



ESG & Impact Report 2022

Forbion.
Impacting the future of medicine

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Foreword

Forbion was launched in 2006 with the intent to impact the future of medicine for the benefit of patients.

We are striving each and every day to ensure that behind our investments is a company culture that delivers a positive impact on patients and ultimately to society at large. In our investments, we focus on addressing high and unmet medical needs and improving the quality of patients' lives. Our latest ESG & Impact Report illustrates the progress that the companies in our portfolios have made in this respect, and provides insights on our approach to ESG and impact monitoring.

For more than a decade, we have been enforcing principles of good governance and environmental and social management in our portfolio companies. We now use a robust framework that comprises Environmental, Social and Governance (ESG) risk and materiality assessment, define engagement priorities for our portfolio companies, policy development and monitoring, and reporting on relevant Key Performance Indicators (KPIs). The

most recently added KPI is CO2 emissions of portfolio companies; added in 2022. Our team provides assistance to companies to bring together research and development and company building using our team's expertise in drug development. Publishing this report, together with our efforts in supporting a sustainable global financial system by being signatory to the Principles for Responsible Investment, demonstrates that we are committed to ensuring that we live up to our mission of *Impacting the Future of Medicine*.

We continue to refine and elevate our approach to impact and ESG integration. The appointment of our dedicated Head of Impact & ESG underscores our commitment to embedding sustainability, impact and ESG throughout our investment strategy and process, and more importantly, to supporting our portfolio companies in achieving their potential patient impact in their respective disease areas.



Geert Jan Mulder
Managing Partner



Sander Sloodweg
Managing Partner



Martien van Osch
Managing Partner

On behalf of the Forbion Partnership



1

**About
Forbion's
platform.**

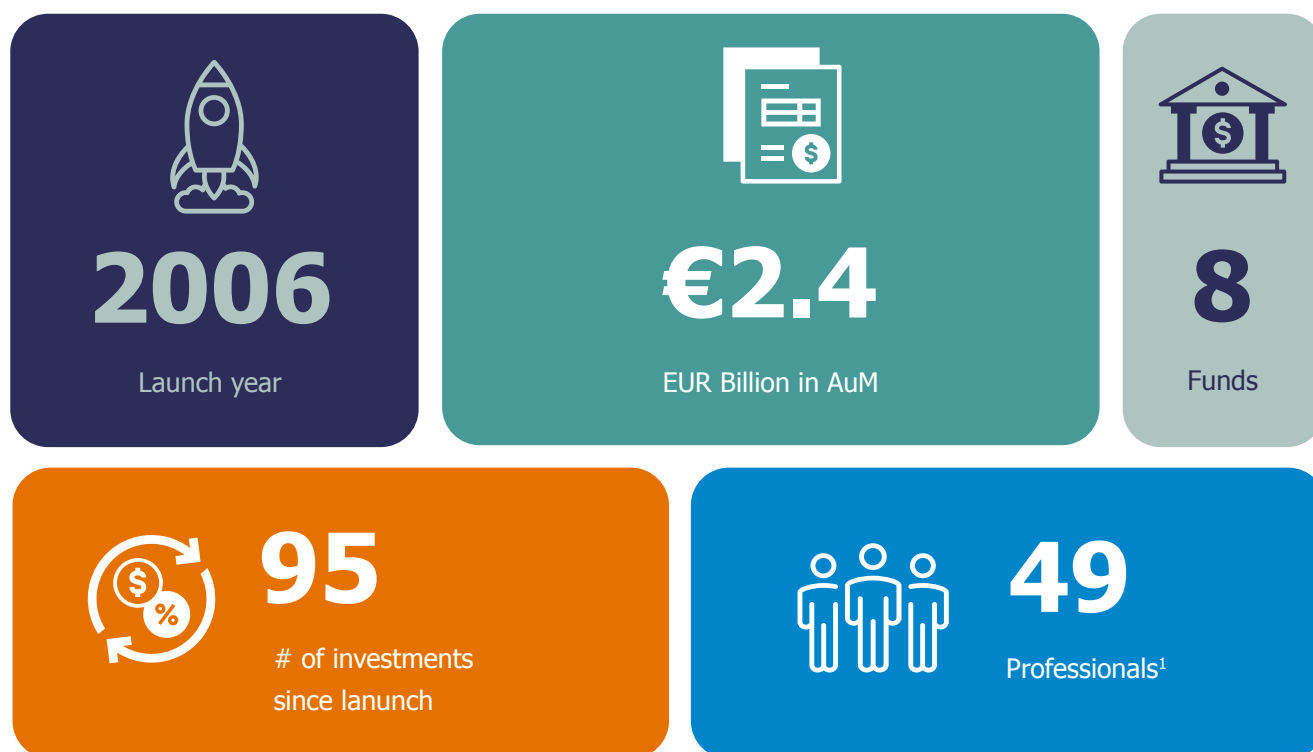
About Forbion's platform

With EUR 2.4 billion Assets under Management at the end of 2022, Forbion is a leading venture capital firm that works closely with entrepreneurs to build life sciences companies with technologies and products designed to transform people's lives.

Forbion typically invests in late stage pre-clinical to pre-commercialization stage life sciences companies, thereby addressing high and unmet medical needs. Across three distinct investment

strategies (see illustration), we help companies bridge research and development using our team's expertise in drug development and company building.

Forbion in a nutshell (data as of end of 2022)

