

First Foundations

2024 Sustainability Report



2024: Embedding Sustainability as a Strategic Lever

In 2024, Stanley Capital Partners (SCP) took foundational steps to embed sustainability across its investment strategy – positioning Sustainability not just as a responsibility, but as a driver of performance and resilience. Our commitment is clear: sustainability is not a side initiative—it is embedded in how we invest, create value, and future-proof our portfolio. With a structured approach and measurable milestones, this year marks a pivotal step in integrating sustainability as a core lever for both financial and impact-driven outcomes.

First Sustainability Report Published: 2024 marks the release of SCP's inaugural voluntary sustainability report—underscoring our commitment to transparency, accountability, and long-term value creation.

Portfolio Integration: Each portfolio company developed tailored Sustainability roadmaps tied to materiality, value creation and sector priorities.

Platform Acquisition – SePRO: Acquired SePRO, a water health leader aligned with environmental policy trends and long-term growth.

Data-Driven Monitoring: Launched a firm-wide Sustainability KPI framework to track performance, manage risk and support strategic alignment.

Baseline Carbon Assessment: Completed carbon footprint baselines across SCP and its portfolio to inform future decarbonisation pathways.

Looking Ahead: In 2025, SCP will focus on executing portfolio strategies, strengthening sustainability data foundations, and helping portfolio companies turn sustainability into measurable business value.

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Our Purpose & Platform

Investing in transformation to deliver long-term value and sustainable impact

Stanley Capital Partners (SCP) is a private equity investor specializing in global resource efficiency. Founded in 2021, SCP is purpose-built to create value through transformation, leveraging deep sector expertise and advanced digital capabilities.

We invest in mid-market hidden value opportunities in growth markets driven by global mega-trends such as an aging population, resource scarcity, and the increasing adoption of technology. Our approach uses a repeatable SCP playbook to build platform companies through M&A, operational improvement, and digital transformation to unlock potential and deliver exceptional returns.

SCP focuses on Resource Efficiency, targeting high-growth opportunities driven by global trends like sustainability and technological innovation

With over \$400 million in assets under management, SCP delivers strong financial returns through innovative strategies and operational excellence

SCP's Fund I comprises three companies aligned with its thematic investment focus: SePRO (water remediation), Roboyo (AI and automation) and LXO (pharma)

SCP's team of 15+ professionals from diverse backgrounds, supported by a strong advisor network, drives deal execution, innovation and operational success

Our sustainability pillars—Climate Transition, People & Culture, Diversity, Data-Driven Impact, and Governance Integrity—guide our commitment to long-term value creation



2

Sectors



\$403m

Assets Under Management



3

Portfolio Companies



15+

Professionals In December 2024



5

Key Pillars For Sustainability

Leadership Statement

At Stanley Capital Partners, sustainability is a strategic focus. In a world facing critical environmental and societal challenges, we recognize the investment return benefit and value of building resilience and driving positive and sustainable change.



James Brooks

Partner

Industry leader with deep expertise in energy and resource efficiency sectors, focused on achieving transformative impact through responsible and profitable investment

In a world facing critical environmental and societal challenges, we recognize the importance of driving positive change while ensuring exceptional returns for our stakeholders.

We are proud to publish our first voluntary sustainability report, reinforcing our commitment to transparency, accountability, and responsible investment. This milestone reflects our dedication to embedding sustainability into our investment strategy and driving long-term value creation across our portfolio.

As a firm, we are committed to prominently embedding sustainability into our investment strategy.

Our investment strategy is centered on investing in spaces such as resource efficiency, decarbonization, technology and healthcare—areas where long-term

trends are accelerating and reshaping how we live and work.

We work closely with our portfolio companies to create or enhance their sustainability strategies, ensuring they are not only future-proofed against mega-trends, regulation, and government policies but leveraging these to enhance returns for our investors.

Our goal is to build high-resilience models with embedded sustainable operating practices that attract exit appetite across strategic, private equity, and public markets.

As we look ahead, we remain dedicated to our sustainability objectives, confident that our approach will continue to deliver value to our investors, partners, and the broader community.

Strategy Rooted in Change

Leveraging macro trends across resource efficiency and healthcare to drive value

The world is rapidly evolving, shaped by macro trends such as technology, energy transition, demographic shifts, and growing demand for resilient infrastructure and sustainable solutions. Accelerating trends shape how we live, work, and consume. We focus on specific sectors, leveraging our expertise to invest in growth businesses aligned with these trends.

Our Resource Efficiency Strategy

We work to accelerate the transition to resource-efficient and sustainable economies; by investing in companies whose products and services allows us to create more with less and to deliver greater value with less input.

We focus on companies that deliver a more efficient demand side response through asset-lite and tech-enabled products and services.

Our Healthcare Strategy

Healthcare spending globally is increasing as the population ages; chronic diseases persist, technology advances, and patients and healthcare consumers become better informed and more demanding.

We partner with companies that help improve access to healthcare, lower the cost of healthcare delivery and improve healthcare quality. We focus on businesses that can benefit from digitization & automation to achieve those goals.



Sustainability is not just a responsibility—it's a strategy for driving superior returns. At Stanley Capital Partners, we focus on building businesses that deliver exceptional value for our shareholders while addressing global challenges.

Patrick Hargutt, Partner



Integrating Sustainability with Investment Strategy



Targeting secular growth markets

- B2B markets with long term growth >5% CAGR, EBITDA margin >15% and cashflow conversion >60%
- Consolidation potential
- 5+ attractive assets available

Resource Efficiency

Technology as an Enabler

Healthcare



Mid- to Large-Cap investments

- Potential of generating EBITDA of \$25m to \$150m
- European focus
- Control investments and significant minorities with path to control



Assets with transformational potential

- Companies that will benefit from transformative M&A and operational improvement (e.g., pricing, sales, costs, management)
- Capable of automation or AI introduction to accelerate transformational potential
- Increased focus on sustainability to boost resource efficiency and lower environmental impact



Solving for relative value

- Ownership transition
- Buy and build / consolidation
- Operational change
- Transformative M&A
- Product, service and/or customer concentration
- Business model transition

