

Article 10 (SFDR)

Website disclosure for an article 8 fund

Invision VII SCSp ("Partnership")

1. SUMMARY

The Partnership promotes environmental or social characteristics but does not have as its objective sustainable investment. The Partnership will seek to make equity and equity-related investments in a diversified portfolio of companies operating in Europe, and primarily in the DACH region. It drives value creation by developing the Portfolio Company's (as defined in Section 3 below) assets through the implementation of an ESG Action Plan (as defined in Section 3 below) based on company-specific key priorities. Such key priorities will be identified during the due diligence of each Portfolio Company based on the Partnership's ESG policy covering certain ESG Dimensions (see Section 3 below).

The Partnership does not consider principal adverse impacts of its investment decisions on sustainability factors. The Partnership assesses good governance practices of the Portfolio Companies by (i) screening the Portfolio Companies according to the Partnership Exclusions and (ii) collecting information on company-specific ESG KPIs (see Section 4.2 below).

At least 90% of the investments of the Partnership will be aligned with the environmental and social characteristics promoted by the Partnership. The Partnership does not commit to making investments in Portfolio Companies carrying out environmentally sustainable economic activities (see Section 5.1 below). The Partnership may, for specific reasons, hold up to 10% of its investments as cash or short-term liquidity allocated to the category "#2 Other" (see Section 5.4 below).

The Partnership monitors the environmental and social characteristics promoted by it using a non-exclusive set of ESG KPIs (see Section 6.1 below) to measure the performance of Portfolio Companies in the ESG Dimensions. Various internal controls apply to such monitoring (see Section 6.2 below). Company-specific key priorities for each Portfolio Company's ESG Action Plan are identified based on the Partnership's ESG policy covering specific ESG Dimensions (see Section 7 below).

Data sources used to attain each of the promoted environmental and social are surveys, the collection of data on company-specific ESG KPIs, ESG policies and ESG initiatives at the Portfolio Company. As part of the ESG due diligence as well as on an ongoing basis, the Partnership will, to the extent possible, engage with the Portfolio Companies to review received data, support their data collection exercise and continuously improve the quality of the received data. Data collected from the Portfolio Companies is processed and stored via an internal data management system. The Partnership will make own estimates to substitute missing data which will not be provided by the Portfolio Companies where this is reasonable and necessary. The quality of data provided by the Portfolio Companies may differ and be based on different methodologies.

For each Portfolio Company, the Partnership will perform certain due diligence actions during the investment process to promote the Partnership's environmental and social characteristics (see Section 10.1 below). The Partnership will engage with each Portfolio Company on the ESG Action Plan and the specific level of engagement and the resulting actions will be defined individually for each Portfolio Company. The Partnership aims to avoid controversies by the application of the Partnership ensures good governance by collecting information on company-specific ESG KPIs.

2. NO SUSTAINABLE INVESTMENT OBJECTIVE

This financial product promotes environmental or social characteristics but does not have as its objective sustainable investment.

3. ENVIRONMENTAL OR SOCIAL CHARACTERISTICS OF THE FINANCIAL PRODUCT

The Partnership promotes environmental and social characteristics. It drives value creation by developing the assets of the portfolio companies in which the Partnership invests ("**Portfolio Companies**") through the implementation of an ESG action plan based on company-specific key priorities ("**ESG Action Plan**").

Such key priorities will be identified during the due diligence of each Portfolio Company based on the Partnership's ESG policy covering the dimensions set out in Section 7 below ("**ESG Dimensions**").

In the ESG Action Plan, the Partnership will define jointly with the Portfolio Company which ESG targets should be reached or maintained and how target achievement can be measured using suitable sustainability indicators (see Section 6.1 below).

No reference benchmark has been designated for the purpose of attaining the environmental and social characteristics promoted by the Partnership.

4. INVESTMENT STRATEGY

4.1. Which investment strategy does this financial product follow to meet the environmental or social characteristics promoted by the financial product?

The Partnership will seek to make equity and equity-related investments in a diversified portfolio of companies operating in Europe, and primarily in the DACH region. It will seek to invest in twelve to fifteen transactions over its five-year investment period, with a focus on the sectors healthcare, services, e-commerce and software. The Partnership aims to acquire majority stakes in its Portfolio Companies.

The Partnership promotes environmental and social characteristics by developing the Portfolio Company's assets through the implementation of an ESG Action Plan (see section 3 above), applying the Partnership Exclusions (see Section 4.2 below) and ensuring good governance of Portfolio Companies (see Section 4.2 below).

