capiton VI

ESG Report 2026 — *Reporting Period 2025* capiton

Agenda

1 Introduction

Driving Positive Change Through Responsible Investment

capiton

Leadership Comment

capiton remains convinced that resilience, a sense of responsibility and a long-term perspective are of great importance in the private equity sector. At capiton, we remain firmly committed to aligning financial performance with responsible business conduct.

With our support, the companies in our portfolio made further progress in the area of ESG in 2025. Of particular note is the growing number of portfolio companies that have launched initiatives to reduce their carbon footprint. At the same time, the share of SBTi-validated climate targets has continued to rise.

Our investment focus continues to centre around High-Tech Industrials and Healthcare & Lifesciences — sectors that not only offer strong value creation potential, but also play a vital role in addressing the systemic challenges of our time.

Looking ahead, we believe private equity has a responsibility — and an opportunity — to drive positive outcomes for the economy, the environment, and society at large.

Thank you for your continued trust and support.

Frank-Markus Winkler
Managing Partner
capiton AG

Berlin, July 2026

capiton ESG Overview

capiton

ESG across our portfolio

For all our investments, ESG is assessed in the initial due diligence phase. After a successful acquisition we raise awareness with the management teams for the importance of this topic for capiton and develop a long-term value creation strategy of which ESG is an integral part. The development and performance of each portfolio company is analysed in the annual ESG reviews with an external advisor and reveal a continuous improvement of their performance. We motivate management teams to discover and unlock ESG potential in their businesses.

Social engagement

At capiton, we see social engagement as an essential element of our ESG philosophy. We regularly support charitable initiatives that creates a tangible impact — whether at the community level or internationally. Supporting such organizations reflects our broader commitment to social responsibility and the well-being of vulnerable groups.

Diversity at capiton

At capiton, we recognize the importance of diversity throughout our organization and within our portfolio companies. With 33% women in our workforce, we actively foster a creative and inclusive work environment. In the fall of 2025, we launched an exclusive scholarship program for female applicants to the Master of Finance program in collaboration with the Frankfurt School of Finance & Management GmbH. This scholarship is intended for women who are pursuing a career in private equity and corporate finance.

Climate change

capiton recognizes the pressing need to address climate change.We take concrete actions to reduce our environmental impact. We meticulously measure our carbon footprint and take measures to offset it every year through eco-conscious initiatives. Our dedication to sustainability reflects our responsibility as a PE firm to contribute positively to the environment and create a lasting impact on the planet.

2 This is capiton

capiton at a Glance Today[1]

capiton

>€2.2bn
total capital raised

€1.5bn
assets under management

>40
Realized investments

2020
Start of UNPRI membership

PRI
(Principles for Responsible Investment) Signatory

100%
Carbon neutral since 2021 through carbon offset projects at GP level

33%
Female employees

1
Female partner

86%
of portfolio companies with carbon reduction initiatives in 2025

Notes: (1) as of 31.12.2025 if not stated otherwise.

Carbon Neutrality

capiton

Carbon Neutral Operations

- Capiton has been carbon neutral through a carbon offset project together with ClimatePartner since 2021[1]. ClimatePartner, an internationally presented group, offers climate action solutions and verified carbon offset projects in different regions with different technologies.
- We have quantified our greenhouse gas emissions and are continually working to either reduce these or offset unavoidable emissions through carbon offsetting. With this international carbon offset project we contribute to the UN Sustainable Development Goals (SDGs) illustrated on the right
- This makes capiton carbon neutral and allows us to use the "Business operations with financial climate contribution" label by ClimatePartner. While we'll continue to target a reduction of carbon emissions, we continue to be committed to offset all unavoidable carbon emissions in the future.

Business operations with financial
climate contribution
ClimatePartner.com/18835-2205-1001

Good Health and Well-Being
Forests reduce noise and the amount of pollutants and dust in the air. The positive health effect of staying in the forest has been scientifically evident.

Clean Water and Sanitation
Forest soils filter rainwater, provide clean groundwater and ensure high drinking water quality.

Sustainable Cities and Communities
Forests are diverse recreational areas for all population groups. They also protect from erosion, avalanches, flooding and high tide.

Responsible Consumption and Production
Wood is one of the few renewable raw materials.

Climate Action
Forests store large amounts of CO2. They have positive effects on the global, regional and local climate.

Life on Land
For many animal, plant and fungal species, the forest is the habitat that provides them with food and shelter.

[1] Includes only emission at GP level and not the portfolio companies' emissions.

Capiton AG CO2 Footprint 2025

capiton

capiton's decarbonization goals

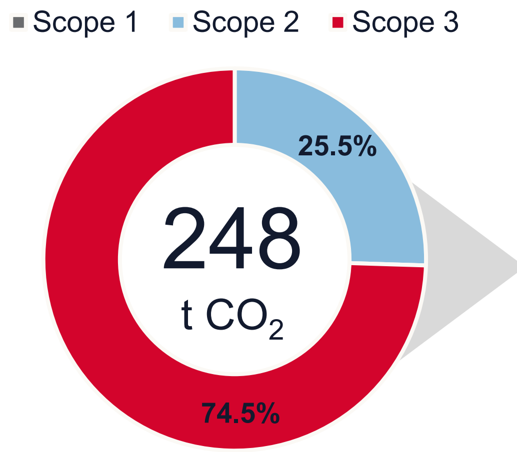
We have committed to being carbon neutral from 2021 onwards. Due to the nature and the relatively low level of our scope 3[(1)] related emissions, we have decided to offset our carbon emissions with selected offset projects.

We will work to reduce our scope 3 impact.

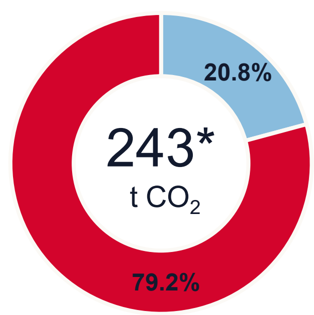
Scope 2
capiton rents its business premises and uses green electricity. Purchased heat is currently the only source of indirect CO2 emissions from the generation of purchased energy.

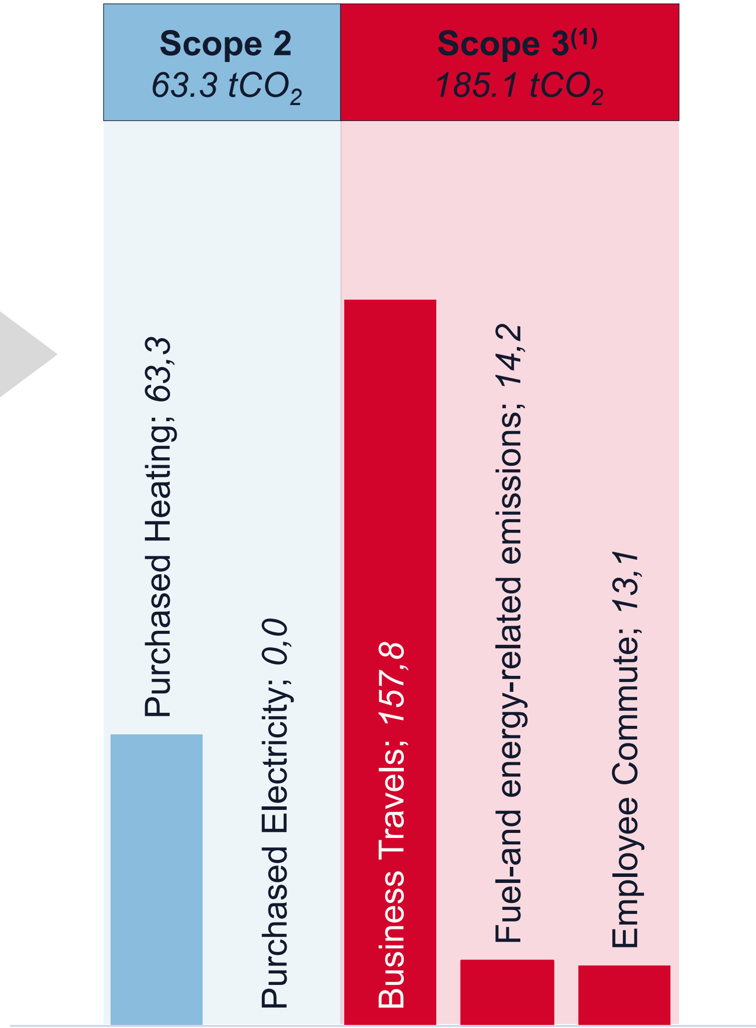
Scope 3[(1)]
Scope 3 emissions, in particular business travel are the main sources of capiton's GHG emissions.