Transforming good into great business in "A" markets

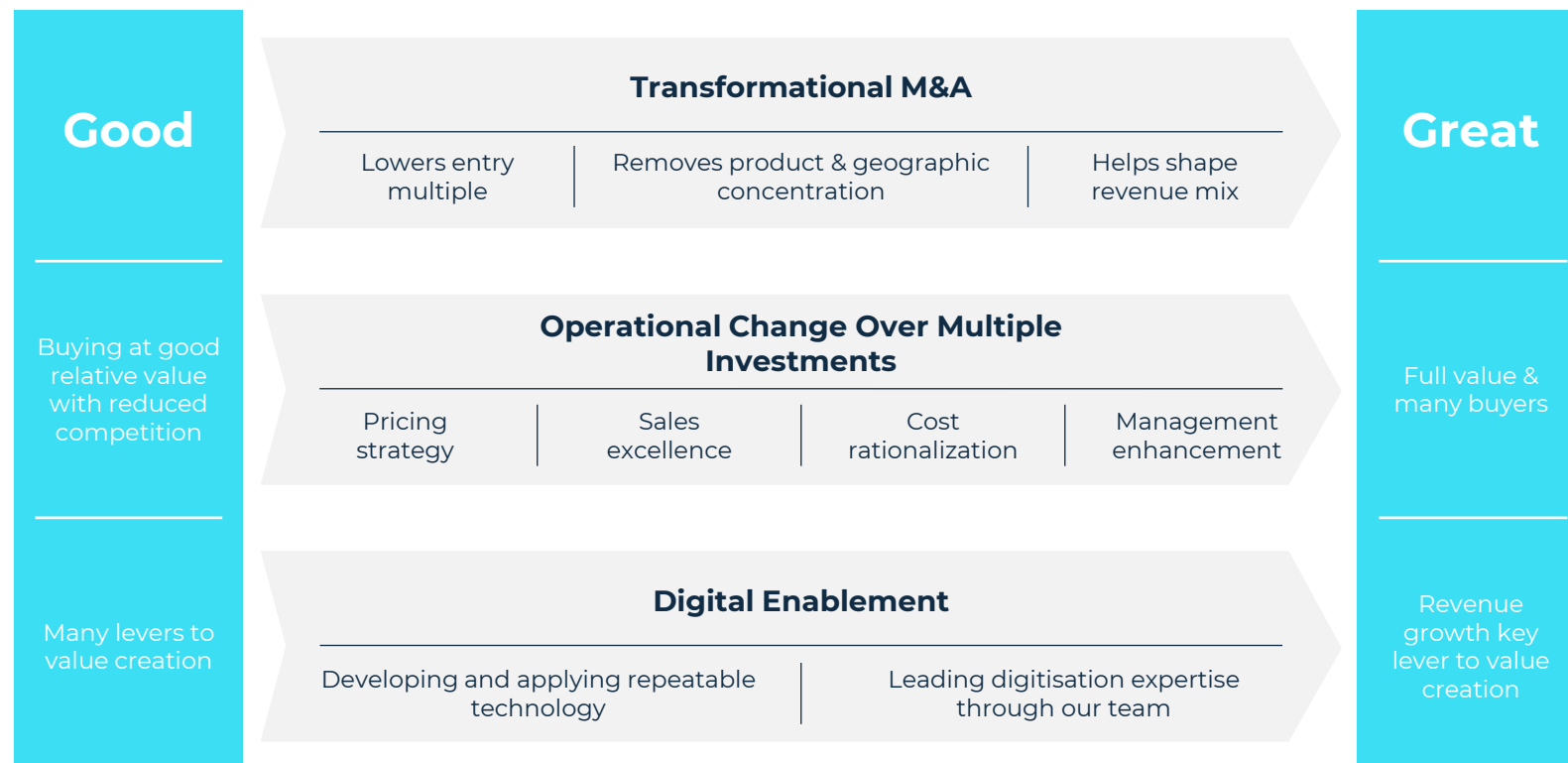


Sustainability and resilience go hand in hand. Our approach ensures businesses can weather disruption, seize opportunities, and deliver sustained growth for investors

A Repeatable Model for Value & Impact

How SCP transforms good businesses into great ones in high-growth markets

Stanley Capital Partners employs a systematic and repeatable approach to unlocking hidden value in growth markets, transforming good businesses into great ones. By identifying investments with strong fundamentals but untapped potential, SCP acquires businesses at attractive valuations where competition is limited, ensuring multiple pathways for value creation.



Sustainability Built into the Investment Process

At SCP, sustainability is embedded in how we invest, operate and create long-term value. We see sustainability as a key driver of business resilience, helping to mitigate risks, enhance operational performance, and unlock new growth opportunities. By embedding sustainability into our decision-making processes, we future-proof businesses and position them to thrive in evolving market conditions. Our three pillars – dedicated sustainability experts, integration within value creation and deal teams, and formal governance committees – work together to ensure that sustainability is not treated as a separate function, but as a fundamental enabler of long-term business success.



Sustainability Experts

Our dedicated sustainability experts bring deep expertise in strategy, impact-driven value creation, and reporting.

Their insights help shape our portfolio companies, ensuring that we stay ahead of evolving regulations, stakeholder expectations, and best practices in responsible investment.



Value & Deal Teams

Our sustainability experts work alongside value creation and deal teams to embed sustainability considerations into every stage of the investment lifecycle, from due diligence to portfolio management.

This ensures that sustainability is a key driver of long-term business performance, rather than a siloed initiative.



Committees

Oversight and accountability are central to our sustainability governance structure. The Sustainability Committee, composed of leaders from Finance, Value Creation, Deal, and Investor Relations, ensures that sustainability remains an integral part of decision-making across the firm.

At the highest level, the Board maintains sustainability as a standing agenda item, providing strategic direction and ensuring long-term alignment. Separately, the quarterly Portfolio Review Committee monitors progress at the investment level, assessing implementation across our portfolio and identifying opportunities for further impact.

This two-tiered governance approach ensures that sustainability is embedded both at the firm level and within our investment activities.

A firmwide structure that embeds ESG from due diligence to exit

At SCP, sustainability is not a standalone initiative—it is woven into the fabric of our organization. We embed sustainability in every key aspect of our business, ensuring it becomes business-as-usual in decision-making, investment strategies, and operational processes.



Sustainability Experts

Sustainability experts fully embedded in team structure



Value & Deal Teams

Sustainability is a core consideration in deal and value creation decisions



Committees

Formal committees provide oversight and decision power for firm & portfolio

Materiality Assessment: Identifying What Matters Most

A data-driven materiality assessment to prioritise sustainability risks and opportunities

At Stanley Capital Partners, we take a rigorous, data-driven approach to materiality, ensuring that we focus on the sustainability topics that matter most to our business, investors, and stakeholders.

