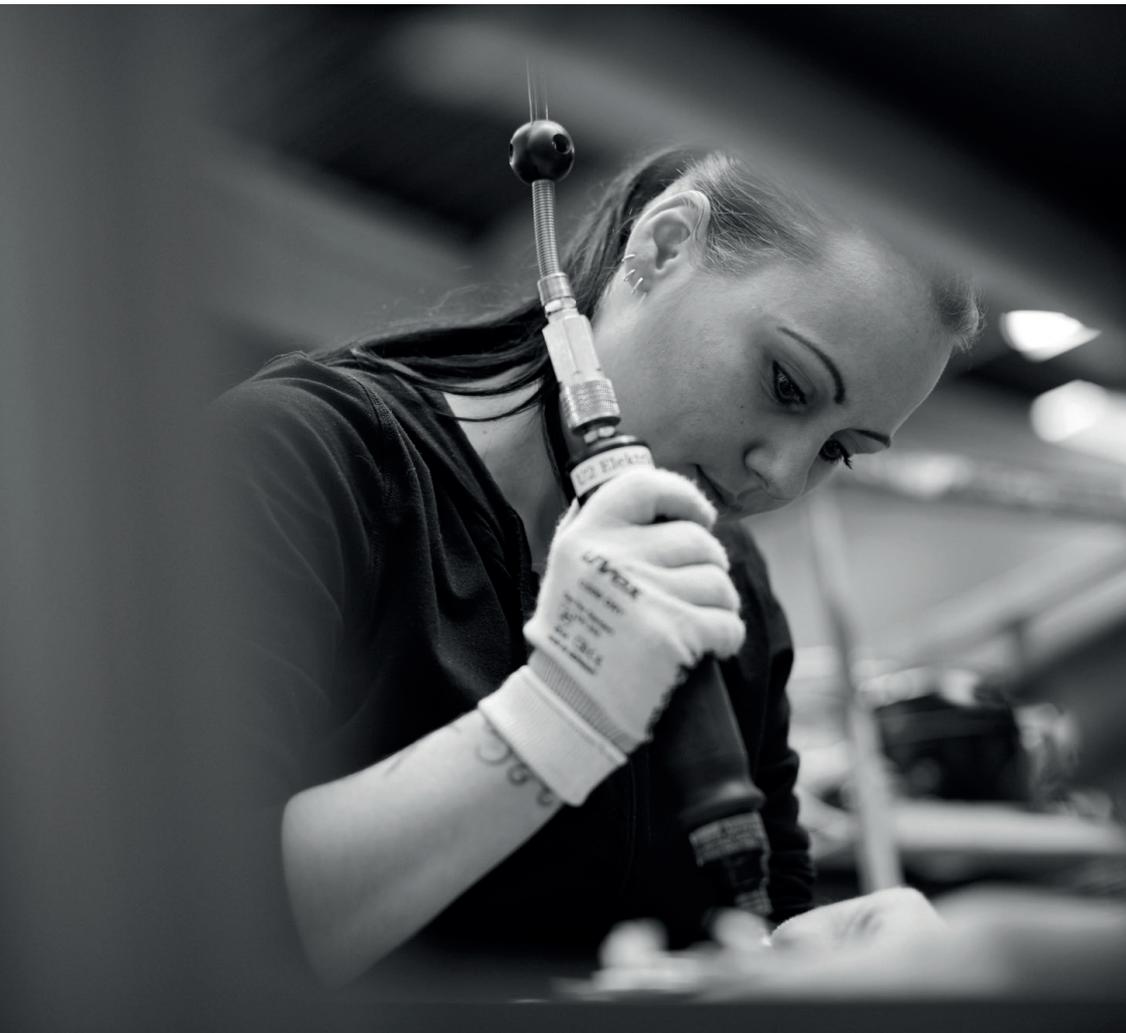


Quadriga Capital Annual ESG Report 2019/20



Editorial

The ESG Programme & Database of Quadriga Capital was designed as a powerful tool to manage the increasing number of tasks covering environmental, social and governance requirements with the aim to improve the overall sustainable performance of the investee companies.

The compliance with high ESG standards will become as much a quality criterion as the integrated accounting and reporting system in a well organised enterprise.

The General Partners (“Quadriga Capital”) of the Quadriga Capital Funds asked the German Adviser (“Quadriga Capital Eigenkapitalberatung GmbH”) to start the development of an ESG Programme & Database in 2007. Since then, it has been subject to a dynamic development process including and exceeding the needs and expectations of Limited Partners and other stakeholders. This effort was often acknowledged through excellent external ratings. Quadriga Capital will continue to develop its ESG programme as a management tool to increase competitiveness, socially responsible behaviour and sustainable profitability.

We would like to thank the management teams and employees of the Quadriga Capital investee companies for their continued cooperation in improving the ESG performance of their companies.

Max W. Römer

Chairman, Quadriga Capital Eigenkapitalberatung GmbH

Frankfurt/Main, June 2020



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1 Introduction

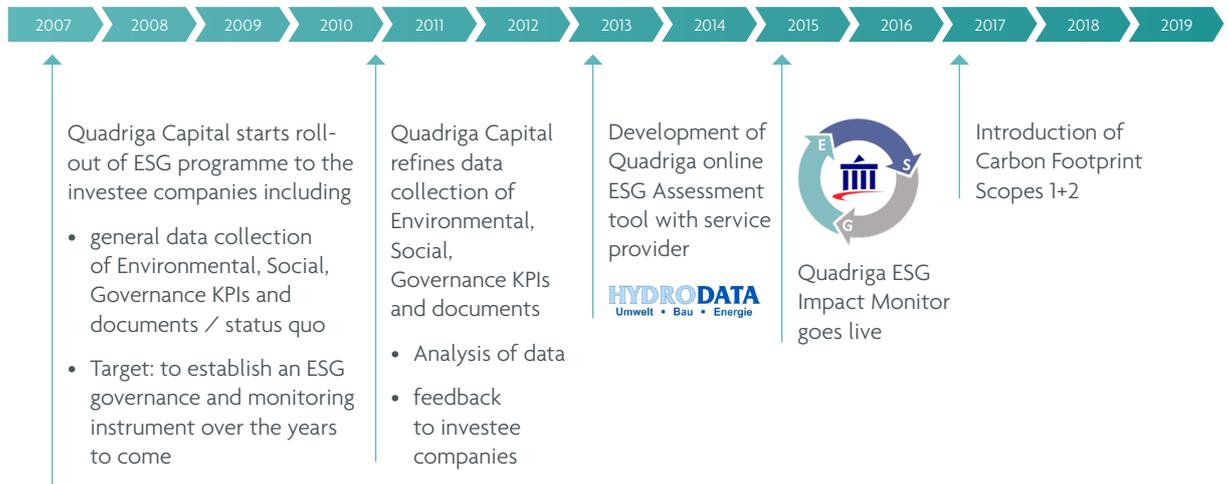
From climate change to global pandemics, Quadriga Capital has increased its efforts towards mitigating environmental, social and governance risks while significantly increasing its sustainability performance. Not only does Quadriga Capital maintain a top score with global standards, it further initiated an advanced reporting system which extracts quantitative ESG data from all investee companies.

