

Cubera

Part of Storebrand

2023 Cubera Sustainability Report

Creating value beyond return

[Explore the report →](#)



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↗ New Section

2023 Highlights

Cubera

Assets under management

€4.5bn

→ from 2022

Cubera professionals

31

↗ +1 from 2022

Commitments in the Cubera funds

448

↗ +58 from 2022

% Women at Cubera

29%

Industry average 21%

PRI score (PE- indirect)

96/100

Top quartile performance

Portfolio

Number of GPs

90*

Total funds invested in

260*

Number of portfolio companies

1 600*

ESG data collection for this report

Share of GPs reached out to

98%

Up from 75% in 2022

Effective GP response rate

89%

Up from 60% in 2022

Environmental

Total financed emissions tCO2e

1 17k

↗ 3% from 2022****

Carbon intensity tCO2e/\$M revenue

46.43

↘ -2% from 2022

Social

GP Leadership roles held by women

16%

European average 13.6%**

% females in GP investment teams

23%

Industry average 20%***

Governance

Share of GPs with ESG policies in place

97.1%

96.4 % in 2022

* Cubera Private Equity estimates, as of year-end 2023 ** Women in Alternative Assets 2023, Preqin ***European gender diversity report 2024, Level 20. **** Cubera has restated 2022 financed emissions, read more on page 35.

01 About Cubera

As a secondary and fund-of-funds (FoF) manager having solid relationships with many of the leading private equity managers globally, Cubera is well-positioned to help drive progress on ESG (environment, social and governance) in private equity. ESG has long been integrated into our operations, and with this report we seek to disclose more information to the benefit our investors. We act as stewards and managers of the capital of our beneficiaries which includes generating financial returns but also addressing ways to protect and improve their livelihoods.

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Annual sustainability reporting



↗ Reidun Tysseland, Managing Partner

Welcome to Cubera Private Equity’s second sustainability report. This document serves as an update to our previous report, providing a comprehensive overview of our ongoing commitment to sustainability. Here we aim to provide transparency on what we do, how we do it and what we have achieved in 2023.

Managing over €4.5 billion in assets under management (AUM) (as of 12/2023), Cubera aims to offer investors access to private markets through a variety of strategies, including primary, secondary, and co-investment opportunities. Cubera is driven by its purpose, "Value Beyond Return" and to us, this means that we strive to provide our investors with best risk-adjusted financial returns, coupled with a focus on sustainable investment practices to limit negative environmental and societal impacts.

In this report, you will find a structured description of our sustainability efforts. Chapters 1-3 describe how we approach ESG topics in our business, offering reliable insights into our governance, strategy, and foundational practices. These sections are designed to give you an understanding of our core principles and integration activities. While these chapters will be updated on an as-needed basis from year to year, we expect them to stay fairly constant as our ESG approach will mature consistently over time.

Chapters 4-5 are dedicated to data-driven updates, reflecting the year-on-year developments in our sustainability metrics.

We aim to provide transparency on both our actions and achievements, ensuring access to the most current and relevant information and performance-tracking.

To make this report user-friendly, we have maintained some sections from our previous report and focused on the evolution of our data sections. Any changes in the sections have been clearly highlighted.

We hope this report offers valuable insights into our sustainability journey and demonstrates our ongoing commitment to transparency and improvement.

Sincerely,

[→ Download our ESG policy](#)

Reader Navigation Guide

To help you quickly identify changes and additions in this report, we’ve introduced two symbols. Symbols appear at the top-left above headings on relevant pages. No symbol means no updates



[↗ New Section](#)

Highlights entirely new sections added to this report, offering fresh perspectives or analysis

[↻ Updated Section](#)

Highlights sections updated with new data or insights since the previous report

Updated Section

Cubera as an organization

Cubera was founded in 2006 and has been steadily growing over the past decades. Today, we are the dominant secondary and fund-of-funds manager in the Nordic region.

Cubera has been steadily growing over the past few of years. At the end of 2023, we counted 31 full-time employees across our offices in Oslo and Stockholm. After a rapid growth in employees in 2022 with 11 hires, in 2023 we added two more to the team.

By end of 2023, Cubera managed assets of approximately EUR 4.52 billion and offers three primary fund-of-funds programs covering International, Nordic and Impact strategies plus our Nordic secondary program.

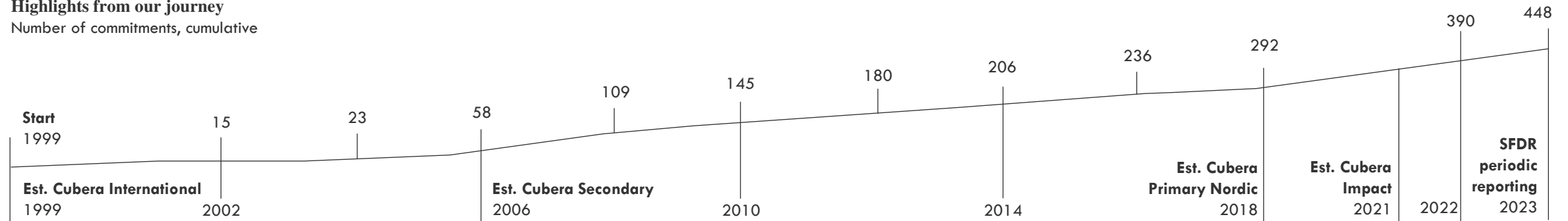
Our success is built on long-term relationships. With the international and Nordic private equity programs established in 1999 and 2006 respectively, Cubera has built a deep network, knowledge, and access to managers worldwide.

Cubera has and will continue to place high emphasis on environmental and social considerations in investment decisions, including requiring from our partners regular disclosure of specific ESG key performance indicators (KPIs).

Despite being a relatively small organization when compared to some of the managers we invest in, we recognize that the same requirements we expect of others apply to us. Cubera continues to focus on integration on sustainability in all of our investments and we continue to report emission numbers on a regular basis for some of our funds.

Highlights from our journey

Number of commitments, cumulative



First fund offering launched

1999

Number of professionals

31

Average senior partner PE experience in years

24+

Number of new hires in 2023

2

Assets under management in EUR, as of December 2023

4.5bn

Updated Section

Cubera’s business model and ESG

Our ESG journey started more than a decade ago and there are numerous ways certain ESG considerations support and supplement our investment process. Our business model is designed to offer our investors the best risk-adjusted returns possible, and we believe that integrating ESG into our investment process makes us better investment advisors.

Cubera's ESG journey

1999	2006	2010	2014	2018	2021	2022	2023
Cubera Int. formed	UN PRI signatory*	First ESG policy	Dedicated ESG partner	Level20 membership	Cubera's first PRI report Impact strategy launched First SFDR art.8 and art. 9 fund	EDCI and iCI memberships First Chief Sustainability Officer	SFDR periodic reporting NorNAB membership Sustainability webinars for LPs Published first sustainability and impact reports for 2022

* Storebrand Asset Management / SIPE

How ESG adds value to our investment process:

1 Better insight into underlying businesses

Firstly, and unsurprisingly, ESG information complements our risk-analysis at General Partner (GP) level in our primary business. The same is true for us as a secondary investor where ESG information gives us a more holistic picture of the underlying businesses and their value chains. ESG factors also allow us to identify systemic risks to the future profitability of a given business and are therefore part of our downside risk protection; they also serve as a good indicator of inherent opportunities. As an investor in other funds, we use this non-financial information to assess and potentially challenge the way GPs propose to generate value over time. In that regard, understanding how GPs address the ESG performance of the portfolio companies in their funds, gives us insights into how a GP drives asset-valuation over the holding period and optimizes exit-value.

In 2023, we have seen positive developments in the availability of quantified ESG-related information. Especially in the European context, this is in part due to the regulatory provisions of SFDR, CSRD and CSDDD taking effect in private markets. Internationally, we are encouraged by voluntary approaches in the PE industry to drive the availability of reported ESG metrics (e.g ESG Data Conversion Initiative, EDCI).