Our materiality assessment is a strategic tool that helps us prioritize risks and opportunities, guiding our sustainability strategy and value creation initiatives across our portfolio.

To maintain alignment with evolving market trends, regulatory expectations, and investor priorities, we conduct regular materiality reviews, incorporating both internal expertise and external insights. This process ensures that our approach remains relevant, forward-looking, and integrated into our investment decision-making.

The outcomes of our materiality assessment shape how we invest, manage risk, and create value.

By aligning our sustainability strategy with the issues that drive financial performance and resilience, we ensure that sustainability is a core enabler of long-term growth.

Our materiality assessment follows a structured, multi-step methodology designed to capture a comprehensive view of sustainability priorities across our firm and portfolio companies:

- **Defining Key Topics** – We develop a long list of potential sustainability themes by leveraging insights from industry benchmarks, investor expectations, regulatory trends, and sector-specific risks.
- **Stakeholder Engagement** – We conduct in-depth interviews and surveys with internal teams, portfolio company leadership, and key external stakeholders to assess which topics hold the greatest relevance for financial performance and long-term business resilience.
- **Data-Driven Analysis** – Using quantitative and qualitative methods, we evaluate the materiality of key sustainability themes based on business impact, stakeholder priorities, and financial relevance.
- **Validation & Refinement** – Multiple rounds of refinement are conducted in collaboration with investment committees and portfolio teams to ensure that materiality priorities are fully embedded in our investment approach.

Key Themes



Climate
Transition

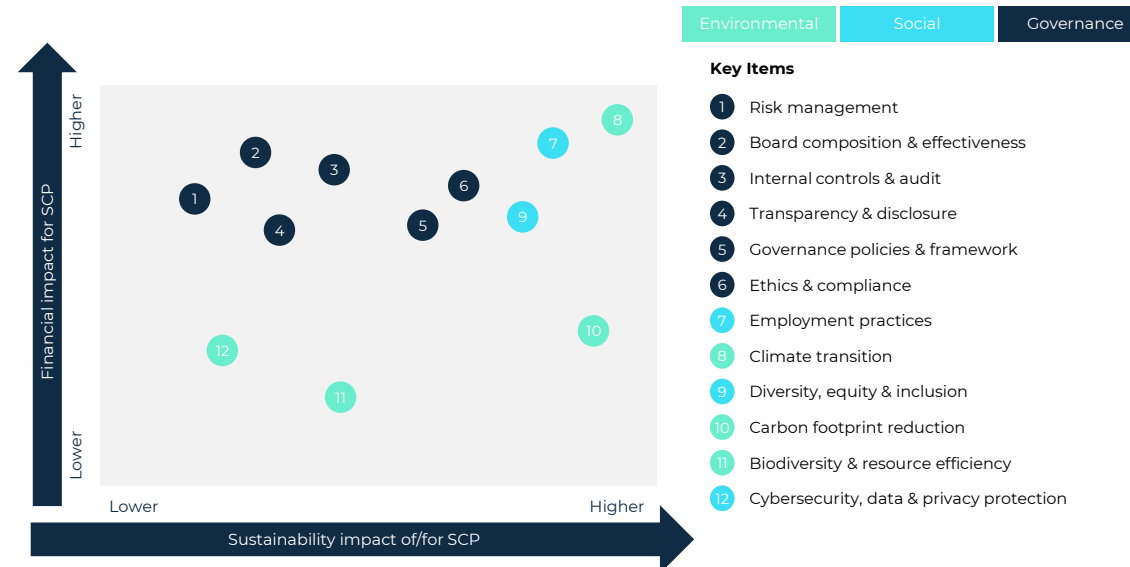


Governance policies
& framework



Engagement &
Representation

SCP Materiality Assessment



Sustainability At Every Stage

Sustainability drives long-term value. We invest responsibly, minimizing risks and maximizing growth.

Sustainability at Every Stage of the Investment Lifecycle

As a responsible investor, we recognize that sustainability factors can significantly influence a company's long-term financial performance.

Poorly managed sustainability risks may result in inefficiencies, operational disruptions, litigation, and reputational damage, ultimately affecting a company's ability to fulfil its financial obligations.

Conversely, strong sustainability performance is closely linked to resilient, long-term growth. Companies that proactively manage environmental and social challenges are better positioned to navigate market shifts, regulatory changes, and evolving consumer expectations. Integrating sustainability-related management practices into our investment analysis is not only a prudent approach but also aligns with SCP's fiduciary duty to maximize investor returns.

Our sustainability policy and implementation roadmap are designed to assure investors and stakeholders of our commitment to responsible investment—minimizing environmental impact, strengthening societal and governance frameworks, and enforcing a zero-tolerance approach to violations.

In line with SCP's broader strategy, we leverage technology and evidence-based research to drive the effective execution of our sustainability initiatives.

We embed sustainability at every stage of our investments—identifying risks, unlocking value, and ensuring long-term resilience. By integrating robust sustainability practices, we strengthen businesses, enhance returns and create lasting impact.

From sourcing to exit, sustainability is a lever for risk management and value creation

Sourcing	Acquisition	Ownership	Exit
Focus Area			
Sustainability Policy	Sustainability/ ESG Due Diligence; additional focus areas	Value Creation Plan (VCP) and SCP Sustainability Playbook	Sustainability as part of Vendor Due Diligence
Objective			
Ensure potential opportunities are in line with sustainability policy	Identify risks influencing valuation and opportunities for value creation	Increase value through specific sustainability levers, strategy and KPI reporting	Increase exit multiples through proving resilient & sustainable company
Approach			
Leverage SCP sustainability scorecard for assessment	Use questionnaire & sector standards to identify material findings	Implement SCP playbook for KPI monitoring; executive VCP initiatives	Prepare KPI data set; include sustainability in exit story

Collaboration amplifies transformation, unlocking faster and more effective solutions

Our Partnerships

	Advocating responsible investment and governance in private equity
	Embedding principles for responsible investment in policies, processes and decisions
	Committing to ethical business practices, global sustainability, and corporate responsibility
	Standardizing sustainability metrics, enhancing transparency and benchmarking
	Reducing carbon impact across our investments and shaping industry landscape

2024 Sustainability Highlights

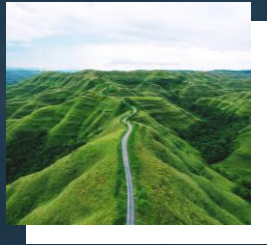
Key milestones from our journey to embed sustainability across SCP and the portfolio

In 2024, we made significant strides in advancing our sustainability agenda. From strengthening our investment approach to setting measurable targets, we have embedded sustainability across our firm and portfolio. These achievements reflect our commitment to driving long-term value, enhancing resilience and delivering meaningful impact. Below are some of the key milestones that define our progress this year.



