ALPHA
SUSTAINABILITY REPORT
2025

ENVIRONMENT | SOCIAL | GOVERNANCE

Foreword

"In 2025, we continued to deliver solid performance across the portfolio while navigating a dynamic market environment. Through disciplined cost management and a selective investment approach, we maintained resilience and supported sustainable value creation across our investments.

At Alpha, we believe that sound ESG practices contribute to stronger, more durable businesses. As ESG expectations continue to evolve, we remain focused on integrating relevant ESG considerations into our investment approach in a practical and value-oriented way.

Enhancing ESG value remains an important part of our strategy. ESG factors are considered throughout the investment lifecycle, including during due diligence and ongoing portfolio monitoring. This approach supports operational improvements, risk management, and alignment with stakeholder expectations where most relevant.

Over the past years, we have continued to work on ESG topics with our internal resources, regular engagement with portfolio companies, and ongoing awareness initiatives across our teams.

This report highlights our approach, key developments, and continued efforts across ESG topics during 2025. We appreciate the continued trust and support of our investors and partners."

Patrick Herman
Managing Partner

2025 Highlights

AUM
€1.5bn

Years
30

Experience in Private Equity

PCs
9

Across 2 active Funds

UN PRI
3

stars

Team
+20-persons across 3 counties

Environment
+100%

Employees attended ESG training

Social
35%

Women out of all employees

Governance
67%

Independent Board Members

2025 Highlights

Engagement

100% of Portfolio Companies…

- …have a dedicated ESG point of contact in Alpha
- …took part in ESG data collection campaign
- …have a dedicated ESG officer or similar role
- …launched ESG initiatives

Orbital Design Collective

Caffitaly system

LAMINAM SUPERIOR NATURAL SURFACES

Exit in 2026

Feu Vert

A.M.F snaps

Exit in 2025

OPTIMA

Exit in 2026

marvesting

VerVent Audio Group

EURO PART

We are **committed to ensuring transparent communication towards our investors** about both our investment processes, and our ESG performance and results

- **No major incidents or litigations have been reported by Portfolio Companies during 2025**

ALPHA SUSTAINABILITY APPROACH

As every business is deeply intertwined with environmental, social, and governance challenges, Alpha is firmly convinced that integrating ESG factors into investments is not only good for society and environment, it is simply good business

OUR VISION

At Alpha, we strongly believe that by factoring a broad set of environmental, social and governance considerations into our investment strategies, we can **improve the financial performance** of our portfolio companies and make our portfolio companies more attractive to potential acquirers, whilst reducing investors' exposure to reputational risk.

OUR MISSION

At Alpha, **we want to make a positive impact on the world** around us through our investments. As a private equity investor, our objective is to actively seek strategic advantages from managing ESG challenges as a way to maximize business and investment opportunities, whilst concurrently complying with regulations and mitigating business and investment risks. Working together with the management teams, we face the challenges of the future, such as limited resources, climate change and regulatory changes.

Alpha's responsible investment policy

Our commitment to **Responsible Investment** is laid out in our **Environmental, Social and Governance Investment Policy**, in force since September 2016.

In our Policy, **we commit to communicate and promote ESG principles** within Alpha, its affiliates, advisors and partners, and to do our best to implement high ESG quality standards within the Portfolio Companies we are investing in, through close cooperation with their management.

The **ESG investment policy has been approved by the Board of Directors**. The ESG officers are responsible for its execution and continuing development.

Link to latest Alpha ESG Policy:

https://www.alphape.com/responsible-investing

PRI Principles for Responsible Investment

We support and endorse the United Nation Principles of Responsible Investment

Alpha has been a signatory to the UNPRI principles since 18th November 2011. In achieving its vision and mission, Alpha is guided by the six principles defined by the United Nations – supported initiative Principles for Responsible Investments (PRI)

Article 6 – All funds

All managed products

Article 8 – ESG

Funds that promote environmental or social characteristics

Article 9 – Sustainable

Funds that have a sustainable investment objective

Level of disclosure

SFDR Regulation (EU) lays down harmonized rules on transparency with regard to the integration of sustainability risks and the consideration of adverse sustainability impacts and the provision/disclosure of sustainability-related information with respect to financial products