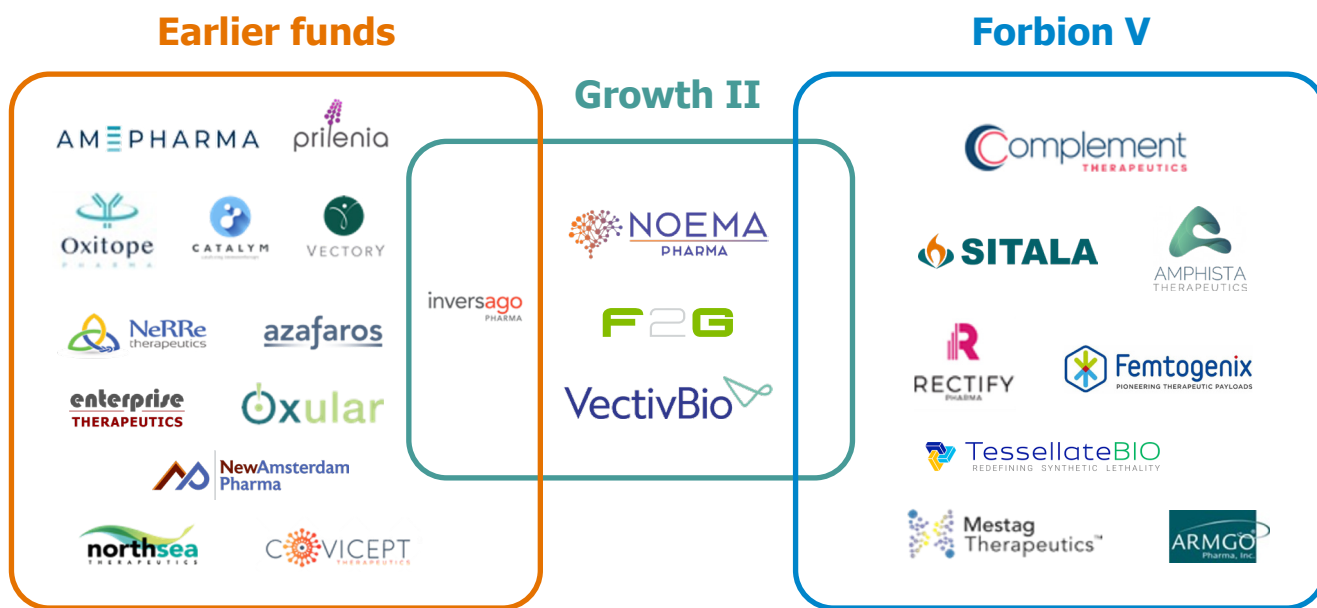


¹The number includes all Forbion staff, operating partners, and venture partners as of 31 December 2022.

Our role in the Therapeutics ecosystem is to support the development of new drugs, from scientific discovery to the market. We are Europe-focused; however, we also look for other opportunities in the USA and Canada. Forbion invests in those opportunities where it can play an instrumental role

in reaching this goal. That is, we build and/or help develop those therapies that would not reach patients without our support. In many cases we have taken an interim operational or executive chairman role to achieve these goals. Our active portfolio companies at the end of 2022 are presented below.

Active portfolio companies in Forbion funds at the end of 2022



Source: Forbion

Through its investments, Forbion contributes to several Sustainable Development Goals (SDGs) set by the United Nations, and in particular, SDG 3, *To ensure health and well-being for all* and SDG

8, *To promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*



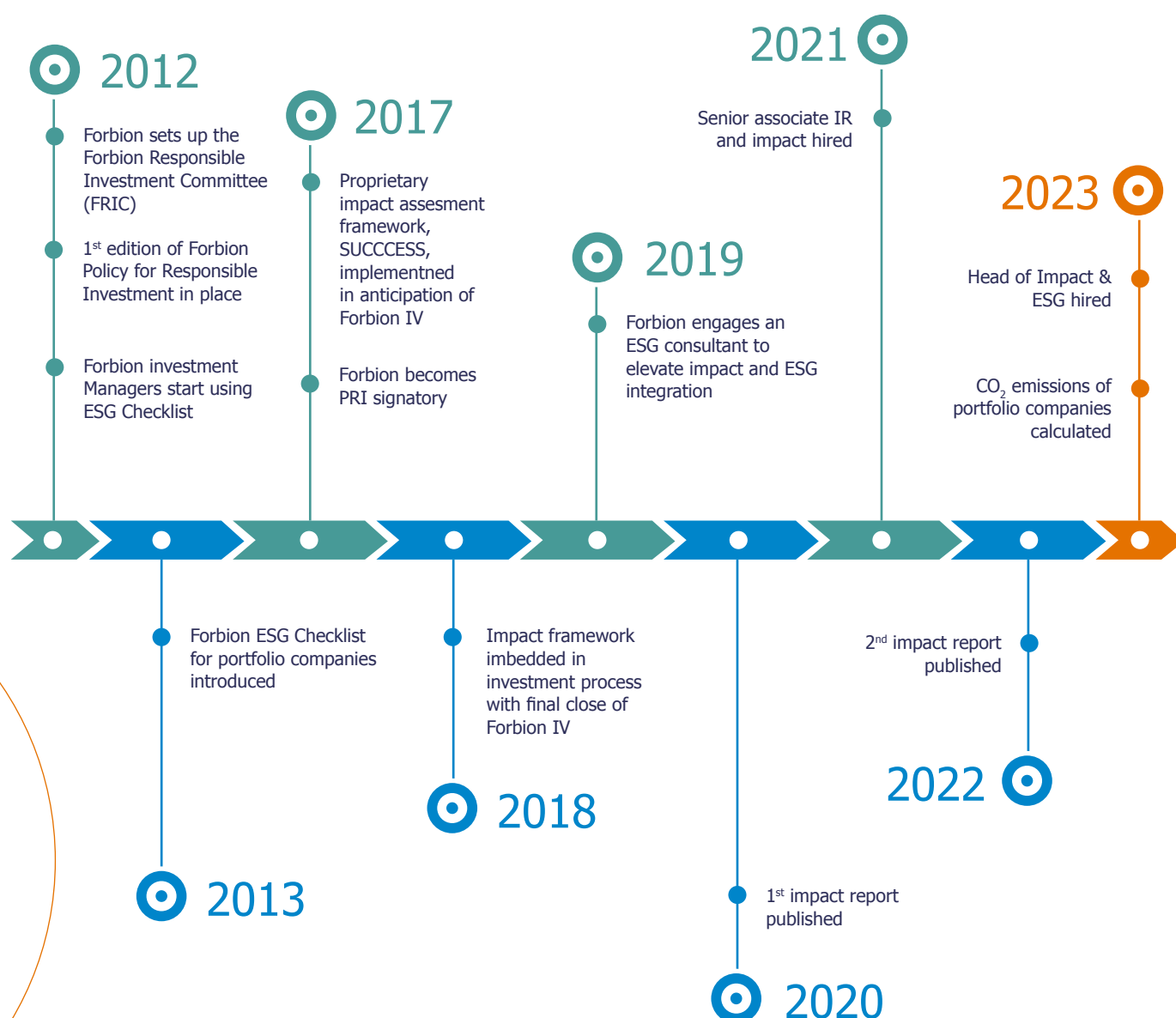
A blue-tinted photograph showing a person's hands typing on a laptop keyboard. In the foreground, a stethoscope is resting on a surface. The background is blurred, showing a person's head and shoulders.

