continuous organizational learning, predictive

Overview of our platforms & their logic models

A “logic model” represents a well-established impact framework that describes a linear causal chain ranging from an organization’s inputs and activities over its outputs to its outcomes and its contribution to wider impacts. When applied to our portfolio companies, the inputs represent the company’s resources and capabilities as well as its procurement and value creation activities. The main outputs are the units of climate solution products and services sold.

Outcomes in terms of enabled avoided (or reduced/ removed) GHG emissions can be estimated in comparison with a counterfactual baseline, or “reference scenario.” At a more general societal level, the positive climate mitigation outcomes collectively contribute to an acceleration of the pace of decarbonization and humanity’s “race to zero.” The following overview summarizes our portfolio companies’ logic models.



Plastic Recycling & Trade

Platform company	PCS PolymerCycle Solutions GmbH
Composition (as of 9/2025)	– Best Plastic Management – PB Group – Hoffmann & Voss
Date established	08/2023
Impact period	2024-2028
Overall climate solution	Plastic recycling
Climate impact logic	Substitution of virgin plastic; prevention/delay of waste incineration
Value chain stage	– Regrinding and extrusion of recycled plastic into high-quality recyclates – Secondary raw material trading – Tolling (Recycling-as-a-service)

Products/ services	Sorted secondary raw material, plastic regrinds and regranulates
Inputs	Plastic waste from post-industrial or post-consumer sources
Outputs	Tons recyclate sold (or enabled) p.a.
Climate outcomes	Avoided GHG emissions from virgin plastic production
Climate impacts	Accelerating the pace of industrial decarbonization

Roof Energy Services / Roof refurbishment

Platform company	dach energiezukunft GmbH
Composition (as of 09/2025)	– Wierig Group (excl. Wierig Solar) – JNS Group – Schmidt Group
Date established	12/2023
Impact period	2024-2028
Overall climate solution	Rooftop insulation systems
Climate impact logic	Reduced heat energy losses result in lower heat energy demand
Value chain stage	Deployment (General Contractor/EPC)

Products/ services	Roofing services
Inputs	– Insulation materials – Roofing membranes
Outputs	m^2 area retrofitted p.a.
Climate outcomes	Avoided GHG emissions from average building heating
Climate impacts	Accelerating the pace of industrial decarbonization

Roof Energy Services / Solar PV installations

Platform company	dach energiezukunft GmbH
Composition (as of 09/2025)	solar energiezukunft GmbH (Wierig Solar)
Date established	12/2023
Impact period	2024-2028
Overall climate solution	Solar PV systems
Climate impact logic	Substitution of average electricity mix with low carbon electricity
Value chain stage	Deployment (General Contractor/EPC)

Products/ services	Solar PV system planning & installation
Inputs	Solar PV system hardware
Outputs	KWp installed p.a.
Climate outcomes	Avoided GHG emissions from average electricity generation
Climate impacts	Accelerating the pace of industrial decarbonization

Roof Management & Maintenance

Platform company	Vidia One BidCo IV GmbH
Composition (as of 09/2025)	N/A
Date established	08/2024
Impact period	2025-2029
Overall climate solution	Rooftop leakage detection, monitoring, and maintenance
Climate impact logic	– Early detection of rooftop membrane flaws and defects prevents leaking and extends average rooftop lifetime – Enables green roofs / solar PV
Value chain stage	– Development (sensors) – Deployment (roof inspection) – Use (maintenace)

Products/ services	– Leakage detection – Condition monitoring – Roofing safety – Moisture sensors – PV maintenance
Inputs	– Leakage detectors – Proprietary moisture sensor technology
Outputs	m^2 of rooftop area subject to preventive rooftop repair & maintenance
Climate outcomes	Avoided GHG emissions from avoided rooftop repair/ replacement
Climate impacts	Accelerating the pace of industrial decarbonization