Quadriga Capital believes that measurable data on sustainability performance is the pre-eminent way towards a circular economy. By screening key areas of pollution, intense emissions and other unsustainable processes, while at the same time providing more sustainable alternatives, a risk-mitigated business environment can be developed.

Responsible investing with a dynamic ESG implementation strategy will be a necessity for a sustainable economy. Since 2007, Quadriga Capital has continuously been enhancing its ESG performance and demonstrated its full commitment as a long-term responsible investor. The Quadriga Capital ESG programme was implemented to regularly analyse, control and manage the increasing number of tasks covering environmental, social and governance requirements. Quadriga Capital believes that a responsible attitude towards new challenges and the effective integration of ESG standards will not only have a positive impact on the environment, but also on the financial performance of investee companies.

As a reflection of its commitment, Quadriga Capital has been a signatory of the United Nations Principles for Responsible Investment since 2012 and is rated by ROBECO as a long-term leader in complying with their “Responsible Entrepreneurship Programme”.

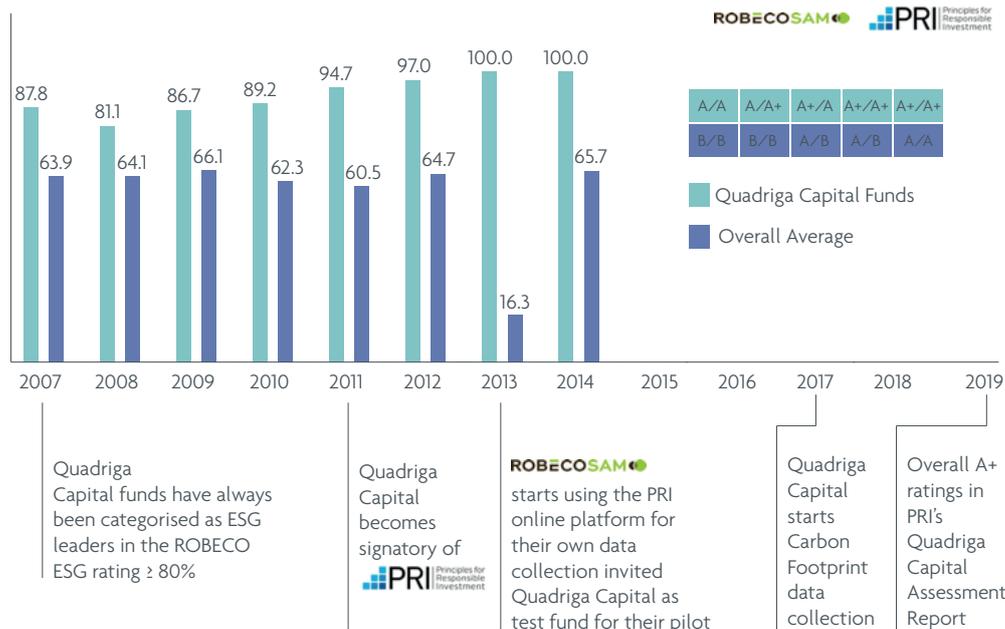
1.1 Timeline & Milestones



1 Introduction

1.2 Signatories & Scoring

Figure 1. Quadriga scores vs. overall average (in %) of peer signatories



The Quadriga Capital funds have maintained an above-average score since 2007, with the ESG performance scores increasing by 18.9% since 2008.

Quadriga Capital’s ESG achievements and practices have often been acknowledged through excellent external ratings. Quadriga Capital had been nominated for the third time by SWEN Capital’s “ESG Best Practises Honours” through its ESG initiatives and performance over the last years.

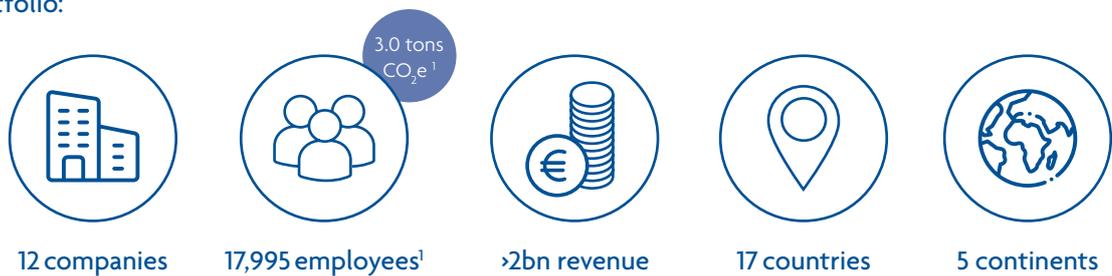


2 Governance of Sustainability

ESG standards are imperative in protecting the investee companies, management and employees. Well established ESG tools create more transparency, strengthen the trust of customers and stakeholders while increasing company values.

Quadriga Capital ensures that all ESG values and sustainability standards are integrated across the entire portfolio. It remains a core responsibility to maintain these in a transparent and diligent manner. A shared mission and common goal between fund managers and the investee companies is crucial for success and growth.

Portfolio:



2.1 Quadriga ESG Impact Monitor

A programme which requires to adopt ESG standards and to continuously improve ESG performance. The **Quadriga ESG Impact Monitor** is obligatory for all investee companies.