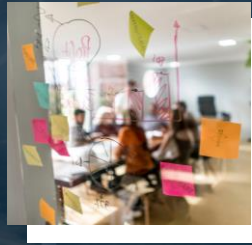
Water Health Acquisition

We acquired SePRO, a company at the forefront of water health. SePRO specializes in tackling harmful algal blooms, invasive species, and nutrient pollution—critical challenges impacting water ecosystems. By restoring and protecting aquatic environments, SePRO enables their sustainable use for conservation, recreation, and economic activity. This acquisition reinforces our commitment to investing in businesses that drive both environmental and financial value.



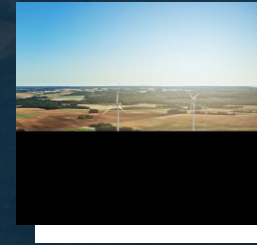
Sustainability Strategies

We collaborated with our portfolio companies to develop tailored sustainability strategies, ensuring clear, measurable goals aligned with their industries. These strategies define material sustainability priorities, set trackable targets, and implement initiatives that drive meaningful impact. By embedding sustainability in business strategy, we enhance resilience, unlock value, and future-proof our investments.



First Materiality Assessment

To sharpen our focus on the most pressing sustainability issues, we conducted our first firmwide materiality assessment. Engaging stakeholders across our ecosystem—including employees, investors, and industry experts—we identified the most material sustainability themes guiding our strategic priorities. These insights shape our sustainability agenda, ensuring that our efforts drive impact where it matters most.



First Carbon Footprint Report

We conducted our first carbon SCP footprint assessment, marking an important step in managing and reducing our emissions. This allows us to set a baseline for future improvements and align with best practices in sustainability. Separately, we assessed portfolio emissions to ensure sustainability is embedded across our investments. We joined the Science Based Targets initiative (SBTi) and are working toward a net-zero decarbonization pathway.



Comprehensive KPI Monitoring

We developed a comprehensive sustainability KPI framework to help portfolio companies measure, track, and improve their sustainability performance. This structured dataset allows for early risk identification, opportunity assessment, and regulatory alignment. While part of the framework follows industry standards, we also tailor KPIs to the unique material topics of each business, ensuring relevance and impact.

Our Five Pillars of Sustainability

A strategic framework to guide investment, operations and engagement



Climate Transition

Unlocking growth in climate transition

The transition to a low-carbon economy presents significant opportunities for innovation and value creation. We support decarbonization strategies, emissions tracking, and sustainable business models, while reducing our footprint through office decarbonization and renewable energy use.



People & Culture

Investing in People & Workplace Excellence

We prioritize talent development, workplace well-being, and strong employee engagement to foster high-performing organizations. By supporting inclusive leadership and future-ready skills, we enhance business resilience, strengthen our culture, and improve long-term competitiveness.



Diversity

Expanding Perspectives for Stronger Businesses

We believe that businesses perform best when they reflect a broad range of perspectives, experiences and ideas. By fostering inclusive leadership, diverse decision-making, and equitable access to opportunities, we build a resilient team that drives innovation and delivers sustained success.



Data-Driven Impact

Performance Monitoring

We leverage data analytics for rigorous performance monitoring, ensuring accountability and continuous improvement. By analyzing real-time data, we make informed decisions that drive our sustainability goals, enhancing transparency and strengthening trust in our sustainability commitments.



Governance Integrity

Upholding Integrity & Resilient Governance

We combine robust governance with integrity for sustainable success. Our approach features clear frameworks and decision-making processes, supported by ethical standards and transparency. This strategy enhances risk management, boosts investor confidence and supports value creation while mitigating reputational risks.

Unlocking Growth in Climate Transition

Climate change is a global phenomenon affecting businesses, economies and societies alike.

We are steadfast in our commitment to support the transition to Net Zero by 2050. We recognize that while climate change presents significant risks, it also offers substantial opportunities for progress.

We consider sustainability to be a proven lever to enhance value across our portfolio—achieving reduced operating costs (e.g., through improved energy efficiency), mitigating risks (e.g., by avoiding regulatory fines) and unlocking revenue opportunities (e.g., premium offerings and an expanded customer base).

For example, SePRO is dedicated to protecting, preserving, and restoring water quality; Roboyo employs automation and artificial intelligence to boost energy efficiency across various industries; and L XO maintains a supply chain with over 85% of its production in Europe.

100% of our investments can be related to environmental or social aspects

SCP's Sustainability Blueprint

Tracking emissions and unlocking opportunities in the climate transition

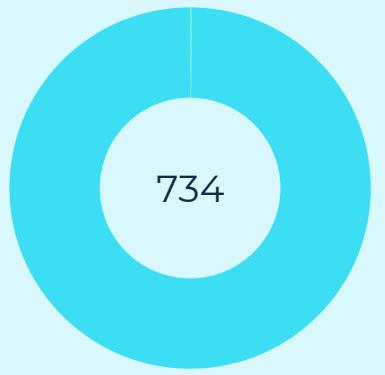
All our portfolio companies are actively addressing climate challenges, and we work closely with them to set Net Zero targets and define their climate pathways. We view emissions reduction as a key value driver—particularly as market valuations increasingly reflect environmental performance—and we support our portfolio companies in identifying and implementing the most efficient, impactful, and cost-effective measures.

In parallel with these efforts, our organization is proactively managing its own environmental impact. This year, Stanley Capital Partners GP completed its own inaugural carbon footprint assessment, demonstrating that the majority of our emissions are classified as Scope 3. As we develop our decarbonization strategies in line with SBTi requirements, we have identified two primary levers for reduction: business travel and third-party suppliers.

