

novo  
holdings

Investing to benefit people and the planet



# Responsible Investment Report 2022



# Content

- 3 Letter from the CEO
- 4 2022 societal impact highlights
- 5 Business model
- 8 Investment strategy
- 9 Responsible investment approach
- 15 Health: Improving people's lives
- 17 Planet: Investing in the green transition
- 20 People: Linking innovation to employee engagement and diversity
- 22 Partnerships



## Letter from the CEO

# Committed to make a positive change for people and planet

At Novo Holdings, our mission is to improve people's health and the sustainability of society and the planet by generating attractive long-term returns on the assets of the Novo Nordisk Foundation.

Aligned with the philanthropic interests of our owner, the Novo Nordisk Foundation, a significant percentage of our investment portfolio is dedicated to life sciences. We have made it our responsibility to invest in research and development that meets unmet medical needs and improves people's lives.

Human health is intrinsically linked to the health of our planet: from clean air, water, soil, to sustainable food systems. Climate change and food and energy shortages highlight the urgent need for action. We believe that biological discoveries can be harnessed to drive the green transition of industry and agriculture. And to that end, we invest in companies developing bioindustrial solutions that can contribute to curbing climate change.

Over the past year, we have executed on our purpose by continuing our global life science investment programs and expanding our bioindustrial and real asset teams. Some of our recent investments include KabaFusion, a patient-focused home infusion company, Kate Farms, the market leader in plant based clinical nutrition, and Glentra, a newly established infrastructure fund manager focused on energy transition assets.

In all aspects of our business, we strive to embody our core corporate values of Performance, Respect, and Responsibility. We believe that being a responsible investor is critical to delivering strong financial returns and generating positive societal impact. Therefore, we integrate environmental, social, and governance (ESG) considerations into our investment decision-making process and take an engaged ownership approach towards our portfolio companies.

Across our portfolio, we are focused on driving performance and improve transparency on ESG aspects. Most significantly, we recently committed to set 2030 company-wide emission reduction targets in line with the Science Based Targets initiative (SBTi). An important milestone in 2023 and 2024 is to assess our portfolio's carbon footprint and submit our reduction targets for validation by the SBTi.

In this report, you will learn about our responsible investment approach both to new investments and existing portfolio companies. We are committed to creating attractive returns and contributing to a more sustainable future, and I hope you will continue to follow our efforts as we execute on this mission.

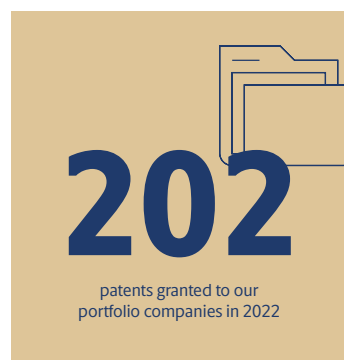
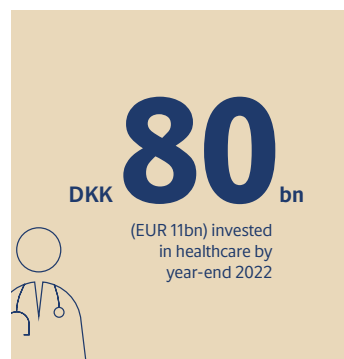
Sincerely,  
Kasim Kutay



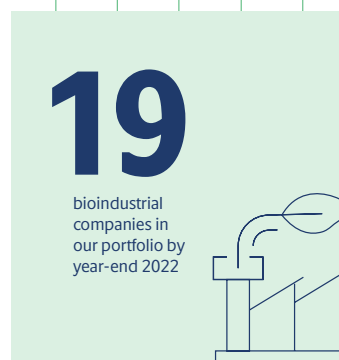
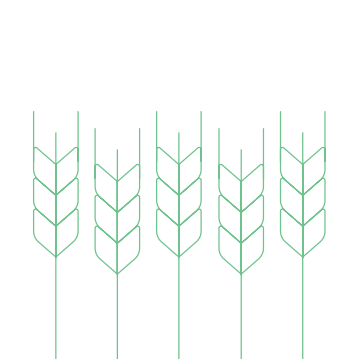
# 2022 Societal impact highlights

## Novo Holdings invests to the benefit of people and planet

### Human health



### Planetary health





# About Novo Holdings



**Our purpose** To improve people's health and the sustainability of society and the planet by generating attractive long-term returns on the assets of the Novo Nordisk Foundation.

Novo Holdings is a holding and investment company that is responsible for managing the assets and wealth of the Novo Nordisk Foundation, one of the world's largest enterprise foundations with philanthropic objectives. The Foundation's mission is to progress research and innovation in the prevention and treatment of cardiometabolic and infectious diseases, as well as to advance knowledge and solutions to support a green transformation of society.

Novo Holdings is the controlling shareholder of Novo Nordisk A/S and Novozymes A/S (the Novo Group companies) and manages an investment portfolio, with a long-term return perspective. The financial results of the Novo Group companies and the successful investments of Novo Holdings enable the Foundation to continue to increase its grant-giving activities. In 2022 the Novo Nordisk Foundation awarded DKK 7.5 billion (EUR 1 billion) in grants focused on improving the lives of people and the sustainability of society and the planet.



