

Sustainability Report 2025



Foreword

This Sustainability Report reflects the Gyrus commitment to transparency and accountability in environmental and social practices, both at the Firm and fund level. It offers a view into the long-term resilience of the Gyrus portfolio in the context of evolving environmental and societal challenges.

Gyrus at a glance:

13
professionals

€1.4bn
AUM

9
investments to date

3
add-ons in 2025

1863+
employees across
portfolio

3
exits

100%
portfolio companies
assessed for ESG risk

300+
ESG data points
collected

38
ESG risks assessed for
materiality



signatory since 2024

IN CONVERSATION WITH GYRUS LEADERSHIP

Co-founders and Partners Guy Semmens and Dr. Robert Watson discuss how Gyrus approaches responsible investment.



Guy Semmens
Co-founder and Partner



Dr Robert Watson
Co-founder and Partner

What does responsible investment mean at Gyrus?

Responsible investment has always been a core component of our investment process. From the outset, we have focused on backing businesses that address real and often structural needs in society. These are areas driven by long-term demand where outcomes are tangible and enduring.

For us, responsible investment is not a separate overlay. It shapes how we identify opportunities and build businesses over time.

How does this translate into your investment approach?

We invest in sectors where there is a fundamental need – healthcare and services. These are areas shaped by

demographic change, evolving patient needs and increasing pressure on systems to deliver better outcomes with greater efficiency.

We look for businesses that are already delivering solutions to these fundamental needs or have the potential to do so. That might include improving access to care, advancing medical technologies or supporting more efficient and sustainable ways of operating. Our role is to help these companies scale, professionalise and deliver consistently over time.

You often refer to solving structural or generational challenges. What does that mean in practice?

We focus on themes that are not short term or cyclical. Ageing populations, increasing demand for healthcare, resource

constraints and the need for more efficient systems are trends that will require innovative solutions over the coming decades.

The companies we back operate at the intersection of these trends. They are addressing real problems that will continue to exist over decades, not just over one investment cycle. That gives us conviction in their relevance and resilience.

How are ESG considerations integrated into your process?

ESG considerations are integrated across the investment lifecycle and inform how we assess opportunities, how we identify risks and where we focus during ownership.

This is supported by clear governance and defined responsibilities across the firm. It ensures that ESG is applied consistently and remains part of decision making at every stage.

How do you work with portfolio companies to deliver this in practice?

We focus on what is most relevant to each business. That means identifying the key areas where we can support improvement, whether that is operational performance, market access, strategic acquisitions, or

building more sustainable operating models.

Our approach is pragmatic and focused on building long-term value in a way that is sustainable meaningful for their stakeholders and ecosystem.

For example, at NEO Medical, we have supported the company's growth as an innovative spine Medtech platform, helping to scale its technology and strengthen its market position, reducing cost for customers while maintaining a focus on improving patient outcomes.

What was a 2025 highlight for you?

A key highlight in 2025 has been the continued progress across the portfolio, particularly in supporting businesses through important stages of growth.

At Corcym, for example, we supported the advancement of robotic aortic valve replacement, a field in which Corcym is now the market leader. This reflects our focus on backing innovative businesses that improve patient outcomes and reinforces our approach of investing in companies that address real needs while delivering long-term value.



THE GYRUS JOURNEY

- Gyrus Capital established
- 2 founding partners

2018

- 7 employees
- **Opened first office**
- First close on Gyrus Capital Fund I

2020

- 5 employees
- **Created Entrepreneur Operator Network**
- Raised €200m across 3 fund entities
- **First ESG Policy implemented**

2019

- 8 employees
- Final close on Gyrus Capital Fund I at €270m
- Commitments of >€430m
- **Development of Gyrus Four Foundations**

2021

- 9 employees
- **Reviewed ESG Policy (now called RI Policy and updated annually)**
- **Rollout of ESG data collection platform**
- **Formalisation of Gyrus Sustainable Transition Objectives**
- EDCI Reporting
- First close of Gyrus Capital Fund II

2022

- 10 employees
- Gyrus Capital Fund I fully invested
- **RI strategy maturity assessment and targeted action plan**
- **Development of proprietary ESG risk and impact due diligence tool**
- **Full ESG risk and impact portfolio review**
- Final close Gyrus Capital Fund II

2023




- 13 employees
- **Joined Principles for Responsible Investment**
- Elysium Continuation Vehicle launch
- **€1.4bn AUM achieved**

2024

- 13 employees
- **First GHG emissions inventory established**
- **Enhanced physical climate risk integration into proprietary ESG DD tool**
- Climate maturity assessment of portfolio

2025

Investments:  

Investments:    Exit:  (via CV)

Investments:



Investments:



Investments:  Exit (partial): 



Investments:



2025 UPDATE

In 2025, Gyrus strengthened its approach to responsible investment, building on established practices with increased structure and consistency across the investment process.