4.2. What is the policy to assess good governance practices of the investee companies?

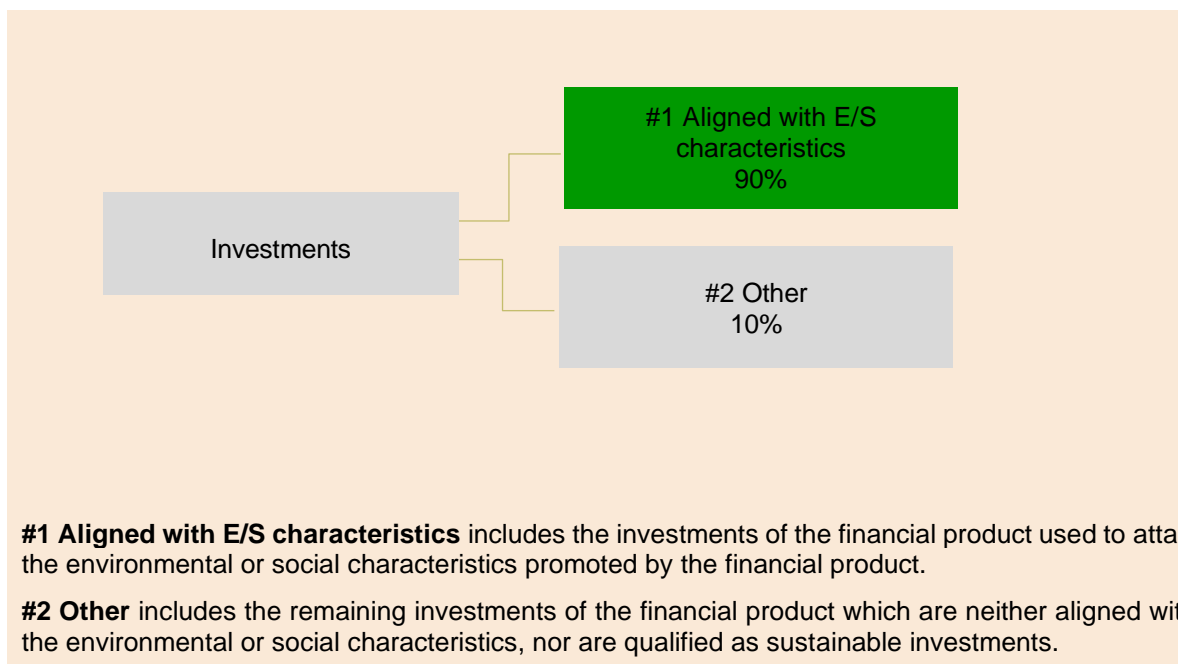
The Partnership assesses good governance practices of the Portfolio Companies by (i) screening the Portfolio Companies according to the Partnership Exclusions (as defined below) and (ii) collecting information on company-specific ESG KPIs relating to governance and employee relations during ESG due diligence and ownership (see Section 6 below).

The Partnership will not invest in companies:

- that the General Partner is aware is involved in criminal activities;
- whose principal business is the manufacturing, distribution or sale of arms or ammunition;
- whose principal business is the manufacturing, processing, distribution or sale of tobacco products or hard spirits;
- whose principal business is the direct investment in real estate;
- whose principal business is the manufacturing, distribution or sale of pornography;
- whose principal business is the exploration for oil, gas or other natural resources; or
- whose principal business is the operation of casinos or other gambling facilities

("Partnership Exclusions").

5. PROPORTION OF INVESTMENTS



Up to 100% of the investments in Portfolio Companies made by the Partnership can be held indirectly via Investment Holding Companies (as defined in the Partnership's private placement memorandum ("PPM")).

5.1. To what minimum extent are sustainable investments with an environmental objective aligned with the EU Taxonomy?

The Partnership does not commit to making investments in Portfolio Companies carrying out environmentally sustainable economic activities (also designated as Taxonomy-aligned economic activities). Accordingly, the minimum Taxonomy-alignment of the Partnership's investments measured by all available key performance indicators (turnover, capital expenditure and operational expenditure) is 0% and this will not be subject to an assurance by an auditor or a review by a third party. The Partnership pursues its investment objective by investing in Portfolio Companies which are aligned with the environmental and social characteristics promoted by the Partnership, and which do not qualify as investments with an environmental objective aligned with the EU Taxonomy.

5.2. Does the financial product invest in fossil gas and/or nuclear energy related activities that comply with the EU Taxonomy¹?