**152**

Global employees

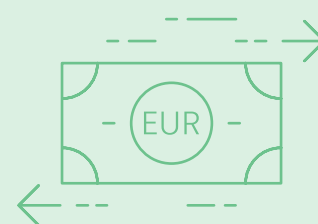
Portfolio companies

**161**

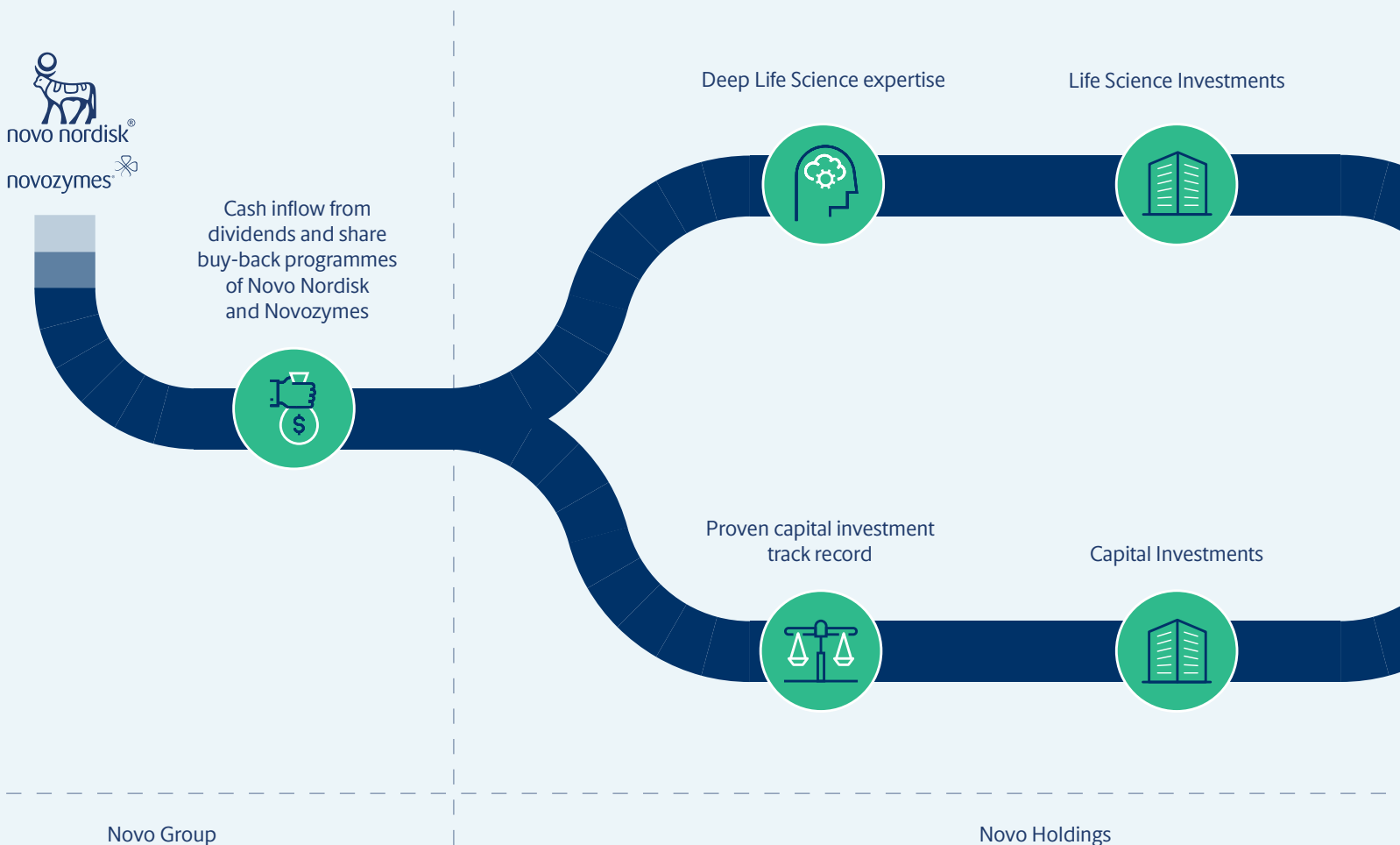


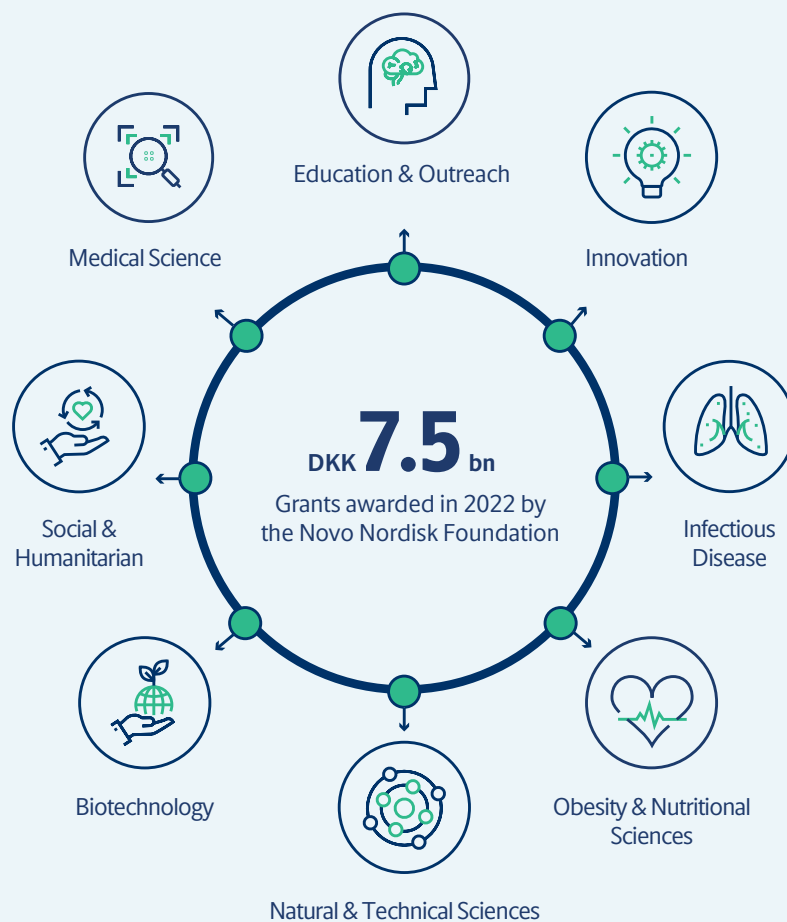
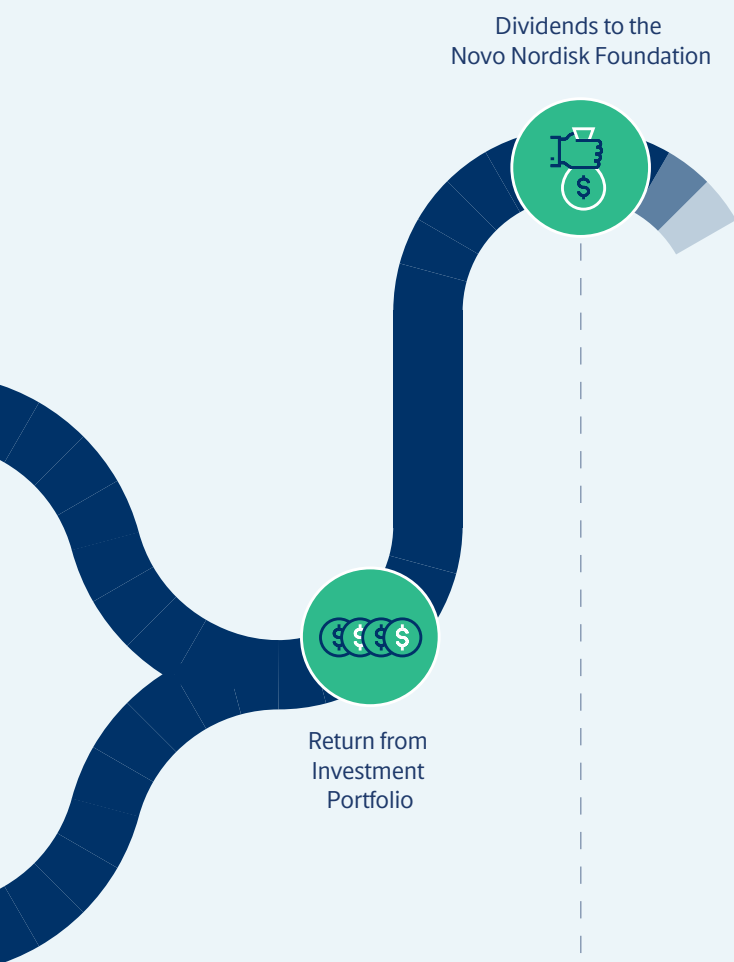
Total Investment Assets