CO_2 Footprint 2025



CO_2 Footprint 2024





** Adjusted*

[(1)] Includes only relatively low emission at GP level and not the portfolio companies' emissions.

3 Our ESG Approach

Our Current ESG Approach

capiton

ESG assessment and analysis across the investment process – from screening to exit

capiton's ESG Approach + Responsible Investment Policy

Screening	Due Diligence	Ownership	Exit
▪ ESG assessment based on capiton's ESG strategy and established responsible investment principles and values ▪ Alignment with exclusion list within capiton's ESG policy	▪ Conduct ESG-materiality analysis focusing on potential risks ▪ Dedicated climate risk assessment ▪ Incorporate ESG findings into the overall investment decision-making process ▪ Draft ESG action plan for ownership phase ▪ Assess initial status of data availability and quality of ESG KPIs and PAI indicators	▪ Annual updates on ESG performance rating and climate risk management supported by external advisors ▪ Implementation of ESG value creation projects ▪ Frequent ESG discussions during board meetings ▪ Annual ESG-reporting to investors ▪ Annual collection and reporting of ESG KPIs and PAI indicators	▪ Independent assessment to capture ESG-related progress achieved during our ownership period

ESG Performance-Rating & Reporting

4 Our Portfolio – Review Period 2025

ESG KPI Collection

capiton

Overview

In 2022 capiton has successfully introduced the collection of ESG Key Performance Indicators (KPIs) across our portfolio companies. This initiative, highlights our dedication to long-term sustainability, responsible investment practices, and transparent communication with our stakeholders.

Adopting ESG Reporting Standards

We have selected two acclaimed frameworks and combined them into one questionnaire for this initiative:

1. **Invest Europe ESG Reporting Standards.**
2. **ESG Data Convergence Initiative (ECDI)**: an industry-wide effort to streamline the collection and reporting of environmental, social, and governance (ESG) data.

As a result of our strengthening reporting efforts, we present the updated PAIs (Principal Adverse Impact Indicators) of our portfolio companies for the second time.

Portfolio Companies: A Developing ESG Landscape

Since the ESG KPI collection was launched in 2022, our portfolio companies have made significant progress in terms of data coverage and data quality.

A growing number of portfolio companies have launched initiatives to reduce their carbon footprint (2025: 86 per cent). At the same time, the share of SBTi-validated climate targets has continued to rise.

These improvements enable our portfolio companies to better respond to pressure from external stakeholders regarding decarbonisation and reporting.

Future Outlook

Efforts to date aim not only to maximize financial performance but also to foster a more sustainable and socially responsible investment landscape.

We will continue to support our portfolio companies in enhancing their ESG practices and will periodically report on our progress.

KPI Overview 2025 – ESG PAI Assessment (1 / 2)[1]

										PAI 1	PAI 2	PAI 3	PAI 4	PAI 5
	Revenue (in m€)	Employees (FTEs)	% Female FTEs	# Female Board members	Code of Conduct	Anti-discrimination policy	Diversity & inclusion policy	Whistleblower policy	Health & safety policy	Total GHG emissions	Carbon footprint	GHG intensity	Active in fossil fuel sector	% of non-renewable energy consumption
MIP	44	166	66%	2	✓	✓	x	✓	x	5,922.48	475.42	166.12	x	27%
Cedes	77	394	39%	0	✓	✓	✓	x	✓	34,450.00	482.96	865.93	x	23%
Wundex	160	1046	71%	1	✓	✓	x	✓	x	2,192.32	20.11	54.75	x	67%
Axxence	62	226	31%	1	✓	✓	x	✓	✓	9,044.09	145.50	335.22	x	93%
Solvis	49	216	19%	1	x	x	x	x	x	4,7707.00	2,776.65	1,855.63	x	66%
Pathologie	20	98	79%	0	x	x	x	x	✓	764.64	25.68	71.34	x	53%
Asyril	18	76	20%	0	✓	✓	✓	x	x	674.08	23.60	43.48	x	69%
Dec	135	928	18%	0	✓	✓	✓	x	✓	24,966.83	303.70	358.00	x	50%

Notes: [1] Definitions and calculations as defined by SFDR Principal Adverse Impact indicators. Portfolio as of December 31, 2025.

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KPI Overview 2025 – ESG PAI Assessment (2 / 2)[1]

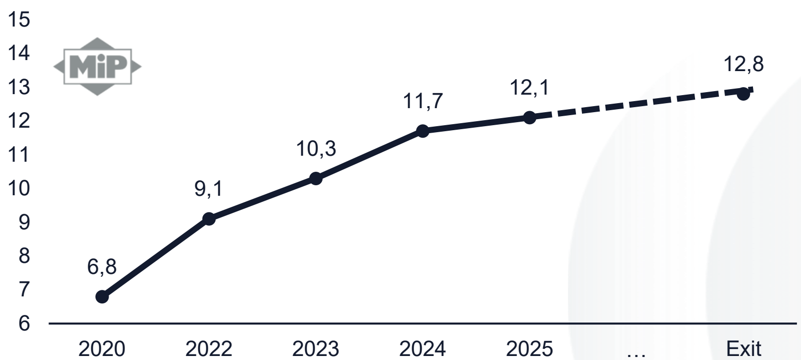
		PAI 6	PAI 7	PAI 8	PAI 9	PAI 10	PAI 11	PAI 12	PAI 13	PAI 14	PAI 15	PAI 16
		Energy consumption intensity per high impact climate sector	Activities neg. affecting biodiversity-sensitive areas	Emissions to water (t)	Hazardous waste ratio	Violations of UNGC principles or OECD guidelines for MNEs	Lack of processes and grievance mechanisms for UNGC principles and OECD guidelines	Unadjusted gender pay gap	Board gender diversity	Exposure to controversial weapons	No initiatives to achieve carbon neutrality	No supplier code of conduct
MIP	MIP	188.74	x	0.00	1.00	x	x	34%	40%	x	x	x
CEDES	Cedes	35.43	x	0.00	0.03	x	✓	33%	0%	x	x	x
Wundex	Wundex	N/A	x	0.00	0.00	x	✓	4%	20%	x	x	✓
AXXENCE	Axxence	133.67	x	0.00	3.46	x	x	11%	20%	x	✓	x
SOLVIS	Solvis	31.33	x	0.00	0.00	x	✓	16%	20%	x	x	✓
Pathology Group	Pathologie	N/A	x	0.00	0.13	x	✓	24%	0%	x	✓	✓
asyril	Asyril	24.45	x	0.00	0.00	x	✓	12%	0%	x	x	x
Dec Group	Dec	37.00	x	21.09	0.00	x	x	38%	0%	x	x	x

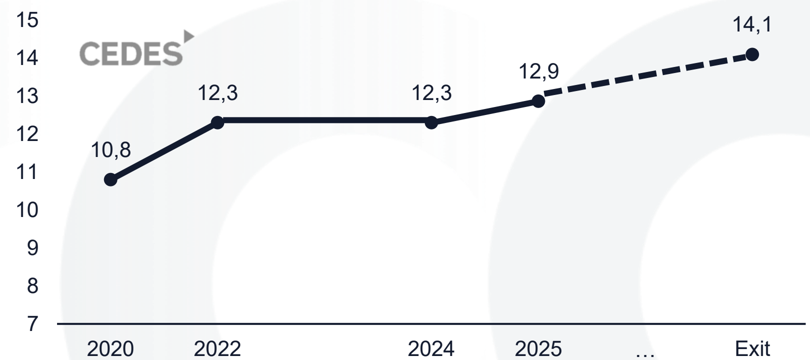
Note: [1] Definitions and calculations as defined by SFDR Principal Adverse Impact indicators. Portfolio as of December 31, 2025.