With more than **400 performance indicators** the tool gives comprehensive information about the status of planned, ongoing or recently completed ESG-relevant improvement measures. Followed by the extraction and benchmark of quantitative ESG data, each investee company can formulate its environmental, social and governance action plans.

Examples of ESG indicators:

Environmental	Social	Governance
<ul style="list-style-type: none"> Emissions reduction Carbon offsetting programmes Energy efficiency Responsibly sourced materials Waste Management 	<ul style="list-style-type: none"> Compliance with strong code of ethics Employee training Labour practices Occupational health and safety Gender equality 	<ul style="list-style-type: none"> Company guidelines Company rules & regulations Strict application of alpha system Responsible engagement Corporate citizenship ESG policies

¹ No. of employees are per Q4/2019 report dated 22.03.2020; emission of tons are based on Scopes 1+2

2 Governance of Sustainability

The **Quadriga ESG Impact Monitor** was developed by Quadriga Capital in collaboration with an external adviser called Hydrodata. Hydrodata is an ISO-certified environmental engineering consultancy company focused on energy efficiency, environmental due diligence & compliance based in Germany.

The Quadriga ESG Impact Monitor further serves as a scoring model to measure and compare ESG performance and to provide systematic recommendations for action. Every investee company is scored on all three areas, followed by a benchmark. The general average of the ESG performance scores for the year 2019 can be found in the following sections of this report.

2.2 ESG Policy

Quadriga Capital adjusts its policy regularly in order to adapt to environmental, social and governance issues. The policy contains ESG implementation strategies through the **Quadriga ESG Impact Monitor**, a code of conduct and an exclusion policy. These are continuously adapted to reflect up to date opportunities and risks Quadriga Capital is exposed to. This dynamic system enables Quadriga Capital to prioritise the most crucial risk mitigation strategies to protect itself and the investee companies.

Examples of ESG aspects which are deeply embedded within the policy are the following:

Environmental	Social	Governance
<ul style="list-style-type: none"> • Maintaining & reducing emissions • Ensuring that investee companies are guided when facing environmental issues 	<ul style="list-style-type: none"> • Ensuring general health & safety • Employee fair treatment • Gender equality 	<ul style="list-style-type: none"> • Adapting strong code of ethics • Maintaining transparency • Reporting

Quadriga Capital ensures that these aspects are abided by through its ESG Impact Monitor. Engaging each investee company on the different KPIs to be able to swiftly find solutions for any associated issues or threats.

The most vital guidelines of the ESG policy remain transparency, ethical methods of conducting business and honest reporting.



ESG Areas Covered in policy



Quadriga's Policy Dynamic & Adaptable

3 ESG Performance

Quantitative ESG performance data is yet at an early stage in the private equity industry. Quadriga Capital strongly believes that the measurement, reporting and development of this data is the key to success towards facing environmental, social and governance issues globally. Not only is the data valuable when reporting to limited partners, it also provides the investee companies with the opportunity to develop internal ESG action plans to enhance their performance and meet the global criteria of responsibility.

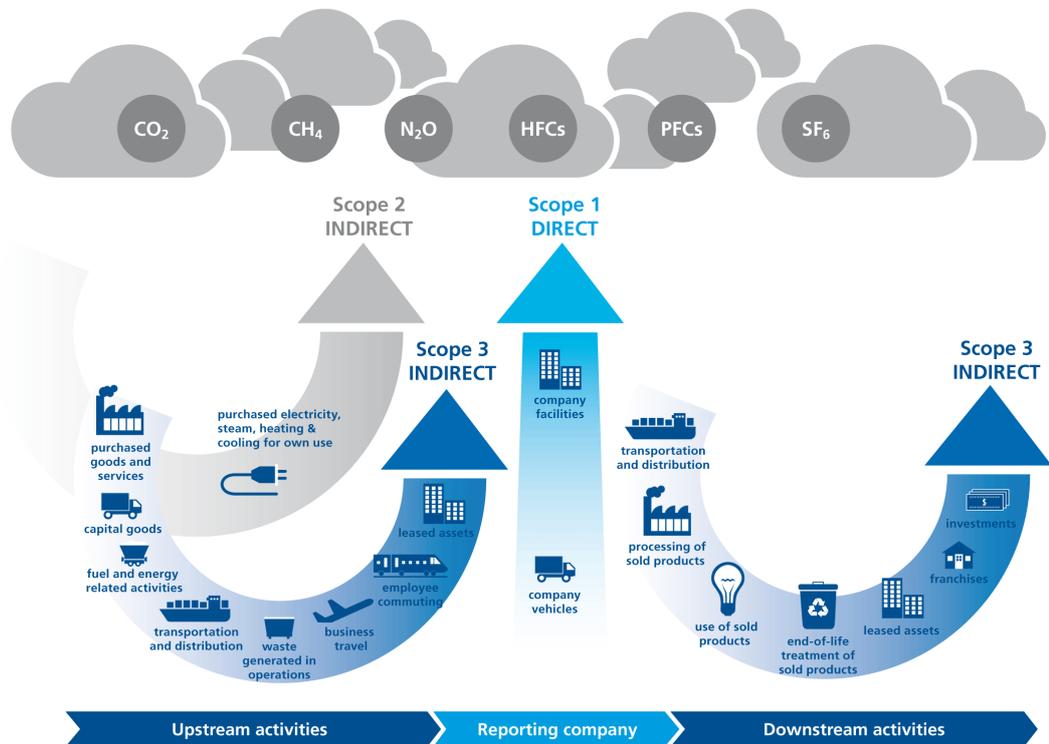
The following chapter will deliver insight on the ESG performance of Quadriga Capital itself, followed by the performance of all investee companies. Quadriga Capital values the transparency and communication of the scores resulting from the **Quadriga ESG Impact Monitor**.

3.1 Results Quadriga Capital

Quadriga Capital (together with its advisers and sub-advisers) is a private equity firm with more than 30 employees and the environmental and social impact remains relatively low.

Since 2018, Quadriga Capital measures the **Carbon Footprint** Scopes 1, 2 + 3 for the Fund Administration in Jersey, its Investment Adviser in London as well as the German Adviser in Frankfurt.