Where we are not already doing so, we will collaborate with our suppliers to encourage them to conduct their own carbon footprint assessments and set Net Zero targets. Regarding business travel, we are evaluating potential flight offsetting in the short term while adopting a pragmatic approach to travel overall—opting for virtual engagements. Additionally, wherever possible, board meetings will include only essential participants, with observers joining virtually.

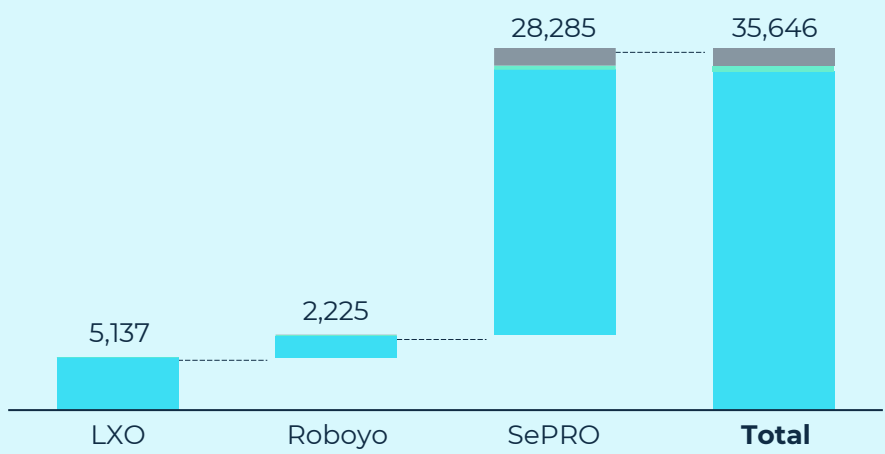
To further strengthen our commitment to sustainable growth, we are integrating climate considerations into our overall investment and governance processes. We regularly measure and report on key sustainability metrics, including greenhouse gas emissions, to track progress and identify areas for improvement. By establishing transparent milestones and engaging with both internal teams and external experts, we aim to drive innovation and create lasting, positive change across our operations and investments.

SCP GP Carbon Footprint, Own Operations, in tCO₂e



Scope 1 Scope 2 Scope 3

SCP Portfolio Carbon Footprint, in tCO₂e



Scope 1 Scope 2 Scope 3

Empowering Our People

Building a resilient, high-performing culture through continuous learning and well-being

We believe that our people are our greatest asset. By fostering a culture of continuous learning and development, we empower our teams to reach their full potential while delivering long-term value for our organization and stakeholders.

Our focused, **tailored approach to skill-building, on-the-job learning and informal mentorship** allows us to equip our employees with the capabilities they need to thrive in an evolving marketplace. We also recognize **that employee well-being** is critical to building a resilient and high-performing organization. Through flexible work arrangements, mental health support and open communication channels, we create an environment where team members feel valued, supported and motivated. This approach ensures that everyone can **contribute their best work while maintaining a healthy work-life balance**, which is essential for sustained success.

Equally important is **our commitment to inclusive leadership**. By embracing diverse perspectives and fostering an environment where every voice is heard, we spark innovation and enhance problem-solving capabilities. This inclusive mindset not only strengthens our decision-making but also reinforces our culture of collaboration and shared purpose.

Cultivating Personal Growth at SCP

Our people-centred strategy extends beyond professional development. We invest in initiatives that **encourage personal growth, creative thinking, and cross-functional collaboration**. Regular skill workshops, internal knowledge-sharing sessions, and dynamic team-building events ensure that our employees remain at the forefront of industry trends and best practices.

Being an agile organization offers us the unique advantage of **executing personalized development programs quickly and effectively**. We continually refine our training offerings and leverage innovative digital learning platforms to keep pace with an ever-changing business landscape. Stanley Capital's ongoing commitment to investing in our people has fostered a **culture of enhanced engagement, continuous improvement and creative problem-solving**. As we continue to evolve, we remain dedicated to building a resilient, forward-thinking workplace that champions both personal and professional growth.

By investing in our people, we strengthen our competitive edge while fulfilling our responsibility to **drive a positive, lasting impact for our employees, partners, and the wider community**.

~ \$4,500

Training & Development
expenditure per FTE

~ 20 hrs

Hours of training per
employee

>35%

of training hours are
dedicated to sustainability-
related skills development

Empowering Our Portfolio Companies

At Stanley Capital, we recognize that our **portfolio companies excel when they foster a strong workplace** culture and invest in their people.

Our approach emphasizes **building a resilient workforce** by enhancing employee engagement and fostering a culture of continuous improvement.

By **sharing industry insights and facilitating the exchange of proven strategies**, we empower these companies to design and implement effective people strategies that drive operational excellence and sustainable growth.

Our collaboration also extends to **designing flexible work policies and well-being programs that promote an inclusive and engaged environment**. By implementing clear communication channels and performance metrics, we enable our portfolio to continuously refine their strategies and maintain a competitive edge, driving both immediate results and long-term growth.

By **investing in people and workplace excellence across our portfolio**, Stanley Capital is committed to building resilient, innovative organizations that are well-prepared for future challenges and opportunities.

Diverse Workforce

Cultivating a workforce as diverse as the markets we serve

Equitable Opportunities

Committing to accessible and equitable growth paths for every employee

Inclusive Leadership

Championing leadership that actively values and listens to every voice

Driving Inclusion and Representation

Embedding equity, diversity and inclusive leadership across our firm

At Stanley Capital Partners, we understand that a diverse and inclusive workforce is not just a moral imperative—it is a strategic advantage. Our commitment to sustainability is deeply intertwined with our efforts to broaden the perspectives within our team, ensuring that we reflect the diversity of the communities and markets we serve.

Diverse Teams for Robust Decision-Making

Our approach to diversity begins with our recruitment and retention strategies, where we prioritize equity and inclusion. By attracting talent from various backgrounds, we enrich our collective insight, leading to more effective and innovative solutions in investment strategies. This diversity fosters a culture of open dialogue and dynamic decision-making processes that are essential for sustainable success.

Inclusive Leadership and Equitable Opportunities

Leadership at Stanley Capital Partners champions our core values of inclusiveness and respect for every individual. We empower our leaders to drive change, encouraging them to leverage diverse viewpoints for comprehensive governance. Our policies ensure that all employees have equal access to opportunities for professional growth and development, contributing to our firm's resilience and adaptability.

