

Castik Capital ESG Report 2024



Contents

Introduction	3
Managing Partner's Statement	3
ESG Manager's Statement	4
Overview	5
Castik at a glance	5
Our funds	6
Our portfolio	7
2024 highlights	8
ESG initiatives	9
ESG Strategy	9
Managing ESG in our portfolio companies	10
Castik's ESG roadmap for portfolio companies	11
Embedding consistent data collection	12
Castik's Approach to ESG	13
Environmental	13
Social	14
Governance	15
Portfolio Company Performance	16
AddSecure	20
Aider	21
AllDent	22
Alpega	23
Andra Tech Group	24
Artus	25
Customs Support Group	26
Element Logic	27
Global Gruppe	28
paraDIGMA	29
TBAuctions	30
WATR	31
Annex	32



Maturing our approach to ESG

2024 was another strong year for Castik, in which ESG became more deeply rooted in our operations.

Our approach

ESG is integral to the way we build market-leading companies. There is a strong appetite in the limited partner community for businesses not just to be compliant, but to be transparent and open about their approach to key ESG topics. We believe embedding ESG considerations throughout a business is a key part of the value creation process.

As many of our portfolio companies mature, we are pleased to see ESG implementation improving across the board. This year, we sought to give the organisations a higher degree of autonomy, encouraging them to take initiative and recognise how a strong ESG commitment can generate added value. We are confident that our approach empowers and encourages portfolio companies to allocate greater resource to ESG matters.

At Castik, and at the portfolio level, our approach to ESG remained consistent in 2024. High-quality data remains critical to our understanding of how we are performing and our analysis of what we can improve on. To support more efficient and detailed data collection and analysis, we began transitioning to a new reporting software tool. We continued to offer relevant support and guidance, including bespoke ESG roadmaps, to help our portfolio companies meet ESG requirements and define their unique value.

2024 performance

In 2024, we displayed our strengthened commitment to ESG by establishing our first SFDR Article 8 fund, EPIC III. This decision demonstrates that we are keeping pace with evolving market expectations and matching the appetite of our investors. To comply with Sustainability Finance Disclosure Regulation (SFDR) requirements, we conduct ESG due diligence on every potential deal and focus on avoiding businesses that have negative ESG impacts. We do not prioritise ESG maturity for new deals. Instead, we support the portfolio companies to implement all basic SFDR policies within 18 months of us closing the deal.

Across our existing portfolio, we built a more complete picture of ESG progress. Our portfolio companies reported more comprehensive data to support our compliance with the SFDR and we continued to update stakeholders via expanded portfolio company reports. Many portfolio companies began laying the groundwork for more extensive reporting in 2025, as required by the Corporate Sustainability Reporting Directive (CSRD).

Looking ahead

ESG goals only lead to true impact and lasting value generation when they are achievable and relevant, so it would be counterproductive for Castik to set goals for our diverse, multi-sector portfolio. Instead, we will continue to encourage portfolio companies to embrace ESG in a meaningful way while ensuring they meet minimum regulatory standards.

At the Castik level, we will use data to inform key goals, such as our timeline and strategy for reaching Net Zero. The progress we have made to fill data gaps will support CSRD compliance and give us a more complete picture of ESG risks and opportunities across our portfolio. In February 2025, the EU Commission announced the adoption of the first CSRD Omnibus package, bringing uncertainty to the final timeline and coverage of the CSRD. However, we will continue to support our portfolio companies in their preparation for compliance with CSRD, as we believe the identification of relevant impacts, risks and opportunities through double materiality assessment contributes to the value creation path beyond just pure compliance.

INTRODUCTION

ESG Manager's Statement

We continue to formalise how we approach ESG and build a community where our portfolio companies can work through ESG challenges together.

Where we've focused this year

Building on the ESG roadmap we implemented in 2023, we introduced a broader suite of documents that outline what we expect from our portfolio companies to bring greater consistency.

One of the most important pieces of guidance is our ESG checklist, which helps portfolio companies identify critical gaps in their ESG frameworks and initiatives. The document sets out our expectations in terms of governance, data reporting, regulatory compliance, and a timeline for implementation. It includes optional best practice KPIs that allow organisations with more mature ESG programmes to customise how they report.

To support fund-level reporting, we began transitioning to a more efficient, user-friendly software tool that gives us more flexibility in how we analyse and report on KPIs. For the portfolio companies, we have recommended

that they choose from two pre-selected software tools to help them fulfil their data collection and reporting requirements.

Our community of sustainability managers grew stronger in 2024. All portfolio companies now have at least one employee appointed to oversee ESG matters, with most having a full-time ESG manager and strong executive-level engagement. These changes have helped them collect more meaningful and reliable data. We were encouraged to see ESG managers, who typically work alone or within small teams, connecting outside of Castik-facilitated sessions. Many of our portfolio companies are facing similar challenges on their ESG journeys, so it has been valuable for them to share their learnings and achievements.

Finally, we held internal training for all employees to raise the profile of ESG and increase the Castik-wide understanding of our strategy and goals.

Continuing our journey in 2025

In line with our ESG integration plan, we are continuing to work towards our whole portfolio reporting on 100% of the SFDR and ECDI KPIs. We will continue to share and learn from best practice via the four ESG frameworks we've committed to engaging with. To encourage stronger ESG manager collaboration across our portfolio, we plan to host our first in-person roundtable event in Q3 2025.

We will conduct Board training at the Castik level in 2025 to ensure we have a clear understanding of ESG and stronger engagement and ownership at the highest level. To ensure we are protected from digital harm, our governance framework will be updated, with dedicated policies outlining how we approach data and cyber security.



Castik at a glance

Castik Capital is a private equity firm with a long-term approach to value creation.

Our strategy is to create market leading firms, by consolidating highly fragmented markets in Europe, with a focus on investing in high-quality, growing businesses, led by strong management teams and founders. We invest in the areas of technology enabled business services, software and internet platforms, healthcare, and industrial technology.

We work with our portfolio companies to improve growth trajectories by accessing new markets, add-on M&A or developing core business, for example, through digitalisation or innovative products or technology.

As a company based in the heart of Europe, we attract people from many varied backgrounds into our business. The diversity of our workforce is important because it brings different perspectives and ideas to the table.

Castik employees

58

Castik gender balance

45% women

Women in management at Castik

11%

Castik nationality breakdown

19 different nationalities within Castik Capital



OVERVIEW

We create market leaders via our Luxembourg-based EPIC funds. As of June 2025, our equity platform consisted of four funds with a total of €5 billion of assets under management.



¹ Not including Clarivate, a large public company.

Our portfolio

We support great founders and management teams to create market leaders across Europe and globally.