2

**Our ESG
& impact
journey.**

Our ESG & impact journey

Forbion is driven by the conviction that impact is at the core of investing in medicine and that a focus on creating societal value goes hand in hand with investment returns.



As illustrated by the timeline, Forbion's ESG and impact journey started back in 2012 when the Forbion Responsible Investment Committee (FRIC) was set up and published the first edition of *Forbion Policy for Responsible Investments*, accompanied by the ESG Checklist for investment managers. The checklist for portfolio companies was launched a year later.

2017 marks another important milestone in Forbion's journey, as it is a year when we started assessing the impact of its investments on patients and society using our proprietary SUCCESS scoring mechanism (see Appendix 1 for details). Furthermore, we have strengthened our commitment to responsible investing by signing up to the UN-backed Principles for Responsible Investment (PRI).

With the help of an external consultant, Forbion established a monitoring framework and formulated key ESG-related key performance indicators (KPIs). The latter are based on the materiality analysis for companies in the Pharmaceutical and Biotechnology industries. The first results were incorporated in the 1st impact report which was published in 2020.

In the years that followed, Forbion has taken new steps in its ESG and impact journey, by hiring dedicated ESG and impact specialists and contracting an external software platform to help portfolio companies gather data on CO2 emissions in 2023. All with the aim to remain a best-in-class investor in life sciences.



A group of four healthcare professionals, three in blue scrubs and one in a white lab coat, are seated at a table in a brightly lit room, likely a hospital or clinic. They are all smiling and looking towards the right side of the frame, suggesting they are engaged in a positive discussion or presentation. The background shows a modern interior with large windows and recessed ceiling lights.

3

**ESG & impact
policy and
governance.**

ESG & impact policy and governance

As a venture investor in the life sciences space, we believe that ESG issues are important and can affect the performance of investment portfolios.

Forbion is a signatory to The Principles for Responsible Investment (PRI), and has committed to these principles as described in the Forbion Policy for Responsible Investments. Forbion's Responsible Investments Committee (FRIC), established in 2012, ensures that the Forbion Policy for Responsible Investments is implemented in the investment process across its strategies and the

funds managed. FRIC also reviews the annual impact & ESG report and reviews initiatives related to sustainability and ESG to strengthen Forbion's organizational capabilities. Furthermore, the FRIC advises Forbion's investment team and is responsible for promotion and further development of Forbion's ESG and impact methodology.

Currently, FRIC is composed of the following members²



Silva Deželan PhD
Head of Impact & ESG



Geert-Jan Mulder MD
Managing Partner



Robbert vd Griendt
MSc
General Partner IR/
Impact



Machteld Groenveld
LLM, EMBA
Legal Counsel &
Compliance Officer

² Silva Deželan joined FRIC in April 2023.

FRIC's most recent member is Forbion's dedicated *Head of Impact & ESG*, Dr. Silva Deželan, who joined in April 2023. Together with the General Partner IR & Impact and Senior Associate IR & Impact, Forbion is setting up a team that supports the investment teams and its Limited Partners.

Forbion continuously looks for standards and ideas which can strengthen its ESG integration and impact management process. For this purpose, we are actively involved in the most relevant industry initiatives in the Netherlands (as a member of the Responsible Investment Committee of the NVP), within Europe (as Co-chair of the ESG Committee of Invest Europe) and globally, as a PRI signatory.



Signatory of:



A person wearing a white lab coat, safety goggles, and a white face mask is working in a laboratory. They are holding a pipette and looking down at it. The background is a blurred laboratory setting with various pieces of equipment and lights. The entire image has a blue color overlay.

4

Impact & ESG integration in investment process.

Impact & ESG integration in investment process

In order to create economic and societal value, Forbion has integrated ESG and impact considerations in each stage of the investment process.

Our goal is that our portfolio companies incorporate ESG policies and processes that are material for the life sciences sector. We have identified the factors that we consider material, and incorporated them

in the tools we use to analyze, monitor and manage positive and potentially negative impacts of the companies we invest in. Our process is illustrated and described on the next page.



Forbion was launched in 2006 with the intent to impact the future of medicine for the benefit of patients.

1

Deal flow screening

Impact potential evaluation

During deal flow screening, we evaluate the impact potential of each opportunity. Impact is a dominant investment criterion for Forbion. Because Forbion generally invests in early-stage ventures and often has a minority share and can't merely impose its view as a sole shareholder, selecting the right companies is of utmost importance.



2

Due diligence

Success impact assesment

ESG checklist

During due diligence, our investment teams thoroughly assess the impact potential of each opportunity using the seven SUCCESS Impact Factor criteria. This framework helps us monitor and score impact, collect data and select opportunities with exceptional impact potential in an accountable way. Simultaneously, we apply negative selection using our ESG checklist, which helps us eliminate deals which do not comply with the Forbion Policy for Responsible Investments. In this way, our investment managers are well positioned to make informed investment decisions, taking into account ESG factors and impact.



3

Transaction negotiation

ESG-related clauses in Term Sheet and final investment documentation

In the negotiation phase ESG-related clauses are incorporated in our term sheets and in final investment documentation. In this way we receive company management's commitment to ESG management and realization of impact. Forbion's representatives on companies' boards further support companies in reaching their milestones.



4

Portfolio management

Quarterly fund ESG reporting

Annual impact & ESG report

SFDR Article 8 annual fund reports

Post-investment, in the value creation stage, we help our companies deliver on their impact potential particularly through providing support in the design of clinical trials and reaching defined milestones. Additionally, we have formulated ESG KPIs that we believe are material for the Pharmaceutical and Biotechnology industries and specifically for our portfolio companies. These KPIs form part of the engagement with both portfolio companies and subsequent reporting to our investors. To promote transparency and inform our stakeholders on our ESG and impact activities, we publish an annual ESG and impact report in which we illustrate portfolio companies' drug development advancements and report on their progress with respect to key ESG factors.



5

**2022 Portfolio
impact
highlights.**

2022 Portfolio impact highlights

Forbion's investment approach is characterized by solid research and long-term value drivers, namely, generating positive outcomes in medicine and creating solutions to improve quality of life as well as to promote affordability of care for the patients.

Consequently, we focus on opportunities addressing high and unmet medical needs and significant innovations with the potential to shift the paradigm. We believe the latter is instrumental in driving down the cost of healthcare.