2 Resonates with common viewpoints and societal beliefs

Secondly, as an organization of Nordic heritage, we operate in an environment where there is comparatively high societal conviction on ESG matters. While this does not mean that there is unilateral consensus on underlying environmental or societal issues in all instances, many of our employees, investors and business partners

originate from the Nordics and therefore often share common viewpoints and societal belief-sets on issues such as equality, labor rights or environmental issues like climate change. The dialogue with our LPs on their sustainability requirements is a key driver for the evolution of our ESG approach.

3 Induce change in the private markets

We consider it a part of the fiduciary duty to our investors to include sustainability in our investment decision process and to use levers that are available to us to drive ESG-related improvements in the (private) markets that we are invested in. In this regard, we view ourselves to be a part of a growing ecosystem of responsible Private Equity investors that collaborate to make private markets more sustainable.

Updated Section

Part of Storebrand -a driving force for sustainable investments

Cubera is an owned subsidiary of Storebrand Asset Management, which is a part of the Storebrand Group.

The Storebrand Group (Storebrand ASA) dates back to 1767 and is Norway's oldest financial institution. Today Storebrand is a leading player in the Nordic market for long-term savings, pensions, banking, and insurance. Storebrand ASA is listed on the Oslo Stock Exchange.

Storebrand Asset Management is part of Storebrand Group, managing NOK 1212 billion of assets for Nordic and international clients. Storebrand takes an integrated approach to sustainable investments, combining sustainability strategy with investment strategy. This approach enables Storebrand to be a driving force for sustainable investments, contributing to positive change and development, while reducing financial risk.

In the period 2021-2023, the race to net zero, biodiversity and ecosystems, resilient supply chains and corporate sustainability disclosure are Storebrand's prioritized engagement themes. Biodiversity and ecosystems are emerging as crucial building blocks to solve global warming and the climate challenge. Storebrand is leading the Investor Policy Dialogue on Deforestation. Increasingly, issues such as healthy working conditions and social and economic justice are seen as key components in a sustainable society. In addition, corporate governance and transparency have become critical enablers for both companies and investors.

Discover Storebrand's Memberships and awards

Principle for Responsible Investment (PRI)

Storebrand is one of the 12 founding signatories of the PRI.

Net Zero Asset Owner Alliance (NZOA)

Founding member of the alliance of some of the world's largest pension funds and insurance companies, committed to a net carbon-free investment portfolio by 2050.

[→ Explore all of Storebrand's memberships and awards](#)

Science Based Targets (SBTi)

Storebrand's emissions reduction targets were approved by the Science Based Targets initiative (SBTi) in 2023 as consistent with levels required to meet the goals of the Paris Agreement.

SHE Index

Storebrand topped the SHE Index, a ranking of Norwegian companies' work with gender equality, diversity and inclusion.

Storebrand's approach to sustainable investment

Solution investment

Contributing to positive influence by allocating more capital to equity investments in solution companies, green bonds and investments in certified green real estate and green infrastructure.



[→ Learn more about Storebrand's approach to sustainable investments](#)

Engagement

Engagement, including voting: exercising active ownership to reduce the negative impact our investments can have.



Exclusion

Screening out and/or exiting investments that are not likely to be aligned with our sustainability principles.



Updated Section

Interview with the CSO

Meet Urs Bitterling, Impact Partner & Chief Sustainability Officer

1. How have the sustainability challenges in Private Equity evolved?

In our last report, we mentioned the lack of standardized ESG data, somewhat inconsistent ESG practices across the asset class as well as a rapidly evolving geopolitical and regulatory environment. It is no surprise that these issues are still relevant but have developed a lot since 2022. I am positively surprised in the uptick in the availability of quantified ESG data in our asset class. Many stakeholders, including GPs, have revisited and consolidated their approach to ESG integration, none the least due to the heightened attention regulators and politicians are spending on the issue. While “ESG” is subject to more scrutiny by some actors, this discourse can also be considered a good thing if we avoid greenwashing and overstating on non-financial outcomes of financial products.

2. What are the sustainability priorities for Cubera going forward?

In essence, our three previous focus points of transparency, the build-out of the ESG ecosystem and most importantly product focus, still capture the majority of what we do.

We are not only a contributor to transparency, by delivering our own sustainability related disclosures; we also

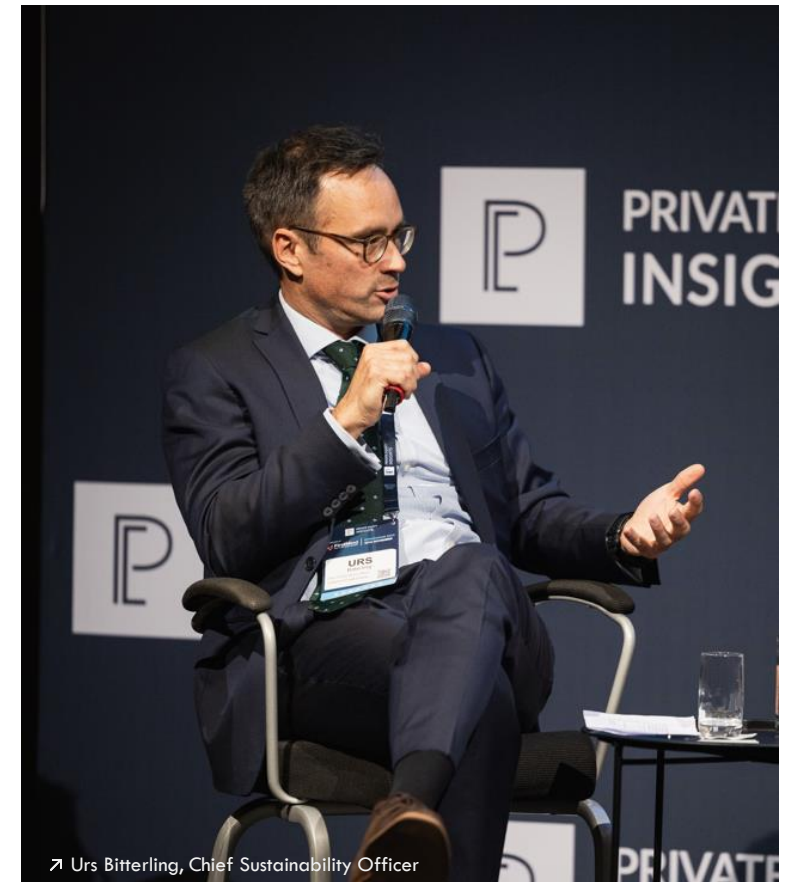
use the sustainability information that is made available to us by GPs and/or third-parties to assess and understand investment propositions in more detail.

Speaking of disclosures, it almost goes without saying that reporting – under various voluntary and mandatory regimes – has been a key priority in 2023. The heightened attention on disclosure is probably something we share with most of our peers, and we therefore feel that the degree and extent to which PE works on sustainability is increasing.

3. What plans do you have going forward?

We will continue to work with our GPs on the availability and consideration of quantified ESG data. While reported data is becoming more common, there are also interesting developments with regards to external data-models.

Cubera can play an important role to mainstream sustainability in the PE community. On an annual basis, we are in touch with hundreds of General Partners and service providers, and it is where we can make a difference by including and prioritizing sustainability topics in our business. We might not always be in the position to influence companies directly, but Cubera has a role to play in strengthening the build-out of ESG capabilities of our partners in the wider PE ecosystem. We can do this by recognizing and engaging on the existing efforts of GPs, and where necessary, by requesting that they do more on sustainability issues.



Urs Bitterling, Chief Sustainability Officer



02 Strategy

As a central Private Equity player in the Nordics with an international reach, we want to provide high, stable risk-adjusted returns to our investors. In our delivery we rely, amongst other things, on our selection skills, close relationships, and most importantly, the experience and capabilities of our staff and colleagues. The following chapter lays out our business strategy and how sustainability is included.

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Updated Section

Who we are

Cubera – Your Nordic Private Equity Partner

Our vision

We want to be a trusted partner not only for the LPs whose capital we manage, but also the GPs we work with.

Our strategic positions

We realize it is a privilege to manage third party capital and to ensure we deliver value beyond financial return, Cubera needs to innovate and evolve alongside our investors, to embrace the spirit of true partnership.