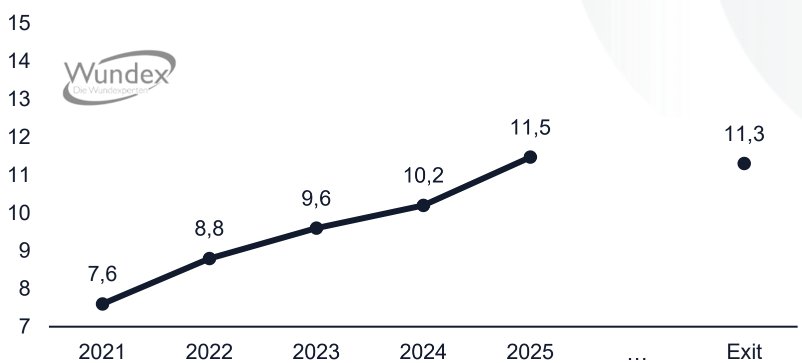
Overview ESG Rating

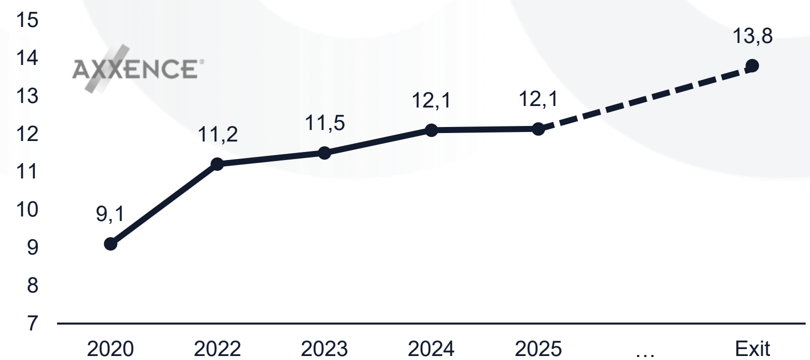
capiton

Results of the 2025[1] ESG ratings and the climate risk assessment of our portfolio companies are presented in the graphs below (weighted avg. ESG rating according to capiton ESG concept)





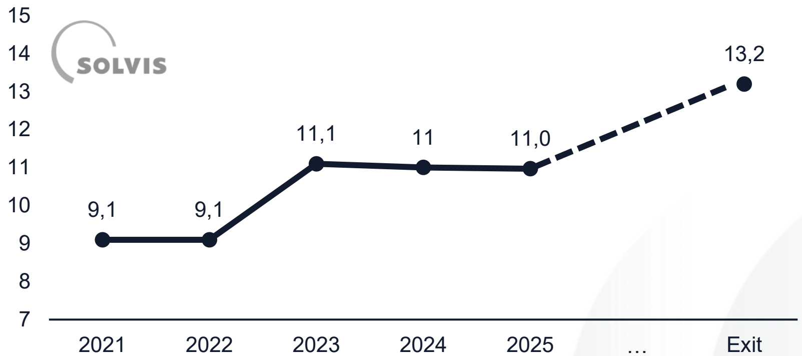


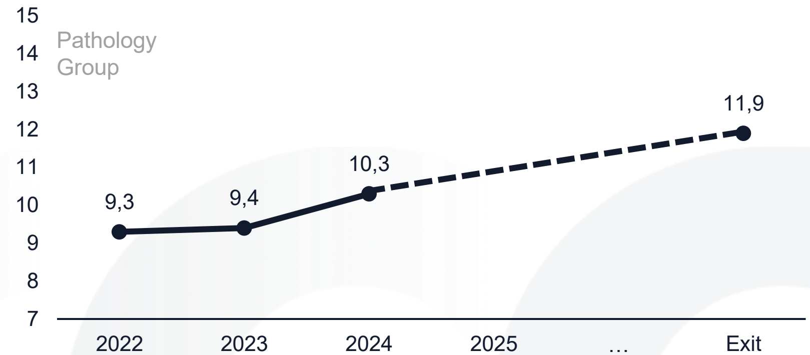


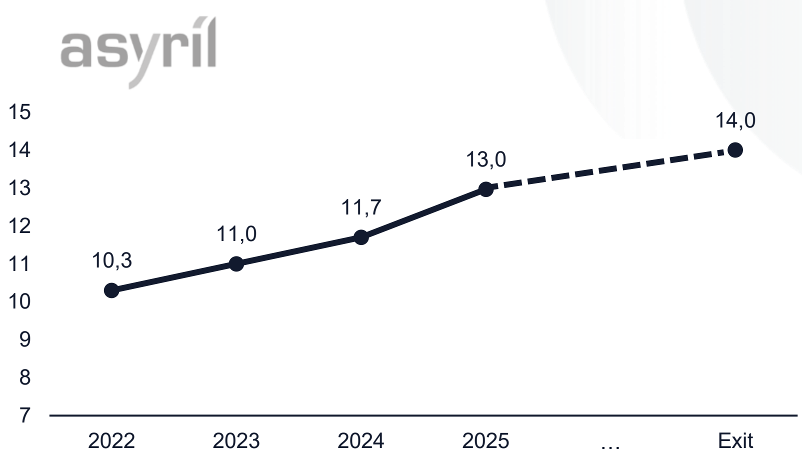
(1) Pathology Group: No update 2025 available.

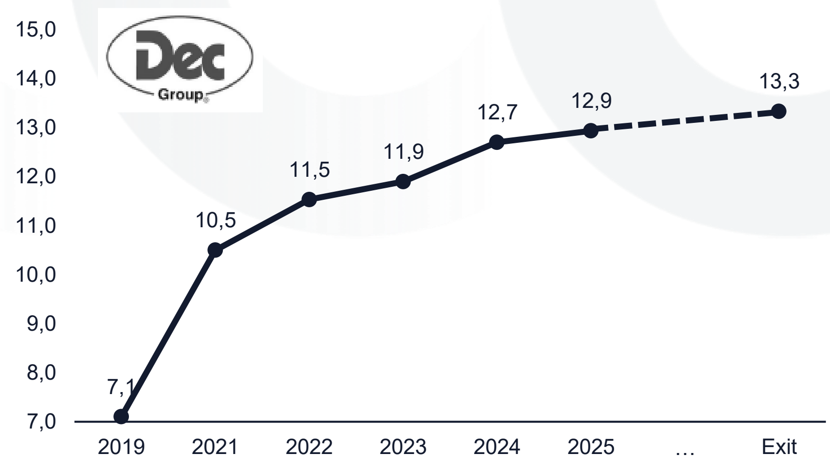
Overview ESG Rating

Results of the 2025[(1)] ESG ratings and the climate risk assessment of our portfolio companies are presented in the graphs below (weighted avg. ESG rating according to capiton ESG concept)









(1) Pathology Group: No update 2025 available.

ESG Heatmap 2025

capiton

The annual climate risk assessment has been updated for the portfolio companies for 2025

Physical risks: Moderate risks were mostly identified with regards to missing systematic processes of identifying and monitoring acute climate risks.
Transitional risks: For most companies, the highest uncertainty concerns climate-related regulatory effects and the uncertain political agenda.
capiton encourages the portfolio companies to adequately address climate-related risks and opportunities through management in relation to their specific industry requirements.

Note: [1] No update 2025 available.

Supported SDGs

Our portfolio companies support many of the United Nations sustainable development goals

5 ESG Review Summaries 2025[1]

MIP – ESG Review Summary (1/2)

capiton

Overview

Company:	MiP Group
Sites:	3 sites in Germany: Homburg, (HQ), Blieskastel, St. Ingbert, Fuerstenzell, and own warehouse locations in Germany, Poland and Bulgaria.
Industry:	Pharma
Market:	Europe
Employees:	170 (as 2025)

Material ESG Categories

- Environmental Compliance
- Supply Chain and Engagement
- Governance-Organisation
- Implementation and Control

ESG Highlights

- A systematic ESG-focused supplier evaluation was implemented
- Climate risk assessments have been systematized (incl. RCP8.5 scenario), with no current material risks identified.