Overview of portfolio companies¹

Culligan

Chicago IL
(USA)
14,000

PARADIGMA
GROEP

Nieuwegein
(The Netherlands)
885

CUSTOMS
SUPPORT

Rotterdam
(The Netherlands)
1,544

ANDRA TECH
GROUP

Oss
(The Netherlands)
803

alpega

Brussels
(Belgium)
Vienna (Austria)
458

AIDER⁵

Oslo
(Norway)
1,058

TBAUCTIONS

Amsterdam
(The Netherlands)
1,234

ELEMENT
LOGIC

Kløfta
(Norway)
878

ADDiSECURE

Stockholm
(Sweden)
1,000+

WATR
GROUP

Bad Bentheim
Gildehaus
(Germany)
290

artus^A

Isernhagen
(Germany)
1,585

AllDent

Munich
(Germany)
2,198

GLOBAL GRUPPE

Cologne
(Germany)
1,168

Total employees across portfolio companies

26,925

Combined revenue of portfolio companies

€2.47bn

Portfolio companies with a carbon reduction strategy

70%

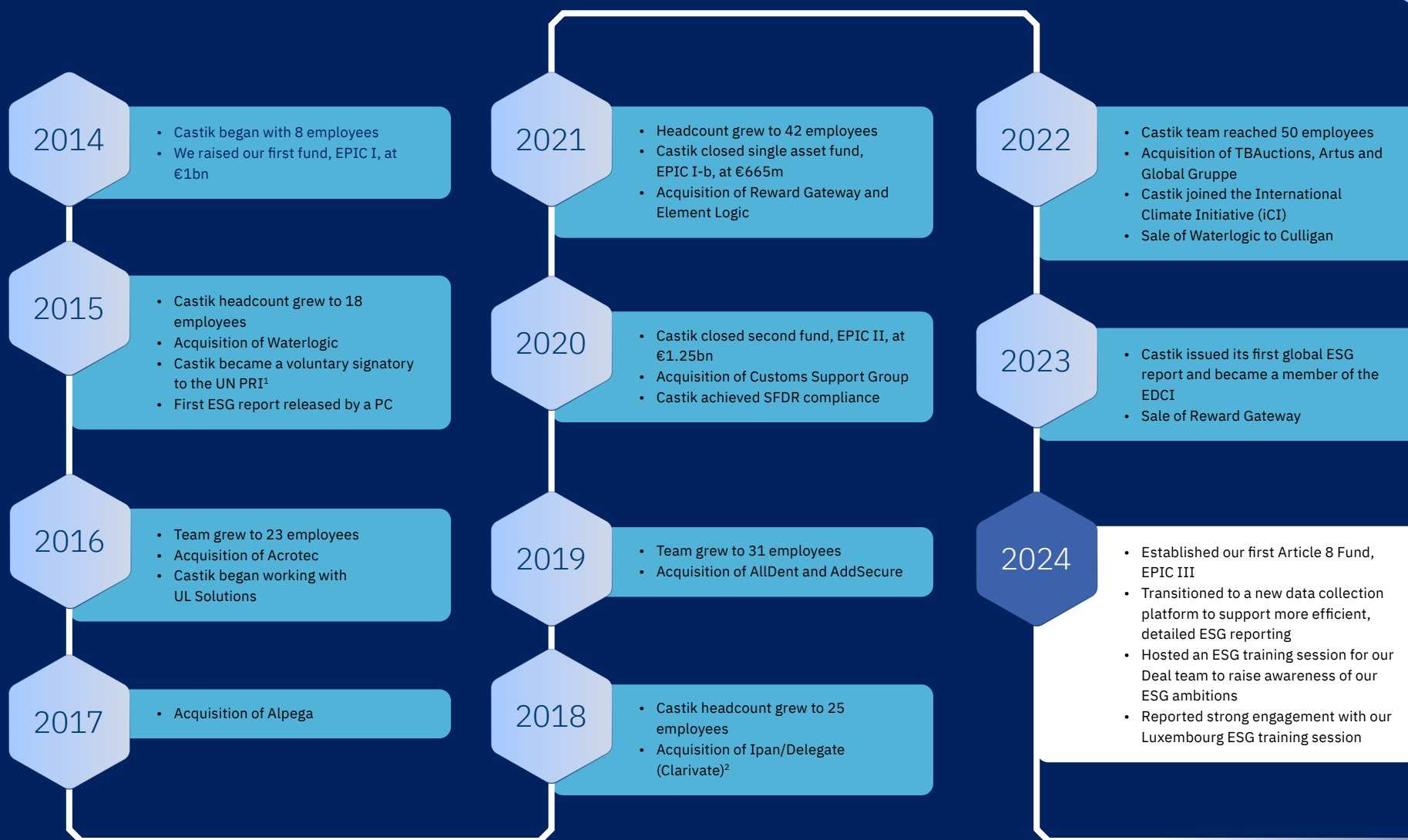
Portfolio companies using standardised reporting

100%

¹ Not including Clarivate, a large public company

² Joined the Castik portfolio in January 2025

2024 highlights



¹ United Nations Principles for Responsible Investment

² Ipan/Delegate subsequently became Clarivate

ESG initiatives

Our approach to ESG is informed by our engagement with a number of globally recognised principles, initiatives and frameworks.



Principles For Responsible Investment (PRI)

The PRI is a set of principles, developed by investors and supported by the UN, to reflect the increasing relevance of ESG to investment practice.

We became a signatory to the PRI upon incorporation in 2015. We uphold the six principles of the PRI that align investors with broader societal objectives and made an annual financial commitment to the PRI based on a percentage of our Assets Under Management (AUM).



International Climate Initiative (iCI)

The iCI is a global community of more than 200 private market investors dedicated to better understanding and managing climate risk. The goal of iCI is to limit global warming in line with the objective of the Paris Agreement.

We became a signatory to the iCI in 2022 and remain an active member of the community. In 2024, we continued to participate in its Scope 3 Decarbonisation Working Group alongside more than 20 other private investment firms. The Group helped to produce a comprehensive decarbonisation playbook for both general partners and portfolio companies, which concluded its work.



Sustainability Financial Disclosure Regulation (SFDR)

The SFDR is a European regulation designed to increase transparency around the sustainability claims made by investment companies. It aims to prevent 'greenwashing', and unsubstantiated claims about environmental standards.

This regulation is mandatory and applies to all portfolio and fund managers, financial advisors, and pension providers that operate in EU financial markets. As part of our SFDR compliance, our Principal Adverse Impacts (PAI) statement is publicly available on our website.

We believe that good governance practices across investee companies are a key factor in the investment decision process and long-term value creation. As such, we ensure good governance practices exist in areas including:

- Sound management structures
- Employee relations
- Remuneration of staff
- Tax compliance

We also ensure that related SFDR policies are implemented by portfolio companies within 18 months of us closing the deal.



ESG Data Convergence Initiative (EDCI)

The EDCI is an open partnership of private equity stakeholders committed to streamlining the private investment industry's approach to collecting and reporting ESG data. Its approach intentionally overlaps with that of the SFDR, incorporating a number of the SFDR mandatory metrics.

The EDCI framework goes beyond the EU SFDR regulations to provide a broad range of our stakeholders with streamlined and meaningful information about our approach and performance. We have been a member of the EDCI since December 2023 to demonstrate our commitment to transparently reporting on a wide range of ESG metrics and achieved more complete reporting coverage in 2024.

Managing ESG in our portfolio companies

We support our portfolio companies and engage with them to utilise ESG in creating and protecting value across their operations.

From initial due diligence through to a successful sale, we support our portfolio companies to begin or accelerate the progress of an ESG journey that leverages recognised ESG frameworks, prioritises rigorous data collection and maintains regulatory compliance.

Our approach has been proven to help our portfolio companies win new clients alongside reducing emissions, increasing social accountability and improving governance.

Pre-investment due diligence

Our due diligence process is important for both Castik and our portfolio companies, containing short-, mid- and long-term goals with actionable items based on their maturity and materiality assessment.

We undertake a due diligence process that is aligned with the SFDR requirements as a prerequisite to any investment. The applied ESG methodology aims to identify all relevant ESG risks and opportunities and assess them in regard to their materiality and maturity in the given corporate context.

Furthermore, prioritized recommendations to address key risks and opportunities are provided and key value drivers identified. As from January 2024, we also assess potential companies for CSRD readiness.

As a prerequisite to any investment, we ensure that investee companies follow good governance practices, paying particular attention to sound management structures, employee relations, staff remuneration and tax compliance

Onboarding and integration

Once a deal has successfully closed, the portfolio company must ensure they have implemented sustainability reporting software to capture key ESG data. Every company is given access to the sustainability reporting software used by Castik, where they must submit data to fulfil reporting requirements.

Data must be available across our portfolio to ensure aggregation at fund and Castik level and meet the SFDR and EDCI KPI requirements.

The portfolio company will then begin following our ESG roadmap to ensure continuous improvement of ESG performance and reporting for the duration of our partnership.

Castik's ESG roadmap for portfolio companies

Ongoing requirements

Each portfolio company must meet the SFDR and EDCI KPI requirements and produce an annual ESG report. This enables us to track and analyse the company's performance data on a periodic basis. The reports, which are made available to Castik's investors, allow portfolio companies to assess their performance against their plans and targets. In 2024, we also began assessing portfolio companies against an ESG scorecard, based on a unified set of Castik-defined metrics that we believe have the greatest potential to positively impact ESG performance.

We ensure that investee companies maintain good governance practices and use the UN Global Compact (UNGC) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct as a baseline to assess the companies' governance practices.

We recognise that sustainability factors vary in materiality from one investment sector to another. The materiality is mainly determined following the Sustainability Accounting Standard Board (SASB) materiality approach but also takes into consideration the particular context and situation of the company. Once these factors are established, we use ESG-related KPIs to monitor the sustainability risks and significant negative impacts of each one.

We encourage our portfolio companies to set realistic targets and engage with them in creating a step-by-step plan to achieve those targets. These plans ensure that ESG-related policies are aligned with long-term strategic objectives and integrated with risk management decisions.