We aspire to be the leading Nordic PE manager for investors looking for primary and secondary fund exposure. We will achieve this by offering top-quartile investment possibilities and supporting our investors with professional and customer-centric investor-relations.

We are committed to invest sustainably and provide leading Impact-investment solutions. As part of our Nordic heritage, all our funds consider ESG in their investment process.

We are driving transparency in the PE space by requesting quantified ESG metrics from our GPs and disclosing them to our investors.

Our purpose

Creating value beyond return

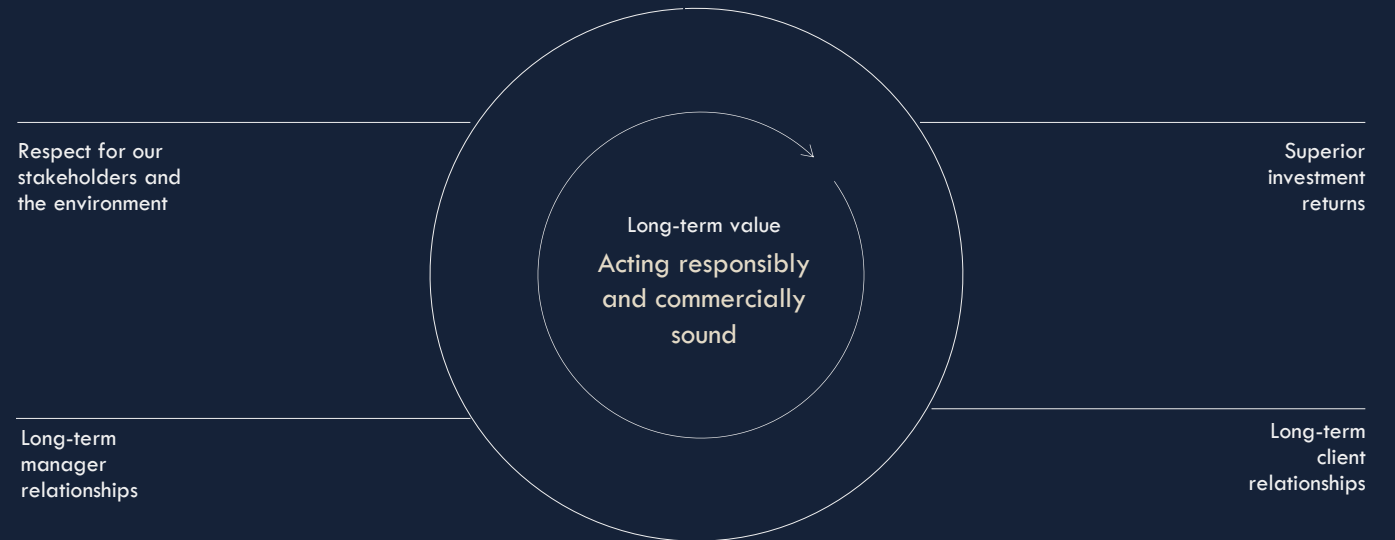
Our purpose is to create Value Beyond Return and that is the description of Cubera's long-term value generation promise.

Long-term value creation necessitates acting responsibly and commercially sound. That is why Cubera's ESG practices are fully integrated into its day-to-day operations, investment processes and organization, and a defining feature of Cubera's relationships with its stakeholders.

To create value beyond return for us means that we are striving to create value through delivering strong risk-adjusted returns to the ultimate benefit of our investors. We have a responsibility to safeguard the capital that is entrusted to us by our investors – the ultimate beneficiaries oftentimes being retirees across the globe. Investing responsibly helps us to maximize the risk-return ratio, reducing risk and at the same time it safeguards our collective future. We are doing this by investing with partners who share our values and those of our investors. By leveraging our position as an active, responsible steward of our investor's capital, we can contribute to how the investment industry works for the benefit of society.

We firmly believe that we cannot reach our strategic objectives without integrating environmental, social and governance considerations within our business. We have therefore defined [three overarching ESG priorities](#) which directly tie into our strategy (see *next page*).

The way we operate and invest contributes towards solutions to environmental and social problems ("beyond return").



Cubera’s ESG priorities

We recognize that the financial sector has a significant role to play in the sustainable transformation of economies and societies across the globe.

While this conviction is supported by a growing number of investors, maturity and ambition levels across asset classes differ substantially. Private Equity has historically included sustainability considerations mainly in due diligence processes and pre-investment analyses, we feel encouraged by the increased availability of quantified ESG data that we have witnessed in 2023.

Cubera wants to contribute to making PE investment practices more sustainable going forward. Therefore, and based on a firm foundation of ESG integration, Cubera has identified three priority areas for our sustainability agenda: funds, transparency and PE ecosystem change.

Focus areas

How can Cubera drive the sustainability agenda?

- Funds
- Transparency
- PE ecosystem

- [→ More on funds](#)
- [→ More on transparency](#)
- [→ More on PE ecosystem](#)

Cubera acknowledges that:	The ESG concepts are integrated into Cubera’s operations to:
1 Private Equity investments have an impact on society and the environment;	a create sustainable returns and value for our investors and the societies we directly or indirectly invest in;
2 ESG risks may have a detrimental impact on the value of portfolio companies and, consequently, private equity fund investments;	b through our GPs, influence businesses to improve their sustainability performance and identify opportunities to contribute to the Sustainable Development Goals (SDGs);
3 ESG related opportunities may also increase the value of portfolio companies and private equity fund investments;	c contribute to the development of ESG practices in the private equity industry through own ESG activities and collaboration within the PE ecosystem, particularly around increased and improved disclosure of ESG-related (quantified) data, and
4 ESG data is an important subsector of all extra-financial information;	d contribute to efforts to promote good corporate citizenship and build a more stable, sustainable and inclusive global economy.
5 assessing the materiality of relevant ESG factors is vital in order to be relevant and yielding measurable results; and	
6 the Private Equity ownership model, thanks to its long-term, active and (typically) majority ownership character, is particularly suited to manage these ESG risks and opportunities and plays an important role in enabling the sustainable transition of the entire economy.	

Updated Section

Focus area #1

Funds

Our funds naturally lie at the core of what we do, and are where we can best create value for our investors.

On the one hand, it means that we continually develop and strengthen our ESG integration approaches across all our funds. Our ESG policy is applicable to all our funds and every fund adheres to its provisions.










Nearly all our investments are with GPs that have an ESG policy in place. All investments in all four strategies were subjected to the same ESG due diligence process that is described in our ESG policy. Funds in the primary and secondary strategy that have been established after 2021 are reporting according to SFDR Article 8. This means that environmental and social aspects are taken into account when making investment decisions.

Additionally, through the Cubera Impact Fund, we offer our investors specific opportunities to generate positive environmental and social impact through their investments. Our Impact strategy reports according to SFDR Article 9.

Spotlight: Cubera Impact

Cubera Impact I invests in funds that have as a stated objective to generate positive outcomes and actively solving one or more social or environmental issues.

Cubera Impact has defined three objectives and paths to efficiently deploy the fund's capital, making meaningful and diversified positive impact, while also generating attractive returns.

Impact Objectives	1. Accelerate a sustainable transition targeting solutions to global environmental issues	2. Drive inclusive growth	3. Advance innovations
Investment themes	 Energy transition  Circular economy  Sustainable food  Sustainable production & consumption	 Quality education  Health services  Financial services	 Enabling technology  Climate action



We are currently developing a next vintage.

Updated Section

Focus area #2

Transparency

It is only recently that the availability of reported ESG data in Private Equity has started to materially improve.

This development is – in the case of Europe – backed by regulations (such as SFDR and CSRD) but also takes hold in other core-PE markets such as the US, where voluntary disclosure efforts (such as EDCI) are becoming more common amongst PE protagonists.