Strengthening the Gyrus team

Reinforced the team and formalised onboarding processes to support consistent application of ESG practices across the investment team.

Partnerships and Gyrus Insights

Continued to use partnerships and the Gyrus Insights programme to connect portfolio leaders, advisors and industry experts, supporting knowledge sharing and collaboration across the network.

Governing responsibly

4 RI Committees

The Gyrus Responsible Investment (RI) Committee continues to strengthen ESG integration across the investment process. Comprising senior team members, it sets direction, aligns decisions with Firm strategy and signals the importance of responsible investing across the business. With input from an external ESG advisor, the committee reviews portfolio progress and keeps Gyrus approach current and aligned with investor expectations, regulation and sustainability trends across the investment life cycle.

Material portfolio risks and engagements

Across the portfolio we assess financially material ESG risks throughout the year. In addition, portfolio companies once again submitted ESG data to Holtara (formerly Apex), which provided a consistent view of progress, gaps and emerging risks. We used these insights to guide targeted engagement with management teams.

Preparing for our first public PRI report



Since joining the PRI in 2024, Gyrus has used the framework to benchmark practice, refine policy and deepen engagement across the investment life cycle. In 2025, our second voluntary submission showed improvement, with performance above the PRI median across all sections.

We are now preparing for the first public Gyrus PRI report and aligning disclosure to the updated 2026 questionnaire.



Looking ahead

In 2026, Gyrus will focus on further formalising its responsible investment approach and strengthening consistency across the portfolio.

Key priorities include completing a full double materiality assessment, defining priority ESG topics and embedding these more clearly into investment decisions and value creation activities.

The Firm will also continue to enhance data quality and reporting through Holtara and deliver its first public PRI report. Engagement with our portfolio company leadership teams will continue to focus on the most material issues to each business, supporting risk management, operational resilience and long-term value creation.

FOCUSING ON WHAT MATTERS MOST

Our approach to responsible investment is focused on identifying and prioritising the issues that matter most for Gyrus and our portfolio companies.

As a focused investment firm, Gyrus has always prioritised ESG issues that matter most to its business and portfolio companies, recognising the importance of directing resources to areas of greatest relevance and impact.

In 2025, this approach was further strengthened through an initial review aligned with double materiality principles, providing a more structured view of key ESG topics across both firm and portfolio activities.

This work supports ongoing decision making and will inform a more comprehensive double materiality assessment in 2026.

“As our approach evolves, we are placing greater emphasis on identifying the ESG topics that matter most. This helps ensure our efforts are focused, relevant and aligned with how we invest and create value across the portfolio.”

Guy Semmens
Co-founder & Partner



Area	Focus Area	Topic	Most relevant for*:		
			Gyrus Operations	Gyrus Healthcare Portfolio	Gyrus Services Portfolio
Environment	Climate & Energy	Climate change	✓	✓	✓
		Energy		✓	
	Resources & Waste	Waste		✓	
		Raw material sourcing		✓	
Social	Workforce Health & Safety	Health, safety & wellbeing		✓	
	People & Talent	Diversity, equity & inclusion	✓		✓
		Human capital development	✓	✓	✓
	Access	Access & affordability		✓	
	Product Responsibility	Product design, safety & quality		✓	
		Product labelling		✓	
		Customer privacy		✓	✓
Supply Chain	Supply chain standards		✓		
Governance	Data & Security	Cybersecurity & data security	✓	✓	✓
	Governance & Ethics	Good governance	✓	✓	✓
		Business ethics & integrity	✓	✓	✓
	Risk & Compliance	Management of the legal & regulatory environment	✓	✓	✓

*Even if a topic has not been identified as relevant in the portfolio, we still expect PCs to maintain minimum safeguards across all topics. Topics identified have been highlighted through our analysis of portfolio companies and our next step will be to understand which topics are most material for Gyrus and its portfolio.

GOVERNING RESPONSIBLY

Clear governance and accountability embed ESG considerations into decision making across the firm.

“Responsible investment is part of how we make decisions across the firm. ESG considerations are built into our processes and discussions from screening through to ownership, supporting both performance and long-term outcomes.”

Alyson Greenwood
Partner, CFO

Firm-wide integration

ESG responsibilities extend across the organisation, with all team members contributing within their roles. This ensures responsible investment is applied consistently in day-to-day decision making and portfolio engagement.

Consistent application in practice

The Firm provides structured training, including onboarding for new joiners, to ensure a consistent understanding of ESG priorities. This supports effective implementation and alignment across investment teams.