Figure 2: Methods of Emission measurements Scopes 1,2 + 3

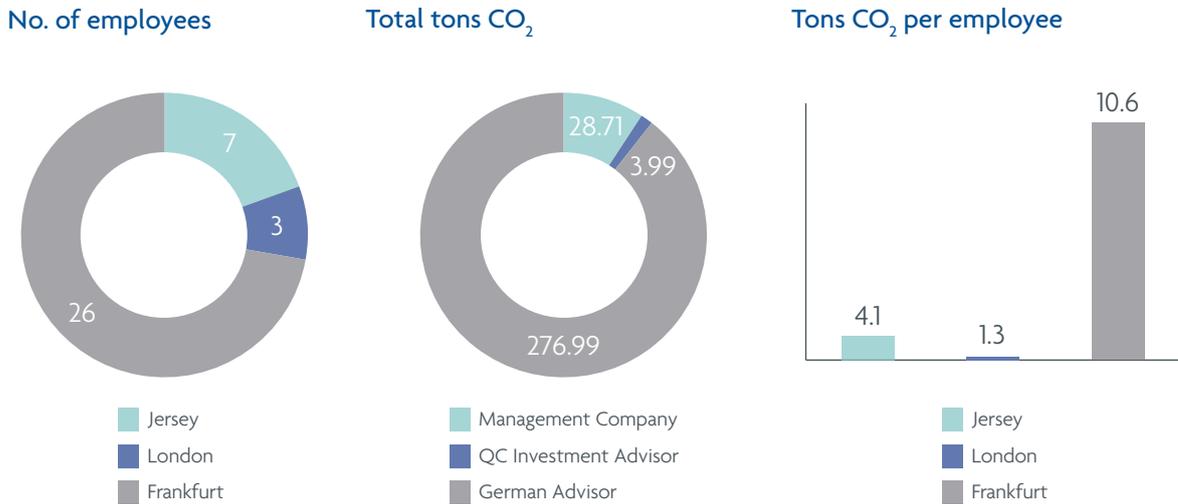


Source: myclimate.org - World Resources Institute & World Business Council for Sustainable Development, 2011.

(<https://compareyourfootprint.com/difference-scope-1-2-3-emissions/>)

3 ESG Performance

Figure 3: Carbon Footprint results 2019 - Quadriga Capital



Quadriga Capital -> Total = 309.69 tons CO₂ -> Employee 8.60 tons CO₂



Between 2018 and 2019 offices reduced their CO₂ footprint by **8%**



Between this period, emission per employee reduced by **0.23 tons CO₂**

Quadriga Capital will uphold all efforts to keep measuring its yearly carbon footprint and that of its investee companies. The target is to maintain a relatively low emission rate every year. If emissions begin to rise from year to year, Quadriga Capital will implement measures to avoid a further increase.



Target: 20% reduced emissions since initial measurement 2018 until 2020



Maintain the reduced rate until 2030

To achieve this target, Quadriga Capital will reduce their air travel and increase video conferencing. For domestic travel, regular flight routes shall be replaced by train alternatives to a certain extent. Quadriga Capital will continue to report on their CO₂ emissions in a transparent manner and on a yearly basis, taking every relevant criterion into account in its calculation.

3 ESG Performance

3.2 Results Investee companies

The following section displays the ESG performance data of the Quadriga Capital investee companies over the past six years. The data stems from the **Quadriga ESG Impact Monitor**. The quantitative data is measured and compared from year to year, uncovering numerous areas of improvements while simultaneously screening areas of underperformance.

As of 2019 the portfolio comprises the following companies:



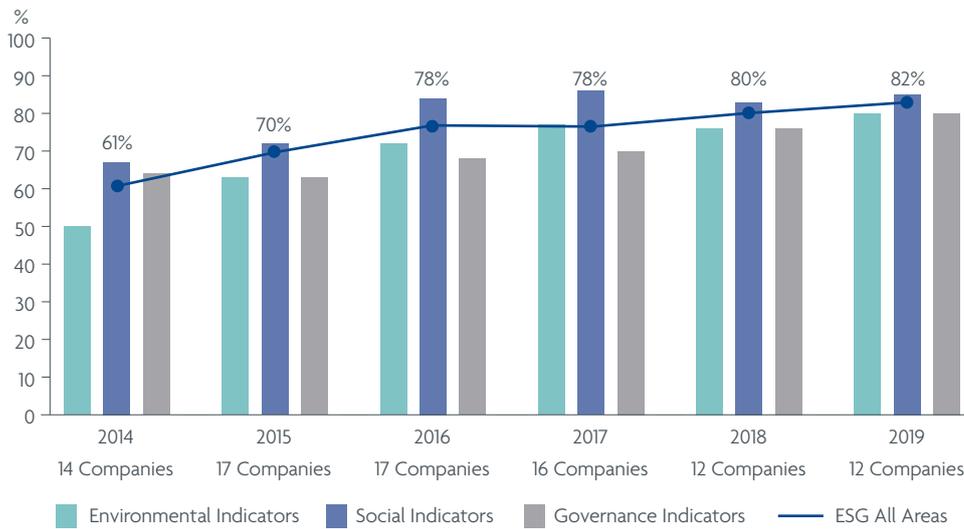
As a fund management company, Quadriga Capital values this information and uses it to ensure a strong environmental, social and governance performance of the investee companies. Upholding a high sustainability performance is essential for the success and value creation at each organisation. The investee companies are engaged on their performance scores and ESG actions plans are created post assessment upon request.

Tab 1. Average ESG performance scores of Investee companies in % (2014 – 2019)

ESG Performance - Portfolio Average						
Reporting Period	No. of Investee companies	General ESG Indicators	Environmental Indicators	Social Indicators	Governance Indicators	Average ESG All Areas
2019	12	82%	81%	85%	80%	82%
2018	12	80%	76%	83%	76%	80%
2017	16	81%	77%	86%	70%	78%
2016	17	85%	72%	84%	68%	78%
2015	17	81%	63%	72%	63%	70%
2014	14	61%	50%	67%	64%	61%

3 ESG Performance

Figure 4. Average ESG performance scores of Investee companies in % (2014-2019)



The average ESG performance scores are portrayed between the years 2014 and 2019. Evidently, the investee companies have significantly improved their performance over the years. Factors which influence the average score are the number of companies assessed and the portfolio constellation. Since the initial assessment in 2014, the average ESG performance of the Quadriga Capital portfolio has increased by 21% points. The strongest improvement between 2014 and 2019 is regarding environmental performance with an astonishing increase of 30% points. Every year of the assessment, the social indicators rank highest of the three, especially in 2016, 2017 and 2019. Performance scores for governance indicators have been rising steadily and have slightly increased year by year since 2015 which is due to the advanced compliance systems that have been implemented.