Our dedicated actions contribute to more and better ESG data availability, each of which address separate and distinct aspects →

How Cubera contributes to more and better ESG data availability

- 1 The easiest way to contribute to data development is to self-disclose in a meaningful and material way. This report is the second of its kind and contains information for the FY 2023. We continue to publish ESG information on a best effort basis using available quantified data covering GHG emissions as well as diversity indicators. Both topics are material to our business. This year presented the first opportunity to compare results from 2022 on coverage, where we increased the share of GPs receiving requests for information from 75 to 98 % and the overall response rate increased from 80 to 91%.
- 2 SFDR fosters transparency in private markets by requiring financial institutions to disclose how they integrate sustainability risks and impacts into their investment products, thereby promoting more informed decision-making. In 2023 we saw the first substantial data flows in the periodic reporting from SFDR classified funds and also completed our own reports.

[→ Read more about Cubera's work on SFDR](#)
- 3 As a member of EDCI, which seeks to standardize the reporting on ESG KPIs between GPs and limited partners (LPs) and to increase transparency. EDCI has decided to focus on seven areas* which Cubera follows when asking data from our GPs. In doing so, we contribute to the standardization of ESG data in the private equity ecosystem. EDCI now represents approximately \$38 trillion in assets under management globally. Its membership has rapidly expanded from 220 LP's and GPs in 2022 to 350 in 2023. Notably, voluntary reporting remains robust, with the US reporting rate almost equal to EMEA, respectively accounting for 45% and 46 % in 2023.

* GHG emissions, net zero, renewable energy, diversity, work-related accidents, net new hires, and employment engagement
- 4 We have used a third-party data set to continue to build our portfolio-wide carbon inventory. This data set is comprised of computed (scope 1, scope 2 and scope 3) carbon data that cover close to 90 % of our portfolio.

Focus area #3

PE ecosystem

We called our third priority “PE ecosystem change”. Cubera believes that sustainable development of economies and societies is about collaboration with our stakeholders.

We therefore not only focus on what lies in our own sphere of influence but also seek to work with our partners to make sustainability more mainstream in Private Equity. As a fund investor ourselves, Cubera can play a significant role in supporting our investors to articulate their sustainability preferences and consequently facilitate the consideration and implementation of these preferences through the fund managers that we invest with.

By regularly meeting with our investors, we get to better understand their sustainability views and priorities. In this regard, it also has been noteworthy that more and more ESG related requests arise from our own LP base, particularly around quantified ESG information.

These discussions can not only deliver important input to the development and specification of sustainability issues in future fund vintages but can also give us a stronger mandate to include ESG throughout the entire investment value chain. It can also encourage increasingly specific and explicit ESG integration activities at the GP level.

Updated Section

Cubera's performance on climate and diversity

As stated in the previous chapter, data availability on ESG KPIs is developing in private markets and with year-on-year increasing ESG metrics available, the tracking and management of ESG performance in PE portfolios becomes easier.

With the long holding period of portfolio companies and the fast-changing sustainability agenda, we believe it is important to track the ESG risks over the whole holding period. In our second sustainability report, as in our first, climate and gender diversity are two topics Cubera has decided to focus and collect data on.

For a first time in 2022 Cubera conducted a detailed review of available sustainability disclosures of our GPs. We found that a large share of GPs have public ESG policies and publish their work with regards to environment and social efforts, yet only a small share report quantified data of how their portfolio companies are performing in terms of ESG.

For 2023, we updated our ESG-questionnaire based on learnings from

2022, but with a continued focus on GHG emissions and gender balance. While more detailed results can be found in chapter 4, we were pleased to see a strongly increased reporting activity within our GP-base.

There is significant value in aligning ESG data, even if full standardization has not been achieved yet, as it enhances comparability and reduces complexity for LPs, GPs, and portfolio companies. Additionally, we are seeing a consolidation around fewer frameworks in the market, which helps reduce the reporting workload, streamline ESG reporting, improve the overall quality of ESG performance data in private investment markets. In our own data request, we strive for a high degree of overlap with EDCl and PAI reporting.

Standardizing data request

Cubera strives for standardizing data request to important voluntary and mandatory reporting regimes relevant to our investors

→ Overlaps between the Cubera ESG questionnaire, PAI, and EDCl metrics are highlighted in **bold**

Cubera ESG questionnaire

Climate-related metrics

- No. of portfolio companies that reports GHG emissions
- Scope 1
- Scope 2
- Scope 3
- No. of portfolio companies with GHG emission reduction targets

Diversity-related metrics

- Gender balance on Board of Directors (aggregated)
- Companies with no female representation on Board of Directors
- Companies with no female representation in senior management

PAI metrics

- GHG emissions (Scope 1, 2, and 3, and total GHG emissions)**
- GHG intensity of investee companies
- Share of investment in companies active in the fossil fuel sector
- Share on non-renewable energy consumption and production
- Energy consumption intensity per high-impact climate sector

- Unadjusted general pay gap
- Board gender diversity**

EDCl metrics

- GHG emissions Scope 1**
- GHG emissions Scope 2**
- GHG emissions Scope 3 (optional)**
- Net Zero Strategy
- Net Zero Target**
- Net Zero Ambition
- % renewable energy usage
- % women on board**
- % women in C-suite**
- % underrepresented groups on board (optional based on region)

Updated Section

Cubera's performance on climate

Climate continues to be considered a systemic risk for the entire Private Equity industry and is a priority topic for Cubera. By collecting GHG emission inventories, we aim to better understand and address potential climate risks in our portfolio.

For the second time, Cubera has measured its own organizational carbon footprint. Cubera's organizational GHG emissions are quite typical for a financial service provider with Scope 1 and 2 emissions much lower than our Scope 3 emissions*. This difference is mainly driven by our air travel consumption. While we are mindful of the associated emissions, our business success is dependent on our knowledge of and access to the international Private Equity markets and therefore, air travel is part of our business. We carefully consider our travel and will continue to measure and disclose the development of our organizational carbon footprint. Also, the ongoing growth and internationalization of our business will make travel a necessary part of our operations going forward. Read more [here](#).

Cubera's largest carbon footprint, 99.9%, naturally comes from our investment portfolio (see more on [p. 35](#)). In 2022, we started to track our portfolio companies' emissions by gathering data directly from portfolio companies via GPs, but also by using third party data sources that specialize in emission estimates which we use for the disclosure.

We note that climate is only a sub-set of the ever-broadening ESG agenda, with policies covering aspects such as biodiversity and nature quickly becoming more common. We are closely following the development in both the private equity industry and in financial markets more broadly, and we aim to be an active participant in discussions on how Cubera and the private equity industry can contribute to this field.

*GHG emissions – calculations and definitions

** Cubera has restated 2022 financed emissions, read more [here](#).

Key highlights: Cubera 2023 carbon emissions



Total financed emission

117 441

ton CO2e in 2023

Emissions from portfolio companies, adjusted for Cubera's equity share

(Scope 3, Category 15 Investments)

Cubera's own emission

116

ton CO2e in 2023

Emissions from Scope 1, 2, and 3 (air travel), excluding Scope 3's Category 15 Investments

Source: Cubera. Values rounded to nearest ton. 2022 Financed emissions 114k ton CO2e** and Cubera's own emissions 103 ton CO2e.

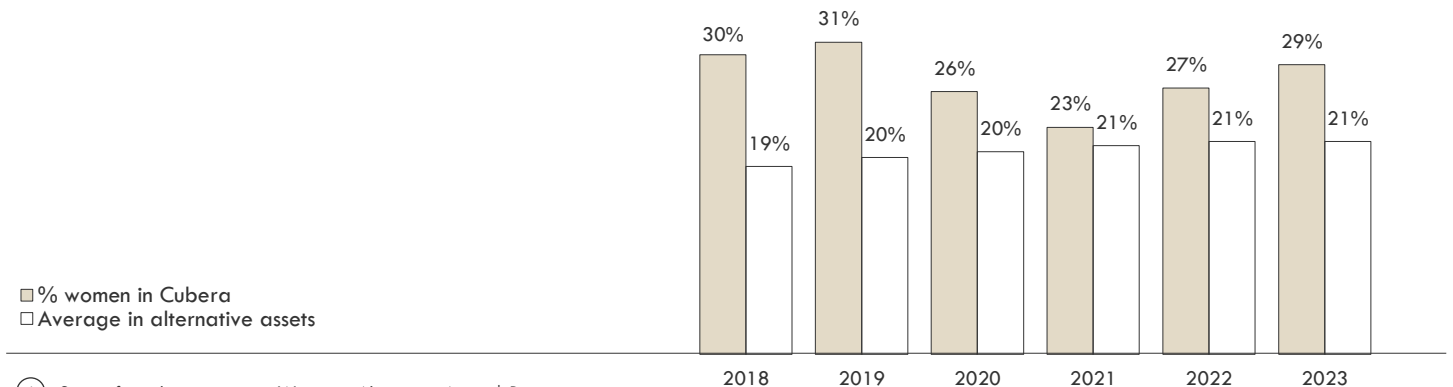
Updated Section

Cubera’s performance on diversity

Gender diversity is a topic that Cubera has focused on for a long time. Since 2018, Cubera has been an active member of Level20, a European initiative working on increasing female participation in PE, with one of our partners in the Level 20 Nordic committee. In the Private Equity industry, the share of women in either senior positions or investment teams has been relatively low. Globally, only one fifth (21.3%) of people working in alternative assets firms are women, and about 13.6% of senior positions in alternative assets firms are held by women*. We believe that diverse teams and gender balance in leadership roles are an asset in both portfolio companies and with GPs.