Alpha funds are classified as Article 6, hence, in accordance with the EU Regulation on sustainability-related disclosures in the financial services sector (the "SFDR"), currently it does not publish any mandatory information on its consideration of the "adverse impacts of investment decisions on sustainability factors"

Although our funds are currently classified as Article 6, **we are actively striving to meet the requirements of Article 8** by enhancing our ESG commitment and **working closely with our Portfolio Companies** to integrate robust sustainability practices across their operations

The key milestones of our ESG path

2011	**COMMITMENTS ARE FORMALIZED,** Alpha becomes **Signatory of UN PRI,** first PRI Annual Survey completion
2016	**GOVERNANCE IS SET,** ESG Policy is approved, exclusion list approved, templates for the ESG Acquisition Report and **ESG Exit Report** are developed
2018	**OBJECTIVES ARE DECIDED, ESG interactive workshop performed,** Alpha's **ESG pillars** are established, development of the **ESG roadmap for 2019-2021**
2019	**WORKING ON IMPLEMENTATION,** new framework for **ESG in pre-acquisition developed and launched, new ESG data collection campaign** for Portfolio Companies developed and launched
2020	**WORKING CLOSELY WITH OUR PORTFOLIO TO SUPPORT THEIR ESG-STRATEGIES, ESG risks and opportunities** assessed for all new investments, requirements and recommendations for **ESG action plan formalized and reported to BoD** for all new investments
2021	**ESG VALUE, formalised guidelines** on ESG factors, **Board members** informed of ESG-related issues when an investment/ divestment is realized and on PCs on an ad-hoc basis and **at least once year**
2022	**ENHANCE ESG VALUE, new ESG Manager** appointed and **ESG Committee** implemented, Our **portfolio companies** have received **ESG training**
2025	**ADAPTING TO THE EVOLVING REGULATORY LANDSCAPE,** following the revised CSRD scope, Alpha continues to promote a practical ESG approach through voluntary reporting, focused data collection, and targeted sustainability initiatives across the portfolio

ESG Governance

- **Alpha's Board of Managers** approves the ESG Policy and the ESG Strategy, defines the materiality of the ESG factors that may impact Alpha's business, its investment portfolio and its stakeholders
- **Alpha's ESG Manager** takes operational responsibility for the execution and development of the ESG policy and ESG strategy in close contact with the portfolio, ensure ESG information are available to the Board of Managers and curates disclosure of information on ESG performance to the LPs
- **Alpha's ESG Committee** is responsible for supervising the integration of ESG issues across the investment cycle, in the Alpha team and with LPs
- **Alpha's Investment team** engages with portfolio companies to discuss ESG performances and the integration of ESG roadmap in business strategy

ALPHA ESG COMMITTEE

The ESG Committee gathers on a quarterly basis and oversees the firm's ESG initiatives, including:

- Upholding, revising, and ensuring **adherence to the ESG Policy**
- Implementing the **ESG strategy** and reviewing and tracking progress
- Disclosing material **ESG concerns** to internal committees
- **Educating** professionals on ESG issues and priorities
- Supporting **transparency** and timely **reporting** of ESG topics

Alessandra Bosetti
Associate Director and
ESG Manager/ Italy

Paolo Magni
Partner / Italy

Akikul Islam
Head of Investor Relations & Strategy / Luxembourg

Nicolas Antraigue
Partner / Paris

Gabriella Tambou-Rayalou
Compliance Manager / Luxembourg

Yann Dremiere
Portfolio Manager / Luxembourg

Sébastien Wiander
Risk Manager & Board Member / Luxembourg

Promoting climate awareness

Alpha's climate change ambitions

- **Measure** the emissions of its **portfolio companies** and collaborate with their management teams to reduce carbon footprint and progress toward carbon neutrality, aligning with industry trends and regulatory requirements.
- Enhance **operational efficiency** across portfolio companies in order to improve energy use, resource allocation and waste management, directly linked with companies' environmental footprint.
- Establish **robust reporting practices** to track and disclose emissions data **transparently**.
- **Set and pursue ambitious targets** to make a meaningful contribution to global emissions reduction efforts.