Accountability and Continuous Improvement

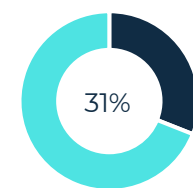
To monitor our progress and hold ourselves accountable, we have established clear metrics and goals in our diversity and inclusion agenda. We are committed to adapting our strategies to meet evolving challenges and opportunities.

Together, through a commitment to diversity, inclusiveness, and sustainability, Stanley Capital Partners is dedicated to building a robust business that delivers long-term value to our stakeholders and contributes positively to society.

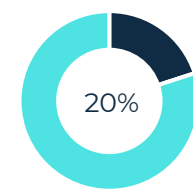


“ True leadership is about cultivating an environment where diverse talents thrive and every voice not only is heard but also shapes our future positively to society.

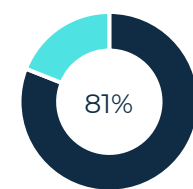
Amber Hilkene
Partner, Chief Growth Officer



31% Women across all SCP employees



20% Women in SCP leadership positions



81% of SCP employees hold citizenships from countries outside the UK

Empowerment

Empowering individuals from all backgrounds to contribute and ascend within our organization

Integrity

Upholding the highest standards of fairness and transparency in every decision and interaction

Collaboration

Fostering teamwork that leverages diverse perspectives to drive creative solutions and achieve shared goals

Respect

Valuing and embracing differences, fostering an environment where everyone feels respected and included

Data-Driven Monitoring

Tracking Sustainability Progress, Driving Impact

Sustainable value is only achieved when performance is clearly defined, measured and continuously tracked. That's why we have developed a comprehensive Sustainability KPI framework, aligning with industry best practices and reporting standards to ensure measurable progress.

While our framework provides a structured approach, we tailor key performance indicators (KPIs) to reflect the unique characteristics of each portfolio company's sector. This ensures that sustainability metrics remain relevant, actionable, and aligned with business objectives.

By consistently monitoring performance over time, we not only measure value creation but also identify emerging risks early—allowing us to proactively drive long-term resilience and impact.

Environment



20+
KPIs monitored

Social



30+
KPIs monitored

Governance



15+
KPIs monitored

SDGs



Key Themes

- › GHG emissions
- › Renewable energy
- › Green offering
- › Development & turnover
- › Engagement & representation
- › Well-being, health & safety
- › Policies & procedures
- › Cybersecurity
- › Supply chain management



Progress is built on insight. Measuring sustainability performance allows us to adapt, improve, and drive meaningful change over time. By tracking key indicators across environmental, social, and governance areas, we turn data into action, risks into opportunities, and ambitions into lasting impact.

Matt Harrison, CFO



Strong Governance, Sustainable Growth

At Stanley Capital Partners, robust governance is fundamental to driving sustainable success and fostering operational excellence. Our governance framework champions a knowledgeable board that empowers informed decision-making and strategic foresight, crucial for navigating complex markets and regulatory environments.

Our commitment to ethics and compliance underpins every facet of our operations, ensuring all activities adhere to the highest standards. Rigorous audits are part of our regular routines to maintain accountability, setting a benchmark for governance best practices.

Leadership at SCP is deeply committed to upholding stringent governance standards, with each leader clearly understanding their role in fostering accountability and promoting ethical behavior. Our governance structure includes various committees focused on specific oversight tasks, enhancing our ability to adapt and respond to new challenges.

Stanley Capital Partners adopts a parallel approach to communication and transparency, combining detailed written reports with regular interactive sessions that allow for a dynamic exchange of ideas and rigorous evaluation of our strategies. These sessions, some conducted internally with our team and others including our investors, are designed to challenge our practices and ensure continuous improvement. Additionally, we maintain anonymous processes allowing any member of the firm to provide input or raise concerns. This ensures that all voices are heard and contributes to a culture of trust and continuous improvement.

By embedding resilient governance practices across all levels of operation, Stanley Capital Partners not only ensures compliance but also drives innovation and growth. As we continue to refine and enhance our governance structures, our firm remains steadfast in its commitment to building a robust business foundation that delivers long-term value to our stakeholders and contributes positively to society.

Commitment to Openness: Elevating Decision-Making and Stakeholder Engagement

Transparency is a cornerstone of our approach, ensuring every strategic decision is made openly and justifiably across the entire firm and to our investors. We believe that transparency not only facilitates the best decisions but also maximizes the potential of our team, fosters trust in our achievements, and maintains a high level of integrity. This extends to our stakeholder engagement process, where we prioritize open dialogue and transparent reporting to align our governance practices with our broader strategic goals.

Leveraging Critical Oversight Entities

Governing Body	Investment Committee	Portfolio Review
The Governing Body, including partners and CFO, oversees the firm's strategic direction, risk management, compliance, and financial integrity. It ensures that the organizational structure, policies, and remuneration strategies uphold responsible business conduct and prevent conflicts of interest.	The Investment Committee plays a crucial role in guiding investment strategies. Comprising all team members, each is required to submit questions and comments for comprehensive review. This inclusive process leverages diverse insights, enhancing decision-making and aligning goals across the firm.	The Portfolio Review Committee conducts quarterly meetings with the entire team to assess progress. These sessions provide a platform for team members to discuss developments and challenge each other's perspectives, ensuring alignment and promoting continuous improvement in portfolio management.

Core Values Driving Our Success



Integrity

Upholding honesty and strong moral principles in every action and decision



Accountability

Ensuring all stakeholders are responsible for their actions and the outcomes



Efficiency

Optimizing processes to achieve max. productivity with min. wasted effort



SePRO Corporation

Championing Water Stewardship

2024

Year of Acquisition



Industry: Remediation

Founded in 1994 and headquartered in Carmel, Indiana, SePRO Corporation is a leader in developing sustainable solutions that protect, preserve, and restore nature.

SePRO is a team of researchers, scientists, technical consultants, and professionals dedicated to restoring and protecting water and land using applied technology.

SePRO serves a diverse customer base including pond and lake managers, agricultural producers, ornamental growers

and government agencies.

Committed to innovation and customer satisfaction, SePRO continues to pioneer environmentally responsible solutions.

SePRO has consistently grown faster than the wider water management market. Future growth is expected to be realised by investment into protection and remediation solutions of water quality supported by stronger environmental regulation.