DKK **805** bn  
(EUR 108bn)



# Our business model





# Investment strategy

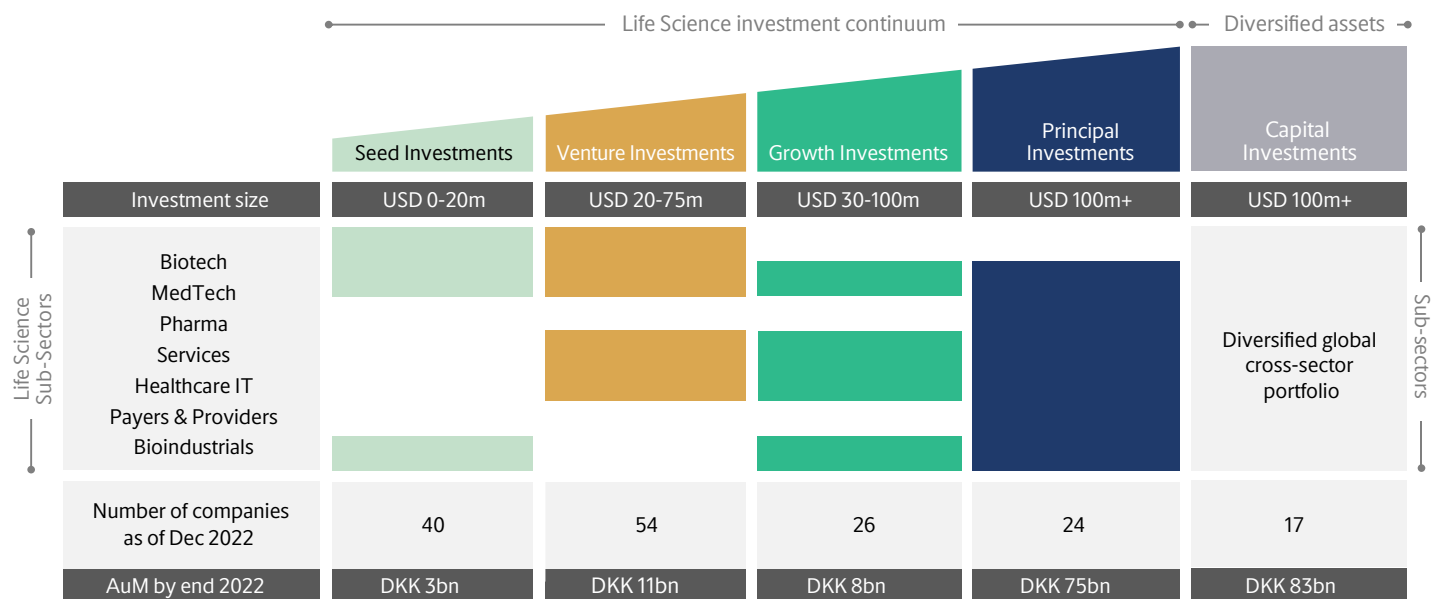
Novo Holdings' assets include the Novo Group companies and the investment portfolio. Our investment portfolio consists of:

**1. Life Science Investments** in privately owned and publicly listed healthcare and bioindustrial companies, where we can leverage our Novo heritage and deep-rooted insights. Our life science portfolio spans the entire life science investment continuum from start-ups to mature companies. We have been a life sciences investment firm for more than 20 years and remain deeply passionate about this space. The underlying fundamentals powering the industry and world-class scientific advancements provide a unique opportunity to address significant unmet medical and societal needs.

**2. Capital Investments** across asset classes including equities, fixed income, and real assets both through specialist portfolio managers and direct investments. Through Capital Investments we diversify and expand our investment universe.

At year-end 2022, 54% of the Investment Portfolio was allocated to Life Science Investments and 46% was allocated to Capital Investments.