Diversity, Equity and Inclusion

Alpha's commitment to diversity and inclusion

- Alpha seek to fostering an inclusive and respectful workplace that values diverse experiences, perspectives and skills.
- Alpha strive to **treat all colleagues fairly** and support them in reaching their full potential.
- Alpha **embeds** equity, diversity and inclusion **into all aspects of our workplace**, from recruitment and development to daily operations and policy enforcement.
- Alpha maintains a **zero-tolerance policy toward harassment**, victimisation, or any form of inappropriate behaviour, ensuring swift and appropriate action when issues arise.
- Alpha aims to ensure all colleagues **understand and apply** these principles.

SUSTAINABILITY IN ALPHA'S PORTFOLIO

Alpha's ESG work includes the entire investment life-cycle

Steps implemented for the latest APEF 7 investments
and currently for add-ons

Pre-investment

Screening

- **Screen investment** against Alpha ESG goals
- ESG section in **IAC memo**
- Identification of major **ESG risk/ opportunities**
- Plan **DD resources**

DD

- **DD scope** approved by ESG Committee
- **Benchmark** vs. sector peers
- Identification of **ESG gaps and opportunities**
- Definition of **action plan**
- ESG summary to IAC

Investment decision

- Revision of results and action plan and **formal approval** by ESG Committee

Post-investment

Investment agreement

- **Discussion of ESG findings** to be addressed and fixed
- **Agreement** on the ESG **action plan**
- Identification of **ESG responsible** in the company

Ownership monitoring

- **Monitor** high-level performance **and report** to LPs and other stakeholders
- **Follow up** of ESG DD action plan
- Definition of **materiality**
- Definition of **year/year targets**
- Preparation of **ESG public disclosures**
- Work with companies to **implement ESG roadmap**

Exit

- Anticipate and address suitors' **expectations**
- **Benchmark** to sectors' peers
- Prepare **documents** for bidders **including ESG performance** and improvement over the years

1. SFDR – Sustainable Finance Disclosure Regulation, part of European Green Deal (EU)

“Alpha’s ownership of portfolio companies is typically through majority stakes and always with an active ownership approach. Through our board representation and regular engagement with management teams, **we promote ESG initiatives that support long-term business performance, operational resilience, value creation, and competitiveness**.

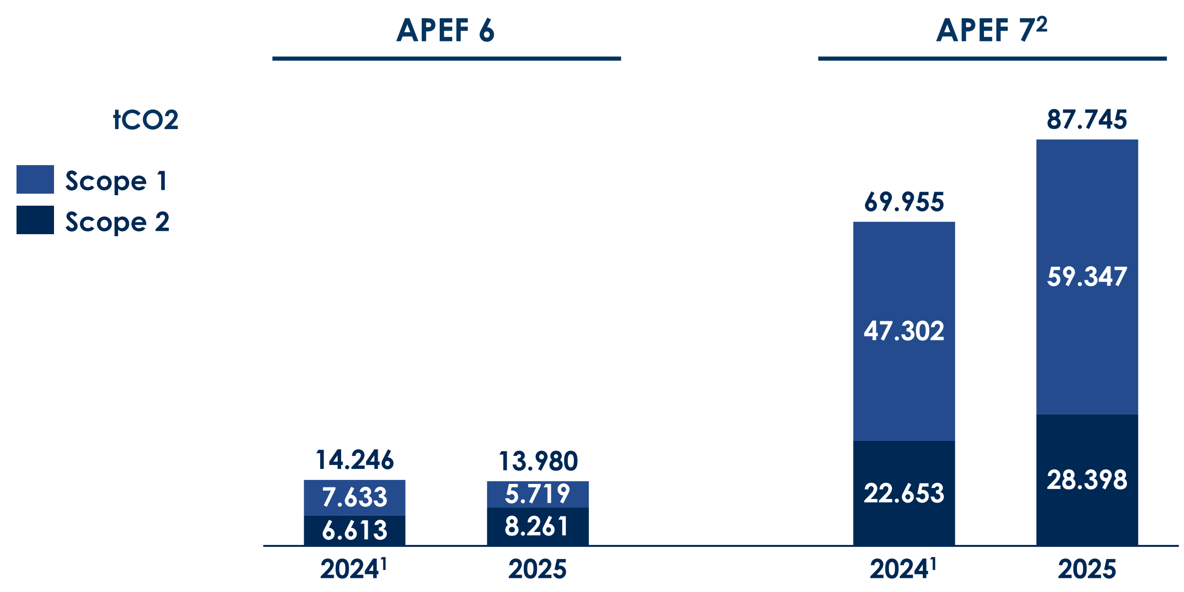
Portfolio companies’ **ESG progress and related initiatives are monitored through an annual reporting** process supported by selected cross-portfolio KPIs. This approach enables us to track key developments, identify opportunities for improvement, and **encourage the sharing of best practices across the portfolio**. We also support portfolio companies in communicating relevant ESG information to their stakeholders.”