Sustainability oversight

Our ESG manager is responsible for embedding ESG throughout our operations and empowering our portfolio companies to make progress. They host quarterly roundtables to share learnings and encourage collaboration, alongside regular one-to-ones, workshops and training to provide tools and guidance across ESG topics.

They also work with our Risk and Compliance officer and the Deal team. Finally, they keep our Board and our investors informed through both Castik and portfolio-level reporting.



Embedding consistent data collection



Consistent and credible ESG data from our portfolio companies is vital for managing our impact and monitoring our progress.

Guided by the SFDR and the EDCI, we require our portfolio companies to gather data against an aligned set of KPIs. As ESG reporting commoditised, we relaxed our previous requirement for portfolio companies to all use the same software platform. At Castik level, after an extensive market analysis, we implemented a new ESG software tool that supports more efficient and detailed data collection, analysis and reporting.

Data collection

To ensure accuracy of data, those closest to the source of the data at a portfolio company are responsible for gathering and reporting it. Data providers are appointed at every site of each company. They help verify data quality and reliability before a two-step standardised approval process further ensures that only accurate and consistent data is entered into the system.

Data validation

The tool's verification engine checks for data consistency, comparing the data to the previous period that best suits the business model, considering discrepancies such as account seasonality. Appointed data approvers then meticulously check each data point to verify its accuracy.

Data aggregation

We have standardised reporting forms to aggregate the data received from the portfolio companies into a master database at fund and Castik level. Once a portfolio company completes its data collection process, the data is fed into the Castik master site. The site allows us to compare performance, track progress and use pre-built reporting templates to quickly access presentable data.



Environmental

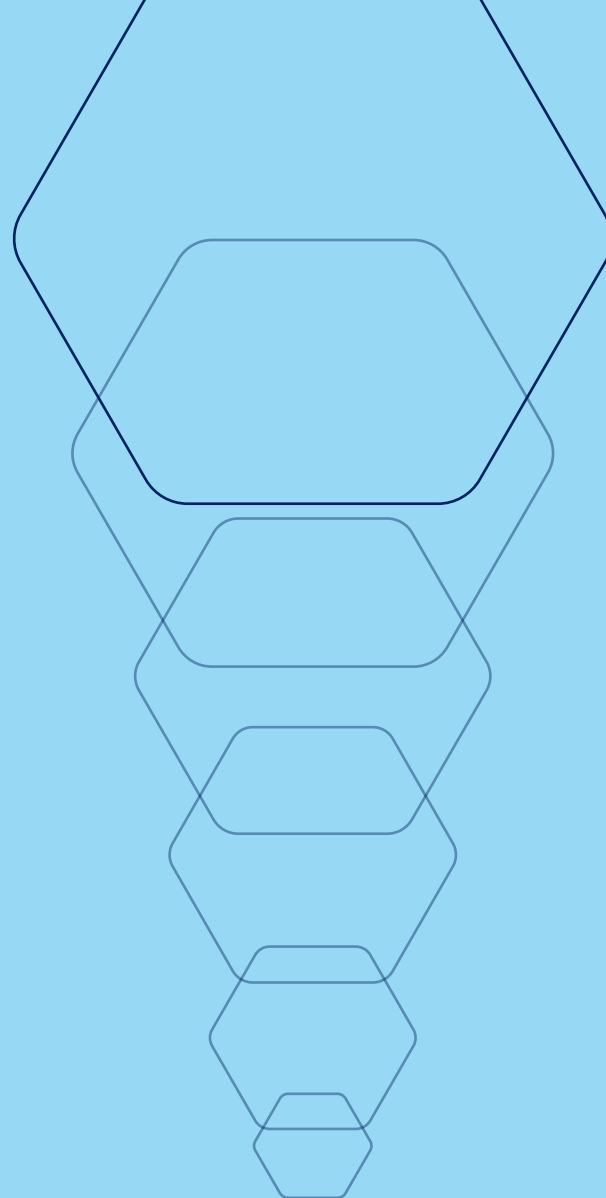
Due to the wide range of sectors in our portfolio, environmental impact, and therefore focus, varies.

Each company has a unique environmental footprint that reflects its own processes and structure. Though we observe our portfolio companies continuing to increase their resources and focus on data management, work to access verifiable data for key areas including energy use, direct and indirect carbon emissions, waste and water use remains ongoing.

However, companies are expected to manage their material environmental risks and focus on reducing their carbon footprint, improving resource efficiency and ensuring compliance with environmental regulations that should culminate with the implementation of a credible net zero pathway. AddSecure and Alpega, for example, have continued to make progress scaling the number of EVs in their vehicle fleet, with 29% of AddSecure's journeys now being made by EV and 72% of Alpega's total kilometres taking place in an EV or hybrid.

We ask portfolio companies to formalise their ambition to be net zero by 2050 or sooner within two years of joining Castik's portfolio. Between 2023 and 2024 we achieved 100% compliance with environmental regulations across the portfolio.

Throughout 2024, all companies progressed with their preparation for CSRD compliance, specifically with the identification of relevant impacts, risks and opportunities through double materiality assessment. As part of this, many are continuing to evolve their data collection and analysis capabilities, with Aider implementing a new reporting system to help capture and report better carbon accounting data.



Social

We are committed to fostering equal opportunities and positive working environments across all Castik offices.

We require all our portfolio companies and employees to adhere to internal rules and policies relating to proper conduct in all aspects of our business. At the same time, we promote policies, initiatives and programmes dedicated to delivering for employees in areas including employee engagement, learning and development, diversity, and health, safety and wellbeing.

Our portfolio companies are committed to promoting equal opportunities in their talent recruitment, retention and development practices, and fostering working environments where all their people can thrive.

Investigating and working to remove unfair practices around gender pay gaps is another key area of focus for Castik, and encouraging progress has been made in 2024. TBAuctions succeeded in reducing its average unadjusted gender pay gap from 26% in 2023 to 18.5%.

Through regular dialogue between employees and companies, our portfolio of businesses can help create a positive and encouraging working environment for ever-

yone. AllDent and Element Logic are just two examples of companies with long-running regular engagement surveys, and TBAuctions monitors its employee net promoter score (eNPS). Notably, Global Gruppe's inaugural group employee satisfaction survey achieved a strong 85% participation rate and a 77% satisfaction score – marking it as a leader in its sector.

Health and safety is another high priority for us because safe workplaces protect our employees from injuries and accidents. By ensuring people feel safe and secure, we aim to boost morale and productivity.

We also encourage our portfolio companies to contribute to supporting and strengthening their local communities, and provide opportunities for their employees to apply their skills and experience to worthy causes. Artus, for example, made a number of charitable donations, totalling €18,244.30 across 2024, to support causes such as reforestation efforts in Plessenburg and Harz, grassroots sport, and fire department maintenance.

Governance

Strong governance structures are the foundation for both Castik and our portfolio companies to build on.

We work with our portfolio companies to formalise and implement key governance policies that promote a sustainable, responsible and ethical business approach.

We operate a zero-tolerance policy towards fraudulent, dishonest or deceptive behaviour in all its forms and work closely with our portfolio companies to ensure high ethical standards are upheld.

Portfolio companies are not required to sign the UNGC. But we do expect them to align with its principles so that all our investments meet their fundamental responsibilities in the areas of human rights, labour and anti-corruption. We also expect them to follow the OECD Guidelines on how to do business sustainably and responsibly.

Following the increase in portfolio companies that introduced a code of ethics last year, we were pleased to see companies like AddSecure and Element Logic continue to scale their code of conduct policies and introduce training to help embed them across the organisation.

We require that members of governing bodies and senior management possess sufficient knowledge, skills and experience to understand and manage investment-related risks. We also ensure that any remuneration policies reflect both the interests of the company and investors and promote long-term goals and effective risk management.