Since its launch in 2006, Forbion has invested in over 95 portfolio companies and pioneered the development of new technologies. Our team helped pave the way for the development of gene therapy, alongside being at the forefront of advances in immune therapy.

Forbion leverages institutional capital to deliver healthcare solutions through its role in the biotechnology and medicine ecosystem. Within this ecosystem, we support the development of new drugs, targeting a range of different diseases and scientific areas, from discovery to market. Through our expertise in clinical development and company building, we have helped many entrepreneurs and companies. Today, our primary areas of focus are oncology, respiratory, cardiovascular, metabolic, neurodegenerative, and orphan diseases and increasingly ophthalmology.

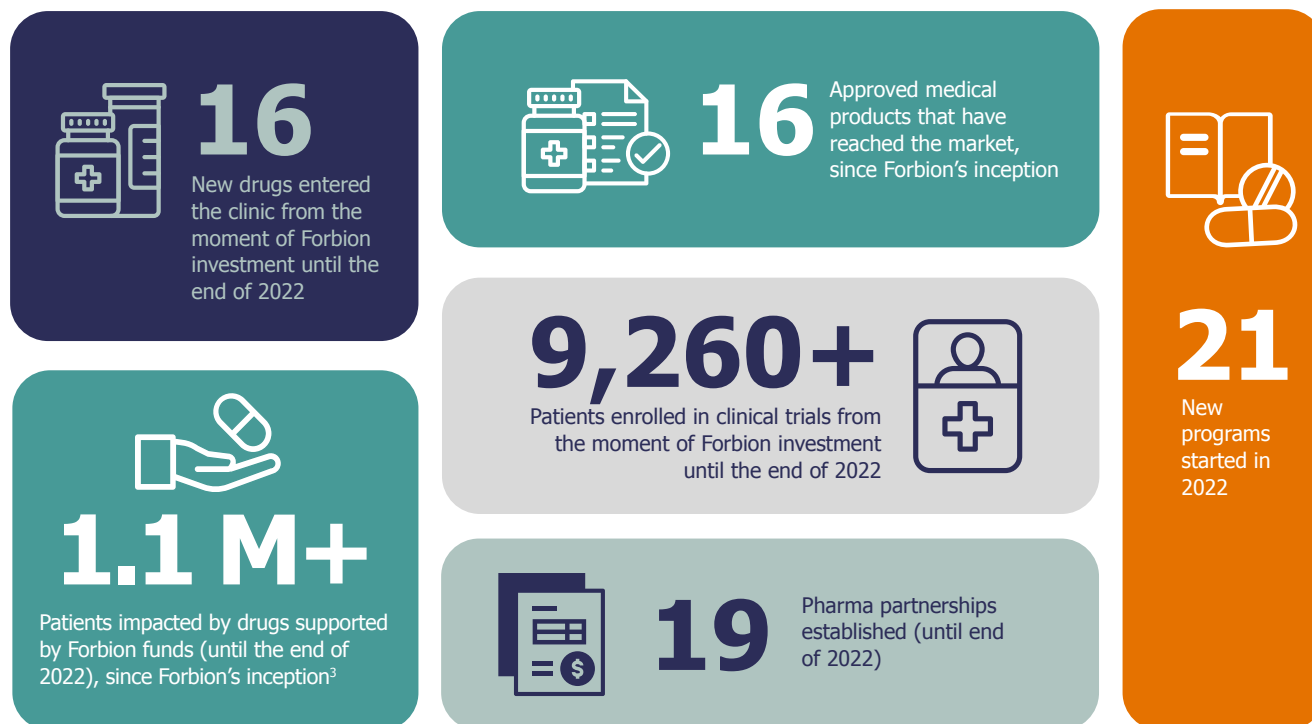
Through our Ventures strategy, Forbion aims to build and enable companies that are discovering and developing medicines, typically with a greater focus on companies that are in the drug discovery and pre-clinical phase. Within our Growth strategy, Forbion's focus is to deploy capital to advance clinical development in later-stage companies, driving drugs closer to market approval, and therefore to the patient population in need. Both strategies have a vital role to play in supplying the necessary financing to bring medicines to patients.

In 2022, there were over 14 programs started across the Forbion portfolio. There have now been over 11 new drugs entering the clinic, and more than 8150 patients enrolled within clinical trials, targeting many different diseases.

Forbion's economic impact is reflected, among others, in the number of companies that it has created and the number of jobs that have been created by the active portfolio companies during its investment. 18 companies have been set up by Forbion by the end of 2022 while the employment in its active portfolio companies has increased by at least 760 jobs since investment by Forbion funds.

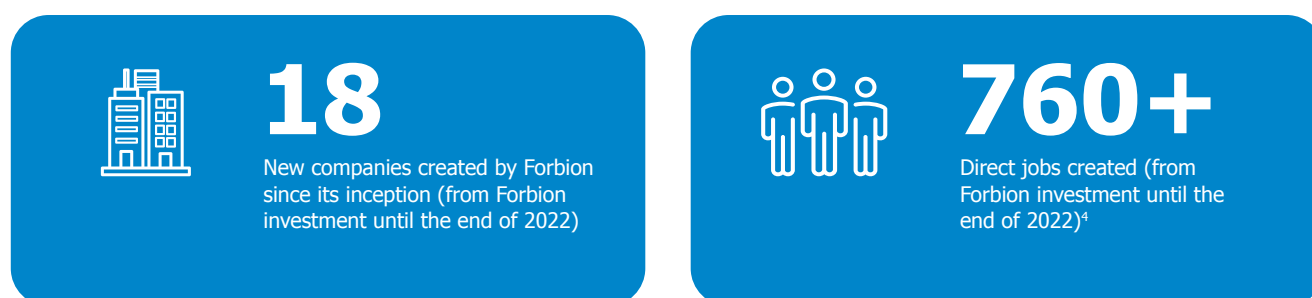
Forbion's active portfolios' impact at a glance (as of end of 2022)

Health impact



Source: Forbion

Economic impact



Source: Forbion

³ Note that the number of approved medical products and patients impacted by drugs supported by Forbion includes bio-pharmaceuticals, medical technologies, and devices. The total number of patients that have been treated with a product on the market that Forbion has previously financed, was calculated in the fourth quarter of 2022, and is based on estimated sales volumes per medical product. Excluding medical devices and products, there are 593,000 patients that have been impacted by eight approved bio-pharmaceutical products Forbion has previously financed.