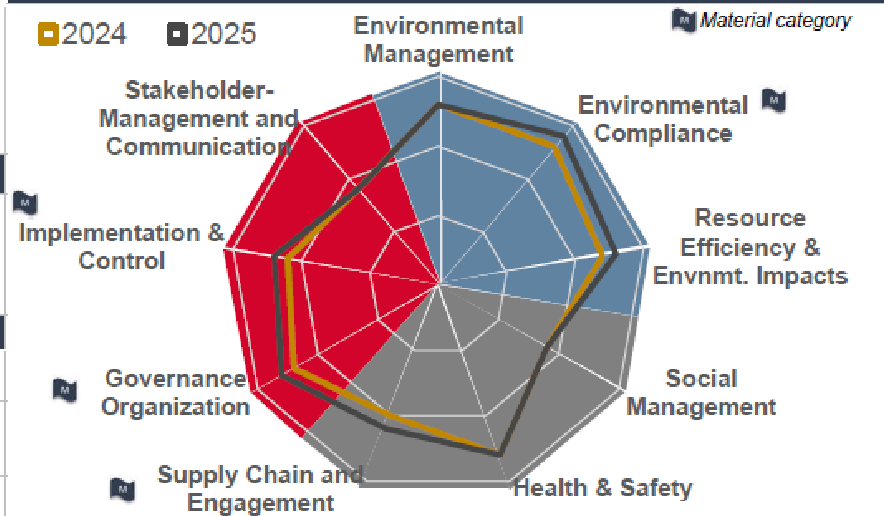
ESG Risks and Improvement Potential

Environment	No systematic approach to review existing and upcoming permit requirements.
Social	No group-wide HR policy in place No specific emphasis on gender equality when recruiting and developing staff members
Governance	No group-wide ESG reporting framework implemented

ESG Recommendations (High & Medium Priority only)

ESG Recommendations (High & Medium Priority only)		Priority
E	Introduce a systematic approach to review existing and upcoming permit requirements.	Medium
S	Introduce a unified and group-wide HR policy	Medium
	Implement a concept for staff development with an emphasis on gender equality	Medium
	Set up processes for EntgTranspG pay comparison requests	Medium
G	Implement a group-wide ESG reporting framework and data consolidation system, considering the VSME standard	High
	Appoint a designated compliance officer	Medium
	Establish a structured Responsible AI governance framework	Medium

ESG Rating 2025*



	Recommended Rating Objectives for Exit	Rating 2024	Rating 2025	Plan for Exit
E	Environmental Management	13	13	13
	Environmental-Compliance	13	14	15
	Resource-Efficiency / Environmental Impacts	12	13	10
	Weighted Average	**12.75**	**13.5**	**12.6**
S	Social Management	9	9	13
	Health & Safety	13	13	15
	Supply Chain and Engagement	10	11	13
	Weighted Average	**11.25**	**11***	**13.7**
G	**Governance-Organisation**	12	13	14
	Implementation and Control	11	12	13
	Stakeholder-Management and Communication	9	9	10
	Weighted Average	**11**	**11.8**	**12.2**

* The weighted average within the Social dimension decreased from 11.25 to 11.00 due to a shift in the business model from manufacturing towards procurement and the resulting adjustment of the materiality of "Health & Safety" and "Supply Chain and Engagement." For further information, please refer to the Materiality Assessment, p. 13 ff.

ESG Update 2025 – MiP Pharma
Environmental Social Governance Update
PwC

Strictly private and confidential

24 February 2026
5

MIP – ESG Review Summary (2/2)

capiton

Climate Risk Assessment			Recommended Action
Climate Management	➢ Currently, there is no systematic process for identifying, assessing and managing climate risks. However, given MiP's business area and operational focus, such a process is not currently considered particularly necessary. ➢ At present, no serious effects of climate-related risks and opportunities on business activities, strategy and financial planning are to be expected. ➢ Even if there is no acute need to implement a climate risk management system, it is recommended to regularly review the topic of climate risks and opportunities in the individual impact categories, i.e. physical risks and transformation risks, especially in the case of climate-related, regulatory changes in the definition of the state of the art in the pharmaceutical sector. ➢ MiP has started to implement a climate risk approach. The climate risk management document is currently under development. ➢ In August 2024, MiP obtained ISO 14001 certification for environmental management. Climate risk assessments have been conducted as part of the ISO 14001 certification process and are currently carried out as part of the CSRD materiality analysis..		**Update 2025:** ➢ The climate risk assessments initially conducted as part of the ISO 14001 certifications have been systematized and complemented by a detailed analysis of pharmaceutical manufacturing processes, current risks (none identified) and future risks under the RCP8.5 scenario, based on an impact-focused evaluation of material risks. **It is recommended to regularly update the climate risk assessments and to continuously refine the climate risk management document through ongoing management reviews.**

Climate Related Risks & Opportunities	Physical		Transitional			
	Acute		Politics and Law		Market	
	Chronic		Technology		Reputation	

Status: Very low risk · Low risk · Moderate risk · Moderate to high risk · Very high risk

Cedes – ESG Review Summary (1/2)

capiton

Overview<

Company: Cedes AG
Sites: Production: Landquart (CH; HQ), Changshu (CHN) , Sibiu (ROM); Sales: Minneapolis (USA), Singapur, Shanghai (CHN), Tokio (JPN); R&D: Berlin (GER)
Industry: Sensor Technology
Market: Global
Employees: 419 (as of December 2025)

Material ESG Categories

- Environmental Management & Compliance
- Resource Efficiency & Environmental Impacts
- Health & Safety / Product Safety
- Social Management
- Governance Organization
- Implementation and Control

ESG Highlights

- Cedes has implemented a group-wide employee code of conduct as well as a Supplier Code of Conduct
- Several energy efficiency and CO2 emisson reduction measures have been implemented

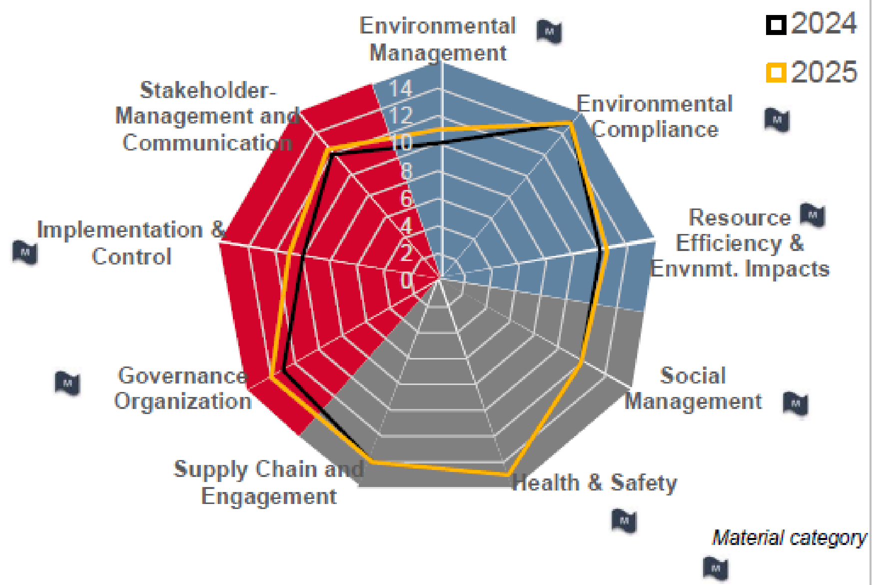
ESG Risks and Improvement Potential

Environment	➢ Environmental management certification implemented at production site in Romania; additional sites outstanding ➢ ESG KPI collection currently limited to production sites
Social	➢ No further relevant improvement potential at this point
Governance	➢ First EcoVadis rating received in March 2026 ("Committed"); improvement of rating and strategic use possible ➢ Implementation of regular (e.g. yearly) trainings on the Code of Conduct

ESG Recommendations (High & Medium Priority only)

	ESG Recommendations (High & Medium Priority only)	Priority
E	➢ Implement ISO 14001 certification at additional sites as planned.	High High
S	➢ No further recommendations at this stage.	-
G	➢ Assess EcoVadis rating, identify improvement potentials, set prioritiesed actions and improve rating for next rating aiming at "Silver". ➢ Implementation of regular (e.g. yearly) trainings on the Code of Conduct	High

ESG Rating 2025



Recommended Rating Objectives for Exit

	Recommended Rating Objectives for Exit	Rating 2024	Rating 2025	Plan for Exit
E	Environmental Management	10	11	15
	Environmental-Compliance	15	15	15
	Resource-Efficiency / Environmental Impacts	12	12,5	15
	Weighted Average	**12,4**	**12,9**	**15**
S	Social Management	12	12	12
	Health & Safety	15	15	15
	Supply Chain and Engagement	14	14	14
	Weighted Average	**13,6**	**13,6**	**14**
G	Governance-Organisation	13	14	15
	Implementation and Control	10	11	12
	Stakeholder-Management and Communication	12	12,5	13
	Weighted Average	**11,6**	**12,1**	**13,4**