In 2019, the Quadriga Capital funds have achieved a high scoring balance between the three ESG indicator groups that all scored 80% or above, therefore being equally weighed.



Quadriga Capital portfolio
ESG performance increase

+21%



Highest ESG performance
score for the year

2019

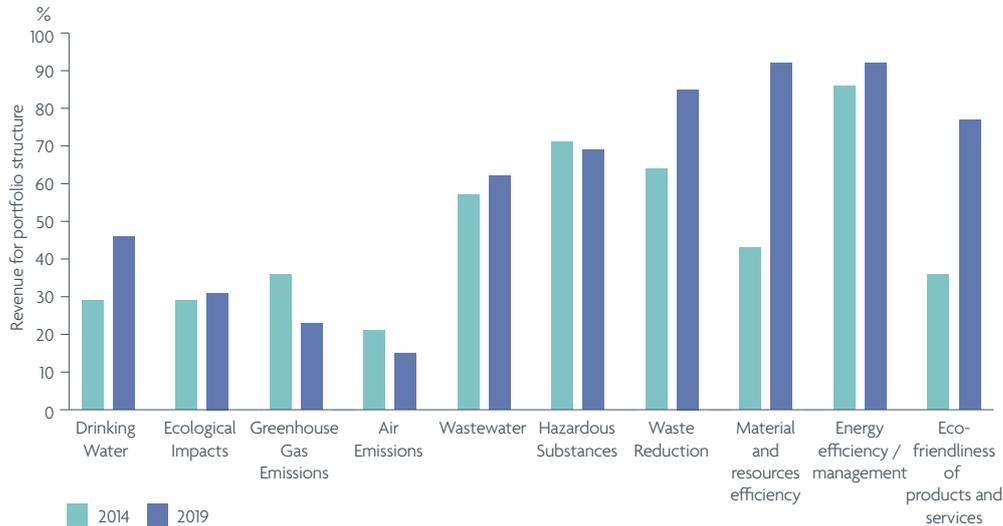
3 ESG Performance

3.2.1 Environmental Performance

The **Quadriga ESG Impact Monitor** contains a vast amount of KPIs for each of the three areas. The following figure shall provide insight on some of the environmental indicators by using a few selected areas that are measured through the monitoring tool.

The exposure to environmental areas have significantly increased and become of higher importance over the past six years. Quadriga Capital values its engagement towards the investee companies and therefore extracts information which environmental areas they are most concerned about. By using this method, they can focus on developing an environmental action plan which is aligned with their individual environmental targets.

Figure 5. Environmental areas covered by the Quadriga ESG Impact Monitor



Material environmental issues covered by the **Quadriga ESG impact Monitor**, which were highly valued by the investee companies in 2019, were eco-friendliness of products and services, energy efficiency, material and resources efficiency as well as waste reduction. Compared to the initial assessment year in 2014, these areas have vastly increased in importance.



Highest increase 2014-2019 area:
Material and resource efficiency



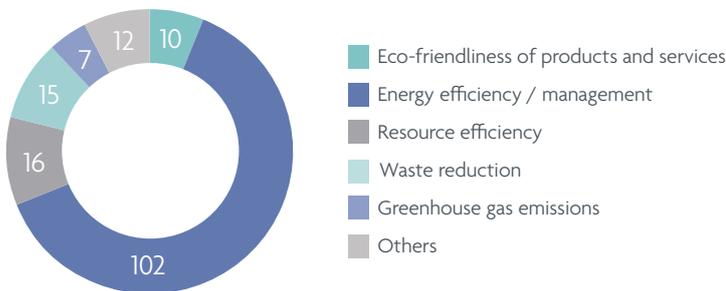
Most valued area 2019:
Energy efficiency / management

3 ESG Performance

Due to the potential cost savings involved, energy, material and resource efficiency are valued the most by companies which is closely followed by waste reduction. Since 2014, the importance of material and resource efficiency has risen by 49% whereas energy efficiency management has been valued almost equally important over the years.

The following figure indicates where environmental improvements are ongoing or planned. The improvement measures cover many environmental topics.

Figure 6. Areas of environmental improvement measures



A total of 102 improvement measures for energy efficiency were either planned or ongoing in 2019. Evidently, this area is the most valued by all investee companies. Waste reduction and resource efficiency seem to be showing potential yet do not come close to energy efficiency management.



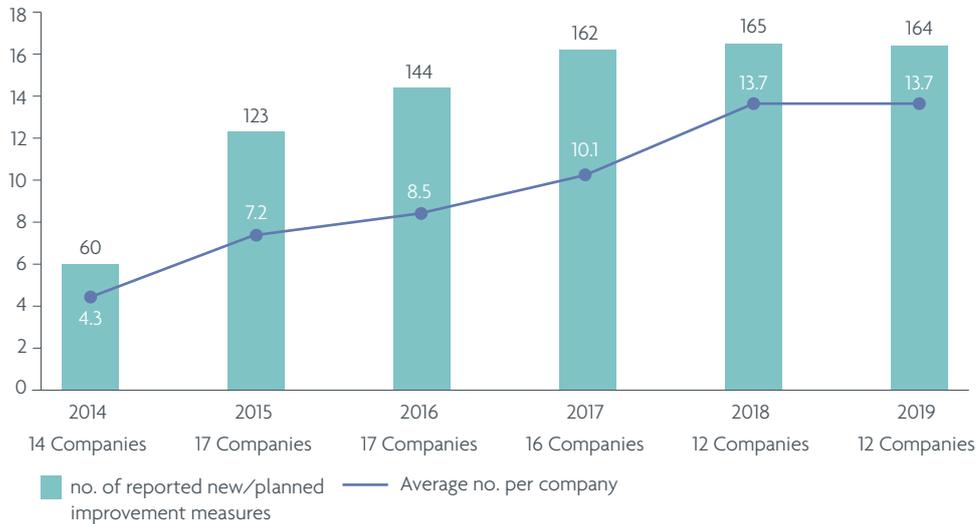
Top priority
Energy Efficiency Management