Portfolio Company Performance



PERFORMANCE OVERVIEW	AddSecure	AllDent	Alpega	Customs Support Group	Element Logic	TBAuctions	Artus	Global Gruppe	paraDIGMA	Andra Tech	Aider	WATR
Environment												
Policies and initiatives												
Environmental policy	🟢	🟢	🟢	🟢	🟢	🟢	🔴	🟢	🟢	🔴	🟢	acquired on 14 January 2025, will be covered in this table in next year reporting
Greenhouse gas (GHG) reduction initiatives	🟢	🔴	🟢	🟡	🔴	🟢	🔴	🟢	🟡	🟡	🟡	
Net zero plan	🟢	🔴	🟡	🔴	🔴	🟡	🔴	🟢	🟢	🔴	🔴	
Net zero plan validated by SBTi	🟡	🔴	🔴	🔴	🔴	🔴	🔴	🔴	🟡	🔴	🔴	
CSRD readiness	🟢	🟡	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	🟢	
Carbon footprint												
Carbon emission reporting	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	
Scope 1 emission tCO ₂	1.056	261	265	298	250	1.433	1.086	492	2.902	380	-	
Scope 2 GHG emissions - location based tCO ₂	272	970	86	426	48	310	Not available	175	200	Not applicable	15	
Scope 2 GHG emissions - market based tCO ₂	187	1.540	Not available	645	369	1.018	753	392	53	7.539	15	
Scope 3 emission tCO ₂	3.674	1.300	642	1.385	57.369	217.059	18.502	3.215	553	2	3.226	
Energy												
Energy consumption reporting	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟡	🟢	🟢	
Share of renewable energy consumption	85%	16%	58%	17%	63%	27%	Not available	0%	Not available	14%	95%	
Water												
Water consumption reporting	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟡	
Exposure to Areas of High Water Stress	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	
Social												
Policies												
Diversity policy	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	
Employment and Diversity												
Total number of employees (FTE) current year	965	1.487	461	1.470	858	1.235	1.530	778	885	803	1.058	
Total number of employees (FTE) previous year	893	1.128	444	1.516	806	892	1.211	658	804	615	812	
% of women	35%	73%	44%	50%	20%	34%	22%	54%	76%	15%	63%	
Engagement												
Regular employee survey	🟢	🟢	🟢	🟡	🟢	🟢	🔴	🟡	🟢	🔴	🟢	
Governance												
ESG Resources												
Employee dedicated to ESG	🟢	🟡	🟢	🟢	🟢	🟢	🟡	🟡	🟡	🟡	🟡	
Policies												
Code of Conduct	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟡	🟢	🟢	
Supplier Code of Conduct	🟢	🟡	🟢	🟢	🟢	🟡	🟢	🟡	🟢	🟡	🟢	
Corporate governance policy	🟢	🟢	🟢	🟡	🟡	🟡	🔴	🟢	🟡	🟡	🟢	
Health and safety policy	🟢	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	🟢	🟢	
Anti-corruption policy	🟢	🟢	🟢	🟢	🟢	🟡	🟡	🟢	🟡	🟢	🟢	
Whistleblowing policy/process	🟢	🟡	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟢	



AddSecure

AddSecure is a leading European provider of IoT connectivity and end-to-end solutions with a focus on secure critical communications and data. Its solutions help lower emissions, improve wellbeing, create the power grids of tomorrow, optimise the use of resources, and create safe working and learning environments.



ADD:SECURE®

Sector: IoT Solutions

Head Office: Stockholm, Sweden

Employees: 1,000+

Overview

Digital solutions can make a significant difference in how effectively we address the world's sustainability challenges. AddSecure's secure IoT solutions help customers to optimise operations and become more sustainable through remote management, data insights and automation. Prioritising ESG has helped AddSecure create better solutions, attract and inspire top talent, minimise risks and reassure stakeholders through strong governance.

How ESG is managed

ESG management helps AddSecure better understand related risks and opportunities across its entire value chain. ESG is organised as a central function led by the Chief Sustainability Officer who is part of the Corporate Management Team. The objective is to integrate sustainability across business units and throughout the company as an accelerator of strategic growth and long-term value creation.

Environment

AddSecure holds a group-wide ISO14001 certification for its environmental management and holds an EcoVadis gold certification since 2022. In 2024, it reevaluated its emissions strategy to include indirect impacts, such as those generated through purchased goods.

To reduce its direct emissions, AddSecure continued electrifying its car fleet. At the end of 2024, electric vehicles (EVs) accounted for 29% of the total kilometres travelled, up from 18.5% in 2023, seeing vehicle related emissions dropping with 6% in 2024. Its share of renewable electricity was at the end of 2024 at 85% (up from 83% in 2023), working towards a 100% target at 2030.

AddSecure's transport management system was evaluated as part of a project funded by the European Green Digital Coalition. It aims to establish methodologies to calculate the net environmental impact of digital solutions, balancing positives such as emissions savings against the technology's cost or own emissions.

AddSecure is also considering the life-cycle of its physical devices. Refurbishment of physical products at the end of their contracts is an integral part of the business model, helping AddSecure reduce waste and respond to supply related risks.

Social

It is important that AddSecure's people feel excited about their work, so it continually explores how to boost employee engagement and satisfaction. AddSecure actively looks at ways to increase diversity at all levels of its workforce and ensure those of all genders, ages, nationalities and ethnic backgrounds feel welcome and represented.

AddSecure has a strong data driven approach to continuously monitor gender equity and representation, as well as employee satisfaction, wellbeing and turnover. These metrics are included in the monthly KPI pack presented to the Board of Directors and the management team.

Making a difference is at the core of AddSecure. In 2024, the company established the AddGood initiative to support charitable initiatives across the group.

One of these locally initiated projects is Mondesa Youth Opportunities in Namibia, a program that AddSecure's Surveillance business unit has supported since 2022. The program aims to help high-talent learners who have little support at home to reach their potential.

Governance

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	Implemented
Corporate governance policy	Implemented
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Implemented

AddSecure's approach to governance is underlined by a suite of policies, which are updated annually and monitored by all sites for compliance on a yearly basis. It also has an information security policy and data protection policy.

The Group holds a group-wide ISO9001 certification for quality management and is working to extend its ISO27001 certificate for information security to cover the whole group.

After experiencing lower levels of engagement in 2024, AddSecure is exploring new tools to ensure as many employees as possible read its Code of Conduct. 78% of employees completed anti-corruption training in 2024, compared to 63% in 2023.

Looking ahead

By integrating sustainability into its management system, AddSecure will update its double materiality process in 2025. It will aim to identify and assess broader societal and environmental impacts, risks and opportunities. Additionally, the company will present a revised carbon action plan with updated targets for scopes 1-3, establishing increased accountability and ownership at the business unit level. Finally, AddSecure is working towards extending its ISO27001 certification, further strengthening information and data security as the core of its operations and solutions.

Aider

Aider is an accounting and consultancy firm that is committed to making complex topics simple for its clients. It delivers a wide range of services, from financial management to sustainability and HR consultancy, to businesses across Norway.

Sector: Professional Services

Head Office: Oslo, Norway

Employees: 1,058

Overview

Aider focuses on delivering socially responsible, well-governed services and protecting employee wellbeing. It introduced ESG-focused products in 2022 and now has a strong customer base for sustainability and HR consultancy and reporting services, including carbon accounting, due diligence and materiality assessments.

The company has been a signatory of the Norwegian Accounting Standards Board's voluntary commitment since 2022, showing its commitment to supporting customers with their sustainability journeys and pushing itself to make similar progress.

In 2023, Aider became a signatory for UN Global Compact and adheres to the 10 principles of responsible business

How ESG is managed

Aider has been reporting on ESG KPIs since 2021, and in 2024 it started the double materiality assessment (DMA) process in preparation for its CSRD report, due in the spring of 2025. It joined the Castik portfolio in January

2025. To comply with our requirements, a member of Aider's external sustainability consulting team is transitioning to a dual role and will spend 30% as Aider's own dedicated ESG manager.

Environment

As a service-based business, Aider has a comparatively lower environmental footprint. Regardless, it is working to better understand and reduce emissions where possible.

In 2024, Aider implemented reporting systems to help capture and report better carbon accounting data. In partnership with us and other portfolio companies, it is looking into the most effective way to implement and monitor progress against relevant KPIs. It is also working to bring greater consistency across all business units in areas such as responsible corporate travel and waste reduction.

Social

Aider's people-first culture means it is committed to being a great place to work. Age inclusion is particularly important as it aims to retain skilled, older employees

while providing lots of opportunities for school-leaver and graduate talent.

Aider empowers its people to work flexibly, allowing ambitious staff to take on overtime and those with other commitments to compress or reduce their hours. Its remuneration policy means some overtime pay can become part of employees' salary, strengthening their borrowing power to make milestones like buying a home more achievable. Aider also partners with local governments to help those on sick leave transition back into work.