Cedes – ESG Review Summary (2/2)

capiton

Climate Risk Assessment							Recommended Action
Climate Management	➢ There is currently no systematic process for identifying, evaluating and managing climate risks. However, considering Cedes' business area and operational focus, this is currently not considered necessary. ➢ Individual events and risks are discussed in the monthly management meetings and possible impacts are identified. Currently, no major effects of climate-related risks and opportunities on business activities, strategy and financial planning can be anticipated. ➢ The company incorporates climate considerations into the decision-making process for new technologies and products it sells. This includes focusing on energy efficiency potentials during product development and plant design. ➢ Although there is no acute need to implement a climate risk management system, it is recommended that climate related risks and opportunities, as well as relevant legislative changes, be regularly monitored. ➢ As participant in the EnAW Cedes tracks and reports climate-related KPIs including its scope 1 and 2 emissions.						Low risk	➢ Regular identification and evaluation of climate risks and opportunities, in particular climate-relevant legislative changes (especially on low-emission production) and political initiatives on management level. ➢ Periodic analysis of the impact of chronic physical risks on Cedes' supply chain, operations and technical equipment. ➢ Active monitoring of possible changes in market behavior.
Climate Related Risks & Opportunities	**Physical**		**Transitional**				
	Acute	Low risk	Politics and Law	Low risk	Market	Low risk	
	Chronic	Low risk	Technology	Low risk	Reputation	Low risk	

Status: Very low risk · Low risk · Moderate risk · Moderate to high risk · Very high risk

Wundex – ESG Review Summary (1/2)

capiton

Overview

Company: Wundex Group GmbH
Sites: Senden, Amt Wachsenburg, Wandersleben (offices with warehouses)
Industry: Integrated Wound Care Provider
Market: Germany
Employees: 1080 (to 12/2025)

Material ESG Categories

- Environmental management
- Resource efficiency and environmental impact
- Social management
- Health and safety
- Governance organisation
- Implementation and control
- Mgmt. and communication with stakeholders

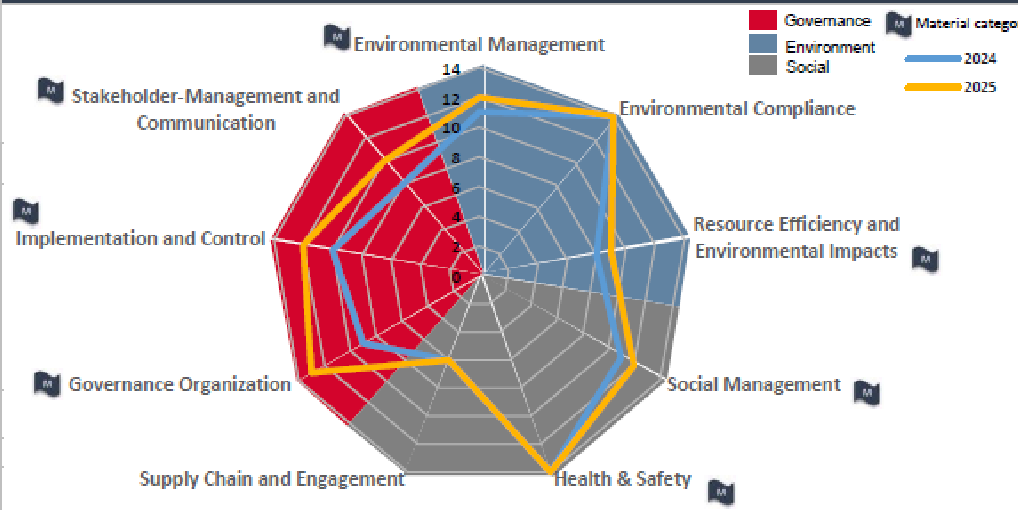
ESG Highlights

- In the process of preparing a CSRD 'light' report that will disclose sustainability-related efforts along the ESRS reporting requirements
- Several initiatives to reduce the environmental impact of internal activities, e.g. installation of solar panels on company buildings

ESG Risks and Improvement Potential

Environment	N/A
Social	N/A
Governance	No compliance training

ESG Rating 2025



ESG Recommendations (High & Medium Priority only)

	ESG Recommendations (High & Medium Priority only)	Priority
E	N/A	-
S	N/A	-
G	Regularly conduct compliance training following the creation and implementation of a governance guideline.	Medium

Recommended Rating Objectives for Exit

	Recommended Rating Objectives for Exit	Rating 2023	Rating 2024	Rating 2025	Plan for Exit
E	Environmental Management	10	11	12	11
E	Environmental-Compliance	13	14	14	14
E	Resource-Efficiency / Environmental Impacts	8	8	9	10
E	Weighted Average	9,8	10,4	11.2	11.2
S	Social Management	8	11	12	12
S	Health & Safety	14	14	14	14
S	Supply Chain and Engagement	6	6	6	6
S	Weighted Average	10	11,2	11.6	11.6
G	Governance-Organisation	9	9	13	12
G	Implementation and Control	10	10	12	12
G	Stakeholder-Management and Communication	9	9	10	9
G	Weighted Average	9	9	11.6	11

Wundex – ESG Review Summary (2/2)

capiton

Climate Risk Assessment							Recommended Action
Climate Management	• Currently, there is no systematic process for identifying, assessing and managing climate risks and opportunities. Given the Wundex Group's business area and operational focus, such a process is not currently considered overly relevant. • At present, climate-related risks and opportunities are not expected to have any significant impact on business activities, strategy and financial planning. • Even if no acute need for a climate risk management system is seen, it is recommended to regularly reassess climate risks and opportunities within the individual impact categories, i.e. physical risks and transition risks.						➢ Regular analysis of climate-related risks and opportunities for own operations, including the company's supply chain.
Climate Related Risks & Opportunities	**Physical**	**Transitional**					
		Regulation		Market			
		Technology		Reputation			

Status: Very low risk | Low risk | Moderate risk | Moderate to high risk | Very high risk

Axxence – ESG Review Summary (1/2)

capiton

Overview

Company:	Axxence Group
Sites:	Emmerich, Germany (HQ), Slovak Republic, USA
Industry:	Flavour and Fragrance industry
Market:	Europe, USA
Employees:	Approx. 242 (as of November 2025)

Material ESG Categories

- Environmental Management
- Environmental Compliance
- Resource Efficiency & Environmental Impacts
- HR Management
- Health & Safety/ Product Safety
- Governance Organization
- Implementation & Control

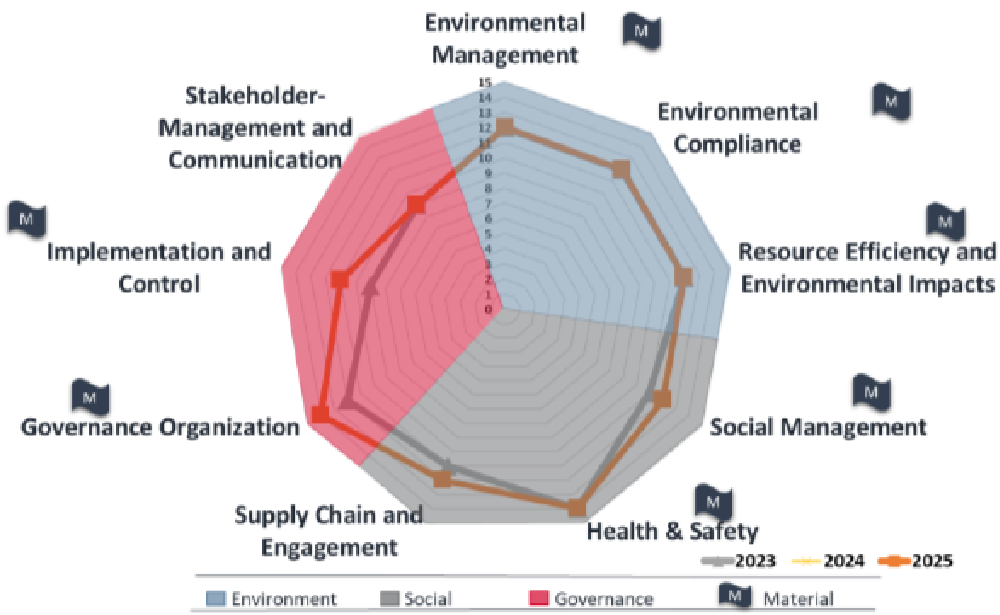
ESG Highlights

- The company site in Slovakia has implemented an ISO 14001 certified environmental management system
- Both sites in Bratislava and Plavnica are ISO 45001 (occupational health and safety) certified.
- Implementation of R&D projects on resource-efficient eco-innovative food production and processing and food safety

ESG Risks and Improvement Potential

Environment	Due to the storage of large containers of chemical substances at unpaved, outdoor areas at the production site in Plavnica, subsurface and associated soil and groundwater impact cannot be ruled out
Social	An explosion risk assessment is planned to finish in 2026 for the Plavnica site
Governance	The company is yet to introduce a group-wide risk and compliance management approach.