A. Bosetti, Associate Director and ESG Manager

- During 2025 there were **no CSR-related accidents** across the portfolio; however, two companies were **affected by cyber attacks**. At Alpha, we are encouraging portfolio companies to strengthen their IT security and enhance employees training

- Alpha has been actively supporting the Portfolio Company in conducting **carbon footprint assessments**, starting with a **focus on Scope 1 and 2** emissions due to the complexity of data collection.
- The accompanying graph illustrates the emissions aggregated at the fund level:

YoY GHG emissions (Scope 1, 2) and related GHG intensity

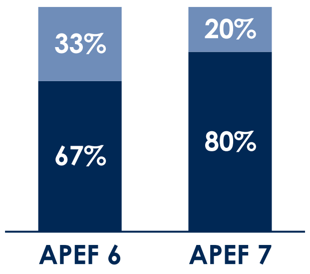


Governance

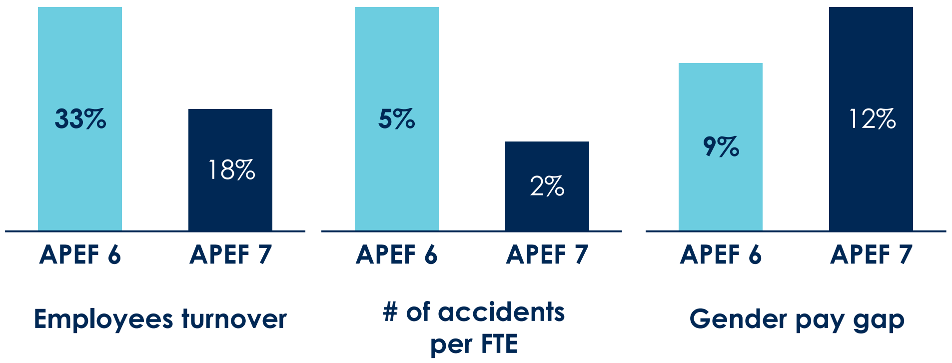
100%

Portfolio Companies of APEF 6 and APEF 7 have a **dedicated ESG Officer** or similar role and have a **formalized sustainability policy**

Diversity & Inclusion[3]



APEF 7 has achieved a significant milestone, with **80%** of its portfolio companies having **at least one woman Board member**. In APEF 6, progress continues, with only 1 portfolio company lacking women Board members.



1. Data from 2023 as 2024 not available for some companies; 2. Vervent Audio Group not included; 3. Some data might be not representative of 100% of the Portfolio

Case study

LAMINAM
SUPERIOR NATURAL SURFACES

New product launch 2024 – twO by Laminam

- Laminam has put sustainability at the core of its strategic product development vision, with the new brand of ultra-thin, lightweight, surfaces

- Compared to the average-thickness ceramics currently on the market, the production of twO by Laminam:
  - ❖ **Saves materials and resources:** the amount of materials, water required per square meter produced is redurced by up to 70%
  - ❖ **Optimizes transport:** shipping weight and loading volumes are reduced by 50%, packaging material volumes are also reduced
- …as a consequence, emissions are reduced by up to 80%

Laminam has implemented a solar PV investment plan which will lead to a total installed capacity of around 3 MWp by the end of 2025