Wind Energy Services

Platform company	Vidia One BidCo III GmbH
Composition (as of 09/2025)	– VEN-TO ApS – neowa GmbH
Date established	06/2024
Impact period	2025-2029
Overall climate solution	Wind power installation, maintenance, and repair/decommissioning services
Climate impact logic	– Installation and (indirectly) decommissioning enable lifetime wind power production – Maintenance enables annual wind power production
Value chain stage	– Deployment (Installation) – Use (Maintenance) – End of Life (Decommissioning)

Products/ services	– Installation – (Blade) Service – Site management – Repowering
Inputs	– Specialist personnel – Equipment
Outputs	Installed/maintained energy generation capacity
Climate outcomes	Avoided GHG emissions from electricity generation
Climate impacts	Accelerating the pace of industrial decarbonization

Wind & Climate Consulting

Platform company	Vidia BidCo VI GmbH
Composition (as of 09/2025)	GEO-NET Umweltconsulting GmbH
Date established	08/2025
Impact period	2026-2030
Overall climate solution	Wind power and climate adaptation consulting
Climate impact logic	Wind analytics and measurements of potential sites are a critical enabler for the Installation of new windfarms
Value chain stage	Deployment: Project Development (Concept, Permitting & Financing)

Products/ services	– Wind analytics – Wind measurement – Verification – Climate analyses
Inputs	– Specialist personnel – Modeling software – Measurement devices
Outputs	– Wind measurement report – Wind energy yield report – Climate risk report
Climate outcomes	Avoided GHG emissions from electricity generation
Climate impacts	Accelerating the pace of industrial decarbonization

Logic Model for Vidia's Investor Impact

Category	Timeframe	Inputs, Activities	Outputs	Outcomes	Impact
Impact Planning	First 3-6 months	– Strategy workshops on near-/mid-term growth and operational improvement initiatives – Development of operational model and operational improvement priorities	– Impact growth strategy – Operational improvement strategy	– Shared understanding of strategic/ operational priorities – Clear management priorities and goals	– Improved climate solution product/service unit sales trajectory during hold period – Improved relative competitiveness of climate solution product/service => market share gains
Impact Improvement	On-going	– Implementation of impact (sales) growth initiatives – Implementation of operational improvement initiatives – Implementation of buy & build strategy	– Improved strategic/operational performance drivers – Add-ons acquired/integrated	– Improved operational metrics – New customer wins & market share gains – Synergy effects	
Impact Monitoring & Management	On-going	– Regular management reviews about progress on sales growth and operational improvement	– Regular management reviews	– Effective management decision making	
ESG Planning	First 6-12 months	– ESG workshop based on ESG Due Diligence Report – Preparation of ESG Roadmap with near-term priorities	– Agreement on ESG Roadmap / near-term targets	– Shared understanding of ESG risks and opportunities – Clear management priorities and goals	– Value preservation through improved ESG risk mitigation – Value creation through opportunities for ESG improvements
ESG Improvement	On-going	– Implementation of ESG Roadmap – Integration of ESG aspects in monthly management reviews/annual targets	– Improved ESG performance drivers – Formalized ESG policies, procedures, and initiatives etc	– Improved ESG metrics – Reduced exposure to ESG risks/issues over time	
Impact & ESG Data Collection	Q1 every year	– Execution of Impact & ESG Data Collection – Review of assumptions for impact model – Carbon footprinting of scope 1-3	– ESG data collected – Carbon footprint estimated – Updated climate impact model	– Improved impact & ESG-related transparency and awareness – Improved robustness of impact performance data	
ESG Monitoring & Management	On-going	– Regular management reviews with focus on ESG improvement activities and management of any adhoc ESG risks & issues that may arise	– Regular management reviews	– Effective management decision making	

IMP 5 dimensions: Vidia Climate Fund 1 (VCF1)