ESG Rating 2025



	ESG Recommendations (High & Medium Priority only)	Priority
E	Limited Phase II environmental investigation at Plavnica storage site of large containers of chemical substances at unpaved, outdoor areas	Medium
S	Conduct an explosion risk assessment at Plavnica production site	High
G	Consideration of a group-wide approach to compliance and risk management	Medium

	Recommended Rating Objectives for Exit	Rating 2023	Rating 2024	Rating 2025	Plan for Exit
E	Environmental Management	12	12	12	15
	Environmental-Compliance	12	12	12	14
	Resource-Efficiency / Environmental Impacts	12	12	12	14
	Weighted Average	**12.0**	**12.0**	**12.0**	**14.3**
S	Social Management	11	12	12	14
	Health & Safety	14	14	14	15
	Supply Chain and Engagement	11	12	12	10
	Weighted Average	**12.2**	**12.6**	**12.6**	**13.6**
G	Governance-Organisation	12	14	14	14
	Implementation and Control	9	11	11	14
	Stakeholder-Management and Communication	9	9	9	11
	Weighted Average	**10.2**	**11.8**	**11.8**	**13.4**

Axxence – ESG Review Summary (2/2)

capiton

Climate Risk Assessment		Recommended Action
Climate Management	➢ The Axxence Group has implemented a climate risk assessment, particular in regard to the supply of the Group's key raw material (agricultural products) and is considering to conduct a formal physical climate risk assessment of its own sites as well as key suppliers in 2026. ➢ Axxence has included a section on climate-related risks into its supplier' questionnaire. ➢ Axxence outlined that it is continually monitoring climate-related political risks, particularly through newsletters of relevant food and flavour industry associations (e.g., IOFI, EFFA, DVAI).	➢ Continue to monitor climate-related risks and opportunities, with particular attention to climate-related impact on the Group's key raw materials. ➢ Continue to monitor risk of drought / extreme heat and meteorological disturbances as well as implemented adaptation measures for the Plavnica production site ➢ Continue to engage in discussions on potential climate risks with suppliers and agricultural experts to identify potential substitutes for ingredients prone to climate-related risks. ➢ Actively monitor of market and customer behaviour in regard to climate-friendly. productions and supply chain management ➢ Continue to actively monitor reputational aspects in the industry.

Climate Related Risks & Opportunities	Physical	Transitional	
	Acute	Politics and Law	Market
	Chronic	Technology	Reputation

Status: Very low risk · Low risk · Moderate risk · Moderate to high risk · Very high risk

Solvis – ESG Review Summary (1/2)

capiton

Overview

Company: Solvis Holding GmbH
Sites: Braunschweig (HQ), Eggolsheim (PROZEDA Technology), Landau, Emmerich
Industry: Heating Systems Provider
Market: Europe
Employees: 244FTE

Material ESG Categories

- Environmental Management
- Resource Efficiency and Environmental Impacts
- Social Management
- Health & Safety
- Governance Organization

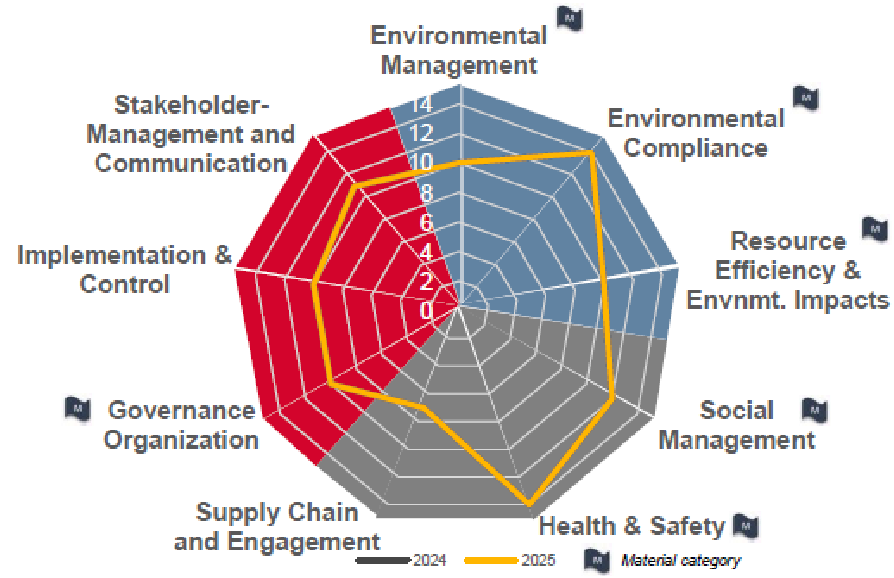
ESG Highlights

- Strong environmental commitment
- Zero emission production facility
- Innovative energy efficient products supporting the use of renewable energy

ESG Risks and Improvement Potential

Environment	Definition of improvement targets still under development
Social	No group-wide HR policy
Governance	Group-wide Code of Conduct to be introduced in 2026 No group-wide compliance assessments and trainings

ESG Rating 2025



ESG Recommendations (High & Medium Priority only)

	ESG Recommendations (High & Medium Priority only)	Priority
E	Appointment of a dedicated ESG resource that is also responsible for the implementation of ESG-improvements.	High
	Active monitoring of climate-related political initiatives and possible changes in legislation.	High
S	Implementation of a group-wide HR policy and strategy.	Moderate
	Integration of social criteria in supplier selection/assessment.	Moderate
G	Implementation of a group-wide CoC incl. specific CoC employee trainings.	High
	Implementation of aspects of good governance into supplier selection and assessment and a CoC for business partners.	Moderate
	Consideration of establishing a VSME-aligned sustainability report.	Moderate

Recommended Rating Objectives for Exit

	Recommended Rating Objectives for Exit	Rating 2024	Rating 2025	Plan for Exit
E	**Environmental Management**	10	10	13
	Environmental-Compliance	14	14	15
	Resource-Efficiency / Environmental Impacts	10	10	12
	Weighted Average	**10.8**	**10.8**	**13.0**
S	**Social Management**	12	12	15
	Health & Safety	14	14	14
	Supply Chain and Engagement	7	7	7
	Weighted Average	**11.8**	**11.8**	**13.0**
G	**Governance-Organisation**	10	10	14
	Implementation and Control	10	10	14
	Stakeholder-Management and Communication	11	11	12
	Weighted Average	**10.3**	**10.3**	**13.5**

Solvis – ESG Review Summary (2/2)

capiton

Climate Risk Assessment							Recommended Action
Climate Management	➢ At the Solvis Group, there is no systematic process for identifying, evaluating and managing climate risks. However, the management is aware of climate-related risks and opportunities and regularly discusses this topic as part of strategy meetings. ➢ Solvis already actively implemented several measures to reduce its impact on the climate such as the construction of its zero emission production facility, replacing all company vehicles with electric or hybrid cars, sourcing 100% green energy and focusing on energy efficiency and the use of renewable energy as part of its product development.						
Climate Related Risks & Opportunities	**Physical**		**Transitional**				
	Acute		Politics and Law		Market		
	Chronic		Technology		Reputation		

Recommended Action

1. Implementation of processes for identifying, assessing and managing climate-related risks and opportunities
2. Implementation of a dual sourcing concept in order to reduce potential physical risks with regards to the supply chain.
3. Active monitoring of political initiatives and possible changes in legislation
4. Further improve external company and product representation to highlight the sustainability aspects of its products
5. Active monitoring of reputational aspects in the industry

Update 2025:

1. With departure of the ESG Officer in 2024, the implementation of processes for identifying relevant climate risks and opportunities has stagnated.
2. No additional dual sourcing options have been introduced in 2025, hence it is still recommended to regularly evaluate further dual sourcing options for other product categories.
3. Since the ESG manager has left the company, political risk is not being tracked on a regular and structured basis.
4. Since the company's contribution to the Sustainable Development Goals (SDGs) has been added to its website, it has still not been reviewed yet. To avoid the risk of potential greenwashing the promoted contribution to the SDGs should be verified on target level (there are 169 targets related to the 17 goals).
5. Reputational risks and opportunities are partly documented in the common good balance sheet 2021/22. However, since then no formal process for regular evaluation has been introduced.