Norwegian law means many aspects of a strong social agenda are required by law, such as all business's duty to act on and report discrimination and fair work reporting under the Transparency Act.

Learning and development is important to Aider, as many of its employees must complete continuing professional development training. Accountants, for example, must complete 80 hours every year, while in 2024 employees spent 56 hours per person on skill development. Whether it is mandatory or not, all Aider employees can access a wide range of courses and attend external paid sessions for free.



AIDER

Governance

Due to the nature of its services, Aider has a robust governance framework in place.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	Implemented
Corporate governance policy	Implemented
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Implemented

It also has a:

- Procurement policy
- Acceptable use guidelines
- Travel policy

As an authorised accounting firm, Aider must also ensure client work is carried out in a secure, compliant manner. It has regional quality managers, who facilitate and monitor compliance with anti-money laundering, counter-terrorism and personal data protection laws

and accounting and bookkeeping best practice.

Looking ahead

As a CSRD compliant company, Aider will continue to seek a reduction in emissions and continue the implementation and understanding of policies across all regional offices. It will also continue to work with us to strengthen its approach to ESG management.

AllDent

AllDent operates multiple large dental care practices in Germany. It is focused on enhancing accessibility to high quality and affordable dental care with minimal impact on the environment.

Sector: Healthcare

Head Office: Munich, Germany

Employees: 2,198

Overview

Inclusion is a central tenet of AllDent's business model, as its clinics were established to deliver a wide range of accessible routine and emergency dental services, including routine checks, preventative care and dental surgery, to all. As a provider of medical care, it must also strictly comply with regulatory standards, so robust governance is essential. As ESG is integral to AllDent's operations, it is considered holistically as part of its overarching strategy.

How ESG is managed

ESG is overseen by AllDent's Head of Operational Excellence. To prepare for CSRD, AllDent commenced the DMA process. It also began switching to a new data reporting tool, which will make the process more efficient for those responsible for investor and regulatory reports. The tool will also make it faster and easier for clinic managers to provide data, allowing them to focus primarily on matters that impact patient care.

Environment

AllDent's Environmental policy, which was introduced in 2023, was further embedded across the organisation in 2024. Energy efficiency initiatives, which include installing energy-efficient lighting and reducing standby power consumption, and a push to digitalise processes such as employee onboarding, patient information sheets and denture printing, continued.

Its long-standing commitment to using public transport for business travel, and its subsidised public transport scheme for employee commuting has avoided 164 tonnes of CO₂ emissions in 2024.

AllDent must respect regulations such as the Medical Device Regulation (MDR) and hygiene directives, which require clinics to use single-use items. However, it continues to minimise usage wherever possible and continues to advocate for bulk packaging to reduce waste.

Social

Operating inclusively for both patients and staff is integral to AllDent's approach. It has strong gender diversity

in its workforce and actively continued to pursue inclusive recruitment strategies that consider diversity beyond gender in 2024. AllDent remained committed to implementing initiatives that promote and foster an inclusive work culture in 2024, with a dedicated Diversity policy in place.

Monthly staff surveys allowed AllDent to measure employee satisfaction and engagement. It continued to invest in professional development, allowing team members to take part in external training and continuing education sessions.

AllDent's approach to keeping staff and patients safe is guided by its Health and Safety policy, which includes robust standards and procedures around risk assessment, hazard prevention and emergency preparedness.

AllDent continued to support communities, with 31% of its appointments providing emergency care and 9% taking place at unsociable hours, such as between 9pm and 7am or on Sundays/public holidays. It also prioritised empowering its people. For example, it offers dentists who qualified abroad the chance to work

as dental assistants and hygienists until they gain German certification.

Governance

AllDent's governance is robust following the introduction of foundational policies in 2023.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	X
Corporate governance policy	Implemented
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Implemented

Continual improvement is essential, so AllDent appointed a dedicated quality auditor in 2024. They will assess clinics and identify opportunities to further improve the quality of services they provide.

Looking ahead

In 2025, AllDent is prioritising preparations for CSRD to ensure it is compliant and ready to meet all reporting requirements. Above all, it remains committed to continuing to deliver accessible care for all.



AllDent
ZAHNZENTRUM



Alpega is a leading logistics software company that offers end-to-end solutions covering all transport needs. It helps businesses optimise the transport of goods and reduce their carbon emissions.

Sector: Software

Head Office: Brussels, BE & Vienna, AT

Employees: 458

Overview

Alpega’s smart solutions help its clients reduce transport-related Scope 3 emissions, which are difficult to avoid entirely, and make progress towards their net-zero goals. It is a key partner in many clients’ sustainability and regulatory compliance journeys. In its own operations, Alpega monitors its performance against a range of KPIs to show its stakeholders that ESG is a priority.

How ESG is managed

ESG is overseen by the Director of Procurement & ESG. Employees from across the business also champion sustainability projects, from community outreach to environment-focused product development. They ensure ESG remains a priority at every level of the business.

To prepare for CSRD, Alpega conducted a data gap analysis on its previous materiality assessments to guide upcoming work, including the DMA process.

Environment

Alpega remains committed to reducing its carbon footprint. To gain a more accurate understanding of its Scope 1, 2 and 3 emissions, it switched to a new ESG data management tool in 2024 and began using the GHG Protocol methodology. As a result, it will use 2024 as its baseline year for carbon management efforts going forwards.

As part of its efforts to cut its carbon footprint, Alpega is continuing to scale the number of EVs and hybrid vehicles across its fleet. This year, 57% of Alpega’s fleet was comprised of EVs and 72% of the total kilometres driven in company cars were covered by electric and hybrid vehicles.

Alpega continued to promote a culture of energy efficiency across all regions. Actions such as using sensor lights, only heating or cooling rooms that are in use and moving to smaller office spaces have reduced waste energy. Alpega also encourages employees to reduce digital energy consumption by regularly deleting emails and cleaning up unused files.

Alpega once again received bronze EcoVadis certification, with its score rising

by 12 points during the reassessment process. It continued to offset 100% of CO₂ emissions generated by business travel through TravelPerk’s independently verified GreenPerk programme, investing \$2,943.07 to offset 310,713kg of emissions.

Social

Alpega continued to focus on maintaining gender balance in its talent acquisition activities and reducing its gender pay gap. In 2024, it decreased to 25%, compared to 52% in 2022. The number of female managers across the Group increased from 31 to 38 and more women were hired across Alpega.

Alpega began preparing to track completed training hours to gain a stronger understanding of its learning and development provision. To maintain a strong sense of community, it hosted regular events and challenges throughout 2024. Highlights include hybrid Community Wednesdays, which combine digital discussions and an in-person lunch, sports day, International Women’s Day breakfast and mental-health focused activities.

Governance

Transparency and accountability are important to Alpega. To ensure its governance framework supports these principles, Alpega focused on strengthening its suite of policies in 2024.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	Implemented
Corporate governance policy	Implemented
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Implemented

It also introduced an AI policy, anti-money laundering policy, procurement policy and workplace behaviour and discrimination policy.

The new policies will bring consistency to the Group and ensure all functions operate in a way that supports Alpega’s goals and comply with regulatory requirements. It is working to imple-

ment strong supplier assessments and ensure all have signed its supplier Code of Conduct.

Looking ahead

CSRD preparation will be Alpega’s main focus for 2025. To support more efficient data collection and reporting, it will transition to a new tool. It will also continue to focus on improving KPIs such as CO₂ emissions and its pay gap.

Andra Tech Group



Andra Tech Group is a high-precision manufacturing group deeply integrated into the ASML supply chain.

Sector: Manufacturing

Head Office: Oss, The Netherlands

Employees: 803

Overview

Andra Tech Group is working to become a climate neutral organisation by conscientiously reducing its relative footprint. It is also exploring how to implement new systems and processes that support long-term ESG progress and value creation for all stakeholders. Though the Group is currently outside of the scope of CSRD, making progress on sustainability is an important part of its strategy and operational approach.

How ESG is managed

ESG management is a collaborative process at Andra Tech Group, spear-headed by its COO. To prepare for CSRD, Andra Tech Group began working with an external consultant to begin its DMA process. In 2024, it also assembled a CSRD project team of contributors from key functions, such as finance and HR, to drive holistic, group-wide ESG progress.