Portfolio monitoring and engagement

ESG performance is reviewed through regular portfolio monitoring, providing visibility on risks and progress. Engagement with management teams ensures that priorities are translated into practical actions aligned with value creation objectives.

Responsible Investment Policy

Investment Committee

Screens all investments against exclusion criteria, mandates and reviews ESG due diligence. Ensures ESG risks and opportunities are clearly assessed and reflected in investment decisions, supporting alignment with the Firm’s responsible investment approach.

Deal Team

Responsible for ESG integration across the investment lifecycle, from due diligence through to exit. Works closely with portfolio companies to monitor performance, address key risks and identify value creation opportunities linked to ESG priorities.

Responsible Investment Committee



Dr Robert Watson, Co-founder & Partner (Chair)



Alyson Greenwood, Partner



Hannah Tobin, Partner



Guy Semmens, Co-founder & Partner



David Rochat, External Expert Advisor, dss*

Sets direction for responsible investment and maintains oversight across the portfolio. Meets quarterly to review ESG progress, reporting and policy, and to respond to investor requirements. The committee also reviews ESG due diligence for new investments as part of the approval process.

THE GYRUS TEAM

A growing and experienced team supports consistent investment execution and long-term value creation.

Strengthening the Gyrus team

In 2025, Gyrus Capital welcomed three new team members as the Firm continues to grow alongside its portfolio. This reinforcement reflects the increasing breadth of the platform and the need to support companies across a wider set of capabilities.

Alongside this growth, a more structured onboarding approach has been introduced, including training with key partners, ensuring a consistent and practical integration into the Firm's way of working.

The team brings a strong international perspective and a range of professional experience, supporting collaboration with management teams and partners across markets.



Gyrus Values

Integrity

Honest, transparent and trusted relationships

Creativity

Supporting transformation through practical ideas

Respect

For stakeholders and the environments in which we operate

Determination

Strong execution and commitment to improvement

Gyrus's values guide how the team works together and with portfolio companies. Integrity, respect, creativity and determination underpin decision making, collaboration and long-term partnerships.

These principles support a consistent and disciplined approach as the Firm continues to grow.

Diversity at Firm Level

29%

Female at Partner Level

23%

Female across the Firm

6

Nationalities across the Firm

Experience

146

Cumulative Partners' Years of PE Experience

21

Average Years of Experience across the Partners

GYRUS INSIGHTS SERIES

Bringing together partners, experts and leaders to share insights and strengthen collaboration across the network.

During 2025, the Firm hosted six Gyrus Insights events across Europe, bringing together portfolio leaders, industry executives, advisors and partners. The programme focused on practical ideas, emerging trends and strengthening relationships across the Gyrus network, with discussions centred on governance, collaboration and innovation.



Essential Pharma: Bringing patients the next generation of treatments for neuroblastoma and beyond
 London | 12 June, 2025

This session provided an investor update on progress in neuroblastoma and Essential Pharma’s plans to build an international rare-disease platform. The discussion covered clinical development priorities and collaboration with clinicians and patient advocates to support patient-focused treatment development.



NEO Medical: Innovation and Transformation in Spine Medtech
 Geneva | 20 March, 2025

This session focused on innovation, market dynamics, and transformation in the spine industry, viewed through the experience of NEO Medical under private equity ownership. The discussion covered technological change, governance, and the role of strategic partnerships in scaling Medtech platforms.

Fuel Growth in People Businesses: Intellera Case Study
 Milan | 12 March, 2025

This event examined value creation in people-driven businesses, using a consulting carve-out as a case study. The discussion explored leadership alignment, governance structures, and partnership models that support transformation in professional services organisations during periods of separation and growth.

How Carve-Outs Enable the Transition from Corporate Management to Entrepreneurship
 Zurich | 21 May, 2025

This event explored how carve-outs can enable corporate managers to transition into entrepreneurial leadership roles. Discussions focused on governance, cultural renewal, and collaboration between investors, management teams, and corporate stakeholders to support successful standalone businesses.

Medtech Investments: Navigating Growth and Transformation
 Zurich | 9 October, 2025

This session examined growth and transformation in Medtech following corporate carve-outs. The discussion focused on leadership, innovation, and governance, and how private equity ownership can support agile operating models and patient-centred innovation.

Transformational Investments through Healthcare Carve-Outs
 London | 19 November, 2025

Hosted jointly with McKinsey & Company, this event explored how healthcare carve-outs can unlock value when supported by disciplined execution, strong governance, and sector expertise. Discussions focused on building resilient standalone organisations and the importance of selecting the right long-term partners.

GYRUS INVESTMENT APPROACH

A focused investment approach aligned to structural needs and long-term value.