☐ Yes:

☐ In fossil gas

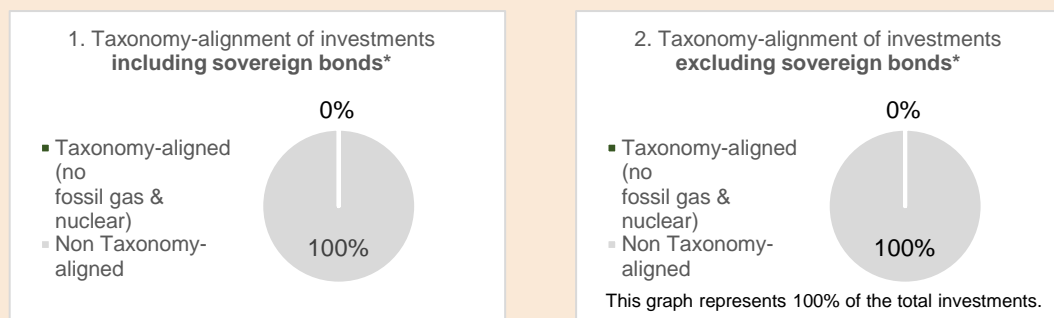
☐ In nuclear energy

☒ No

The two graphs below show in green the minimum percentage of investments that are aligned with the EU Taxonomy. As there is no appropriate methodology to determine the Taxonomy-alignment of sovereign bonds, the first graph shows the Taxonomy*

¹Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change ("climate change mitigation") and do not significantly harm any EU Taxonomy objective. To comply with the EU Taxonomy, the criteria for fossil gas include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For nuclear energy, the criteria include comprehensive safety and waste management rules. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investments of the financial product other than sovereign bonds.



**For the purpose of these graphs, 'sovereign bonds' consist of all sovereign exposures.*

5.3. What is the minimum share of investments in transitional and enabling activities?

0%

5.4. What investments are included under “#2 Other”, what is their purpose and are there any minimum environmental or social safeguards?

The Partnership in principle only invests in Portfolio Companies and does generally not intend to hold any investments falling into “#2 Other”. However, for specific reasons it may hold up to 10% of its investments as cash or short-term liquidity allocated to “#2 Other”, in particular awaiting investment, re-investment or distribution to investors.

6. MONITORING OF ENVIRONMENTAL OR SOCIAL CHARACTERISTICS

6.1. How are the environmental and social characteristics promoted by the financial product and the sustainability indicators used to measure the attainment of each of those environmental and social characteristics promoted by the financial product monitored throughout the lifecycle of the financial product?

The Partnership uses a non-exclusive set of sustainability indicators (“**ESG KPIs**”) to measure the performance of Portfolio Companies in the ESG Dimensions.

The ESG KPIs used by the Partnership include, for example, the following:

- 1) **Environment:** Scope 1, 2 and 3 GHG emissions, total energy consumption, share of renewable energy, use of renewable raw materials, share of recycled waste;
- 2) **Social:** Hours of professional training per employee, employee turnover rate, number of sick days, number of work accidents, percentage of women in leadership positions, equal pay; and
- 3) **Governance:** Incidents of incorrect product information, existence of supplier code of conduct, existence of tax compliance policy, maintenance of an internal control system, consideration of ESG in risk management, confidentiality breaches, number of trainings on confidentiality and cybersecurity.

For each Portfolio Company, the Partnership will define a set of company-specific ESG KPIs which is aligned with the company-specific key priorities in the ESG Dimensions. This set of company-specific ESG KPIs may be refined and amended during the ownership of the Portfolio Company. The Partnership will use the company-specific ESG KPIs to assess the Portfolio Company's initial status during the due diligence, to measure the Portfolio Company's performance against its ESG Action Plan during ownership and to report regularly on ESG matters to the investors in the Partnership.

6.2. What are the related internal or external control mechanisms?

As part of the pre-investment advisory decision-making process the investment committee of the Investment Advisor (as defined in the PPM) will consider the overall sustainability status of each Portfolio Company presented by the investment team. Moreover, the progress of each Portfolio Company against its ESG Action Plan is regularly monitored by the Partnership and the Partnership actively addresses any deviations from such ESG Action Plan with the Portfolio Company.

7. METHODOLOGIES

Which methodologies are used to measure how the social or environmental characteristics promoted by the financial product are met?