## Capital deployment through five dedicated investment teams



In this report, we refer to three investment categories to reflect the responsible investment practices of our portfolio: Early Stage companies (Seed and Venture investments in life sciences), Growth & Late Stage companies (Growth and Principal Investments in life sciences) and Capital Investments (our diversified assets).



## Responsible Investment approach

# Strategic objectives

Novo Holdings aspires to be a leading responsible investor, recognised for delivering strong financial returns and positive societal impact. Our aspiration is underpinned by three strategic objectives that guide our responsible investment approach.

### Health

**Provide more people with better treatments to improve health in society.**

- Invest in the development and improvement of therapies, treatments and health technologies.
- Invest in companies contributing to increased quality, improved efficiency, or lower costs for healthcare solutions.
- Contribute to building the Nordic life science ecosystem and target antimicrobial resistance.

*Commitment*

- Allocate a significant part of our investment portfolio to life science investments through 2030.



### Planet

**Contribute to the green transition.**

- Invest in the development of bioindustrial solutions that support the efficient use of natural resources in agriculture and food and, alternative materials and chemicals.
- Invest in projects, which reduce greenhouse gas (GHG) emissions and enable the use of renewable energy.
- Reduce GHG emissions in line with Paris Agreement.

*Commitment*

- Set 2030 company-wide emission reduction targets that are aligned with the SBTi.



### People

**Create responsible and diverse workplaces.**

- Build, scale and futureproof innovative companies providing healthy, safe and attractive workplaces.
- Increase diversity, equity, and inclusion in business leadership.

*Commitment*

- By 2027, all boards with Novo Holdings representation shall include at least 40% of members from the underrepresented gender or diverse backgrounds<sup>1</sup>.



Note 1: See page 21 for a breakdown of Novo Holdings' diversity target.

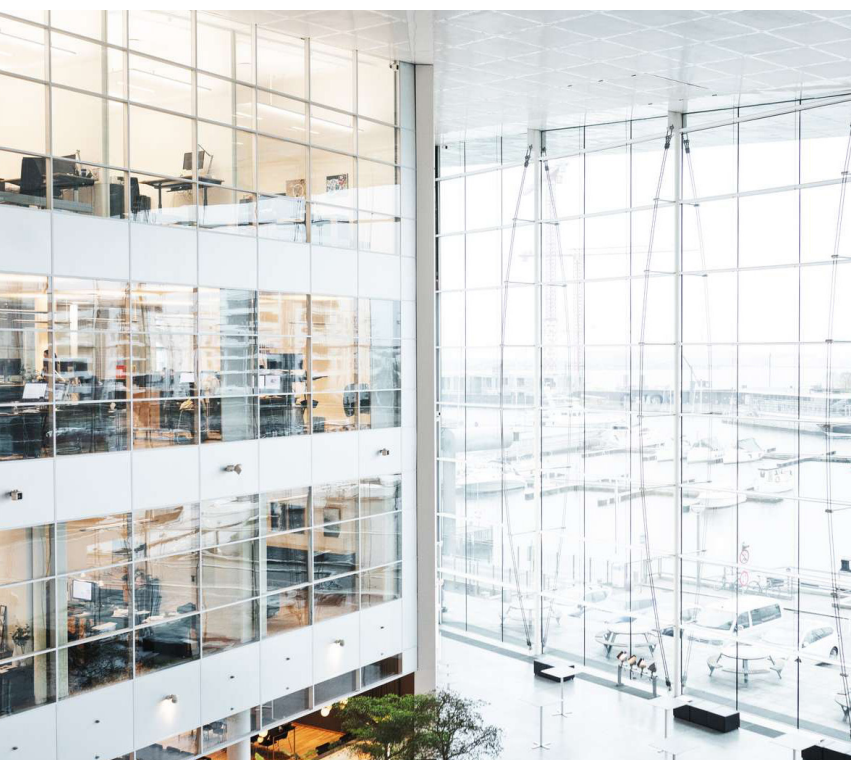
## Responsible investment approach

# Policy & principles

### Responsibility is at our core

Responsibility is at the core of our heritage. Novo Nordisk, one of our two operating companies, was among the first companies in the world to have its values operationalised into action by using the Triple Bottom Line framework: creating value by measuring a company's contribution to society (people) and to the environment (planet) along with traditional financial measures (profit). This legacy defines our approach as an investor. Integrating societal impact and ESG into our investment strategy, processes, and engaged ownership activities enables us to make better investment decisions and create long-term sustainable value.

Our approach to responsible investments is guided by our Responsible Investments Policy. This policy is approved by the Novo Holdings Board of Directors and reviewed annually. In daily operations, our Head of Responsible Investments provides oversight of its implementation, while the Novo Holdings Leadership Executive Team is responsible for integrating its principles in our daily operations.



The Policy includes responsible investment principles for the full investment lifecycle:



**1. Our investments:** We favour investments with positive societal impact.



**2. Our investment approach:** We aim to create long-term sustainable value and to mitigate risks through our investment processes.



**3. Our engaged ownership:** Our investment comes with an engaged and supportive approach for companies, its board and management teams. We encourage companies to prioritise societal impact and ESG measures, and we monitor their progress.



**4. Exclusions:** We exclude investments in certain industries, such as weapons in breach of United Nations treaties or conventions, tobacco, adult entertainment, cannabis for non-medical use, gambling, predatory lending, fossil fuels and palm oil.



**5. Partnerships:** We collaborate with international institutions to promote responsible investment practices, transparency, and sustainability standards. Among others, we are committed to the United Nations-supported initiatives Principles for Responsible Investment (PRI) and United Nations Global Compact.

## Responsible investment approach

# Integrating ESG in the investment process

At Novo Holdings, we integrate ESG throughout the investment process, from investment strategy through pre-investment and ownership. The process is specifically tailored to each of our investment areas.