102 Planned & Ongoing
Improvement Measures

3 ESG Performance

Figure 7. Average environmental improvement measures per Investee company

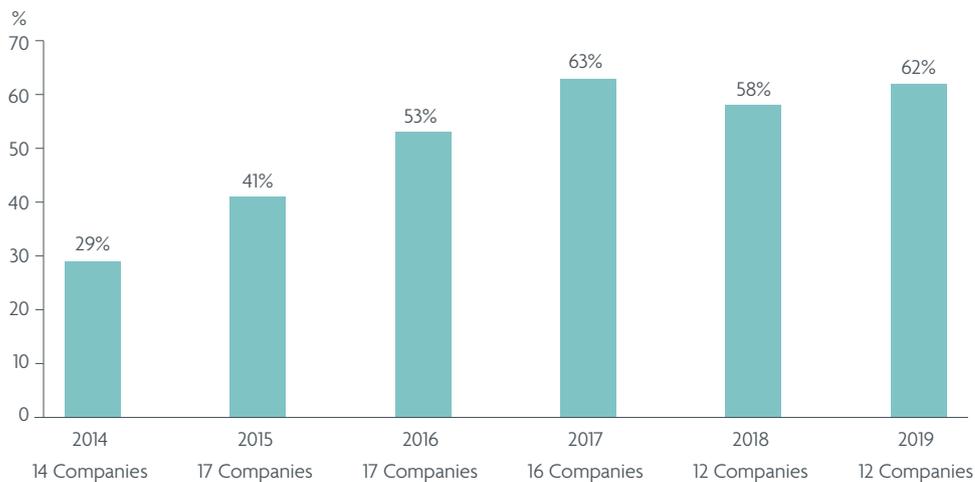


This figure shows the development of planned and ongoing improvements regarding environmental areas between 2014 and 2019. Since 2014, the investee companies have increased the number of improvement measures by 104 while the average number of measures per investee company has increased by 9.4. This indicates that environmental areas have become more important over the years and that the investee companies are rapidly changing their strategy.

The following graph shows the number of investee companies which are using renewable energy while also providing the amount which is used every year in %.

These numbers vary due to the turnover of the different investee companies. The year with the highest amount of renewable energy used was in 2017 with 10 of the 16 investee companies using over 60% of renewable energy.

Figure 8. Number of Investee companies using renewable energy and amount in %



3 ESG Performance

The following table shows the performance of the entire portfolio for CO₂ emissions. The data is extracted from the **Quadriga ESG Impact Monitor**. The tool measures the CO₂ emissions through:

- Scope 1 – Direct emissions -> reporting company
- Scope 2 – Indirect emissions -> upstream activities

The scores are broken down into the minimum and maximum achieved scores followed by the average CO₂ emissions. All metrics are in tonnes and the employee average is calculated followed by the total amount of emissions measured for each scope.

Tab 2. CO₂ emissions of portfolio in 2019

Categories in CO ₂ -Equivalent	Minimum tons CO ₂	Maximum tons CO ₂	Average tons CO ₂	Total tons CO ₂
Scope 1	1	21,843	2,529	27,821
Scope 2	37	20,591	2,252	27,022
Scopes 1 + 2	84	42,434	4,570	54,884
Tons CO ₂ per employee	0.2	4.4	3.0	3.4

The intensity of the total direct emissions of Scope 1 are slightly higher than the total indirect emissions of Scope 2 by 0.799 tons CO₂. The direct emissions show a higher maximum and lower minimum than the indirect emissions. For the Quadriga Capital portfolio in 2019, the average employee emits a total of **3.0 tons CO₂**.

There are numerous factors influencing these performance scores which must be considered during this assessment. Quadriga Capital is committed to engage each investee company on developing industry tailored strategies to keep emissions at a lowest possible rate while promoting the use of renewable energy.

3 ESG Performance

3.2.2 Social Performance

The following figure shall provide insight on some of the social indicators by using a few selected social areas measured by Quadriga's ESG Impact Monitor.

Importance of social areas have significantly increased over the past six years. Quadriga Capital extracts information on social areas which the investee companies are most concerned about. By using this method, they can focus on developing a social action plan which is aligned with their individual social targets.

Figure 9. Social areas covered by the Quadriga ESG Impact Monitor



Material social issues covered by the **Quadriga ESG impact Monitor** were highly valued by the investee companies in 2019, among others work force occupational health and safety as top priority, followed by work force work environment and terms of employment.

Compared to the initial assessment in 2014, these areas have become highly important. Customer and product responsibility, for example, have gained more than twice as much recognition in 2019 compared to 2014.



Highest increase 2014-2019 area:
Customer and product responsibility



Most valued area 2019:
Workforce - occupational health and safety

3 ESG Performance

Work force and occupational health and safety have increased significantly with 35%. This rate increase is expected to rise even further due to the current global pandemic of COVID-19. Quadriga Capital is continuously engaging the investee companies, ensuring that solid health and safety measures are in place which secure resilience to the potential risks.

The following figure indicates where social improvements are ongoing or planned. The improvement measures cover many social topics.

Figure 10. Areas of social improvement measures



Compared to the 164 environmental improvement measures, 138 improvement measures were carried out in the social area in 2019. The most planned or ongoing improvement measures in 2019 were regarding work force and work environment with a total number of 32. Work force terms of employment improvements and additional training followed with a total number of 28 and 26, respectively.

There has been a significant number of work force and occupational health and safety improvement measures, since it remains the highest valued area in both 2014 and 2019. Figure 10 confirms that the investee companies currently have strong health and safety measures in place which may lead them to shift towards improving other areas.