Company-specific key priorities for each Portfolio Company's ESG Action Plan (see Section 3 above) are identified based on the Partnership's ESG policy covering the following ESG Dimensions:

1) Environment

For example:

- Climate & energy (such as greenhouse gas ("GHG") emissions, energy consumption, use of renewable energy); and
- Raw materials, resource efficiency and circular economy (such as recycling, waste generation, suppliers).

2) Social

For example:

- Education and training (such as on-the-job training, coaching and professional development);
- Working conditions (such as employee turnover, complaints procedures, employee satisfaction);
- Health & safety (such as sick days, accidents, health trainings); and
- Diversity and equal opportunities (such as gender and age diversity, equal remuneration, reintegration of employees).

3) Governance

For example:

- Product responsibility (such as product information, supply chain management);
- Portfolio Company governance (such as compliance, tax, management structure, risk management); and
- Privacy and cybersecurity (such as confidential information, training on and verification of information security).

The Partnership uses a non-exclusive set of ESG KPIs to measure the performance of Portfolio Companies in the ESG Dimensions (see Section 6.1 above).

The ESG Dimensions and the ESG KPIs have been developed with the support of an external ESG consultant, including a materiality assessment at the Partnership level.

8. DATA SOURCES AND PROCESSING

8.1. Which data sources are used to attain each of the environmental or social characteristics promoted by the financial product?

Data sources used to attain each of the promoted environmental and social characteristics (see Section 3 above) are surveys, the collection of data on company-specific ESG KPIs, ESG policies and ESG initiatives at the Portfolio Company. Due to scarcity of the external data for private equity portfolio companies the Partnership uses only data provided by the Portfolio Companies. In the future, the Partnership may consider to use other data sources (for example third party data providers) if they

provide relevant data on the Portfolio Companies and their use supports attaining the environmental and social characteristics promoted by the Partnership.

8.2. Which measures are taken to ensure data quality?

As part of the ESG due diligence as well as on an ongoing basis, the Partnership will, to the extent possible, engage with the Portfolio Companies to review received data, support their data collection exercise and continuously improve the quality of the received data.

8.3. How are data processed?

Data collected from the Portfolio Companies is processed and stored via an internal data management system.

8.4. Which proportion of data are estimated?

The Partnership relies primarily on the data reported by the Portfolio Companies. It will make own estimates to substitute missing data which will not be provided by the Portfolio Companies where this is reasonable and necessary.

9. LIMITATIONS TO METHODOLOGIES AND DATA

9.1. Are there any limitations to methodologies and data sources?

Limitations to methodologies and data sources are linked to the fact that the Partnership invests in Portfolio Companies which are in general not subject to mandatory non-financial reporting standards and which, due to their small size, have less sophisticated internal governance and reporting arrangements than larger corporates. Accordingly, the quality of data provided by the Portfolio Companies may differ and be based on different methodologies.

9.2. How do such limitations not affect how the environmental or social characteristics promoted by the financial product are met?

Potential limitations may arise in terms of data quality and completeness, which can vary significantly from Portfolio Company to Portfolio Company. The Partnership is taking appropriate measures to improve data quality (see Section 8.2 above) and therefore these limitations do not affect how the environmental and social characteristics promoted by the Partnership are met.

10. DUE DILIGENCE

10.1. Which due diligence is carried out on the underlying assets of the financial product?

For each Portfolio Company, the Partnership will perform the following actions during the investment process to promote the Partnership's environmental and social characteristics:

- **Pre-investment:** Screening against Partnership Exclusions (see Section 4.2 above), initial assessment of sustainability status and ESG due diligence using company-specific ESG KPIs (see Section 3 above), consideration and discussion of sustainability status by the responsible bodies as part of the decision-making process. The ESG due diligence can be performed by involving external specialists.
- **Ownership:** Definition of the ESG Action Plan (see Section 3 above), regular monitoring of progress made by the Portfolio Company against the ESG Action Plan based on company-specific ESG KPIs, discussion of ESG Action Plan status as part of the regular board meetings of the Portfolio Company, reporting of progress on ESG Action Plan and company-specific ESG KPIs to the investors in the Partnership.
- **Exit:** Demonstrating achievements on the basis of the ESG Action Plan in the sell-side documentation, provision of relevant ESG information to potential buyers during the due

diligence phase, consideration of ESG aspects in the selection of potential buyers to promote continued good practices under new ownership.

10.2. What are internal and external controls on that due diligence?

As part of the pre-investment advisory decision-making process the investment committee of the Investment Advisor (as defined in the PPM) will consider the overall sustainability status of each Portfolio Company identified in the ESG due diligence.