Dimension	Category	Description	KPI	Comment / Mitigants
What	Outcome Type	– Climate mitigation performance of products/services (carbon "handprint") assessed by forward looking assessment of enabled lifetime GHG emission avoidance	– Enabled GHG emission avoidance (Tons CO2e) through sales of products/services	– Contribution to the goals of the Paris Agreement (i.e. restoring safe levels of atmospheric CO2e concentration (ppm))
	Outcome threshold	– Minimum significance threshold for selection process: ≥ 1.000 Tons CO2e / mEUR p.a. avoidance (projected average of 5-year holding period)	– Avg. enabled GHG emission avoidance (tons CO2e) per holding year per mEUR equity deployed	– Impact capital efficiency measured by average climate mitigation performance per holding year over mEUR equity deployed
	Importance of outcome to stakeholder	– A stabilized Earth climate represents a critical requirement for the possibility of civilizational human progress for centuries to come and determines the quality of life, long-term safety, well-being of young people and future generations		– Target stakeholder group (young people and future generations) is severely underserved
Who	Stakeholder	– Climate: young people and future generations, vulnerable populations, life on earth – Business: employees, management, suppliers, customers, investors – Other: local communities, civil society, consumers, impacted parties across the value chain, biodiversity		– ESG Due Diligence and ESG Management help identify, mitigate and manage negative impact risks, including stakeholder participation risk
	Geographical boundary	– Global effects of GHG emissions – Geographic focus area for VCF1 investments: DACH and Nordics		
	Outcome level at baseline	– Based on most recent volume of climate solution unit sales prior to investment – Based on past growth performance and market dynamics at time of investment	– # units sold – Enabled GHG emission avoidance (tons CO2e) per unit sold	– Influences level of annual GHG emissions – Influences level of atmospheric concentration of CO2e (ppm)
How much	Scale / Breadth	– The scale of climate mitigation impact is driven by – 1) # of climate solution units sold and – 2) GHG emission avoidance impact per climate solution unit sold	– # units sold – Enabled GHG emission avoidance (tons CO2e) per unit sold	
	Depth	– The depth of climate mitigation impact is driven by quality of contribution: The importance of a company's products and services for the functionality and competitiveness of the climate solution's value chain impact	– Qualitative assessment score – Attribution factor %	– Minimum level of "quality of contribution" (at least "fundamental" for the production/deployment/use of climate solution)
	Duration	– Assuming average 5-year holding period per portfolio company – Depending on type of avoidance effect: can be one-time/annual (e.g. recycling) or lifetime/service life (years) for long-lived goods	– Average service life per unit (years) – Holding period (years)	
Contribution	Scale counterfactual	– Company impact: Projection of alternative (lifetime) GHG emissions in reference scenario absent company activity	– Counterfactual GHG emissions (tons CO2e)	– Dynamic counterfactual takes into account expected changes during lifetime into account
	Depth/Duration counterfactual	– Investor impact: Improved growth performance and competitiveness of portfolio company compared to reference scenario without investor activity (i.e. standalone)	– Qualitative assessment	– Investor impact assessment through interview with portfolio company management
Risk		– See "IMP impact risk analysis"		