### Responsible investment priorities

		Life Science investments		Capital Investments
		Early Stage	Growth & Late Stage	
Investment strategy	 Improve health	•	•	
	 Support the green transition	•	•	• <sup>2</sup>
Pre-investment	 Investments subject to exclusion list	•	•	•
	 ESG due diligence checklist completed	•	•	•
	 ESG due diligence informed by site visits, third-party consultants and/or management interviews		•	•
	 ESG risks and opportunities included in investment proposals	•	•	•
Ownership	 ESG measures coupled with value-creation planning		•	
	 Promote engaging and responsible workplaces and develop diversity in business leadership	•	•	•
	 ESG promoted through board mandates	•	•	• <sup>3</sup>
	 Voting at annual general meetings (public companies only)	• <sup>4</sup>	•	•
	 Annual ESG survey (private companies only)	•	•	•
	 Semi-annual ESG risks screen aided by external ESG data			•
	 Annual assessments of asset ESG maturity		•	•

Note 2: Allocation to green transition through Real Asset program / Note 3: In private companies where we have board seats / Note 4: Public biotech companies.



**Investment strategy: investing for positive societal impact**

As a foundation-owned life sciences investor and international asset owner, we have a unique opportunity to drive positive societal change by supporting companies that are addressing unmet health needs or global sustainability challenges with their products or services. Not only are these companies working for a common greater good, but they also represent attractive investment opportunities. With this view point embedded in our investment strategy and strongly linked to our legacy, purpose, and investment expertise, we are well positioned to invest in human and planetary health. Specifically, we create positive societal impact by investing in innovation-led businesses offering solutions and services within healthcare, and the green transition.

**Pre-investment: uncovering material ESG topics**

Before investing, we assess how the company is managing ESG risks and opportunities tied to its business practices. Our due diligence is tailored to capture ESG aspects that are material to the specific type of investment, the maturity of the company or asset, and our ability to impact its business practices. Material ESG aspects are defined as factors that may reasonably be considered important for reflecting the company or asset’s economic, environmental, and social impacts, or influence stakeholder decisions.

Below is a subset of the ESG topics that guide our focus during due diligence, decision-making and engaged ownership activities.

Based on the ESG due diligence, the final investment decision will cover:

- The investment’s societal impact potential

- Material ESG-related risks and value creation opportunities for the company
- Future action points to be initiated and monitored through our ownership.

**Ownership: Supporting the ESG journey of portfolio companies**

We support and advance the integration of ESG into our portfolio companies’ business practices by being an engaged owner, supporting and engaging our companies through board positions, dialogue with management teams, and voting on business-critical ESG topics.

In our view, working proactively with our portfolio companies to set higher ESG standards is essential to minimising risks and to realising the potential of our portfolio. Systematically engaging with our portfolio companies on ESG is still a journey. For now, we specifically prioritise our mature, private companies where we have majority ownership.

We focus on:

- Initiatives to map and reduce climate impact
- Employee retention, engagement, and workplace policies
- Increased diversity in senior management and boards of directors.

We track ESG KPIs across our portfolio guided by standards such as the SASB Standards ESG Data Convergence Project and InvestEurope. We offer advice on ESG and share best practices with portfolio companies wishing to further develop their ESG efforts.



## Responsible investment approach

# ESG performance insights

As part of our engaged ownership practices, we are collecting ESG data points from our private and public portfolio companies. For our public portfolio companies we source data from public data platforms, and for our private portfolio companies we distribute an online ESG Survey designed to meet the varying sizes and sectors of our private portfolio.

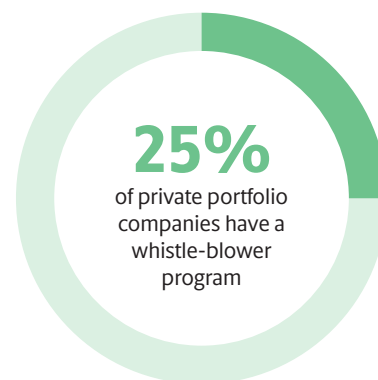
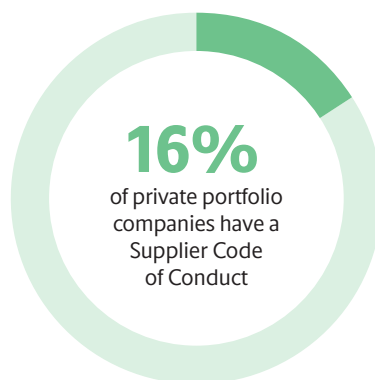
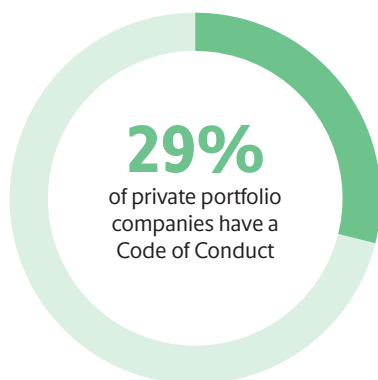
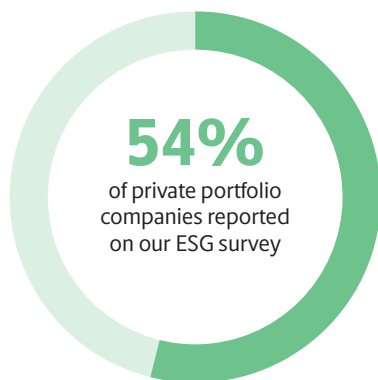
2022 is the second year we source ESG data across our portfolio, and the data enable us to monitor progress and target areas that deserve higher priority in the future. We plan to track the progress that portfolio companies have achieved annually and support them in identifying trends and opportunities for value creation and risk mitigation.