11. ENGAGEMENT POLICIES

11.1. Which engagement policies have been implemented?

The Partnership drives value creation by developing the Portfolio Company's assets through the implementation of an ESG Action Plan based on company-specific key priorities. The ESG Action Plan and the status of initiatives are discussed as part of the regular Portfolio Company board meetings. The progress on ESG topics is regularly monitored and compared against the ESG Action Plan. Deviations from the ESG Action Plan are actively addressed and discussed with the Portfolio Company. The specific level of engagement and the resulting actions will be defined individually for each Portfolio Company.

11.2. Which management procedures are applied to sustainability-related controversies in investee companies?

The Partnership aims to avoid controversies by the application of the Partnership Exclusions (such as the exclusion of Portfolio Companies involved in criminal activities) and ensures good governance by collecting information on company-specific ESG KPIs relating to governance and employee relations during ESG due diligence and ownership.

Article 25

Website section 'Summary' for financial products that promote environmental or social characteristics (French).

1. RÉSUMÉ

Le Partenariat promeut des caractéristiques environnementales ou sociales mais n'a pas pour objectif l'investissement durable. Le Partenariat cherchera à réaliser des investissements en actions et des investissements liés aux actions dans un portefeuille diversifié de sociétés opérant en Europe, et principalement dans la région DACH. Il favorise la création de valeur en développant les actifs de la société du Portefeuille (telle que définie dans la section 3 ci-dessous) par la mise en œuvre d'un plan d'action ESG (tel que défini dans la section 3 ci-dessous) basé sur des priorités clés spécifiques à l'entreprise. Ces priorités clés seront identifiées au cours de l'audit préalable de chaque société du portefeuille sur la base de la politique ESG de la société couvrant certaines dimensions ESG (voir la section 3 ci-dessous).

Le Partenariat ne tient pas compte des principales conséquences négatives de ses décisions d'investissement sur les facteurs de durabilité. Le Partenariat évalue les bonnes pratiques de gouvernance des sociétés du portefeuille (i) en sélectionnant les sociétés du portefeuille conformément aux exclusions du Partenariat et (ii) en recueillant des informations sur les indicateurs clés de performance ESG propres aux sociétés (voir la section 4.2 ci-dessous).

Au moins 90 % des investissements du Partenariat seront alignés sur les caractéristiques environnementales et sociales promues par le Partenariat. Le Partenariat ne s'engage pas à réaliser des investissements dans des sociétés du portefeuille exerçant des activités économiques durables sur le plan environnemental (voir section 5.1 ci-dessous). Le Partenariat peut, pour des raisons spécifiques, détenir jusqu'à 10 % de ses investissements sous forme d'espèces ou de liquidités à court terme allouées à la catégorie " #2 Autres " (voir section 5.4 ci-dessous).

Le Partenariat surveille les caractéristiques environnementales et sociales qu'il promeut en utilisant un ensemble non exclusif d'indicateurs clés de performance ESG (voir la section 6.1 ci-dessous) pour mesurer la performance des sociétés du portefeuille dans les dimensions ESG. Divers contrôles internes s'appliquent à ce suivi (voir section 6.2 ci-dessous). Les priorités clés spécifiques à l'entreprise pour le plan d'action ESG de chaque société du portefeuille sont identifiées sur la base de la politique ESG du Partenariat couvrant les dimensions ESG spécifiques (voir la section 7 ci-dessous).

Les sources de données utilisées pour atteindre chacun des objectifs environnementaux et sociaux promus sont les enquêtes, la collecte de données sur les KPI ESG spécifiques à l'entreprise, les politiques ESG et les initiatives ESG au sein de la société de portefeuille. Dans le cadre de la diligence raisonnable ESG ainsi que sur une base continue, le Partenariat s'engagera, dans la mesure du possible, avec les sociétés du portefeuille pour examiner les données reçues, soutenir leur exercice de collecte de données et améliorer continuellement la qualité des données reçues. Les données collectées auprès des sociétés du portefeuille sont traitées et stockées via un système interne de gestion des données. Le Partenariat fera ses propres estimations pour remplacer les données manquantes qui ne seront pas fournies par les sociétés de portefeuille lorsque cela est raisonnable et nécessaire. La qualité des données fournies par les sociétés de portefeuille peut varier et être basée sur des méthodologies différentes.

Pour chaque société du portefeuille, la société en commandite effectuera certaines actions de diligence raisonnable au cours du processus d'investissement afin de promouvoir les objectifs environnementaux et sociaux de la société en commandite.