Investing in businesses that address structural needs

Gyrus focuses on sectors where there is a clear and enduring need, particularly in healthcare and services. These areas are shaped by long-term trends such as demographic change and increasing pressure on systems to deliver better outcomes.

A focused and transformative approach

Gyrus applies a disciplined and hands-on investment approach, working closely with management teams to scale and professionalise businesses over time. Investments are concentrated in areas where the Firm has deep sector expertise and the ability to support operational and strategic development.

This includes complex situations such as carve-outs and founder-led businesses, where active ownership and partnership can unlock transformation and position companies for the next phase of growth.

Connecting strategy to impact

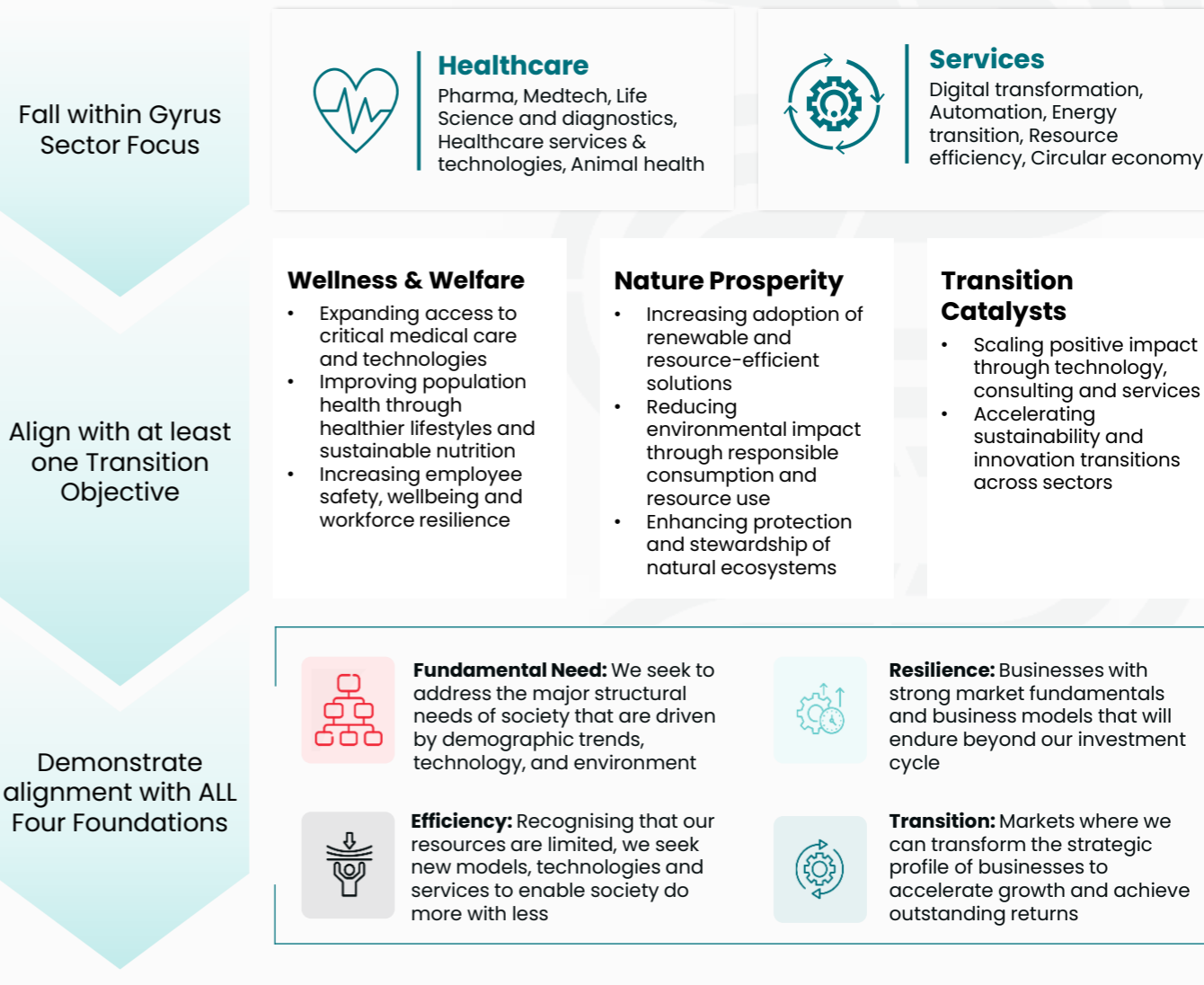
This approach is reflected in how opportunities are selected and developed across the portfolio. Investments are aligned with key thematic areas, including improving health outcomes, enabling more efficient systems and supporting innovation and transition in core sectors.