⁴ The number of direct jobs created is the aggregated number from the active portfolio, as of end of 2022. For each portfolio company, this number is calculated as the difference between the number of employees at the end of 2022 and the number of employees at the time of investment by a Forbion fund (according to the first reported number after the investment).

Therapeutic area in focus

Ophthalmology

Similar to other age-related diseases, such as certain types of cancer or neurodegenerative diseases, losing sight due to age was not a big issue of our society a century ago. However, improved medical care and overall living standards resulted in increased life expectancy and allowed sufficient time for age-associated diseases to develop. In addition to age-related eye diseases, inherited eye diseases which manifest from birth

or early in adolescence can lead to blindness. Blindness is considered to be one of the most severe disabilities as it impacts people's ability to live independently, socialize, work, read, and see the faces of their kids, grandkids, friends and partners. In fact, people would hypothetically be willing to trade in up to ten years of their lifetime for vision if they had to choose between blindness and duration.



NORMAL VISION

Objects are unobstructed and clear



MACULAR DEGENERATION

Objects are obstructed and unclear

The reason for vision loss is mostly driven by degeneration of the retina, a tissue layer in the eye that is responsible for converting light into chemical signals which ultimately create images in our brains.

Current scientific efforts focus on either slowing down the speed of degeneration or even on restoring vision, the latter one being considered the "holy grail" and much more difficult to achieve.

Forbion's investments in ophthalmology

Forbion has a track record of investing in ophthalmology companies developing effective treatment options for patients with retinal degenerative diseases. During the period between 2021 to 2023, Forbion has made four significant new investments into ophthalmology companies developing drugs for blindness diseases.

Gyroscope develops a drug for patients with dry macular degeneration which affects more than five million people globally. Until recently, there was no treatment available for these patients. A Gyroscope competitor succeeded in receiving approval for a complement inhibitor which needs to be injected into

the eye every 4-8 weeks. Fortunately for patients, in contrast, Gyroscope's drug is a one & done gene therapy significantly reducing the treatment burden of patients. After initial positive data in the clinics, global healthcare company Novartis acquired the company for up to \$1.5BN, only 9 months post Forbion's investment.

Taking all learnings on board from Gyroscope, Forbion seamlessly continued to invest into next-generation dry macular degeneration approaches, one of which is by **Complement Therapeutics**. Complement Therapeutics leverages disease biology that is de-risked by, amongst others, Gyroscope, and at the same time has the potential to offer superior efficacy to patients (see box below for more info on Complement).

Oxular develops a drug for patients with diabetic macular edema, a highly prevalent and growing disease. Oxular's approach aims at helping patients who are currently not sufficiently served by the existing standard of care by not only improving their vision but also by extending their invasive treatment intervals from once every 2-3 months to once a year. Oxular is currently testing its drug in a Phase 2 clinical study in patients.

In addition to age-related ocular diseases, Forbion has recently invested in an innovative gene therapy approach for inherited retinal degenerations called Usher 1B and Stargardt's diseases developed by **AAVantgarde Bio**. Both conditions affect young patients who experience vision loss as early as in their teenage period. The company is on track to start dosing first patients beginning of 2024.



Complement Therapeutics

An interview with **Dr. Rafiq Hasan**

*CEO and Managing Director
at Complement Therapeutics GmbH*



What can you tell us about geographic atrophy (GA)?

Geographic atrophy is a form of late age-related macular degeneration and is the leading cause of central vision loss in individuals over 50 years in developed countries. Globally, the prevalence of GA continues to increase, reflecting ageing population demographics with approximately 5 million people living with this condition worldwide, of which 1.5 million are in the US. This disease is characterized by progressive loss of vision, ultimately leading to blindness and the consequent detrimental impact on quality of life. Until recently, no approved treatment options were available for this debilitating condition and many previous attempts at developing therapeutics had been successful. That being said, in 2023 two new products have been approved in the US for the treatment of GA, both are inhibitors of the

Complement System which is considered to be a key driver of disease. The approval of these 2 agents, pegcetacoplan (Syfovre®, Apellis) and avacincaptad pegol (Izervay®, Astellas) has placed the spotlight on complement modulators as potentially effective therapeutic options in GA.

What is the unmet need in this condition?

The recent FDA approval of pegcetacoplan and avacincaptad pegol were significant milestones in the treatment of patients with GA, however, both of these products have only demonstrated modest efficacy in slowing the progression of the disease (by 15-20% at 12 months) and both require very frequent intra-ocular injections, monthly or every other month. This slowing in the disease progression has not translated

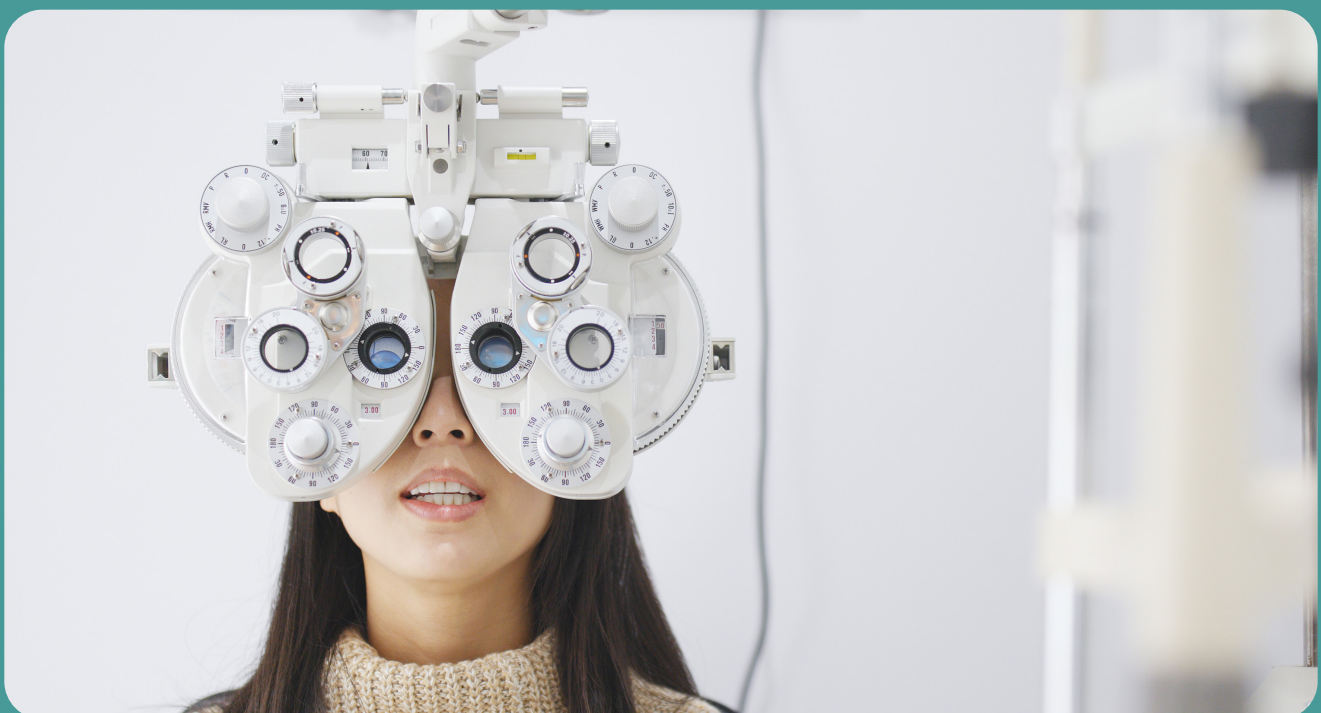
into a functional benefit for patients and clinicians have reported difficulty in convincing patients to make the required commitment to frequent intra-ocular injections. In addition, some safety concerns have emerged in clinical trials, most notably the development of neovascular (or wet) AMD in ~10% of patients, another more aggressive form of AMD that requires additional treatment. Consequently, there are a number of unmet needs in GA including the need for more efficacious products that can demonstrate a functional benefit in the near term, products that require less frequent administration, ideally a gene therapy that requires only a single injection for a durable effect and products with improved safety profiles.