**50+**

ESG KPIs collected

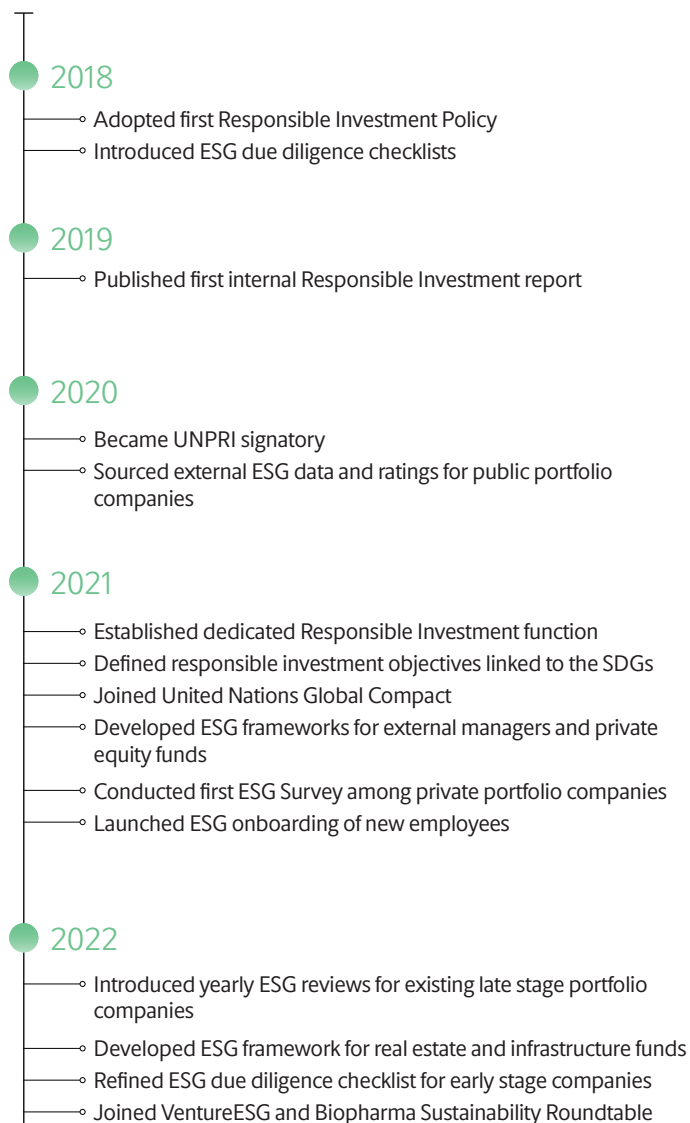
**21,000**

FTEs in private portfolio companies



## Responsible investment approach

# Novo Holdings' ESG journey



### Initiatives in 2023 and ahead

We are constantly developing our approach to responsible investing, and we still have much to improve. By the end of 2022, several new ESG initiatives were decided upon. Rolling out and executing these are our key focus areas in 2023 and forward:

- In early 2023 we committed to setting 2030 company-wide emission reduction targets in line with climate science and the SBTi. During 2023 and 2024 we will work to obtain target approval by SBTi.
- We will introduce ESG training for investment teams and business professionals in 2023.
- We will strengthen the integration of ESG in value creation planning among private companies by defining company-specific ESG KPIs and actions.
- Informed by ESG data, we will enhance the structure of our ESG engagement and monitoring practices among portfolio companies.





## Health

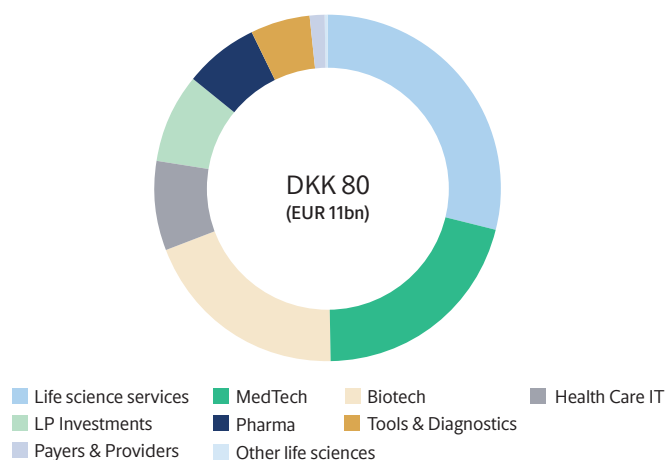
# Improving people's lives

Through our expertise and investments in healthcare we advance our purpose to improve people's health. We invest across subsectors in the industry and focus on innovative companies developing either new or improved therapies or solutions to increase quality, improve efficiency or lower costs for healthcare.

We also focus on two key initiatives mandated by the Novo Nordisk Foundation. The first is to build the Nordic Biotech Ecosystem by providing capital, network and know-how to transform promising life-sciences discoveries into successful biotech start-ups through Seed Investments. The second is to address the growing threat of antimicrobial resistance through the REPAIR Impact Fund.

At year-end 2022 Novo Holdings had direct investments in 125 healthcare companies, totalling DKK 80 billion (EUR 11 billion).

Healthcare Investment Portfolio by sub-sectors, end of 2022



Innovation contribution in portfolio companies, 2022

**DKK 5 bn**  
(EUR 600 mn) spend on R&D

**202**  
patents granted

**61**  
active clinical trials

**10,500**  
people enrolled in active clinical trials

### Investment highlights in 2022



#### KabaFusion

Novo Holdings acquired KabaFusion, a home infusion company that serves patients across 44 US states. KabaFusion brings nurses to patients' homes to help administer drugs that need to be infused. This reduces stress on the overly burdened US healthcare system, lowers costs for payers, and enables better medical outcomes for patients, including improved comfort and safety.

#### Qure.ai

Novo Holdings, HealthQuad, and MassMutual Ventures invested USD \$40 million in Qure.ai., a leading health tech firm using artificial intelligence (AI) for medical imaging diagnostics. With more than 10 million scans performed by 2022, Qure.ai.'s advanced technology reads and interprets medical images such as X-rays, CT scans and ultra-sounds in less than one minute, enabling more accessible, affordable and timely care.