By focusing on businesses that address fundamental needs, Gyrus combines long-term growth potential with meaningful outcomes for patients, customers and wider systems.

“Our approach is centred on investing in businesses that matter and working alongside management teams to unlock their potential. By focusing on structural growth areas, we can drive both performance and long-term impact.”

Mirco Dilda
Partner

IMPACT STORY



GYRUS INVESTMENTS



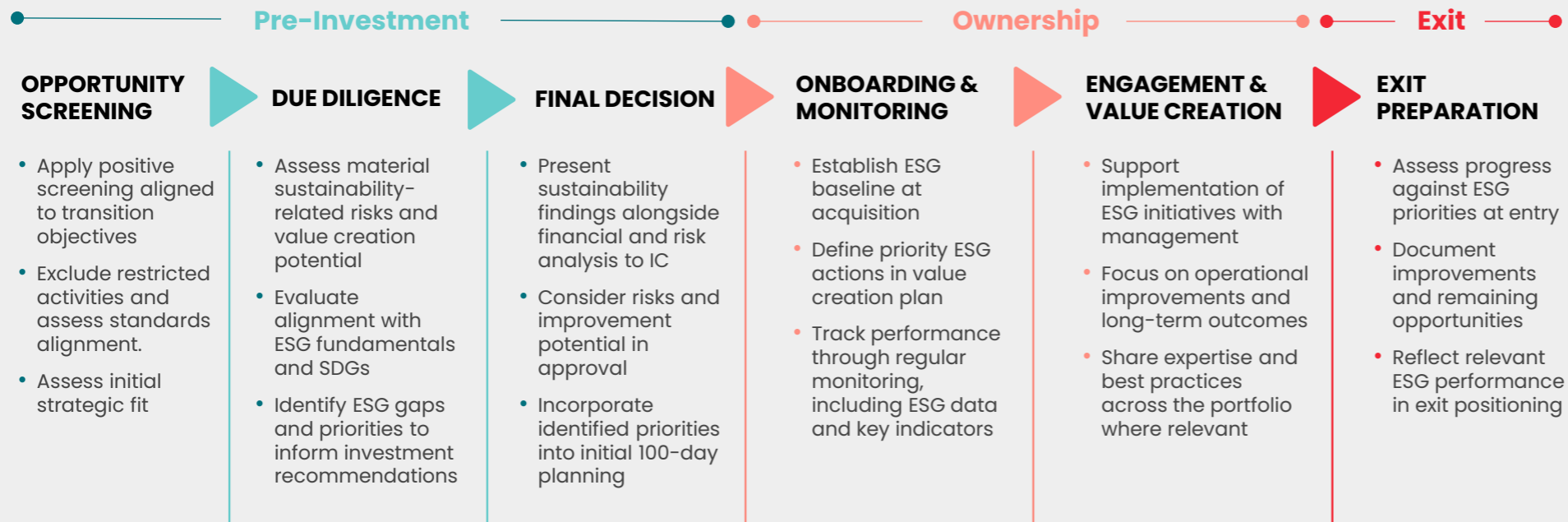
RESPONSIBLE INVESTMENT INTEGRATION

ESG is integrated across the investment lifecycle, shaping how opportunities are assessed and how value is created.

“From screening through to exit, ESG considerations are part of how we make decisions. Embedding them across the lifecycle helps us manage risk, identify opportunities and support businesses that deliver sustainable, long-term outcomes.”

Dr Robert Watson
Co-founder & Chair of Responsible Investment Committee

INVESTMENT CYCLE



As supported by

Proprietary Toolkit

Proprietary Toolkit **dss+**



Proprietary Toolkit

dss+

Spotlight: LRE Medical

Strengthening governance and board capabilities



In 2025, Gyrus supported LRE Medical in strengthening its governance framework through the addition of independent Board members, the appointment of a new CEO and CFO, and the introduction of a management incentive plan.

These changes enhanced Board-level expertise, strengthened governance, and ensured the new, high-calibre management team were aligned with Gyrus through their investment into the MIP.

PORTFOLIO COMPANY SPOTLIGHT: ESSENTIAL PHARMA



Supplies low volume, difficult to manufacture but clinically well-established pharmaceutical products to patients.

Gyrus Sustainability Transition Objective

Wellness & Welfare

Sector Focus

Healthcare

Sustainable Development Investment (SDI) Classification

SDG 3.8 Universal health coverage for all, access to quality essential health care and access to safe, effective and affordable essential medicines for all.



ESSENTIAL PHARMA'S IMPACT STORY

Essential Pharma's core products and services deliver significant social impact by ensuring the continued availability of essential medicines for patients who rely on them.

Many of these treatments are critical for managing chronic and life-threatening conditions. Without ongoing supply, access to these medicines could be disrupted, creating risks for vulnerable patients.