Status: Very low risk · Low risk · Moderate risk · Moderate to high risk · Very high risk

Pathology Group – ESG Review Summary[1] (1/2)

capiton

Overview

Company: MVZ Pathologie, Zytologie und Dermatologie Viersen GmbH
Sites: Viersen, GER (HQ)
Industry: Pathology
Market: Europe
Employees: approx. 100 (as of November 2024)

Material ESG Categories

> Environmental Management
> Resource Efficiency & Environmental Impacts
> Social Management
> Health & Safety Management
> Governance Organization
> Implementation & Control

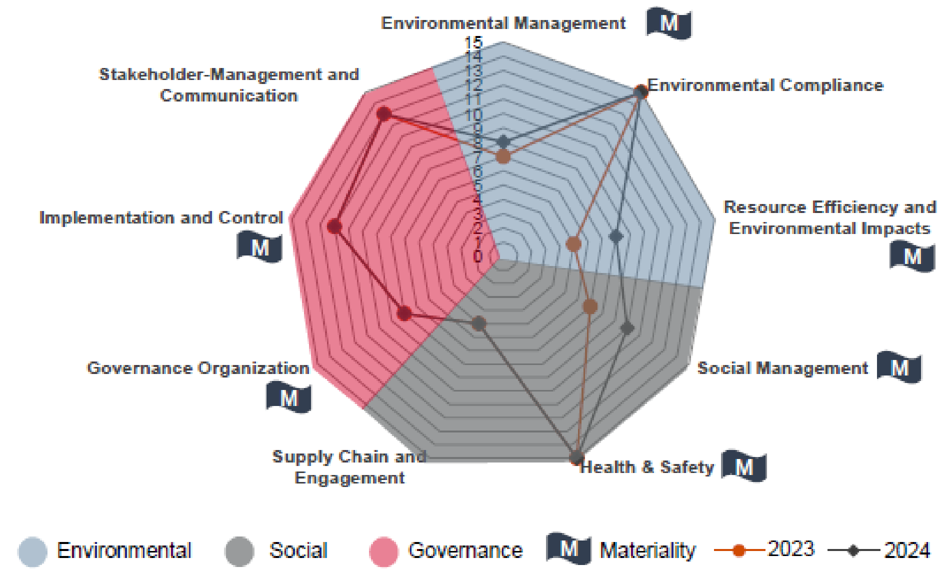
ESG Highlights

> ISO 9001 certified quality management system
> Comprehensive health and safety setup
> Good waste management practices

ESG Risks and Improvement Potential

Environment	-
Social	> HR management remains largely informal
Governance	> No CoC in place > No formal assignment of compliance responsibility

ESG Rating 2024



ESG Recommendations (High Priority & selected Medium Priority only)

	Recommendation	Priority
E	➢ Track environmental KPIs (Scope 3)	High
S	➢ re-evaluate the current HR setup ➢ Implement an HR Policy that includes stipulations on non-discrimination and diversity	Medium Medium
G	➢ Implement a formal Code of Conduct ➢ consider assigning responsibility for compliance topics to a senior staff member	High Medium

Recommended Rating Objectives for Exit	2023	2024	Plan for Exit
Environmental Management	7	8	10
Environmental-Compliance	15	15	15
Resource-Efficiency / Environmental Impacts	5	8	8
Weighted Average	**7.8**	**9.4**	**10.2**
Social Management	7	10	12
Health & Safety	15	15	15
Supply Chain and Engagement	5	5	10
Weighted Average	**9.8**	**11**	**12.8**
Governance-Organisation	8	8	12
Implementation and Control	12	12	13
Stakeholder-Management and Communication	13	13	10
Weighted Average	**10.6**	**10.6**	**12.6**

(1) Pathology Group: No update 2025 available.

Pathology Group – ESG Review Summary[1] (2/2)

capiton

Climate Risk Assessment							Recommended Action
Climate Management	➢ Climate-related risks and opportunities appear to be not managed systematically by Institute Viersen, but rather on a needs basis ➢ Given the size and scope of the operations this approach is however deemed sufficient at this stage.						> Actively monitor potential business impacts through climate-related risks or opportunities.
Climate Related Risks & Opportunities	Physical		Transitional				
	Acute		Politics and Law		Market		
	Chronic		Technology		Reputation		

Status: Very low risk | Low risk | Moderate risk | Moderate to high risk | Very high risk

(1) Pathology Group: No update 2025 available.

Asyril – ESG Review Summary (1/2)

capiton

Overview

Company: Asyril SA
Sites: HQ: Villaz-St-Pierre (CH); Subsidiaries: Japan, USA, Singapore, Germany
Industry: High performance flexible feeding systems for parts and components
Market: Worldwide
Employees: 74 (as of January 2026), thereof 55 in CH

Material ESG Categories

- Environmental Management
- Resource Efficiency & Environmental Impacts
- Health & Safety Management
- Social Management
- Governance Organization

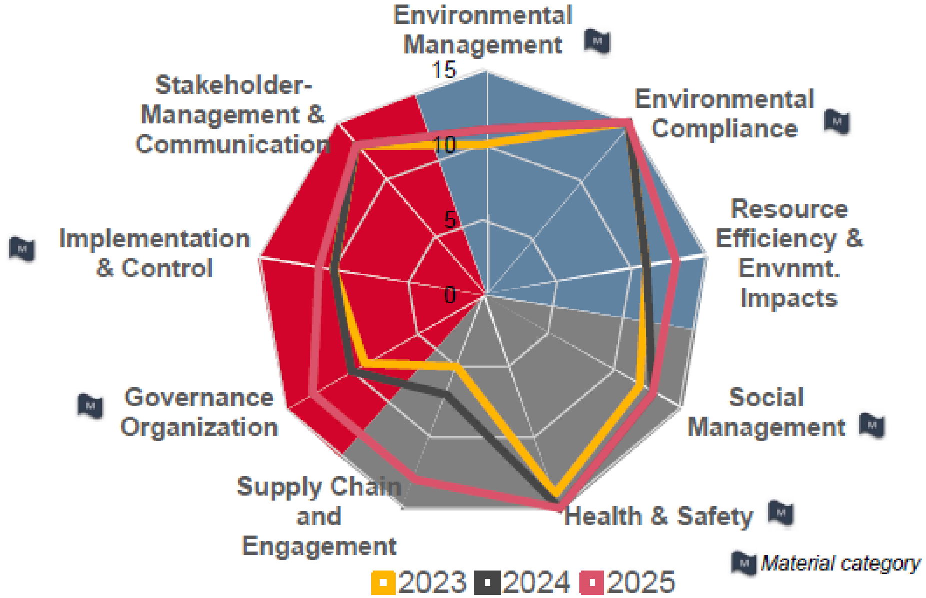
ESG Highlights

- Asyril CH certified according to ISO 9001 and ISO 14001
- Mobility plan and decarbonization roadmap
- Internal code of conduct and supplier code of conduct
- ESG supplier questionnaires

ESG Risks and Improvement Potential

Environment	Further development of environmental policies based on the decarbonization roadmap and external communication of commitments
Social	Further formalization of staff development opportunities
Governance	Further development of compliance and risk management practices and procedures including AI usage

ESG Rating 2025



ESG Recommendations (High & Medium Priority only)