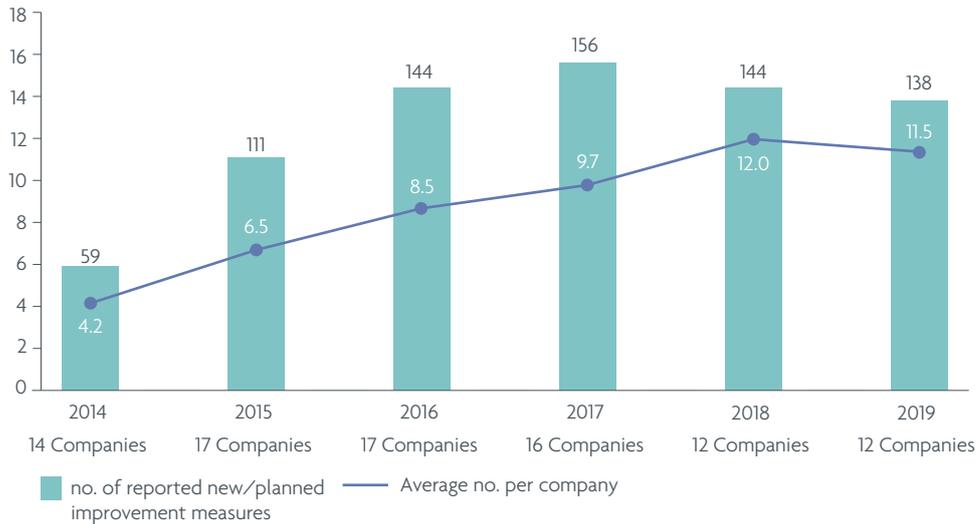
Top priority:
Work force & work environment



32 Planned & Ongoing
Improvement measures

3 ESG Performance

Figure 11. Average SOCIAL improvement measures per Investee company between 2014 and 2019



The above figure shows the development of planned and ongoing improvement measures regarding social areas between 2014 and 2019. Since the initial assessment year in 2014, the number of these measures have significantly increased up to the year 2017, when they started to decline. The decrease results from new companies entering the portfolio while others with higher marks have exited. This mixed factor causes the number of planned and ongoing social improvement measures to variate.

Since 2014, the investee companies have increased the number of improvement measures by 79 while the average number of measures per investee company have increased by 7.3. Over the past 6 years, the average number of planned and ongoing improvement measures to face social issues have increased.

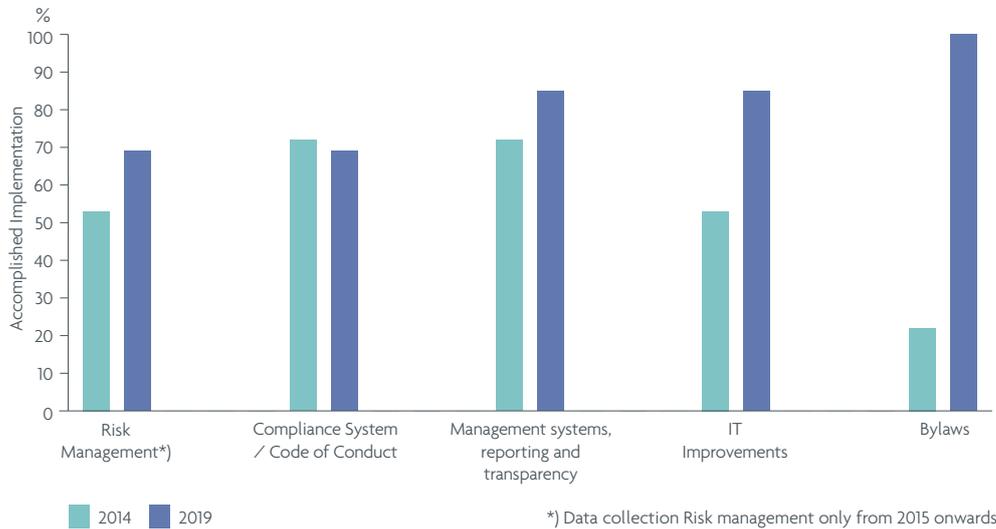
3 ESG Performance

3.2.3 Governance Performance

Figure 12 below provides insight on some of the governance indicators by using selected measures from **Quadriga Capital's ESG Impact Monitor**.

Governance areas have significantly increased and gained higher importance over the past six years. Quadriga Capital extracts information on the most important common governance areas. It remains a top priority to secure solid governance structures within the portfolio and to ensure resilience to future ESG risks. The data enables insight into which areas have been successfully accomplished and those which need to be further developed.

Figure 12. Governance areas covered by Quadriga ESG Impact Monitor



Material governance issues covered by the **Quadriga ESG impact Monitor**, which were highly valued and accomplished by the investee companies in 2019, were bylaws, IT improvements and management systems through reporting and transparency.

Compared to the initial assessment year in 2014, the importance of these areas have considerably increased. The quality of bylaws has increased by 78%, IT improvements by 32% and management systems by 13%.

Although data for risk management has only begun to be collected in 2015, a fully separated risk management function has only increased by 15% (driven by the larger investee companies), showing room for improvement. Compliance systems and Code of Conduct have remained stable since the initial assessment year as it has always been an important topic.

3 ESG Performance

The following figure indicates where governance improvements are ongoing or planned. The improvement measures cover many governance topics.

Figure 13. Areas of governance improvement measures



Compared to the 164 environmental and 138 social improvement measures, the governance area has witnessed a total number of 100 improvement measures in 2019.

The highest number of planned or ongoing improvement measures in 2019 were regarding management systems and transparency with a total number of 30 followed by governance principles and corporate culture with 27.



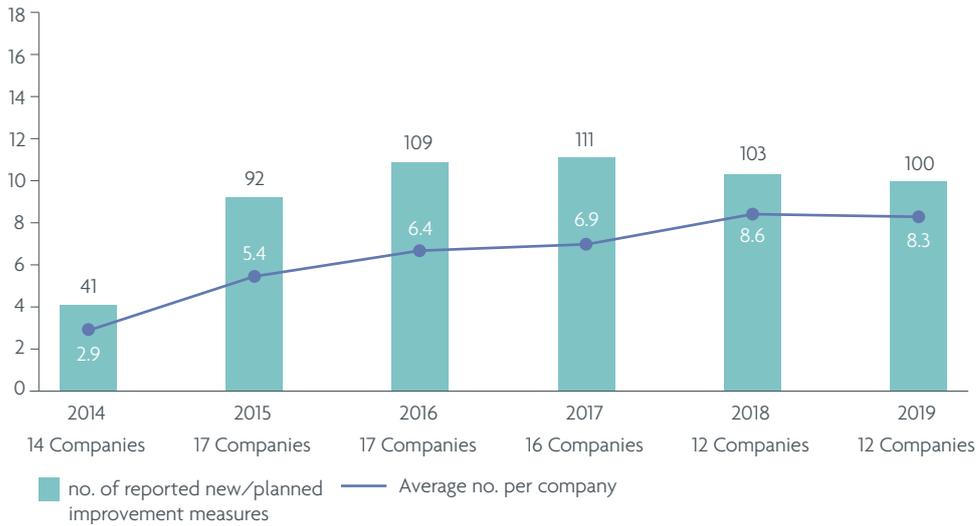
Top Priority:
Management systems and transparency



30 Planned & Ongoing
Improvement measures

3 ESG Performance

Figure 14. Average Governance improvement measures per Investee companies 2014 - 2019



The above figure shows the development of planned and ongoing improvement measures regarding governance areas between 2014 and 2019. Since the initial assessment year in 2014, the number of measures increased significantly up to 2017. The slight decrease since then has been caused by new companies entering the portfolio whilst others have exited. This factor causes the number of planned and ongoing social improvement measures to variate.