The gender balance in Cubera is above the global industry average across most seniority levels. From the start, Cubera has had women in senior positions. Of the four managing partners Cubera has had since 2006, two have been women. While we have been successful in attracting and retaining female talents, more career support for women in Private Equity is needed generally. For a more detailed description of diversity in the industry and Cubera’s own diversity number, [see Cubera's ESG metrics.](#)

Gender balance in Cubera compared with global alternative assets average



■ % women in Cubera
□ Average in alternative assets

* Women in Alternative Assets | Preqin

Source for industry average: Women in Alternative Assets | Preqin

03 Governance

When it comes to sustainability, Cubera pursues an integrated management approach, meaning that we embed sustainability across the organization and our business. Our sustainability governance is set up to enable the investment teams to address and incorporate ESG considerations in all our investment- and due diligence processes. Furthermore, coordination and development of ESG policies and activities are driven centrally from a dedicated sustainability team.

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Governance structure

The different teams within Cubera all play an important part in ensuring that ESG is central to all our activities.

The leadership team includes the CSO, ensuring that sustainability is a central theme in the strategic and operational planning of Cubera.

The investment teams play the crucial role in assessing the ESG capabilities of the GPs in whose funds we invest in (see ESG integration in investment process, see p. 25). Investment teams are responsible for implementing and overseeing ESG requirements in the investment process and to follow up on any incidents. An ESG assessment forms part of the investment case and it is considered by the investment advisory committee as part of any investment recommendation.

The sustainability team is responsible for the development and maintenance of Cubera's ESG policy, procedures and processes and for guiding their implementation and use. It further drives our work on sustainability disclosures, supports existing and future impact funds, and acts as an internal center of competence for sustainability.

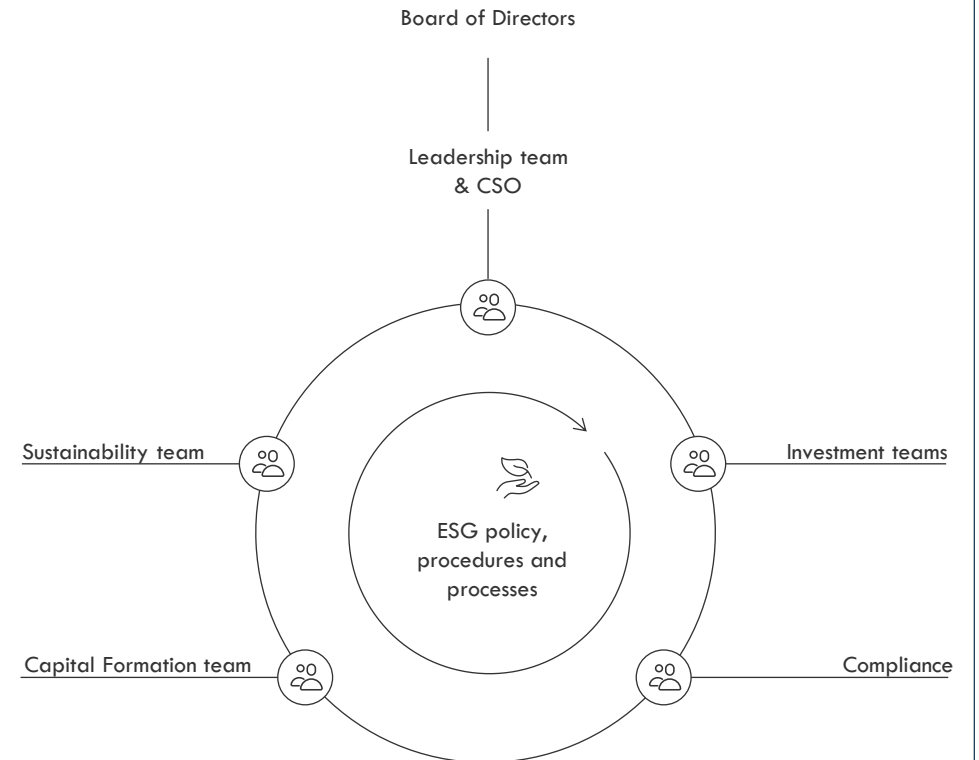
The Capital Formation team deal with the ongoing ESG enquiries and due diligence questions received from current and prospective investors. This helps us understand the issues that are important to investors, pushes us to address those issues, and ultimately help us broaden our knowledge and expertise whilst continuously improve our ESG offering.

The compliance function assists the implementation of the (rising) number of applicable ESG regulations and regularly reports to the Board of Directors on progress and/or potential deviations.

The Board of Directors is responsible for the oversight and development of appropriate ESG policies and that policies are integrated into Cubera's risk management system and investment processes, making sure that we are able to identify and manage ESG related risks and opportunities.

Cubera's governance structure

ESG is embedded in all parts of the organization



Policies

An important complement to the governance structure are our policies and guidelines. Cubera's policies and guidelines that are relevant for ensuring good ESG in our investments are listed below.

Cubera policy overview

ESG policy	→ Download our ESG policy
Remuneration policy	→ Read more about Remuneration policy
Ethical guidelines	
Risk management policies	
ESG investment strategies in individual fund prospectuses	

Cubera's ESG policy describes our approach to ESG and how we adopt it into our daily business. The policy applies to all Cubera's investment advisory activities. In addition, in the individual fund prospectuses and supporting information (such as SFDR annexes), the ESG components of the investment strategies for each specific fund are laid out in detail.

The ESG policy includes guidelines on ESG due diligence (see Sustainability in investment process, see [p. 25](#)). At the core of the due diligence process are assessments of the managers' ESG commitments, policies, and capabilities, as well as an analysis of ESG track record. In this process, the aim is to identify materially critical topics for investment decision and/or an engagement with the fund manager. Post-investment monitoring and reporting secure transparency and provide intelligence, feeding into future investment evaluations.

Cubera's remuneration policy aims to safeguard Cubera's objectives related to business and financial performance, ESG and sustainability, and ultimately the objective of delivering long-term value to its shareholders.

Cubera's ethical guidelines provide employees guidance for decision-making by laying out our standards on integrity and ethics.

Part of Storebrand

Storebrand policies on sustainable investment

As part of Storebrand Asset Management, Cubera is committed to the group policies on sustainability and responsible investing, to the extent applicable to the nature of Cubera's business.

More information on Storebrand and sustainability can be found by following the links below.

- [→ Policies and guidelines](#)
- [→ Sustainable investment policy](#)
- [→ Sustainable Finance Disclosure Regulation](#)
- [→ Principal Adverse Impact statement](#)

Updated Section

Memberships and commitments

An important way to contribute to responsible investment practices within the Private Equity industry is through memberships and commitments. Cubera has carefully chosen to be part of such initiatives that are complementary and add value to our ESG work.



Established in 2005, the PRI is the largest organization for promoting responsible investment, with six principles that signatories are to follow. Cubera became a signatory to the PRI in 2020 and completed its first PRI reporting in 2021. Before 2020, Cubera was included in the reporting of Storebrand Asset Management.