#### Breye Therapeutics

Novo Holdings and Sound Bioventures led a seed financing round of EUR 4 million for Breye Therapeutics, a clinical stage biopharmaceutical company developing novel therapies within ophthalmology. Breye is developing a therapy to address diabetic retinopathy that affects approximately 30% of all patients with diabetes and is the leading cause of blindness among working-age adults.

## Health

# An ESG design fit-for-purpose

We support early stage biotechnology (biotech) and medical technology (medtech) companies with Seed and Venture investments. As these are typically small companies with limited personnel and operational footprint, our ESG approach is tailored to their specific needs.

Given that standard ESG frameworks may not be fully applicable to early stage biotech and medtech companies, we have developed a set of due diligence focus areas that are inspired by the BioPharma Sustainability Roundtable standards, VentureESG's existing and emerging standards, and sparring with other biotech investors.

Our ESG assessment was revised in 2022 to include the following focus areas:

- Selection and monitoring of Contract Research Organisations (CRO)
- Clinical trial practices
- Animal welfare
- Data privacy and patient data
- Diversity, equity and inclusion
- Employee handbook
- Anti-corruption and business ethics
- Board composition
- ESG at board meetings

By prioritising these ESG focus areas, we aim to support early stage biotech and medtech companies in developing responsible business practices as they grow and mature. Our goal is to prepare our portfolio companies to the future expectations of employees, customers and investors, and to inspire other early stage investors to adopt similar ESG approaches.

### Fighting antimicrobial resistance (AMR)

Every day across the globe, more than 3,500 people die from infections that are resistant to most or all antibiotics. Such infections are projected to kill more people than cancer by 2050. Despite this great threat, the antibiotic pipeline remains limited by an early stage funding gap, particularly for projects between lead optimisation and Phase 1 clinical trials.

To replenish the anti-infective pipeline and combat AMR we created the Replenishing and Enabling the Pipeline for Anti-infective Resistance (REPAIR) Impact Fund in 2018. Since its launch, the fund has invested DKK 500 million (EUR 67 million) in 10 companies developing promising novel anti-infective therapies across modalities, geographies, pathogens, indications and vaccines.



## Planet

# Investing in the green transition

We recognise the urgent need to address climate change, and we believe there is a strong link between people's health and the health of our planet. Through our investments we are committed to facilitate the transition to a low-carbon economy.

### Making biotechnology a spearhead for the green transition

Bioindustrial solutions rely on biotechnology to harness the power of living organisms such as enzymes, microorganisms, bacteria cultures and pheromones, to create sustainable and innovative applications and products for industry and agriculture. By utilising bioindustrial solutions, we promote the efficient use of natural resources and decrease in GHG emissions, enabling sustainable transformations for a greener future. At year-end 2022, our portfolio included 19 investments in bioindustrial companies focused on the efficient use of natural resources within agriculture and food, and alternative materials and chemicals.

### Investing in real assets supporting the green transition

In 2020, Novo Holdings made a strategic decision to expand investments in real assets, such as real estate and infrastructure. Our increased focus on real assets diversifies our investment portfolio and supports the generation of stable, long-term returns. As part of our commitment to improve the sustainability of the planet, we plan to add significant investments that contribute to the green transition through renewable energy generation, carbon displacement, energy storage, energy efficiency, and circular economy assets. We are currently building up this investment space and during 2023 we will continue to actively seek out investment opportunities that support the green transition.

### Investment highlights in 2022

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



### Roslin Technologies

Novo Holdings led an USD 11 million Series A financing in Roslin Technologies Ltd., a food and agricultural technology company developing animal stem cells with the capacity to self-renew and differentiate into desired end-tissues for meat. The company's animal cell lines are expected to benefit the globally emerging cultivated meat sector while reducing both GHG emissions and the excessive use of water and antibiotics.

### Kate Farms

Novo Holdings led the USD 75 million Series C financing in Kate Farms, the market leader in plant-based clinical nutrition. This will allow Kate Farms to further its investments in advancing plant-based clinical nutrition research, product innovation, and expansion into additional channels to enhance access to its high-quality, vital nutrition for those living with chronic illnesses and acute conditions.

### Glenra

We made a EUR 265 million commitment to Glenra, a newly established infrastructure fund manager. Glenra will focus on European and North American energy transition assets with scalability potential, strong ESG profiles, and high impact emission reductions. The fund will target investments in renewable power generation, energy efficiency, and storage assets.

### Everwood

We invested in Everwood Capital Fund V, a fund that is expected to provide ~1GW of installed capacity across 18 solar projects in Spain. The Spanish fund manager specialises in the investment structuring and execution of renewable generation assets in Southern Europe.



## Planet

# Climate action across our portfolio



In addition to investing in solutions that support the green transition, we are introducing our first initiatives to reduce the current carbon footprint of our investment portfolio. Our portfolio consists of a variety of early stage to mature companies within and outside of life sciences. Their climate impact varies substantially, and so do our expectations to their actions for their decarbonisation journey.

A fraction of our Growth & Late Stage portfolio companies has taken initial climate action, such as measuring GHG emissions. However, there is ample

opportunity for our mature companies to strengthen their climate efforts and an increasingly central part of our engaged ownership strategy is to support portfolio companies in mapping and managing their emissions and establishing climate targets.

For early stage companies, where the GHG emissions from operations are significantly lower, we are creating tools and guidance on how early stage companies can integrate climate initiatives in their operations to meet stakeholder expectations as they grow.

### Portfolio climate action

	Number of companies	Portfolio companies measuring GHG emissions	Companies with Science Based Targets	Portfolio companies sourcing renewable energy
<b>Early Stage</b>	76	8%	1%	8%
<b>Growth &amp; Late Stage</b>	49	22%	8%	12%
<b>Capital Investments</b>	240	48%	20%	27%

**Our commitment to the Science Based Targets initiative (SBTi)**

In Novo Holdings we have committed to set 2030 company-wide emission reduction targets through SBTi. The SBTi is a partnership between the CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, the World Resources Institute (WRI), and the Worldwide Fund for Nature (WWF). SBTi aims to mobilise companies to set ambitious targets for reducing GHG emissions based on what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above the pre-industrial levels.