Environment

Andra Tech Group has been tracking and analysing data for ESG-related KPIs since 2021 but lacked a central data management system. To support more efficient data collection and reporting, Andra Tech Group began to transition to a dedicated sustainability reporting platform in 2024.

In line with the EU’s Energy Efficiency Directive, Andra Tech Group audited its energy usage and began to analyse how it could reduce consumption across its operating companies. It is working to reduce its GHG emissions and increase the percentage of renewable energy within its total energy consumption, which is currently 14%.

Social

Andra Tech Group focuses on providing sustainable employment, which means:

- A safe and healthy working environment with zero work-related accidents
- Facilitating working environments where employees can experience personal growth and development
- Paying fair wages

In 2024, it focused on preparing to launch the Andra Tech Group Academy – the Group’s dedicated training and development platform, which will facilitate on-site and online development work. It also laid groundwork for a standardised compensation and performance management framework, which will ensure fair and equitable pay and people management for all.

Governance

Strong governance is important to Andra Tech Group. It has several foundational policies in place, including a group Code of Conduct (which outlines its zero-tolerance approach to corruption) and whistleblowing policy. At operating company level, health and safety performance is managed and monitored.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	X
Corporate governance policy	X
Health and safety policy	X
Anti-corruption policy	Part of Code of Conduct
Whistleblowing policy/process	Implemented
Environmental policy	X
Diversity policy	X

Looking ahead

Andra Tech Group is in the process of implementing a new data reporting tool to finalise its stakeholder analysis and DMA work. It will also focus on updating its ESG policy over the course of 2025.

Artus

Artus is a leading German property damage restoration (PDR) provider offering complete end-to-end solutions for the entire restoration process of damages caused by fire, water and natural hazards. Through its portfolio of services, the company contributes to sustainability by restoring damaged buildings and facilities to save resources.

Sector: Property damage restoration
(Business Services)

Head Office: Isernhagen, Germany

Employees: 1,585

Overview

Artus operates in a sector that is significantly impacted by environmental change, so ESG is a key consideration. It believes employees must be engaged to make a meaningful difference and that all stakeholders should understand what action it is taking.

In response to its rapid expansion over the last decade, Artus has focused on implementing more transparent, thorough reporting processes and robust oversight of ESG topics to professionalise its approach and maintain compliance.

How ESG is managed

At executive level, ESG is overseen by the Chief Service Officer. Artus uses a number of tools to gather data for reporting but will explore how to streamline its approach in 2025 to improve efficiency. To prepare for CSRD, it enlisted an external consultant to support with its DMA process. It also began formalising a group-level ESG strategy, which will bring more structure and direction to Artus's approach.

Environment

Artus made further progress towards its goal of measuring its carbon footprint. While it relied on a mixture of data and educated estimates, it laid strong foundations for more accurate data collection from 2025 onwards. Its emissions are largely the result of the waste generated in operations, but this is countered by the resources and emissions saved by its restoration services.

Four sites achieved ISO14001 certification or recertification, including Leipzig, Berlin, Hamburg and its Isernhagen headquarters. Renewable energy is used at a number of sites, including photovoltaic panels across selected Hermann business locations, its Siccum business site in Rostock and heat pumps in Isernhagen. All sites must provide fleet and waste management data. Artus introduced a platform to monitor all locations' energy usage data and began transitioning to a central energy provider to make data collection simpler. By the end of 2024, 25 locations had successfully transitioned.

Travelling to sites to monitor and collect data from equipment is a significant source of emissions. To reduce travel,

Artus purchased over 648 ADRY boxes, which remotely monitor how much water is removed from the air and deliver data to a central dashboard. During 2024, the installation quote was on average 26%.

While it did not pursue certification, Artus began to report against EcoVadis criteria to improve availability of key environmental data.

Social

Artus is proud to have above-average female representation within an industry where only 10% of people are women. However, increased M&A activity made it challenging to gather and report representation data for 2024. In response, Artus began introducing a centralised HR system that will support a more complete collection and analysis of representation data across all locations.

To support employees' career development, Artus set up an internal training and development academy. It opened its first dedicated training centre in Kabelsketal, where future onboarding sessions will take place, and appointed two dedicated employees to build out the academy's programmes. Alongside this work, it sought an LMS partner that

will help to further build out its development programme in 2025.

Artus made a number of charitable donations, totalling €18,244.30 across 2024, to support causes such as reforestation efforts in Plessenburg and Harz, grassroots sport and fire department maintenance.

Governance

Artus further strengthened its governance framework in 2024 with new policies.

Policy	Status
Code of Conduct	Draft
Supplier Code of Conduct	Implemented
Corporate governance policy	X
Health and safety policy	Implemented
Anti-corruption policy	Draft
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Draft

Artus also introduced an information security policy and data protection



policy. Artus made further progress in preparing a joint Code of Conduct, which will ensure all branches take an aligned Group stance against corruption. It continued to finalise its Anti-Corruption policy and Diversity policy, which will be approved and implemented in 2025. To comply with Germany's Supply Chain Due Diligence Act, it conducted supplier risk assessments. Artus also added a whistleblowing portal to its Group website, making it easier for anyone to anonymously report concerns.

Looking ahead

Using the findings of its DMA, Artus will finalise and implement its ESG strategy to drive further progress in 2025 and beyond. It aims to have a strong approach to data collection and to be transparent about its progress by the end of 2025. Artus will also finalise and launch the joint Code of Conduct via an internal communications campaign and is aiming to have one additional site achieve ISO14001 certification in 2025.

Customs Support Group

Customs Support Group is a leading and fast-growing customs broker offering a comprehensive range of customs-related services. Its state-of-the-art digital solutions support people and the planet.



Sector: Business Services

Head Office: Rotterdam, The Netherlands

Employees: 1,643

Overview

Many regulations impact customs services, Customs Support Group must remain compliant with the ever-changing landscape. ESG more broadly is important to Customs Support's stakeholders. To build relationships with larger customers, it must have a clear strategy and evidence of strong ESG management.

How ESG is managed

ESG is overseen by Customs Support's Sustainability Director, who is supported by its Sustainability Coordinator. Several employees also voluntarily support its ESG efforts. It considers the ESG maturity of all markets to set realistic group targets, ensuring all regions are enabled to meet minimum standards.

CSRD preparations commenced in 2024 and it conducted a DMA to better understand its impact. Customs Support's existing data platform has a dedicated CSRD reporting module, which will make data collection more efficient.

Environment

Historically, it has been challenging for Customs Support to avoid waste due to government-required paperwork. However, as digital processes become more accepted sector-wide, it has been able to begin transitioning to paperless processes. 27% of its declaration documents were digitalised in 2024, compared to 20% in 2023. By the end of 2024, 9% of all group-wide processes were digitalised, representing an annual saving on 2.7 million sheets of paper.

Customs Support continued to engage with all of its operating regions to gather more complete, high-quality data on energy usage, waste and transport. It also continued to promote more sustainable ways of travelling.

To raise awareness of its ESG work and recruit participants for its newly established Green Ambassador programme, Customs Support launched a group-wide newsletter.

Social

Customs Support remained committed to pay equity and continued to finalise its group Code of Conduct. The policy, which will be rolled out in early 2025, will ensure all companies understand its stance on diversity matters.

In 2024, Customs Support recorded one work-related accident compared to two in 2023. A group Health and Safety policy was finalised and will be introduced in early 2025 to ensure its people follow consistent safety guidance and support its aim to achieve zero work-related accidents. All locations remained compliant with local labour regulations.

Customs Support introduced two new training platforms, focusing on IT training and compliance matters, such as anti-bribery training. They will further increase training consistency and knowledge levels across the Group.

To oversee and drive progress on social matters, Customs Support appointed a Chief People Officer in late 2024. It also began exploring potential NGO partnerships.

Governance

Developing group-wide policies continued to be a priority for Customs Support and it strengthened its suite of policies in 2024.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	X
Corporate governance policy	X
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Included in the code of conduct

It also implemented a GDPR and data protection policy, information security policy, secure working policy and supply chain management policy.

The Group's internal audit programme, introduced in 2023, gave its employees a better understanding of the Group's quality and governance expectations. It has also raised awareness of CSRD

reporting requirements and what that means for individuals and teams.

To bolster its approach to data protection, Customs Support appointed a dedicated GDPR officer.