[Go to Principles for Responsible Investment](#)



Level20 aims to improve gender diversity in the private equity sector. The goal is to reach at least 20 % women in senior positions. The initiative is a European initiative, with a Nordic chapter. Cubera is an active member of the initiative, holding the position of co-chair in Norway. Cubera has supported the initiative since 2018.

[Go to Level20](#)

New in 2023 report



With voluntary ESG reporting rising in the private equity industry, streamlining and standardization of ESG KPIs is important. As Cubera is a fund-of-funds, our collection and aggregation of ESG KPIs becomes more effective if our GPs report in the same way and use the same methods of calculation. EDCI works to streamline the reporting and developing ESG benchmarks for private equity. Cubera joined the initiative in August 2022, and our objective is to contribute to standardization and simplify data specification by relying on co-developed standards, material to both GPs and LPs. EDCI focuses on data collection and standardization of seven areas below:

- GHG emissions
- diversity
- net zero
- renewable energy
- work-related accidents
- net new hires
- employment engagement

[Go to ESG Data Convergence Initiative](#)



Initiative Climat International (iCI) is a platform for private equity firms to share best practices and tools for integrating climate considerations into the investment processes and holding period of portfolio companies. Cubera became a signatory in October 2022. The initiative is the most advanced platform to discuss and drive decarbonization efforts within the private equity industry.

We believe that GPs play an important role in driving the on-the-ground climate protection efforts as long-term owners of portfolio companies. The development of guides and tools for decarbonization of iCI serves as a practical tool for how to actually implement decarbonization programmes. The initiative is rapidly expanding, pointing to the growth in focus on climate issues in private equity.

[Go to iCI LinkedIn-page](#)



NorNAB is an independent and membership-driven organization that works for the growth and development of the impact investment ecosystem in Norway. Members include those seeking capital, those providing it, and those helping to make these deals happen to achieve the United Nations Sustainable Development Goals. Cubera is one of the first Nordic Asset Managers to join the initiative and is a contributing member based on our experience in running a PE impact program.

[Go to NorNab](#)



04 Sustainability

The largest impact Cubera has on society is through our investments. We believe that managers and portfolio companies that take ESG risks into account contribute to better outcomes in the long run. Through our due diligence processes, engagements with managers and our exclusion criteria we work to maximize risk-adjusted returns on investments.

Content in this section

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Sustainability in funds	30
Cubera's ESG metrics	31
Climate	34
Diversity	37

Updated Section

Sustainability in the investment process

The ultimate goal of Cubera is to maximize the risk-adjusted returns for our investors. We firmly believe that ESG integration will not only lead to better risk management for our investments, but that it will ultimately provide financial and non-financial benefits to our investors, their beneficiaries, and other stakeholders in both the short and long term.

Due diligence in manager selection

Cubera has established and follows a systematic ESG framework that is integrated into the firm's management system, investment process and corporate development plans. This includes a procedure covering governance and ethics of prospective GPs.

For the primary strategies, including the Impact strategy, and the secondary strategy, the ESG capabilities and ESG policies of the GPs are assessed as part of the due diligence process conducted by the investment teams. These include:

pre-assessment of inherent ESG risk levels in a given investment strategy;

the historic ESG performance of the GP;

how a GP has followed up on ESG-related incidents;

how a GP incorporates ESG into firm operations and the investment process;

if the GP has a responsible investment policy; and

if the prospective GP provides sufficient reporting on ESG topics during ownership.

For the primary strategies, these assessments are conducted in a systematic manner based on ILPA ESG framework, which considers the maturity of the ESG policies and operations by the GPs. The assessment is included in the materials to the Investment Advisory Committee.

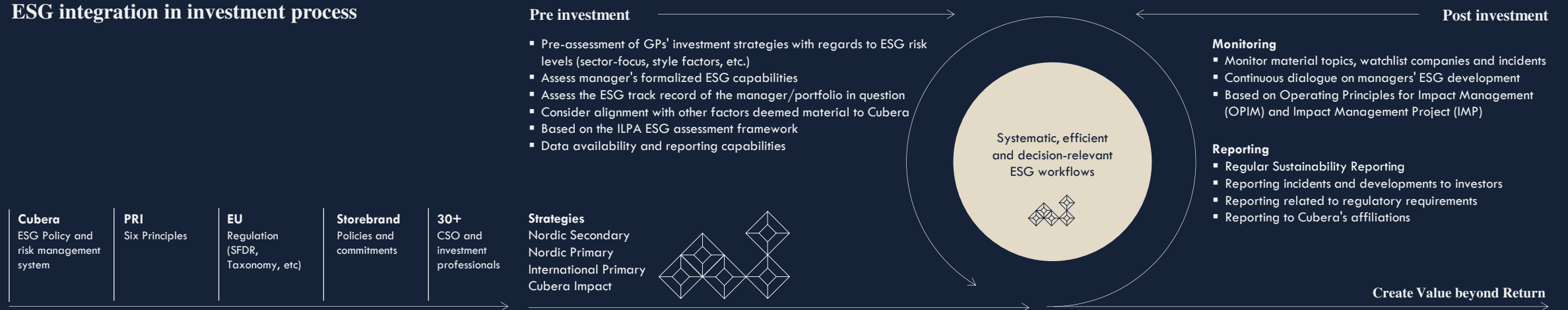
Cubera will decide not to invest with GPs if their ESG policies and capabilities are deemed insufficient. Since the primary strategies typically invest in blind pools, which means that the investments by the GPs have not yet been made, the investment team are to make an evaluation of previously raised vintages (where applicable) or funds that the GP still holds. Historical ESG incidents would then be reviewed, assessed and included in the investment recommendation.

In addition to the due diligence of the manager, the secondary strategy also screens for potential ESG issues in the underlying portfolio companies as funds are often fully invested at the time the secondary team considers a transaction. Each portfolio company is screened to identify any ESG risks. For Cubera, it is important to identify and assess material governance factors and gain confidence in the manager's and companies' ability to address any such factors in a meaningful and appropriate way.

In co-investment transactions, which can occur both in secondary and primary strategies, individual companies will undergo additional due diligence.

ESG integration at work

ESG integration in investment process



Updated Section

ESG engagement with GPs

One of the most impactful ways Cubera can influence our GPs is through engagement.

By engagement we mean specific dialogue about ongoing or recurring ESG topics or material incidents in the portfolio. Such talks center around material ESG issues which are associated with a given investments' strategy or – if the underlying fund has already commenced deployment - if ESG incidents occur in a portfolio company. Often such talks begin with a request on more transparency around a given issue and lead to input on how managers should address, improve or prevent ESG related incidents or topics. Because of the fund-of-funds nature of Cubera's business, we typically do not interact directly with portfolio companies, which makes it even more important that we have strong relationships with our managers and that there is mutual trust and transparency between us as partners.

Cubera will prioritize its engagement with managers where incidents are material and/or we are an important LP and are in a position to have impact. Where there is an incident with one of Cubera's investments, Cubera will engage with the GP and request both transparency and a clearly stated plan to address and provide satisfactory solutions to a given problem. We expect our GPs to report ESG incidents in their periodic reporting, while major ESG incidents should be reported to Cubera immediately. In addition to this, Cubera uses RepRisk as its internal monitoring tool for ESG incidents.

Key Highlights

Material ESG incidents in 2023

0

2022: 1 incident

“GP engagement is a powerful tool for influencing ESG outcomes.

By fostering transparent and constructive dialogue with our managers, we ensure that any material ESG issues are addressed responsibly and effectively.”

Urs Bitterling, Chief Sustainability Officer



Exclusions

Cubera operates with several exclusions when deciding where to invest.

As a limited partner, Cubera does not have the power to exclude portfolio companies from being invested in by our GPs. However, if Cubera’s priorities and the GP’s priorities do not align, Cubera can choose to use side letter agreements or excuse rights for individual investments into the GP’s fund. For the primary strategies, this means that if the GP invests in a portfolio company that operates in a sector where Cubera has investment restrictions or if the portfolio company breaches any of the other exclusion criteria, Cubera’s commitments into the GP’s vehicle will be excluded from that particular transaction.