How did Complement come to existence and how do you aim to help patients that suffer from GA?

Complement Therapeutics is a spin out from the University of Manchester and is building on the highly innovative scientific work of the Company's founders, Prof Simon Clark, Prof Paul Bishop and Dr Richard Unwin. The Company successfully completed a seed financing round in 2022 and subsequently a Series A round in 2023 co-led by

Gimv and Forbion. The Company is focused on developing novel medicines for complement driven diseases such as GA. The Company's lead asset, CTx001, is an AAV gene therapy being developed for the treatment of GA secondary to AMD. Early in vitro and in vivo preclinical studies suggest that this product has the potential to deliver superior efficacy and safety with the convenience of a one-time administration. CTx001 is currently undergoing further preclinical evaluation prior to entering first in human studies in 2024. Additionally, Complement Therapeutics is conducting a non-interventional natural history (the i-GAIN) study in 250 patients with GA in the UK and US. In this study, patients will undergo detailed assessments over 12 months to better understand the underlying disease process and identify potential patients for future interventional studies of CTx001.

Alongside its therapeutic pipeline, The Company is also developing the novel Complement Precision Medicine (CPM) Platform which enables rapid and cost-effective measurement of systemic complement proteins. This platform is also being studied in the i-GAIN trial and has the potential to support more precise targeting of treatment to patients.





6

**2022 portfolio
ESG highlights.**

2022 portfolio ESG highlights

Forbion monitors and reports on selected KPIs for ESG factors that are material for pharmaceutical and biotechnology companies.

These KPIs are related to portfolio companies' employees, diversity, business integrity, quality assurance, research practices, health and safety and climate change. The values of the ESG indicators for Forbion Ventures III-V and Growth I-II funds at the end of 2022 are presented in the table below.

There were over 1350 FTEs employed in Forbion's portfolio companies at 2022 year end. Correcting for the companies that are in multiple funds, this number is 1312, or about 500 more than at the end of 2021. The average *Employee turnover* rate across the funds was 7% in 2022 and according to the portfolio company reports, there were no accidents observed throughout the year. This suggests sound health and safety practices, alongside no errors or violations of regulatory systems, which demonstrates good governance. Forbion believes it is important to monitor quality assurance, research practices and health and safety, and drive improvements where possible.

New in our ESG reporting for 2022 is the data on CO₂ emissions of portfolio companies (and funds). In order to collate these numbers, portfolio companies have responded to our Climate Change Questionnaire through an ESG platform which helped them calculate their Scope 1, 2 and 3 CO₂ emissions for 2022.⁵ The results are presented

at an aggregate level in the table. For details on individual portfolio companies, we refer to the respective fund profiles.



⁵ Carbon dioxide (CO₂) is a greenhouse gas that comes from the extraction and burning of fossil fuels such as coal, oil, and natural gas, from wildfires, and natural processes like volcanic eruptions.

Scope 1 includes direct emissions from sources owned and controlled by the reporting company. **Scope 2** includes indirect emissions from energy purchased or acquired like electricity, steam, heat, or cooling, that is generated off-site and consumed by the reporting company. **Scope 3** includes all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions. There are 15 distinct reporting categories in scope 3 which are typically the most complex to measure. For more information on definitions, standards and tools that help companies measure their emissions, see [Greenhouse Gas Protocol](#).⁶

ESG KPIs across Forbion's funds (data as of end of December 2022)

Forbion fund	Forbion Ventures III	Forbion Ventures IV	Forbion Ventures V	Forbion Growth I	Forbion Growth II
Total number of employees	241	583	142	272	119
% of female employees	47%	47%	52%	50%	56%
Total number of Board members	49	72	53	55	24
Forbion Board seats	8	19	11	11	3
% of female Board members	13%	15%	35%	15%	20%
Number of quality assurance audits	4	2	0	8	7
Number of errors or violations	0	0	0	0	0
Employee turnover rate (in %)	6%	9%	6%	6%	10%
Number of Health & Safety accidents	0	0	1	0	0
Total CO2 emissions (Scope 1-3, tCO2e)	1990.8	2210.3	264.9	877.7	41.9
CO2 emissions / employee (tCO2e)	4.54	4.38	3.11	4.08	0.98

Source: Forbion funds' Quarterly Fund Reports Q4 2022

Generally, it is difficult (if not impossible) to compare CO2 emissions and other ESG data across *funds* due to the differences in the company development stage focus between Forbion Ventures and Forbion Growth funds, and due to differences in the maturity of fund portfolios. For example, Forbion Ventures III has a mature portfolio with a limited number of companies left, while Fund V's portfolio is more recent. More mature portfolios are likely to include larger, public companies, which will dominate fund results. Finally,

Forbion Growth II fund is the only fund in the table that is still in its investment phase in 2023.