Looking ahead

Customs Support will continue its transition to digital processes. It is aiming to get closer to its goal of having one voluntary green ambassador in every country it operates in. It is also working to achieve 100% completion of mandatory corporate training and will explore EcoVadis certification in 2025.



Element Logic

Element Logic is a worldwide leading integrator of AutoStore technology. Its automated warehouse solutions provide space-efficient and energy-conscious alternatives that can help reduce carbon footprint.



ELEMENT
LOGIC

Sector: Industrial Automation & Technology

Head Office: Kløfta, Norway

Employees: 878

Overview

As a people-centred organisation, Element Logic strives to care for its employees and support customers with their warehouse needs. Customers are increasingly conscious of their impact, so Element Logic's services must be supportive of its ESG goals. It has long-standing social initiatives and governance structures in place and is focused on establishing an environmental baseline to inform climate-focused work.

How ESG is managed

ESG is overseen by the VP of Sustainability and ESG and, as of early 2025, a Group Sustainability Controller. Element Logic commenced its DMA process in 2024 to prepare for CSRD compliance and gather meaningful data to inform accurate KPI setting. It is also transitioning to a new data reporting tool and developing several key policies, which will help Element Logic formalise its commitments and guide targeted data collection.

Environment

While data collection remains challenging Element Logic is working to improve the

quality and accuracy of its emissions data through stronger supplier communication. It is also looking to develop an environmental policy and carbon accounting system to support future compliance with the GHG Protocol

In line with its commitment to SDG 12 (Responsible Consumption and Production), Element Logic continued to recognise and seek to reduce its packaging and transport waste. It is working with suppliers to explore how they can offer more sustainable products that use mixed or non-virgin plastics.

Element Logic transitioned a majority of our owned vehicle fleets to be EVs in 2024 and is implementing changes to mandate electric vehicles in several locations where company cars are either leased or owned.

Element Logic started using a supplier management tool that included over 400 suppliers in a calculation of Scope 3 emissions by spend. Emissions calculations are based on geography, industry and NACE codes where available and resulted in a Scope 3 emissions density of 99.84 tCO₂/million EUR revenue. It is not only able to get a better sense of the scale of its environmental footprint, for which the majority falls within Scope 3,

it is able to actively target collaborations with our highest emissions suppliers to ensure there is dialogue and collaboration when working towards emissions reductions.

Social

Building on the work completed in 2023 to integrate DEI into its recruitment processes and Code of Conduct, Element Logic initiated a global RPO programme in 2024. The provider conducted training for managers on key topics such as unconscious bias. It also brought additional DEI expertise, which helped Element Logic host celebrate its communities for the first time through events such as International Women's Day and Pride.

Element Logic continued to empower and promote opportunities for female colleagues, in line with its commitment to SDG 5 (Gender Equality). It was also recertified as a Great Place to Work in eight countries for 2024.

Element Logic recognises the positive impact that community engagement has on our employees.

To strengthen its local communities, Element Logic's Poland team completed philanthropic work, including repainting a children's home and donating and assembling furniture. There were several instances of engagement through financial donations to the Danish Red Cross, material and volunteer contributions to a children's home in Poland, and grassroots donations in the United States of America.

Governance

Element Logic's approach to governance is guided by a number of policies.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	Implemented
Corporate governance policy	X
Health and safety policy	X
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	X
Diversity policy	X

To further strengthen governance, Element Logic produced guidance to help employees better understand its Code of Conduct and Supplier Code of Conduct. Code of Conduct training and certification was also introduced, which all employees will be required to complete on an annual basis. It also introduced improved whistleblowing and anti-corruption manuals.

Element Logic continued to scale its Supplier Code of Conduct programme, which was rolled out across North and South America. It also began to explore implementing audits and follow ups for high-risk suppliers.

Looking ahead

In 2025, Element Logic will focus on increasing rigour, strengthening data collection to support stronger carbon accounting and improving employee engagement and impact around ESG. Though it has appointed a Group Sustainability Controller, Element Logic's goal is to make sustainability progress less dependent on individual stakeholders and ensure impact is driven by sustainability committees.

It will also use the results of the DMA and gap analysis work to strengthen its ESG management systems.



Global Gruppe



GLOBAL GRUPPE



Global Gruppe is a leading German B2B insurance broker platform active in a growing and fragmented market. Its services address and mitigate critical environmental and social risks and challenges.

Sector: Insurance brokerage
(Business Services)

Head Office: Cologne, Germany

Employees: 1,168

Overview

Though it operates in a sector that has a comparatively lower environmental impact, Global Gruppe recognises that even small changes drive collective progress. Having a positive social impact and operating responsibly is important, as its subsidiaries and their SME customers are deeply rooted in communities across Europe. ESG is important to all of Global Gruppe's stakeholders, from investors to employees. It is considered part of Global Gruppe's overall business strategy.

How ESG is managed

ESG is overseen by Global Gruppe's CFO, who is supported by its Chief of People & Communication and its accounting team. All entities within the Group must collect data and report on a quarterly basis, which is then compiled and reported annually to the Board.

Global Gruppe is taking a pragmatic approach to DMA and CSRD preparations, which will be guided by local regulations that are yet to be legally defined. In anticipation, it has laid strong foundations by proactively defining and

reporting on relevant KPIs, including energy, water and paper usage. Its team will work with an auditor to identify any gaps once the scope of required CSRD reporting is clearer.

Environment

To offset emissions, Global Gruppe continued to be a ClimatePartner, maintaining its status as a leading climate-neutral brokerage company in Germany. Two more subsidiaries achieved ISO14001 certification in 2024.

Building on the work completed in 2023 to identify and improve direct and indirect emissions, Global Gruppe's offices switched to a renewable energy provider. As a result, renewable energy accounted for 39 % of its total energy consumption. Many of its offices continued their energy efficiency initiatives and there was a group-wide focus on reducing paper usage.

Global Gruppe tracks a number of KPIs to monitor its environmental impact and progress. Its total CO₂ emissions per employee was 4,18t tonnes, paper consumption per employee was 16 kg and 58% of paper was recycled.

Social

Global Gruppe is committed to maintaining gender diversity, as 54% of its employees are female and 31% of women hold leadership positions. Additional health and safety guidance was introduced as part of its new Code of Conduct.

To support career progression, internal leadership training and external skills development programmes continued alongside mandatory compliance and IT training. In 2024, 56% of employees took part in training events.

Global Gruppe's inaugural group employee satisfaction survey achieved a strong 85% participation rate and a 77% satisfaction score – marking it as a leader in its sector. From this Global Gruppe was certified as a Great Place to Work in Germany, Switzerland and the Netherlands. The results were also analysed by location. Teams with lower scores were invited to workshops to identify improvements. Measures such as new benefits, team events, changed meeting structures and a modified flexi-time policy were introduced in response.

Governance

Global Gruppe finalised and introduced key policies in 2024.

Policy	Status
Code of Conduct	Implemented
Supplier Code of Conduct	X
Corporate governance policy	Implemented
Health and safety policy	Implemented
Anti-corruption policy	Implemented
Whistleblowing policy/process	Implemented
Environmental policy	Implemented
Diversity policy	Implemented

It also introduced a compliance policy and leadership guidelines to help set expectations from the top down.

These policies capture Global Gruppe's expectations for all subsidiaries and staff, ensuring everyone understands and operates in line with them.

Looking ahead

From the beginning of the 25/26 financial year, oversight of ESG matters will switch to Global Gruppe's new General Counsel, who will help to further professionalise the Group's approach. To bolster its mandatory training (in line with German regulations), it will re-launch its internal training programmes.



paraDIGMA

paraDIGMA is a leading occupational health services provider in the Netherlands offering preventive, curing and re-integrative services.



PARADIGMA[®]
GROEP

Sector: Business Services

Head Office: Nieuwegein, The Netherlands

Employees: 885

Overview

paraDIGMA’s goal is to establish itself as a local leader in the occupational health space. ESG is a critical part of this mission and an increasingly significant concern for its customers and employees. That means it is essential for paraDIGMA to understand how ESG impacts its wider pool of stakeholders so it can take targeted, considered action. Data management is a particularly critical aspect, as paraDIGMA handles large volumes of confidential health information that must be adequately protected.

How ESG is managed

ESG is managed by paraDIGMA’s Quality Manager and championed at executive level by its CFO. In preparation for CSRD, it has completed the DMA process and identified its most material topics.