IMPACT THROUGH PARTNERSHIPS

Essential Pharma uses partnerships to extend reach, accelerate delivery, and ensure treatments are deployed safely where trusted local capability is required.

For example, the company collaborated with International Health Partners to source and distribute medicines and health supplies to clinics and hospitals worldwide. This supports healthcare workers in disaster-hit and underserved regions and improves access for patients in niche populations.

GYRUS'S FOUR FOUNDATIONS



Fundamental Need

Resilience

Efficiency

Transition

Ensures availability of critical treatments for patients, including those in underserved or remote areas, through the supply of complex low-volume medicines at risk of discontinuation

Diverse portfolio of 400+ SKUs supported by underlying demographic trends and protected by regulatory barriers

Lean supply chain that optimises inventory, reduces waste and mitigates disruption in the distribution of critical healthcare products, crucial, particularly during periods of heightened demand

Repositioned from low-volume generics to specialty pharma, supporting the development and commercialisation of treatments for rare disease indications

FIVE DIMENSIONS OF IMPACT

What is the Impact?

Ensuring and increasing a consistent supply of essential medical products

Who is impacted?

Patients with chronic diseases in regions affected by medicine shortages or risk of discontinuation are the primary beneficiaries

What are the considerations?

Contributions

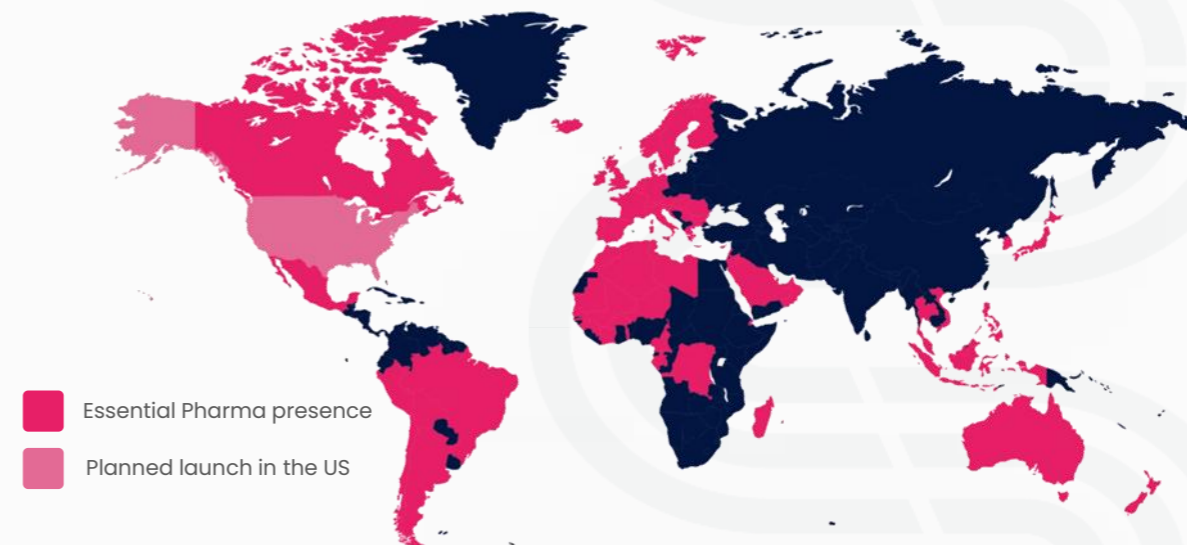
Without EP's intervention, we could assume the consistent supply of certain essential medicines could not be guaranteed. Gyrus's investment has supported growth in scale and reach. Marketing Authorisations have increased to c.255 (from 109) and the number of SKUs has grown from c.150 pre-investment to over 400.

Risks

Key risks include regulatory changes, supply chain disruptions, and quality control.

ESSENTIAL PHARMA'S IMPACT IN NUMBERS

Countries served:



Essential Pharma presence
Planned launch in the US

2025 reach KPIs

70
countries

35
products

12
products acquired & integrated since 2021

~ 13,191,710
number of Essential Medicines supplied²

~ 1,099,309
number of patients benefitted²

²Assumed 1 unit = 1 patient for 1 month.

PORTFOLIO COMPANY SPOTLIGHT: CORCYM



Independent global medical device company focused on cardiac surgery, with a heritage spanning 50+ years

Gyrus Sustainability Transition Objective

Sector Focus

Sustainable Development Investment (SDI) Classification

Wellness & Welfare

Healthcare

SDG 3.8 Universal health coverage for all, access to quality essential health care and access to safe, effective and affordable essential medicines for all.