ESG Recommendations (High & Medium Priority only)		Priority
Environment	Continue implementing decarbonization measures and regularly track progress against targets Successively develop dedicated E(SG) policy	High
Social	Finalize staff development concept	Medium
Governance	Consider establishing regular compliance trainings Further enhance Asyril's AI governance framework and develop a AI use strategy Enhance external ESG communication	Medium

Recommended Rating Objectives for Exit

	Recommended Rating Objectives for Exit	*Rating 2023*	*Rating 2024*	*Rating 2025*	Plan for exit
E	Environmental Management	10	11	11	14
	Environmental-Compliance	15	15	15	15
	Resource-Efficiency / Environmental Impacts	11	11	13	15
	Weighted Average	**11.4**	**11.8**	**12.6**	**14.6**
S	Social Management	12	13	13	15
	Health & Safety	14	15	15	15
	Supply Chain and Engagement	5	7	13	9
	Weighted Average	**11.4**	**12.6**	**13.8**	**13.8**
G	Governance-Organisation	9	10	13	13
	Implementation and Control	10	10	11	14
	Stakeholder-Management and Communication	13	13	13	14
	Weighted Average	**10.25**	**10.75**	**12.5**	**13.5**

Asyril – ESG Review Summary (2/2)

capiton

Climate Risk Assessment							Recommended Action
Climate Management	➢ An assessment of environmental risks and opportunities is regularly conducted under the certified environmental management system according to ISO 14001 standards for the Swiss assembly site. ➢ For the technical centres and sales offices not incorporated in the ISO 14001 certification chronic physical risks and natural hazards are considered when selecting new locations. ➢ Changes in legislation and political initiatives are monitored through the participation of industry associations (e.g. Swissmem). ➢ Swiss government implemented national policies aiming to achieve net zero by 2050. Therefore, Asyril had to set up a mobility plan and decarbonization roadmap, that has been accepted by the authorities and is currently under implementation. ➢ Given the rented status of the Swiss facility, Asyril's influence on energy supplies is limited. Negotiations with the landlord are ongoing to switch to green power and replace lighting. ➢ Asyril perceives an increased awareness for sustainability and climate related aspects from suppliers and customers, e.g. increased requests to disclose ESG related documents, which are regularly discussed and monitored through the company's management board. Indirect market opportunities might exist through higher demand for Asyril products in the electrical automotive industry and higher automatization in regional production facilities.						➢ The active monitoring of climate-related political initiatives and changes in legislation is recommended as an ongoing item. ➢ As already planned, explore options to switch to green energy to further reduce the carbon footprint. ➢ Address the rising demand for sustainability by integrating ESG practices into the business strategy accordingly and enhance transparency through robust ESG reporting of e.g. climate-related metrics.
Climate Related Risks & Opportunities	**Physical**		**Transitional**				
	Acute		Politics and Law		Market		
	Chronic		Technology		Reputation		

Status: Very low risk · Low risk · Moderate risk · Moderate to high risk · Very high risk

DEC – ESG Review Summary (1/2)

capiton

Overview

Company: DEC Group
Sites: Ecublens/ Lausanne, CH (HQ), assembly sites in PL, NL, IN, GER and sales services sites in GER, US, CN, UK, IR and JP
Industry: Equipment and powder processing systems for pharma, and other industries
Market: Global
Employees: 928 permanent employees and 132 temporary workers (FTEs) as of 12/2025

Material ESG Categories

- Environmental Management & Compliance
- Environmental Compliance
- Social Management
- Governance Organization
- Implementation and Control

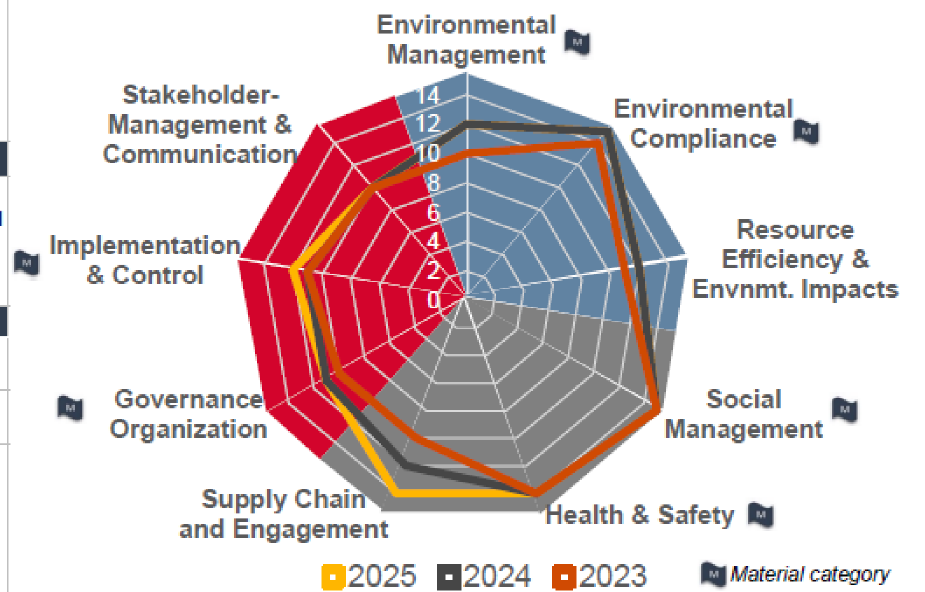
ESG Highlights

- Certification level (operational sites) at 100% for ISO 9001 and 75% for ISO 14001
- Ecovadis Commitment Badge earned
- SBTi target validation ongoing
- (Supplier) Code of Conduct

ESG Risks and Improvement Potential

Environment	➢ SBTi validation process currently ongoing; increased client requests of PCF/LCA analysis (initial discussion with external provider held)
Social	➢ As initiated, continue with the implementation of certified H&S management systems (ISO 45001) at main operational sites
Governance	➢ Group-wide roll-out of CoC, introduction of compliance training ➢ Further formalization of compliance management processes on group-level (e.g., whistleblowing procedures, compliance audits, IT integration, AI usage policies)

ESG Rating 2025



ESG Recommendations (High & Medium Priority only)

	ESG Recommendations (High & Medium Priority only)	Priority
E	➢ Complete SBTi validation process and communicate DEC's commitments ➢ Continue work on harmonizing environmental management policies and processes on Group level	Medium
S	➢ No high and medium priority recommendations	-
G	➢ Finalize CoC update & group-wide rollout, incl. compliance training ➢ Enhance group-wide compliance management (whistleblowing, audits, compliance officer, IT integration, AI governance) ➢ Further develop internal and external ESG communication	High Medium Medium

Recommended Rating Objectives for Exit

	Recommended Rating Objectives for Exit	Rating 2024	Rating 2025	Plan for Exit
E	Environmental Management	12	12	13
	Environmental-Compliance	15	15	15
	Resource-Efficiency / Environmental Impacts	12	12	10
	Weighted Average	**13.2**	**13.2**	**13.2**
S	Social Management	15	15	15
	Health & Safety	14	14	15
	Supply Chain and Engagement	12	14	10
	Weighted Average	**14.0**	**14.4**	**14.0**
G	Governance-Organisation	11	11	14
	Implementation and Control	11	12	13
	Stakeholder-Management and Communication	10	10	10
	Weighted Average	**10.8**	**11.2**	**12.8**

DEC – ESG Review Summary (2/2)

capiton

Climate Risk Assessment			Recommended Action
Climate Management	A systematic analysis of climate-related risks was conducted for all operational sites of the group in 2025. The assessment focused on the following categories: Physical climate risks, regulatory & compliance, supply chain disruptions, energy & resource scarcity, reputation & market risks. The subsidiary in India was assessed to have the highest (physical) risk. Therefore, actions for risk mitigation were suggested (e.g. disaster resilience planning, supply chain risk management, regulatory compliance strategy, etc.).	Low risk	➢ As already initiated, identify and implement risk mitigation and risk management measures for high and medium risk sites based on the conducted climate risk assessment. ➢ The active monitoring of market behaviors, political initiatives and possible changes in legislation, especially on low-emission production is recommended as an ongoing item.

Climate Related Risks & Opportunities	Physical		Transitional			
	Acute	Low risk	Politics and Law	Low risk	Market	Low risk
	Chronic	Moderate risk	Technology	Low risk	Reputation	Low risk

Status: Very low risk | Low risk | Moderate risk | Moderate to high risk | Very high risk

Thank You

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