Vidia Climate Fund I - IMP impact risk analysis

Key issues	Definition (based on IMP)	Description	Severity	Likelihood	Comment/Mitigants
Evidence risk	The risk of insufficient quality of impact measurement data and inaccurate assumptions	– Risk that the climate impact assessment (avoided emissions estimate) is overly optimistic or overly pessimistic due to inaccurate/unrealistic assumptions	Low-medium	Low-medium	– Conservative assumptions and sanity checks – Preference for science-based/real-world measurement data – 4-eye principle and external validation
External risk	The risk that external factors disrupt your ability to deliver the impact	– Risk of adverse macro-trends: financial/economic crises, geopolitical conflicts, extreme weather events, trade & supply chain disruptions, technology or market trends, shifts in political power relations (national, EU), market failure – Excessive bureaucracy and regulatory headwinds	Low-medium	Low-medium	– Continuous monitoring of macro-trends and regulatory developments (national, EU) – Included in ESG DD: Physical climate risk assessment
Stakeholder participation risk	The risk that expectations and/or experiences of stakeholders is misunderstood or not taken into account	– Potentially overlooked stakeholders include: – Climate: young people and future generations, vulnerable populations, life on earth/biodiversity – Business: employees, management, suppliers, customers, investors – Social: local communities, civil society, consumers, impacted parties across the value chain	Low-high	Low-high	– Whistleblower platforms – ESG Due Diligence – ESG Management
Drop-off risk	The risk that positive impact does not endure and/or that negative impact is no longer mitigated	– Risk of rebound effects (Jevon's paradox) – Risk of positive impacts being short-lived & becoming marginalized or saturated over time	Low	Low-medium	– Consideration of rebound risks in climate impact assessment – Consideration of long-term relevance of climate solution – Consideration of market transition dynamics
Efficiency risk	The risk that the impact could have been achieved with fewer resources or at lower cost	– Risk of more impactful alternative/nascent climate solutions being either displaced or displacing the current climate solution due to superior performance	Low	Low	– Competitive analysis – Technology benchmarking – Consideration of market transition dynamics
Execution risk	The risk that the activities are not delivered as planned	– Risk of below-target business plan achievement due to poor management performance – Risk of investment structures with negative impact (e.g., excessive fees/leverage)	Medium	Low	– Overlap with business plan execution risk; part of commercial DD – Requires conviction in portfolio company management's capabilities – Focus on value creation-driven LBO structures, avoid restructuring/transformation cases
Alignment risk	The risk that impact is not locked into the enterprise model	– Risk of mission drift over time, i.e., risk of declining relative share of positive impact business/increasing share of negative impact business	Low-medium	Low	– Investment strategy and selection process to ensure high degree of collinearity – Responsible exit policy and post-exit impact risk assessment
Endurance risk	The risk that the required activities are not delivered for a long enough period	– Risk of a technology losing relevance as a climate solution over the next few decades (bridge technology, false solution) – "Impact at exit" risk: impact level is expected to stagnate/decline under new owner	Low-medium	Low-medium	– Consideration of long-term relevance of climate solution – Forward-looking assessment of climate solution impact potential – Responsible exit policy and post-exit impact risk assessment
Unexpected impact risk	The risk that significant unexpected positive and/or negative impact is experienced by people and the planet	– Unexpected negative impacts can occur in terms of environmental pollution, social impacts across the value chain, and governance failures	Low-high	Low-high	– Whistleblower platforms – ESG Due Diligence – ESG Management

ESG & impact investing glossary (A–L)