Roboyo Group

Accelerating Efficiency with Hyper-Automation

2023

Year of Acquisition



Industry: Technology

Roboyo is the market-leading independent consultancy company helping corporates implement and manage a full spectrum of Artificial Intelligence powered automation technologies, creating hybrid human digital workforces and elevating enterprise performance gains from increments to multiples. Through organic growth methods and a series of strategic acquisitions, Roboyo has grown to over 500 employees, across 15 countries and 4 continents.

SCP's' investment in Roboyo underscores its commitment to sustainability through resource efficiency. By integrating Roboyo's advanced hyper-automation technologies, SCP aims to enhance operational efficiencies and reduce environmental impacts, aligning with our strategy to embed sustainability across the investment portfolio.



Laboratoire X.O.

Building Resilience in Europe's Pharma Supply

2022

Year of Acquisition



Industry: Health Care

Headquartered in Saint Cloud, France and founded in 2015, Lab XO specialises in established market authorisations to sell and market drugs across various therapeutic areas. With a net revenue of €85m, 21 products, and a presence in over 80 countries, the Lab XO team has demonstrated strong capabilities to integrate established brands from big pharma and to generate organic growth through life cycle management.

Lab XO aligns with SCP's sustainability approach through its commitment to ethical pharmaceutical innovations and environmentally responsible practices. This partnership bolsters SCP's focus on integrating sustainability principles, enhancing the portfolio with advanced healthcare solutions that contribute to global sustainability goals.

Championing Water Stewardship



Since its founding in 1994, SePRO has steadfastly adhered to its foundational mission of sustainability, continuously deepening its commitment to environmental stewardship. With the recent formalization of its sustainability strategy, SePRO reaffirms its dedication to safeguarding water quality and nurturing ecosystems, demonstrating its enduring commitment to environmental health.

This proactive approach highlights SePRO's leadership in ecological preservation, combining innovative solutions with critical resource management to meet the evolving needs of both nature and society.

Moreover, SePRO deeply values its corporate culture and the well-being of its employees, prioritizing a workplace where engagement and success are integral to its operations. The company's commitment extends to building strong, positive relationships with all stakeholders, excelling in collaborative efforts with customers, communities, and regulators to enhance sustainability practices. Through these partnerships, SePRO not only addresses immediate environmental challenges but also fosters long-term, sustainable growth, cementing its role as a leader in promoting a healthier planet.

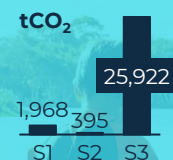
These comprehensive efforts underscore SePRO's vision that sustainability involves a holistic approach—encompassing the welfare of ecosystems, communities, and employees alike, driving impactful change that resonates across the industry.

The targets outlined represent a selection of SePRO's key sustainability goals, underscoring its commitment to long-term environmental and social responsibility.

- **Environmental Restoration:** Facilitate restoration of 20 MM acres by 2030 through our technology and expertise.
- **Energy Innovation & Independence:** Achieve net-zero emissions by 2050.
- **Employee Health & Safety:** Establish Health & Safety Management System.
- **Culture, Employee Well-Being & Development:** Foster a positive work environment with high employee satisfaction (>85%) and maintaining low turnover rates (<17%).
- **Supply Chain Management:** Engage suppliers in a Code of Conduct by end of 2025, with 50% alignment by 2026 and full alignment by 2027.

In focus: Climate Change and Environment

Sustainability Performance Highlights Snapshot



Emissions Footprint & Intensity

This year marks the first time SePRO Corporation has calculated its emissions footprint. Most of its emissions originate from Scope 3, particularly within the supply chain and during the production of SePRO technologies. SePRO is focused on collaborating with suppliers to enhance their sustainability practices. Notably, SePRO's technologies not only manage but also actively reduce and prevent CO₂ emissions. As the company continues to grow, it remains dedicated to applying its innovative mindset, adopting the latest processes, and pursuing optimizations to progressively reduce its emissions intensity.

Net Positive Impact

SePRO's technologies deliver a net positive impact, enhancing environmental quality. Demonstrated as effective over extended periods, these products comply with rigorous EPA standards. SePRO maintains the highest standards in developing new products, ensuring technologies continue to provide significant positive impact.

Biodiversity Impact

SePRO recognizes biodiversity as fundamental to its mission and is committed to ensuring that its technologies have no adverse impacts—both locally and at scale. To support this, SePRO will deploy rigorous monitoring methodologies and interactive dashboards to measure and report on performance, while contributing to industry-wide progress by offering technology-driven tools and frameworks.

Net
Positive

Bio-
diversity

Accelerating Efficiency with Hyper-Automation



Since its founding, Roboyo has been committed to transforming businesses through intelligent automation. By leveraging hyper-automation and cutting-edge technologies, Roboyo enables organizations to streamline processes, reduce resource consumption, and foster sustainable growth.

Its solutions help customers improve operational efficiency by minimizing energy use, eliminating process waste, and optimizing supply chains—directly supporting environmental objectives while enhancing overall business performance.

Responsible technology development remains a cornerstone of Roboyo's approach, particularly as artificial intelligence (AI) advances at an unprecedented pace and becomes increasingly integrated into diverse industries, processes, and daily life. Recognizing the potential impact of these rapid developments, Roboyo is deeply committed to the ethical and responsible deployment of AI.

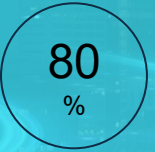
Internally, Roboyo places great importance on cultivating a supportive corporate culture centred around the well-being and growth of its employees. As a consulting business, people are Roboyo's most valuable asset, making employee engagement and satisfaction integral to its operations. The company continuously fosters an inclusive, high-performing work environment where team members are empowered to develop their skills, thrive in their careers, and deliver exceptional value to clients.

Equally significant is Roboyo's dedication to strong stakeholder collaboration. By working closely with customers and technology partners, the company drives sustainable innovation while promoting the responsible use of technology. These partnerships are fundamental to addressing the evolving needs of businesses and society in a rapidly changing digital landscape.

These comprehensive efforts reflect Roboyo's belief that technology, when developed and applied responsibly, can be a powerful catalyst for positive change—advancing economic performance while supporting environmental stewardship and social responsibility.

In focus: Employees and Efficiency

Sustainability Performance Highlights Snapshot



Employee Engagement & Well-Being

High employee engagement scores reflect Roboyo's commitment to fostering an inclusive, supportive workplace that promotes both personal and professional growth. The company prioritizes creating a positive work environment where employees feel valued, empowered, and motivated.