Environment

paraDIGMA’s goal is to be transparent with stakeholders about its pace of progress, which has been challenging without a centralised data reporting system. To improve data quality and build a more complete picture of key ESG metrics, it has conducted an extensive search for a new data collection and reporting tool. It is aiming to implement the new tool in 2025.

To help its people take aligned action, paraDIGMA drafted an environmental policy statement, which will be approved and shared internally in 2025. It also switched to a new provider for corporate car leasing that offers a wider choice of lower-emission vehicles.

Social

paraDIGMA drafted several key social policies to set clear expectations and keep its people safe, including:

- Diversity, Equality, and Inclusion policy
- Personnel policy
- Health and Safety policy

Governance

Strong frameworks will help to guide paraDIGMA’s evolving ESG work. In 2024, it drafted a comprehensive suite of policies to set clear, organisation-wide expectations.

Policy	Status
Code of Conduct	X
Supplier Code of Conduct	Draft
Corporate governance policy	X
Health and safety policy	Draft
Anti-corruption policy	Draft
Whistleblowing policy/process	Draft
Environmental policy	Draft
Diversity policy	X

It also drafted a risk management policy, business travel policy and overarching ESG policy.

These policies will receive final approval and be implemented in 2025.

Looking ahead

paraDIGMA is aiming to be fully compliant with CSRD requirements by Q3 2025. With more complete data to hand, it will begin evaluating how to set other realistic long-term ESG goals.



TBAuctions



TBAUCTIONS

TBAuctions is a leading industrial online auction platform and marketplace for second-hand goods and machinery. Its business activities make a positive impact by helping clients avoid both emissions and waste.

Sector: Online platform

Head Office: Amsterdam, The Netherlands

Employees: 1,234

Overview

TBAuctions’ business model inherently supports sustainability as it helps buyers avoid future emissions and resource consumption. It displays carbon impact values on auction listings across a number of its brands, helping buyers understand the positive consequences of choosing a second-hand product.

TBAuctions refreshed its ESG strategy in 2024, which focuses on four key points: business implementations/communication, decarbonisation, workplace diversity and inclusion, and ESG maturity.

How ESG is managed

ESG is managed at group level for all TBAuctions brands. It is led and overseen by the ESG Director and shaped by ESG advisory committees for steering (which meets quarterly), execution (which meets monthly) and policy. At brand level, there are regional impact teams that help to implement more sustainable business practices and gather local data.

TBAuctions completed a DMA process in 2024 and used its findings to begin gathering relevant data.

Environment

TBAuctions has worked with an external consultant to calculate its GHG emissions. In 2024, Scope 1 and 2 emissions accounted for 2,451tCO₂e, this is a notable reduction from 2,514tCO₂e in 2023. Changes such as keeping goods at sellers’ premises rather than in warehouses have reduced transport and storage premises emissions.

To calculate its listings’ carbon impact values, TBAuctions uses a bespoke CO₂ calculator. The tool was developed in 2023 with the support of an external consultant and its methodology was refined in 2024, ensuring any claims are accurate and substantiated.

Two of TBAuctions brands have achieved ISO14001 certification. Group-wide, it is committed to a resource-efficient, digital-first approach that reduces paper and packaging use. It also considers recycling, waste reduction and water use.

Social

TBAuctions continued to make progress against its commitment to fostering a diverse, equitable and inclusive workplace. The overall proportion of female employees remained at 34% while the percentage of female managers rose from 28% to 29.5%.

The unadjusted gender pay gap weighted by country and brand was 8.58%. The Group is in the process of implementing a new DEI policy to further support gender balance across its workforce. The proportion of employees engaged in training and professional development rose to 30% in 2024 (2023: 27%). TBAuctions achieved balanced gender representation in its executive committee in 2024, up from 38% female representation in 2023.

After introducing eNPS in 2023, TBAuctions’ score increased to +33 in 2024 from its baseline +20 score. The participation rate was 64%, markedly up from 48.73% in 2023.

TBAuctions’ continues to increase its philanthropic investments, with €256,000 allocated to sponsor sports

associations and support charity events in 2024 (2023: €101,032).

Governance

To support increasing ESG maturity, TBAuctions drafted several key policies for implementation in 2025, with CEO approval secured on all policies by the time of this report’s publication.

Policy	Status
Code of Conduct	Implemented*
Supplier Code of Conduct	Implemented*
Corporate governance policy	Implemented*
Health and safety policy	Implemented*
Anti-corruption policy	X
Whistleblowing policy/process	Implemented*
Environmental policy	Implemented*
Diversity policy	Implemented*

*Implementation took place in 2025

In addition, the Group drafted a competition law compliance policy and human rights policy. It also has whistleblowing processes in place.

TBAuctions introduced a new seller onboarding policy as part of expanded KYC procedures, implemented to increase transparency and data protection practices.

Looking ahead

TBAuctions will focus on continuing to embed sustainable management practices across its operations, including strong policies, clear communication, training and decarbonisation strategies.



WATR Group is a market leader in groundwater management and purification services in Germany and the Netherlands.

Sector: Engineering

Head Office:
Bad Bentheim & Gildehaus, Germany

Employees: 290

Overview

WATR’s services play a critical role in protecting local ecosystems, so ESG is strongly integrated into its core business strategy. It helps clients comply with strict regulatory requirements and ensures communities across Europe are kept safe through proper groundwater management. Its services are also supporting the transition to more sustainable energy.

How ESG is managed

At present, ESG at WATR is managed at entity level but it is working to build a group-wide ESG strategy to guide more cohesive, accelerated action. WATR has grown rapidly and focused primarily on client-facing operations to date, so it is looking to strengthen its ESG management and structures over the next few years.

Environment

WATR is working to fully evaluate its environmental impacts and exploring measures to improve environmental performance, which will involve developing a considered, group-wide environmental management approach. It conducted initial calculations to understand its Scope 1 and Scope 2 emissions in 2022 and 2023 and will continue to build on this work. WATR also works to tightly control potential environmental pollution, as it works with diesel, and has recorded no severe incidents to date.

Social

With services that positively affect communities, WATR has an inherent level of social impact. As a Group, it is committed to fostering an inclusive, transparent working environment where all employees feel respected and empowered. It promotes internal employee training through the WATR Academy to ensure development of talent. WATR also strives for payment equalisation.

At entity level, a number of the Group’s businesses hold health and safety certificates. WATR has appointed a safety officer, who will develop and oversee group-level health and safety procedures and policies.

WATR also supports local societies (e.g. soccer clubs) to increase its positive impact.

Governance

To support increasing ESG maturity, TB Auctions drafted several key policies for implementation in 2025, with CEO approval secured on all policies by the time of this report’s publication.

Policy	Status
Code of Conduct	Implementation planned, to replace Koop’s employee handbook
Supplier Code of Conduct	X
Corporate governance policy	X
Health and safety policy	Measures implemented but no formal policy in place
Anti-corruption policy	X
Whistleblowing policy/process	Implemented
Environmental policy	X
Diversity policy	X

Koop Netherlands implemented a Code of Conduct, which was included in its employee handbook. Koop Dewatering and Ko-Mats achieved ISO 9001 certification for quality management, indicating they deliver a quality service.

Looking ahead

To bring more structure to its ESG work, WATR is currently evaluating options regarding contracting a specialised ESG consulting company to develop an overarching ESG strategy, to be fully rolled out over the next few years. The strategy will be underpinned by relevant KPIs to ensure WATR’s progress is trackable and its impact measurable.

Annex

Mandatory KPIs

GHG emissions (Scope 1, 2 and from 1 January 2023, Scope 3 and total GHG emissions)	1	Activities negatively affecting biodiversity-sensitive areas	7	Board gender diversity	13
Carbon	2	Emissions to water	8	Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	14
GHG intensity of investee companies	3	Hazardous waste ratio	9		
Share of investments in companies active in fossil fuel sector	4	Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	10		
Share of non-renewable energy consumption and production	5	Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	11		
Energy consumption intensity per high impact climate sector	6	Unadjusted gender pay gap	12		
				Optional KPIs	
				Water usage and recycling	1
				Operations and suppliers at significant risk of incidents of forced or compulsory labour	2



Environmental



Social



CASTIK CAPITAL



Castik Capital S.à r.l.

1, Route d'Esch
1470 Luxembourg
Luxembourg

info@castik.lu
www.castik.com