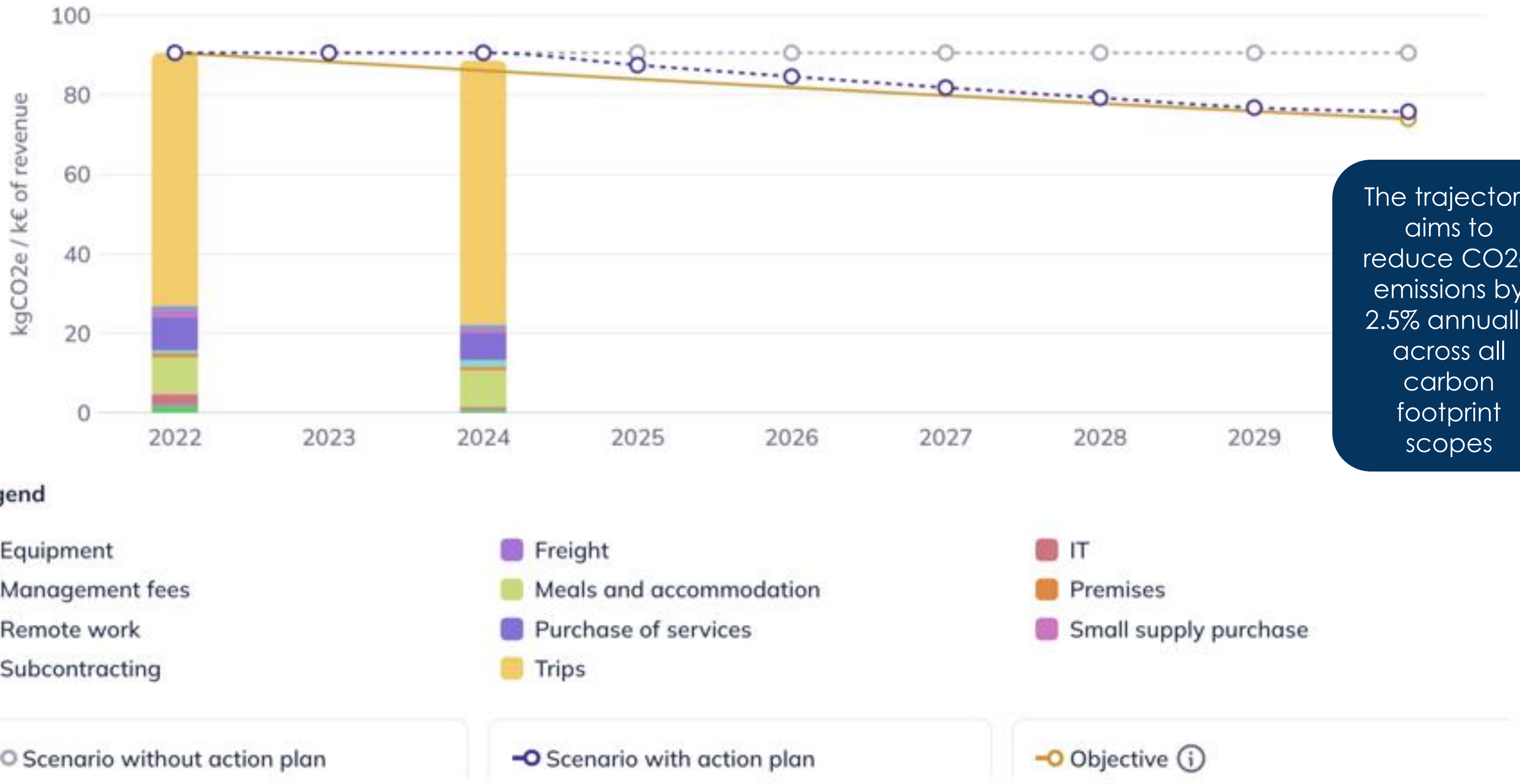
““Everything starts out from what the earth provides: clay, sand, feldspar”

Case study

marvesting

In compliance with the Paris Agreement and the Net Zero Initiative, Marvesting has carried out an initial carbon footprint in 2022, set reduction targets, implemented an action plan and is monitoring the advancement

Economic carbon intensity 2024



The trajectory aims to reduce CO2e emissions by 2.5% annually across all carbon footprint scopes

Between 2022 and 2024, Marvesting experienced significant growth, with a **14% increase in revenue** and a substantial reinforcement of the team (an increase of **41% in FTE**); in this period of accelerated expansion, the economic **carbon intensity still decreased by 2.5%**

Alpha Private Equity Funds Management Company
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