Since 2014, the investee companies have increased the number of improvement measures by 59 while the average number of measures per investee company have increased by 5.4. This indicates that governance areas have become more important over the years and that the investee companies are adjusting their internal structures and policies accordingly.

4 Philanthropy

Since its foundation, Quadriga Capital has actively been engaged in philanthropy and community activities. From active donations to NGOs towards engaging local communities, Quadriga Capital has committed itself to further uphold its corporate social responsibility, fighting social issues not only locally but globally. The key areas Quadriga Capital lays its focus on are education, health and poverty.



Health



Education



Poverty



4 Philanthropy



4.1 Community Engagement

The Order of St. Johns operates a wide range of charitable facilities including day care centres and schools, hospitals and rehabilitation clinics, care facilities and hospices as well as emergency services, accident assistance and foreign aid. Max Römer (Chairman of the Board at Quadriga Capital Eigenkapitalberatung GmbH) is the Treasurer of the Order of St. Johns in the federal state of Hesse.

As of 2017:



37,000 Active Volunteers
+ 37,000 full time
employees



1,300,000 registered
members



Germany, Austria
& Poland



Medical care,
humanitarian relief &
youth programmes

Tasks for St. John Accident Assistance:

- **Provide training:**
Public first aid training, driving license, companies & special emergency medical technicians
- **Emergency medical service:**
210 fully equipped ambulance stations
- **Social care:**
Social centres, childcare & sanitary institutions for children, the disabled and the elderly
- **Civil defence & disaster relief:**
Crisis intervention and response to natural disasters - worldwide
- **International aid:**
Technical assistance and support team for people affected by disease or political unrest



©Die Johanniter

4 Philanthropy



Quadriga Capital donations since 2017

Tafel e.V. is an organisation providing food supplies to those in need throughout Germany. It aims to tackle poverty and support low-income families, the elderly struggling with low pensions as well as single parents. The organisation comprises of 200 centres where thousands of tonnes of food is donated yearly. With around 5,000 volunteers, Tafel e.V. manages to support over 120,000 people with food supplies.

Tafel Hessen:



5,000 Active
Volunteers



Provides support to
120,000 people



56 locations in
Germany



Provides food to
people in need

Tasks for Tafel Hessen:

- **Provide enough food:**
Support people in poverty and hunger
- **Maintain a solid partnership:**
Secure a future of care
- **Schooling and education:**
Promote the common goal
- **Sponsoring and advertising:**
Making sure that funding remains solid to keep providing enough food
- **Logistics and locations:**
Ensuring effectiveness and capacity of current and potentially new locations



©Hessische Tafel

4 Philanthropy



4.2 Education for a better world

Quadriga Capital donations since 2015

Family Service Centre (“FSC”) is a family run NGO founded in 1955. It is a community-oriented programme which covers the areas of sponsorship, foster care, adoption and community development. It therefore enhances individual, family and community empowerment by reaching out to families in difficult circumstances through preventive non-institutional services. FSC is committed to provide support and empowerment to the under-privileged sections of society.

FSC - Past 3 years:



3,156 Domestic adoptions
(yearly average)



631 International adoptions
(yearly average)



Mumbai
India



Provide a home for
children in poverty

Tasks for Family Service Centre:

- **Foster care:**
Provide foster care for children in poverty
- **Education:**
Provide education to give them a future
- **Empower Society:**
Empower families as core unit of society
- **Child orientation programmes:**
Study classes for adolescent groups
- **Capacity building initiatives for women:**
Provide vocational training, income generating programmes, job training & community health workers
- **Health interventions:**
HIV outreach programmes, medical camps, coastal clean-up, awareness rallies & information dissemination on Reproductive and Child Health



©Aamir Mohd Khan

4 Philanthropy



PROBONO

PROBONO School Partnerships for One World e.V. is a charitable organisation which has been supporting school partnerships between schools in Germany and Tanzania, Uganda and Kenya since 2004 to promote education in Eastern Africa. PROBONO was founded in 2004 by Andrea Alleker-Fendel. The mother of three children and political scientist with a background in development cooperation sought an answer to the question of how development aid can have a sustainable effect.

Probono:



400 Educational projects



29 School partnerships



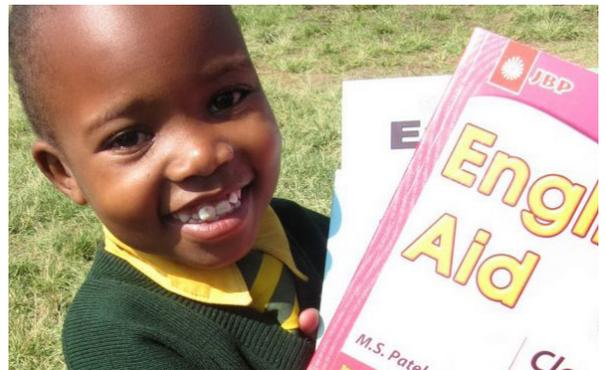
East Africa
(Kenya, Uganda,
Tanzania)



Provides school
partnerships and
promote education

Tasks for PROBONO:

- **Overcoming poverty:**
Long term approach through education
- **Promoting education:**
Partnering schools in Germany and Tanzania, Uganda, Kenya
- **Encouraging intellectual dialogue:**
Culture exchange between children and youths from Germany and East Africa
- **Promote global learning:**
Improving social skills on both sides



5 **Quadriga Capital ESG Team**

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