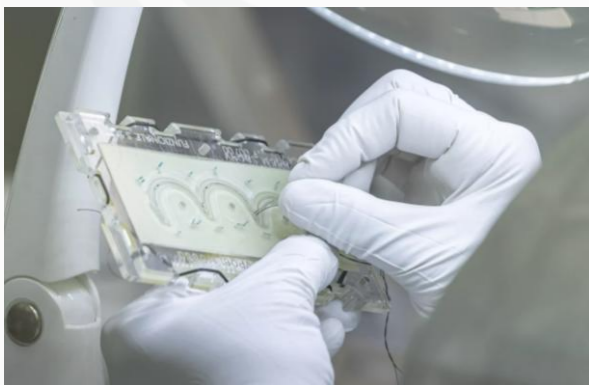
KEY METRICS

- >€107m in sales (LTM Dec-25)
- >100 countries & 30 commercial products across 11 lines
- >50% revenue from products launched in last 5 years
- >1.7m patients implanted over a 60-year history

PIONEERING ROBOTIC AORTIC VALVE REPLACEMENT

Advancing Minimally Invasive Cardiac Surgery

In August 2025, Corcym achieved a major milestone with the first robotic aortic valve replacement using its Perceval Plus sutureless valve. The procedure was performed at Cleveland Clinic through a transcervical, robot-assisted approach. This milestone demonstrates a shift towards less invasive cardiac surgery, with potential to expand treatment options while maintaining precision in valve implantation.



Enabling new surgical approaches

The procedure utilised CardioPrecision's CoreVista® Robot Enabling Platform®, enabling access through a small incision with enhanced visualisation and control. This combination supports more controlled delivery of complex procedures and demonstrates how robotic platforms can be applied in cardiac surgery.

Supporting improved patient outcomes

Robotic-assisted approaches reduce surgical trauma and support faster recovery, shorter hospital stays and improved patient pathways. This aligns with a broader shift towards more efficient and patient-focused care.

“This milestone reflects the evolution of cardiac surgery, and the role innovation plays in improving patient outcomes. With Gyrus’s support, we have been able to advance our technology and expand its application, supporting surgeons and their patients worldwide.”

Davide Bianchi
Corcym Chairman

ESG PERFORMANCE

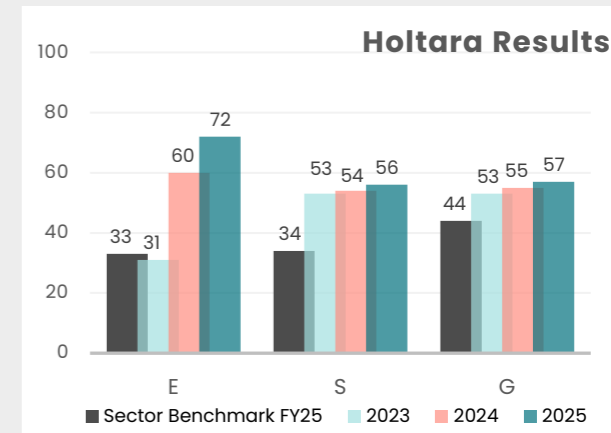
Strengthening environmental performance and governance

Corcym strengthened its environmental performance by integrating climate considerations into core risk and governance processes. Climate risk is now embedded within enterprise risk management and overseen at Board level, improving oversight and decision making.

This is supported by updated policies and an initial expansion of emissions tracking, alongside a reduction in energy consumption. A materiality assessment has also helped identify the most relevant sustainability topics, providing a clearer basis for prioritisation and future action.

Supporting a more inclusive workforce

Corcym enhanced workforce inclusion through initiatives focused on employee experience and engagement. A gender equality survey and structured return-to-work programme improved understanding of employee needs and support a more consistent reintegration process. These actions are reinforced by unconscious bias training across the organisation.



Looking Ahead

Corcym is developing a formal sustainability strategy, expected in 2026, alongside near-term emissions reduction targets to support continued improvement in environmental performance.

ENVIRONMENTAL

Tonnes CO₂e per EUR m revenue¹:

36 (52, FY24)

Total tonnes CO₂e (Scope 1 & 2):

3,773 (5,463, FY24)

Waste reused and recycled, tonnes

0 (0, FY24)

Energy, kWh

14,763,624 (14,799,830, FY24)

¹Scope 1 & 2 included in calculation

SOCIAL

Number of employees

812

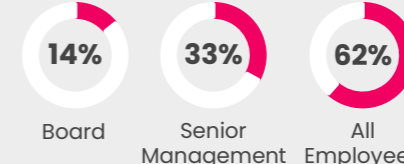
Employee turnover

6.3% (7.6%, FY24)

Surgeons trained

>500

Gender balance, % females



GOVERNANCE

- ✓ Code of Conduct
- ✓ Whistleblowing Mechanism
- ✓ Health & Safety Policy
- ✓ DEI Policy
- ✓ Sustainability Policy & Oversight
- ✓ Policy to Monitor Compliance with the UNGC Principles, or OECD Guidelines for MNE
- ✗ Pay Benchmarking
- ✓ Unadjusted Gender-Pay Gap

GYRUS GHG EMISSIONS REPORTING

Providing a clearer and more consistent view of emissions across the Firm and portfolio.