Gender Diversity

Roboyo's global footprint unites talent from around the world, underpinning our commitment to diversity in all its forms. Gender diversity remains a key priority, with women representing ~30% of both the overall workforce and executive leadership team. Roboyo also champions a wide range of backgrounds and perspectives, leveraging its international presence to strengthen inclusion everywhere.



Positive Efficiency Impact through Innovation

Roboyo drives meaningful process improvements that help clients reduce emissions, minimize waste, and improve resource efficiency across their operations. By automating repetitive tasks, streamlining workflows, and optimizing energy-intensive processes, Roboyo enables businesses to achieve significant benefits.



Cyber & Data Security

Roboyo takes a structured approach to cyber and data security, with risk management at the core of its ISO 27001-certified system. By proactively identifying and mitigating threats, Roboyo safeguards information and ensures operational continuity. These practices protect both client and company data, supporting long-term business resilience.

Building Resilience in Europe's Pharma Supply



Laboratoire LXO is committed to delivering high-quality pharmaceutical solutions that enhance patient health while embedding sustainability into its operations. With a formally established sustainability strategy, the company emphasizes responsible production, ensuring that product quality, patient safety, and environmental stewardship remain central priorities.

A key element of LXO's approach is its predominantly European-based supply chain, which plays an important role in minimizing environmental impact through local sourcing and reduced transportation emissions. This regional focus not only strengthens operational efficiency but also supports local economies and ensures reliable access to essential medications.

Product quality and patient safety are non-negotiable pillars of LXO's operations. Rigorous quality controls and adherence to strict regulatory standards ensure that every product meets the highest safety and efficacy benchmarks. Continuous improvement initiatives within the company's manufacturing processes further enhance efficiency, reduce waste, and promote the adoption of sustainable packaging solutions.

At the heart of LXO's operations are its people. Recognizing employees as its most valuable asset, the company fosters a culture centred on well-being, growth, and engagement. Initiatives designed to support personal and professional development contribute to high employee satisfaction and strong retention rates, reflecting a workplace where individuals are empowered to thrive.

These comprehensive efforts embody LXO's holistic vision of sustainability—one that encompasses the well-being of patients, employees, and communities alike. The company is dedicated to driving meaningful change that resonates throughout society, reinforcing its responsibility as a trusted healthcare provider.

The targets outlined represent a selection of LXO's key sustainability goals, highlighting its long-term commitment to environmental stewardship and social responsibility.

- **Patient Safety and Product Quality:** Maintain 0 product recalls per year.
- **Employee Wellbeing:** Target Employee engagement score of >65% in 2025, >80% from 2027 onwards.
- **Inclusive workforce:** Maintain 40-60% share of women in leadership.
- **Carbon Footprint:** Net Zero by 2050.

In focus: Product Quality, Employees and Supply Chain

Sustainability Performance Highlights Snapshot

0

Product Recalls

Laboratoire LXO upholds strict product quality standards, resulting in zero product recalls. This success stems from robust supplier relationships, comprehensive quality checks, and a culture that encourages open communication. LXO remains committed to ensuring patient safety through continued process improvements.

50+

Professionals

Employee Engagement

Laboratoire LXO places strong emphasis on employee well-being and team cohesion. As part of its refreshed sustainability strategy, the company has strengthened its commitment to employee engagement, starting with the introduction of quarterly pulse surveys—complementing its existing annual surveys—to gather more frequent feedback and continuously enhance the employee experience.

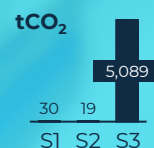
60

%

Inclusive Workforce

60% of leadership roles at Laboratoire LXO are held by women, reflecting its commitment to gender diversity. The company promotes inclusivity and values diverse perspectives, focusing on maintaining strong gender representation at all levels.

Supply Chain & Emissions Footprint



The majority of emissions occur along its value chain. Yet, by sourcing over 85% of its supply chain from within Europe, LXO reduces transport-related emissions, enhances supply chain resilience, and fosters long-term partnerships. This approach supports environmental stewardship and strengthens sustainability across operations. LXO is committed to achieving Net Zero emissions by 2050.

Looking Ahead

At Stanley Capital, sustainability is viewed through the lens of value creation and resilience. It is not just a responsibility but a key factor in building stronger, future-ready businesses. The past year has been instrumental in laying the foundations for this approach—establishing structured monitoring and reporting frameworks, hiring a dedicated sustainability specialist, and embedding sustainability considerations both within SCP and across portfolio companies.

With these building blocks in place, the focus now shifts to fine-tuning sustainability strategies and driving implementation within portfolio companies, ensuring they make steady progress toward defined targets in the coming years. A critical next step will be refining data monitoring practices, including identifying and closing remaining data gaps specific to portfolio companies. Strengthening sustainability insights through high-quality data will enable better decision-making and track measurable progress.

The regulatory landscape continues to evolve rapidly, requiring agility and expertise to navigate upcoming changes. SCP will closely track developments such as the Corporate Sustainability Reporting Directive (CSRD) and provide portfolio companies with the necessary guidance and support to stay ahead of regulatory requirements.

Beyond compliance, SCP remains committed to supporting portfolio companies with best practices and a holistic approach to sustainability. By fostering collaboration, sharing insights, and equipping businesses with the right tools, SCP ensures that sustainability remains an enabler of long-term value and operational resilience.

Our Key Priorities



Strengthening Sustainability Integration in Portfolio Companies

SCP will deepen engagement with portfolio companies to ensure sustainability is embedded into core business strategies. This includes progressing towards clearly defined sustainability targets, integrating sustainability into value creation plans, and supporting companies in meeting evolving regulatory and investor expectations.



Advancing Decarbonization Pathways

A critical focus will be defining and implementing decarbonization strategies—both within SCP and across portfolio companies. This will involve assessing carbon footprints, identifying reduction opportunities, and supporting businesses in transitioning toward lower-emission operations.



Enhancing Employee Engagement

Recognizing that engaged employees drive innovation and success, SCP will establish regular pulse checks to monitor workplace satisfaction, gather insights, and ensure a dynamic and inclusive corporate culture. Findings will guide initiatives to strengthen employee well-being, leadership development, and long-term retention.



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