When Cubera acquires secondary fund positions, the fund is in a more mature investment cycle. Cubera is not able to exercise direct influence on the fund manager’s investment decisions which have happened in the past. However, when assessing a secondary fund position Cubera knows which companies are in the fund and can choose to not buy the fund if some of the portfolio companies are misaligned with Cubera’s ESG priorities.

Cubera’s exclusion criteria

For newer vintages in the primary strategies the exclusion policy covers*:	Companies with revenue from production and/or more than 5 % revenue from distribution of tobacco;
	companies with more than 5 % of revenue from production and/or distribution of recreational cannabis;
	companies with more than 5 % of revenue from production and distribution of adult entertainment (pornography);
	companies with more than 10 % of revenue from commercial gambling operations;
	companies with more than 5 % of revenue from production and/or distribution of coal related activities as well as companies mining more than 20 million tonnes of coal annually or that have over 10,000MW coal power capacity;
	companies with more than 5 % of their revenue from production and/or distribution of Oil Sands;
	companies with more than 10 % of revenue from extraction of oil and natural gas; and
	investments in development and/or production of controversial weapons. This also includes testing of controversial weapons and production of components to be used exclusively for such weapons.
For the secondary strategy, Cubera does not make investment in funds holding portfolio companies that:	Contribute to serious and systematic breaches of international law and human rights;
	are involved in serious environmental degradation, including the climate;
	are involved in systematic corruption and financial crime; or
	produce or sell controversial weapons, illegal drugs or adult entertainment.

*While Cubera uses the exclusion criteria provided by [Storebrand](#), we accept that GPs might have different exclusions, which we can accept if our strategy pre-assessment makes it highly unlikely that these differences lead to unintended exposures and therefore can vary in detail for specific funds.

Sustainable investments

Investments in what can be considered sustainable activities have grown rapidly over the past few years, both in public and private markets.

Cubera invests in a wide range of sectors, where companies with sustainable activities are part of the investment universe. Although our impact strategy is the main investor into impact funds, our other strategies can and do also invest with impact-focused funds, granted they meet all other requirements (e.g., financial, geographical, portfolio requirements) of the given Cubera strategy. Cubera integrates ESG into all investment decisions, and almost all our investments are with managers with ESG policies and good ESG capabilities.

For the time-being however, we do not formulate specific sustainable investment targets for Cubera strategies apart from the Impact strategy. Given the blind-pool nature of our GP commitments in the primary strategies, we are unable to control the acquisition of solution companies (irrespective of how they are defined) at the time of our commitment. However, most of our older vintages have had considerable sustainable investment allocations.

The deployment capability of our secondary strategy depends on the availability of invested GP fund vintages, which – often due to their age – cannot be considered as sustainable investments (as defined in SFDR) in terms of the underlying fund documentation.

While some SFDR classified secondary opportunities might start to come to market already, an allocation target to sustainable investments, as defined in the SFDR, continues to be too early in terms of the investable Nordic GP fund universe that we rely on to deploy our secondary funds. That said, the past also shows that Cubera secondary funds do include sustainable investment allocations, even in the absence of a formalized target.

Our Impact Fund (Cubera Impact I) makes investments into funds that have, as an objective, to generate positive outcomes and to actively solve one or more social or environmental issues. By impact investments we mean investment activities that contribute to accelerate the sustainable transition, drive inclusive growth, and advance innovations. In addition, the managers must be able to measure and report on outcomes generated by the investment activities.

Next:
Sustainability
in funds
→

Updated Section

Sustainability in funds

Selection of high quality managers with Sustainability proficiency

While ESG approaches of GPs can differ according to strategy, region and materiality of different ESG issues in the context of a fund's focus, we do witness that the vast majority of the GPs in our pipeline and portfolio have formalized and credible ESG policies and capabilities in place.

As a FoF program with long-standing relationships to specialized growth/buyout managers across the globe, we enjoy a shared conviction with our GPs on the importance of ESG integration. This shared conviction provides a common platform to collaborate further on the development and build-out of sustainable investment approaches in PE. Currently, many of those dialogues still center around data and reporting-compliance, but it is also becoming clear that GPs are more and more focused on how ESG integration can not only address ESG-based risks but contribute to the value-generation of a given strategy.

Sustainability, by investment strategy

	Primary International	Impact	Primary Nordics	Secondary
Investment geography	Global	Global	Nordic	Nordic
ESG Due Diligence	✓	✓	✓	✓
Incident reporting in periodic reports	✓	✓	✓	✓
Periodic reporting under SFDR	Funds incepted since 2022 CIPE 22, 23, 24, art. 8	Funds incepted since 2022 Impact, art. 9	Funds incepted since 2022 Cubera PE IV, art. 8	Funds incepted since 2022, Cubera X

Updated Section

Cubera's key ESG metrics

We place great importance on working with our GPs to produce relevant ESG information and continue the data-collection work we initiated in 2022.

As in the previous report, we have kept the number of KPIs confined to two themes in first and second year of data collection. 2022 was the first year we collected ESG KPIs from our GPs and underlying funds in a systematic manner, and we did the same internally.

The 2022 data collection was mainly focused on reaching a reasonable response rate rather than potentially patchy information on a large set of KPIs. While we invested much time and effort into creating buy-in for our chosen KPIs, it was clear from the beginning that the collection would evolve over time, and we expected differences with regards to the breadth and depth of available reporting.

In 2023, we followed up on the same two sets of metrics, GHG emissions and gender balance. We kept the same questions on GHG emissions and slightly adjusted the ESG data request on diversity. Read more on Cubera's ESG metrics [here](#).

Our aim remains the same, to understand the sustainability performance of the portfolio better, drive transparency and harmonize on KPIs with the industry.

ESG KPIs in 2023, second year of data collection

Climate	Scope 1, 2 and 3 emissions, both GPs own emissions and aggregated emissions in the fund
	Share of portfolio companies in the fund report GHG emissions?
	Has the GP set a GHG emission reduction target?
	How many portfolio companies in the fund has set GHG emission reduction target?
Gender Diversity	What is the gender balance in the GPs senior management team?
	What is the gender balance of the GPs investment teams?
	What is the aggregated gender balance of Board of Directors in the portfolio companies held by the fund?
	Share of portfolio companies with no female representation on Board of Directors
	Share of portfolio companies with no female representation in senior management?

[More about Cubera's ESG metrics](#)

Updated Section

Results of the data collection

For 2023 we significantly increased outreach to our GP base and also received a significantly larger number of responses resulting in a higher coverage. We therefore can constitute a significant improvement in availability of reported data across our GP base. Naturally, this welcomed development also comes with some challenges for aggregation, with regards to varying reporting formats and completeness.

Collected data increased by almost 30pp

In our second-year data request, we expanded our outreach to 98% from 75% in 2022 of our GPs across Nordic Secondary, Nordic Primary, Impact, and International Primary portfolios. We have reached out to 86 GPs, and 78 provided at least one KPI, meaning 91% of the contacted GPs provided at least partial data. In total, that means an effective response rate of 89%, up from 60% in 2022 and the reported data set has grown significantly in depth and width.

Data coverage of 50 % of portfolio in 2023, both on GP and fund level

The coverage of GP level data we have received leads to approximately 50% for climate and approximately 75% for diversity data. This constitutes an increase in coverage of 23% for the former and 19% for the latter.