Abbreviation	Meaning	Context	Type	Explanation
CSDDD	Corporate Sustainability Due Diligence Directive	Sustainability (EU)	Regulation	Mandatory statutory due diligence requirements within the EU to prevent human rights and environmental impacts across value chains
CSRD	Corporate Sustainability Reporting Directive	Sustainability (EU)	Regulation	Mandatory statutory sustainability reporting requirements within the EU to disclose a broad range of financially and non-financially material ESG factors
DNSH	Do No Significant Harm	Sustainability (EU)	Standard	Regulatory screening standards (applied – very differently – by SFDR and EU Taxonomy) to ensure the absence of severe social or environmental harm
EDCI	ESG Data Convergence Initiative	Sustainability (global)	Standard	Initiative within the private equity industry defining a standard set of comparable ESG metrics for benchmarking pruposes
EFRAG	European Financial Reporting Advisory Group	Sustainability (EU)	Organization	Technnical advisory group tasked with the definition of sustainability reporting standards within the EU
ESG	Environmental, Social, Governance	Sustainability (global)	Acronym	Conceptual framework categorizing risks and opportunities for non-financial impacts on people, environment, societies
ESRS	European Sustainability Reporting Standards	Sustainability (EU)	Standard	Underlying technical layer of requirements for CSRD reporting
EU Taxonomy	EU taxonomy for sustainable activities	Sustainability (EU)	Standard	EU regulatory framework defining economic activities that contribute to environmental sustainability objectives
GHG	Greenhouse Gas	Climate change	Acronym	Refers to gases that trap heat in the atmosphere, contributing to the greenhouse effect and climate change. Key GHGs include carbon dioxide (CO^2), methane (CH4), and nitrous oxide (N2O), all of which are regulated under climate protocols and frameworks such as the Paris Agreement.
GHG Protocol	Greenhouse Gas Protocol	Climate change	Standard	Set of guidance and rules to estimate a company's Scope 1-3 GHG emissions
GIIN	Global Impact Investing Network	Impact Investing	Organization	Member organization for asset owners and managers committed to impact investing best practices and peer learning
IEA	International Energy Agency	Climate change	Organization	Intergovernmental organization tasked with providing policy recommendations, analysis and data related to the global energy sector
IFRS	International Financial Reporting Standards	Sustainability (global)	Standard	Set of accounting and disclosure rules to ensure the international comparability of financial reports, including financially material ESG factors
IFRSF	International Financial Reporting Standards Foundation	Sustainability (global)	Organization	Standard setting body tasked with the development of global accounting and reporting standards
ILO	International Labour Organisation	Sustainability (global)	Organization	United Nations agency tasked with advancing social and economic justice by setting international labor standards
IMP	Impact Management Project	Impact Investing	Organization	Initiative that was tasked to develop an impact investing standard framework (has been succeeded by the non-profit organization, Impact Frontiers

ESG & impact investing glossary (L-U)

Abbreviation	Meaning	Context	Type	Explanation
IOOC	Input, Output, Outcome, Impact	Impact Investing	Acronym	Simplified theory of change based on linear causal model
IPCC	International Panel on Climate Change	Climate change	Organization	Intergovernmental organization tasked with advancing scientific knowledge about climate change
ISSB	International Sustainability Standards Board	Sustainability (global)	Organization	Group within the IFRS Foundation tasked with development of sustainability disclosure standards
OECD	Organisation for Economic Co-operation and Development	Sustainability (global)	Organization	Intergovernmental member organization (consisting of 38 high income countries) tasked to stimulate economic progress and trade
OECD Guidelines for MNEs	OECD Guidelines for Multinational Enterprises	Sustainability (global)	Principles	Principles and standards for responsible business conduct recommend by the OECD
OH&S	Occupational Health and Safety	Sustainability (global)	Acronym	ESG theme covering the safety and quality of working conditions
PAI indicators	Principal Adverse Impact indicators	Sustainability (EU)	Standard	Set of ESG indicators for mandatory disclosure under SFDR related to common ESG risks
SBTI	Science-Based Targets Initiative	Climate change	Organization	Voluntary verification body regarding the alignment of decarbonization targets with science-based normative aspirations
SFDR	Sustainable Finance Disclosure Regulation	Sustainability (EU)	Regulation	Sustainable finance-related disclosure rules within the EU
TCFD	Task Force on Climate-related Financial Disclosures	Climate change	Organization	Board tasked with developing of climate-related disclosure standards (mandatory in the UK), converging with ISSB and overlapping with ESRS
TOC	Theory of Change	Impact Investing	Acronym	Articulation of fundamental assumptions regarding a societal problem's root causes, causal relationships and feedback loops (system dynamics), and potential leverage points for generating (positive) change
TONIIC	(no acronym)	Impact Investing	Organization	Member organization for high net-worth individuals committed to impact investing best practices and peer learning
UNGC	United Nations Global Compact	Sustainability (global)	Principles	Voluntary framework by the United Nations for businesses to commit to sustainable and socially responsible policies, and to report on their implementation
UNPRI	United Nations Principles for Responsible Investment	Sustainability (global)	Principles	UN-supported member organization for investors committed to principles regarding the consideration of ESG issues during the investment lifecycle

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