During 2023 and 2024 we will specify 1.5°C-aligned targets for SBTi approval. Our investment portfolio targets will be based on the GHG baseline below, which is the 2022 benchmark we can compare future carbon emissions to. Initially, we will focus on getting our majority-owned private portfolio companies and public companies to commit to SBTi.

**GHG-emissions 2022, tonnes CO<sub>2</sub>e**

	Total GHG emissions <sup>5</sup>	Carbon footprint <sup>6</sup>	Carbon Intensity (WACI) <sup>7</sup>
Early Stage	3,227	0.6	N/A
Growth & Late Stage	80,058	1.4	13
Capital Investments	123,160	3.7	14
Credit	7,385	1.5	5
Novo Group	58,532	0.1	1
<b>Total Portfolio</b>	<b>272,362</b>	<b>0.4</b>	<b>3</b>

Note 5 : Covers total GHG emissions of portfolio companies apportioned to how much of portfolio companies Novo Holdings has financed (portfolio company total emissions scope 1+2 x portfolio company enterprise value). The calculation is adjusted to 100% coverage and is based on reported company measurements (34%) and data estimations (66%).

Note 6: Measures the total GHG emissions normalised per DKK million invested, capturing how much GHG emissions we as investors are financing per DKK million invested.

Note 7: Measures the GHG emissions of portfolio companies normalised per DKK million revenue and weighted with the relative size of the company in our portfolio. WACI captures how (in) efficiently portfolio companies manage their GHG emissions relative to their revenue.



## People

# Linking innovation to employee engagement and diversity



Our portfolio companies rely on people to foster innovation. As investors, we want our portfolio companies to practice values-based leadership and caring about their employees' rights, health and well-being, as well as being well-renowned employers, capable of attracting and retaining talent.

Across all our portfolio companies we expect high standards for:

- Complying with applicable wage laws
- Ensuring employee health and safety measures
- Securing non-discrimination of employees
- Providing workplace policies and initiatives to support employee retention and engagement.

To understand the practices of our portfolio companies and to ensure that their employees are provided a healthy, safe and inspiring workplace, we consider areas such as, number of incidents, engagement surveys, employee turnover, and parental leave offers in our due diligence and engaged ownership processes.

During 2022, we have developed an employee handbook template for early stage companies. For later stage companies, our dialogue with portfolio companies have centred around health and safety measures and employee engagement initiatives.



## People

# To support high performance, we strive for diversity

Diversity, equity, and inclusion are closely linked to our core values. Enhancing diversity is not only the right thing to do for a values and purpose driven organisation, it also leads to better decision making and improved results. A diverse workforce brings together people with different backgrounds, experiences, and perspectives that lead to new ideas and insights, while reducing “group think” and “echo chamber” decisions. As an engaged owner, we play a key role in increasing diversity within our portfolio companies’ business leadership teams.

We aim to create and communicate the value of diversity, equity, and inclusion within our portfolio companies. In 2022, we continued to increase diversity and inclusion in our portfolio companies’ Boards by introducing targets for diversity on Boards in our portfolio companies. We aim for a minimum of 40% diverse representation in the context of the geographical setting of our portfolio companies.

We acknowledge that diversity encompasses many dimensions, including race, ethnicity, nationality, age, ability, sexual orientation, and gender identity among others, and that the notion of diversity and the challenges faced vary across culture and geographies.

As a first step, we are seeking to make progress in the Novo Holdings Board and in our majority-owned portfolio companies by recruiting and building a strong pipeline of female talent. As part of our upcoming board nomination process in 2023, we will seek to:

- Map boards capabilities and identify upcoming needs
- Launch a candidate pipeline with diverse profiles on experience, capabilities and geographies, to support identifying and selecting well-suited candidates
- Work with our majority-owned companies to create a two-year plan to reach our targets.

## Diversity targets

### Diversity target for portfolio companies in EU, UK & Asia:

By 2027, all boards with Novo Holdings representation in EU, UK, and Asia shall include at least **40%** of members from the underrepresented gender.

### Diversity target for portfolio companies in the US

By 2027, all boards with Novo Holdings representation in the United States shall include at least **40%** of members from diverse backgrounds<sup>8</sup>.

### Female employees in portfolio companies



### Women in senior management in portfolio companies



### Female board members in portfolio companies, EU, UK, Asia



### Diverse board members in portfolio companies, US



Note 8: Diverse backgrounds include individuals from underrepresented racial and ethnic minorities, members of the LGBTQ+ community, as well as gender diversity.



# Partnerships

## Our collaboration with other institutions

We work with other investors and institutions to contribute to the development of responsible investment standards and practices, and to promote transparency and sustainability standards in companies and the financial markets. This includes participation in:



### UNPRI

We support the UNPRI, the United Nations-backed association targeting the investment community, that offers guidance and principles for responsible investing. We are actively working towards meeting the UNPRI's six principles for responsible investment.



### United Nations Global Compact

Novo Holdings is a member of the United Nations Global Compact, the world's largest corporate sustainability initiative. By participating, we demonstrate our commitment to advancing the Ten Principles of the Global Compact on Human Rights, Labour, Environment and Anti-Corruption in our policies and business operations. We also commit to demonstrating how we work to advance the United Nations Sustainable Development Goals.



### VentureESG

We participate in the community-driven initiative VentureESG, which seeks to develop good ESG practices within venture capital (VC). Together with 300 VC funds and 90 limited partners from across the globe, VentureESG is working to make a fit-for-purpose ESG standard for due diligence, portfolio management and internal fund management.



### Biopharma Sustainability Roundtable

Novo Holdings participates in the Biopharma Investor ESG Communications Initiative under the Biopharma Sustainability Roundtable. The initiative addresses the common interest of leading biopharma companies and investors in achieving more effective, efficient, and decision-useful communications about the sector's most important ESG topics.