Evaluating changes in the values of ESG indicators *over time* is also challenging at the fund level, because the indicators are influenced by the new investments on the one side and exits on the other. As a result, one almost never compares the same portfolio over time. For this reason, we are not comparing ESG KPIs for Forbion funds over time.

CO2 emissions of Forbion's portfolio companies

Climate change is a systemic issue, and investors and companies are increasingly expected to measure and manage their carbon footprint as many have made commitments to transition to Net Zero by 2050 or earlier.

Forbion aims to help companies in our portfolio become aware of the carbon emissions their operations are generating. For this purpose, we have engaged the Worldfavor Platform which provides tools to portfolio companies to calculate and report CO2 emissions (but also other metrics) in a consistent way. 31 portfolio companies were invited to respond to the Climate Change Questionnaire through this platform in May 2022, and 29 companies submitted their responses. One of the invited companies did not respond because it had no activities in 2022 yet, and the other is a listed company which does not yet have publicly available emissions data.

And what do the results show? Here are the highlights:

- The variation in portfolio companies' total CO2 emissions and emissions per employee is high. This is not surprising, given the differences among portfolio companies across funds. See descriptive statistics in the table below.
- Only one company has reported Scope 1 CO2 emissions, as the others do not own fleets or facilities that cause direct emissions.
- Eight companies reported zero Scope 2 emissions,

because they have not purchased or acquired any energy given that they do not use any office space but work remotely.

- Out of the 15 distinct categories of Scope 3 emissions according to the Greenhouse Gas Protocol, all portfolio companies included *Business travel* in their calculation. 62% of companies included *Purchased goods and services*, and 42% of companies included *Waste generated in operations*.

Given the early stage and the size of the life sciences companies in Forbion's portfolio, the data that was needed to calculate emissions was in most cases not readily available, and had to be collected from scratch. However, we were also positively surprised by creative solutions that some really small companies have developed for gathering data on their business travel and purchased goods. Examples include: logging the travel by team members using an online form, keeping a register of IT equipment purchased and used by the team, and collating reports by CMC teams on drug shipments by quarter, etc.

We believe that the process of calculating the carbon footprint itself will improve the awareness of the main sources of emissions and the data that has to be monitored and collated. Based on the lessons learned from this baseline assessment, it will likely become easier for the companies to provide relevant data in the future. Data on CO2 emissions will become more required as companies grow and mature and it may be advantageous to have emissions data available as other investors or regulators will start asking for them.

Descriptive statistics for total CO2 emissions and emissions per employee for Forbion portfolio companies in 2022 (in tons of CO2 equivalent, tCO2e)

	Total CO2 emissions (tCO2e)	CO2 emissions per employee (tCO2e)
Max	1684.0	12.7
Min	1.3	0.2
Median	65.1	2.4
Average	179.5	3.8

Source: Forbion portfolio companies



A woman with short, grey hair, wearing a white lab coat over a blue and white striped shirt, is looking down at a tablet computer she is holding. She is in a laboratory or office setting, with another person in a white lab coat visible in the background. The image has a blue tint.

7

**Sustainability
in our own
operations.**

Sustainability in our own operations

As an investment management firm, Forbion is focused on acting in the best long-term interests of its beneficiaries.

Through our investments in life sciences companies, we aim to positively contribute to society, while addressing ESG factors that are relevant to our industry and investment portfolio. We strongly believe that setting the right culture

and operating principles internally is paramount to achieving this. Hence, we are committed to operating in a responsible way and following good practices in ESG. In the rest of this section, we elaborate on how we do this.

Environment

Although our direct environmental footprint as a relatively small financial services firm is limited, we do strive to mitigate our environmental, and in particular, carbon footprint. Among other things, we use videoconferencing to minimize travel, and encourage our employees to use electric cars.

As we engaged Worldfavor as an ESG software platform partner for our portfolio companies in the spring of 2023, we also conducted the carbon footprint analysis of our own operations. Forbion's carbon emissions (i.e., scope 1, 2 and 3) were estimated to be 286.7 tons CO₂ equivalent (tCO₂e)

Forbion's CO₂ emissions from business operations in 2022 (in tons of CO₂ equivalent, tCO₂e)

TOTAL CO ₂ EMISSIONS (tCO ₂ e)	286.7
Total CO ₂ Emissions per FTE (Full Time Equivalents)	8.0
Emissions from Business travel per FTE	5.7

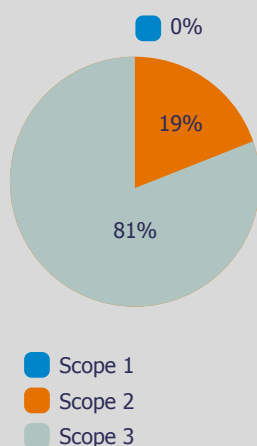
Source: Forbion (based on travel agent's data and Worldfavor calculator)

in 2022. This seems to be in line with the results of the peers who are reporting this data. Since we did not calculate our emissions in this way in the past, we will consider this as our baseline assessment, and compare future emissions to this baseline. The composition of our total emissions and scope 3 emissions is illustrated below.

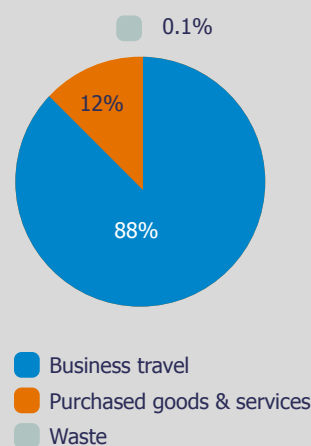
Forbion's scope 3, or indirect, emissions represent about 81% of our total emissions from business

operations. Business travel is responsible for the majority of Scope 3 emissions, followed by Purchased goods & services (see pie charts). Our scope 3 also includes emissions based on office waste, which only marginally adds to the total emissions. CO2 emissions of Forbion's portfolio companies, the so-called financed emissions, are not included in the calculation of Scope 3 emissions here. They are presented at the fund level in the previous chapter.