In 2025, Gyrus continued to refine its greenhouse gas accounting approach, improving the consistency and comparability of emissions data across both the Firm and its portfolio.

Updates to methodology, including alignment of emissions factors and expansion of proxy-based estimates, have enabled a more complete view of emissions, particularly across Scope 3 and portfolio activities. While estimates continue to be used in areas where primary data is not yet available, this provides a more robust basis for tracking progress over time.

As the approach evolves, the focus remains on improving data quality and strengthening the use of emissions insights to inform portfolio engagement and decision making.

Portfolio WACI increased during the year, primarily reflecting changes in portfolio composition and higher emissions intensity in certain portfolio companies, including Essential Pharma and Corcym.

This highlights the importance of understanding underlying drivers of emissions across the portfolio and will inform ongoing engagement and prioritisation of key areas for improvement.



OPERATIONAL EMISSIONS

Emissions Category	Units	FY25	FY24*
Scope 1	tCO ₂ e	N/A	N/A
Scope 2 (location-based)	tCO ₂ e	2	2
Scope 3 (excluding financed emissions)	tCO ₂ e	298	263
Total Scope 1, 2, & 3 (excluding financed emissions)	tCO ₂ e	300	265

FINANCED EMISSIONS

Emissions Category	Units	FY25	FY24*
Financed emissions (Scope 1, 2 & 3)	tCO ₂ e	41,785	47,448
Portfolio WACI (Scope 1, 2 & 3)	tCO ₂ e/€m	264	238

Emissions data includes estimates based on proxy information where primary data is not available. Methodologies will continue to be refined as data quality improves.

*Methodology and Figure Changes:

2024 emissions have been recalculated to reflect methodological improvements introduced in 2025, ensuring consistency and comparability across reporting periods. This includes updated Scope 2 emissions factors and a revised approach to Scope 3 Category 1 (purchased goods and services), using an expenditure-based proxy derived from publicly available data from listed asset managers and adjusted for scale. This replaces the prior methodology, which focused primarily on legal spend. In addition, proxy calculations for portfolio company emissions have been expanded to align with the 2025 approach. dss+ also conducted its own recalculation of FY24 emissions which has been reflected in financed emissions figure.

2025 PORTFOLIO ESG DATA SUMMARY

Company Overview			Environmental							Social							Governance						
Company	Location	Sector	Revenue (m)	Holtara score (sector benchmark)	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Energy Consumption (MWh)	Renewable Energy (% of kWh)	Holtara score (sector benchmark)	Board Diversity (%)	C-suite gender diversity (%)	Workforce diversity (%)	Employee Turnover (%)	No. work-related injuries	No. work-related fatalities	Workforce Days lost to injury	Holtara score (sector benchmark)	Code of Conduct Policy	Whistleblowing Policy	Health & Safety Policy	Human Rights & Labour Policy	Monitor compliance with UNGC Principles
	UK	Health Care	158.0 GBP	49 (34)	0	20	46,729	104	0	59 (34)	17	33	56	25%	0	0	0	57 (45)	Y	Y	Y	Y	Y
	UK	Health Care	106.8 EUR	72 (33)	1,317	2,456	-	14,764	36	56 (34)	14	40	68	6%	22	0	239	57 (44)	Y	Y	Y	Y	Y
	Portugal	Services	45.8 USD	15 (33)	-	-	-	125	0	52 (30)	0	33	25	20%	0	0	0	45 (46)	Y	Y	Y	Y	N
	Germany	Health Care	48.9 EUR	33 (33)	282	328	-	2,243	12	44 (35)	0	0	N/A	10%	7	0	173	43 (45)	Y	Y	Y	Y	N
	Switzerland	Health Care	19.5 CHF	17 (34)	-	-	-	-	-	27 (35)	0	0	47	10%	0	0	0	46 (45)	Y	Y	N	Y	Y
	Italy	Services	14.9 EUR	18 (31)	-	-	-	-	-	10 (38)	0	0	83	N/A	0	0	0	26 (42)	Y	Y	N	Y	Y

Sources: Company Data: Gyrus; ESG Metrics - provided to Gyrus via portfolio company submissions to the Holtara ESG Data Platform