Corporate CO2 emissions by scope in 2022



Corporate Scope 3 emissions composition in 2022



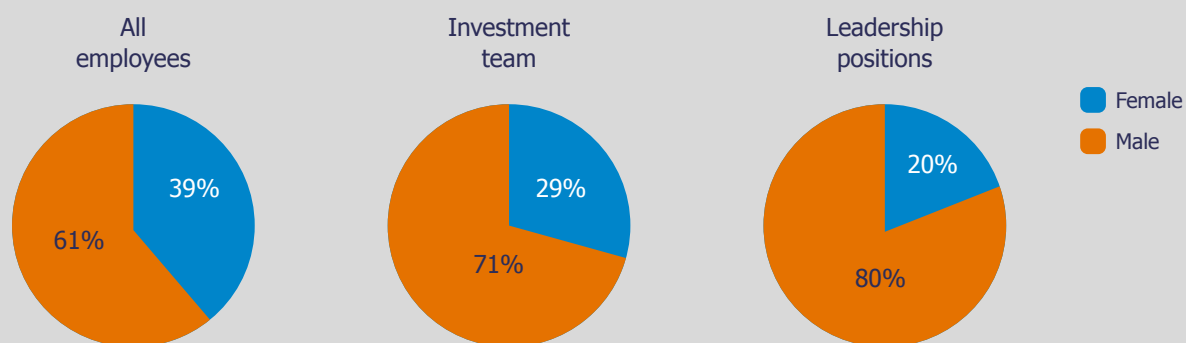
Source: Forbion

Our people

Forbion is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion, given that our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but also our reputation and our achievements. As communicated in its *Diversity, Equity &*

Inclusion Policy, Forbion embraces its employees' differences and is aware of the benefits that a diversified team brings. It is for this reason that diversity considerations are incorporated in our recruitment and selection, compensation, professional development and training, promotions, and other employee-related matters. Currently, we have over 10 nationalities within the team. Different aspects of gender diversity of the team are depicted in the pie charts below.

Gender diversity at Forbion at the end of 2022



Source: Forbion

At the end of 2022, Forbion had 36 employees and 13 operating and venture partners affiliated with the firm. Five new members joined the investment team in the course of 2022, of which three were female.

Next to diversity, Forbion also realizes the importance of the health and well-being of its employees. In this context, employees are encouraged to make use of the on-location gym with a personal trainer and other facilities, and encouraged to join social and team building activities.

To allow our people to perform to the maximum of their abilities, we are providing internal training and knowledge sessions on several topics, both investment and non-financial. We have a fellowship program in place which allows talented individuals to get to learn more about Forbion and then can continue their career as investment professionals later on. In support of their career path and personal development, Forbion's junior team members are paired with one of the partners as their *Development Managers*. This program has been in place for several years.

Forbion employees at the end of 2022

	Female	Male	Total
All employees	14	22	36
Investment team	6	15	21
Non-investment team	8	7	15
General Partners/Partners/ other leadership positions	3	12	15
Operating partners	0	6	6
Venture partners	0	7	7

Source: Forbion



Governance

Throughout the company, we have implemented a number of policies and procedures to ensure we are adequately governed as an organization of our size and stature. This includes policies covering Conflicts of Interest, ICT and Cyber Security, Remuneration, Risk Management, Responsible

Investing, Diversity, Equity & Inclusion, and Compliance, among others.

Forbion also became a fully regulated Alternative Investment Fund Manager with the Dutch AFM in 2021 when it also became an EU SFDR Article 8 compliant.



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**Looking
ahead.**

Looking ahead

Within a steadily growing organization, there is the realization that we have an increasing ability to contribute and help shape the future of our team, our portfolio companies, our stakeholders and society at large.

Biotechnology is coming of age – there is a better understanding and ability to apply these processes and technologies to address medical and non-medical demands. New insights and approaches are driving down the cost of goods. Therefore, more applications become commercially viable, increasing our ability to create further impact with our investments.

The Forbion team feels an urgent need to contribute to the best of its ability, using the insights, know-how and expertise within the organization to address some of the larger challenges we are faced with in this day and age. We will do this within the medical field – continuing to address unmet medical needs like we have done over the last 20 years. In contributing to our portfolio companies, we will step up our efforts on the impact and ESG side, select the companies best able to create impact alongside financial returns based on an extended list of KPIs. As part of the negotiations with prospective portfolio companies, we will request a more rigorous commitment of the management teams to a growth plan that includes clear Impact and ESG targets. Whilst assisting the portfolio companies through their growth trajectory, we will help implement tools and processes, teasing out further impact, building more sustainable organizations. Upon exit, we will review our contributions – financial, Impact and ESG – to measure, learn and report back to all our stakeholders.

As a team we realize that our ability to contribute goes beyond the medical field. We therefore decided to expand our efforts to contribute, addressing issues of a non-medical nature. In 2024, Forbion will launch a new strategy which will focus on the bioeconomy. It will concentrate on investing in processes and technologies which will enable existing products and services to feed and clean the planet in a more sustainable way. In this way, we will expand our horizon, from solely concentrating on impacting the future of medicine, to impacting the future of our planet.



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Appendix .

1. SUCCESS impact factor scoring guide

		5	4	3	2	1
S	Severity of disease	Life threatening	Debilitating	Considerable impact on quality of life	Modest impact on quality of life	Lifestyle interaction
U	Unmet medical need	No alternative treatment	Very considerable treatment advantage	Considerable treatment advantage	Modest treatment advantage	No treatment advantages
C	Cost-Savings potential	Evident	Very considerable	Considerable	Modest	Minute
C	Curative potential	Cure / disease modification	Clinical meaningful change	Severe symptom relief	Mild/moderate symptom relief	Minimal difference
E	ESG considerations	Fully integrated by company	Implementation toward compliance in place	Resolve minor non-compliance issues, plan in place	Overcoming major non-compliance issues	Non-compliant
S	Size of addressable patient population	> 5 million	1 – 5 million	0.1 – 1 million	1000 – 0.1 million	0 – 1000
S	Significance of innovation	Visionary paradigm shift	Very considerable (e.g., new MOA)	Considerable (e.g., add-on repositioning)	Modest (e.g., reformulation)	None (e.g., me-too)

2. Clinical trial stage process



Phase 1

Test drug on healthy individuals

Test for safety, dosage and side effects



Phase 2

Test on larger group of effected individuals

Test for efficacy and side effects



Phase 3

Test on new and wider demographic

Test for long term effectiveness and comparisons with other medications



FDA approval

Treatment determined effective and safe for public use



Phase 4

Continues to test for effectiveness and safety

Can be taken off the market if necessary

Forbion.

Impacting the future of medicine

Gooimeer 2-35
1411 DC Naarden
+31 35 699 30 00
info@forbion.com

www.forbion.com