[Read more about gender diversity in Cubera's portfolio](#)

Cubera investment universe

Invested with a network of GPs

~90*

Total funds invested in

~260*

Number of portfolio companies

~1600*

Data collection: GP Response rates

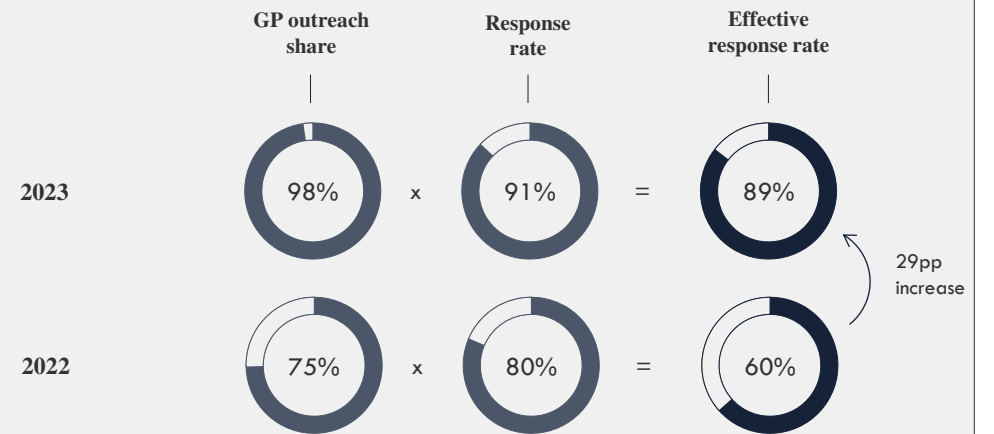
Overall response rate

2023 effective response rate

89%

↗ Up from 60% in 2022

Outreach and response rates: 2022 vs 2023



Response rates breakdown

Diversity: 2023 effective response rate

74%

↗ Up from 55% in 2022

Climate: 2023 effective response rate

52%

↗ Up from 29% in 2022

* Cubera Private Equity estimates, as of year-end 2023

Updated Section

Drivers of progress

While the development in responses show progress, the PE industry has further steps ahead.

We are encouraged by the development and see it as a positive sign that quantified ESG data is becoming more prevalent at both the GP and fund levels across Cubera’s GP universe.

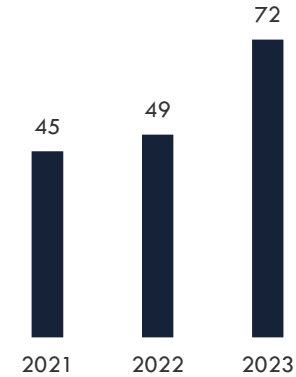
This improvement is partly driven by increased GP reporting activity, supported by regulatory developments, foremost among them the SFDR for European GPs. More European GPs, especially those with vintages from 2022 or newer, had this data readily available and provided it.

Internationally, we notice that EDCI is gaining further traction in the industry, with 52% of our total GP base being members and providing us with data. When we look at the reporting increase, it is noteworthy that we went from 73% to 58% in Europe and from 27% to 38% in North America, where we are predominately in the US. What this tells us is that the US is catching up on reporting.

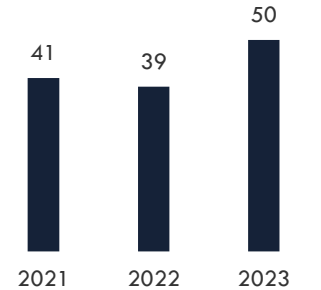
In sum, we are witnessing an immense uptake in reported data, which is an overall positive development. However, it is obvious that this comes with issues such as comparability, quality and coverage.

GP reporting
Number of GPs providing Diversity and Climate data for their own organizations

Diversity
Number of GPs

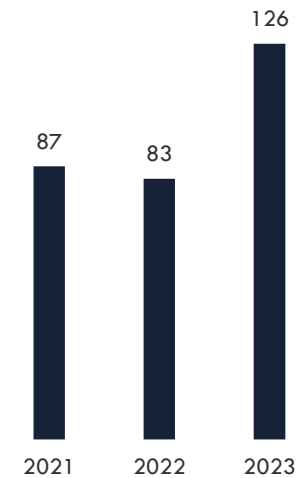


Climate
Number of GPs

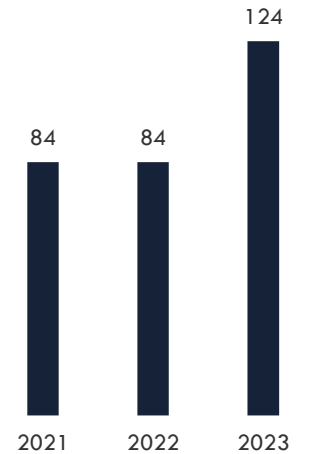


Fund reporting
Number of funds submitting Diversity and Climate data

Diversity
Number of funds



Climate
Number of funds



Updated Section

Cubera's own emissions

For the year 2023, Cubera had no scope 1 emissions. Cubera calculated scope 2 and scope 3 emissions (business travel).

Cubera operates out of two offices in Oslo and Stockholm that had a total energy usage in 2023 of 143 mWh, which is an 8% reduction of energy consumption from 2022. The office in Stockholm sourced renewable energy guaranteed by the electricity provider. The office in Oslo bought Guarantees of Origins for the electricity consumption during 2023. In accordance with the GHG Protocol, we used supplier-specific emission factors for our consumption. Cubera's total scope 2 market-based emissions were 2.18 tCO₂e (see GHG emissions- calculations and definitions). This is however a 4% increase in scope 2 emissions from 2022 despite a decrease in energy usage. The reason being an increase in Norway's emission factor for district heating*.






Cubera's scope 3 emissions from air travel for 2023 were 113.6 tCO₂e as a company and 3.58 tCO₂e per full-time employee. The emissions were estimated based on 2022 inventory adjusted for FTE and we assumed a 10% increase in flight activity to ensure we do not underestimate emissions. The nature of Cubera's business requires travelling to our GPs and to current and

prospective investors and this number constitutes a 12.5% increase from 2022. For 2023, the main reason for increase in air travel emission was due to having four of our strategies fundraising in parallel during the year. Being based in the Nordics results in travel to other European cities as well as further afield to meet clients and partners. While we always carefully consider the necessity of air-travel, our business is dependent on meeting our GPs and business partners face-to-face.

Going forward, improving our scope 3 reporting remains a focus, including enhanced data gathering for which we are looking into third-party providers. We will also work on identifying measures to keep emissions from travel as low as possible, all the while considering our growth ambitions. We offset emissions from our travel through Storebrand's offsetting partner, Klimate.

→ * Key Figures for Our Environmental Efforts | Hafslund Celsio

2023 Carbon emissions by Cubera

<p>Scope 1</p>  <p>Carbon emissions by Cubera in 2023 (tCO₂e)</p> <p>0</p> <p>2022: 0</p> <p>No change from last year</p>	<p>Scope 2</p>  <p>Carbon emissions by Cubera in Stockholm in 2023 (tCO₂e)</p> <p>1.2</p> <p>2022: 1.6</p> <p>25% down from last year</p>	<p>Scope 2</p>  <p>Carbon emissions by Cubera in Oslo in 2023 (tCO₂e)</p> <p>0.98</p> <p>2022: 0.73</p> <p>34% up from last year</p>
<p>Scope 3</p>  <p>Total carbon emissions by Cubera from air travel in 2023 (tCO₂e)</p> <p>113.6</p> <p>2022: 101.0</p> <p>12.5% up from last year</p>	<p>Scope 3</p>  <p>Average carbon footprint per Cubera FTE from air travel in 2023 (tCO₂e/FTE)</p> <p>3.58</p> <p>2022: 3.3</p> <p>10% Estimated increase from 2022</p>	<p>Next:</p> <p>Emissions in Cubera's portfolio →</p>



Emissions in Cubera's portfolio

In 2023, investments constituted the largest share of Cubera's indirect GHG emissions (99.9%), which is typical for a financial organization.

Cubera's scope 3 financed emissions are the emissions of portfolio companies that Cubera is invested in through our fund investments, weighted by ownership share. Cubera's portfolio includes about 1600 portfolio companies, with a varying share of effective ownership.

As a FoF that invests almost globally, Cubera is uniquely positioned to observe how emissions develop across sectors and regions. Our investment portfolio spans predominantly Europe and North America and is diversified across multiple sectors.

Methodology and background

For a second year in a row, we have chosen to purchase estimated emission data (scope 1 and scope 2)* for all our portfolio companies, as well as request the information directly from the portfolio companies via our GPs. Albeit there are remaining challenges in using third-party estimated data**, we have opted to use the estimated data as the basis for this disclosure. While the applied method is the same, the data in itself proves to develop quite significantly still. Therefore, we disclose this data on a best effort basis and are aware that individual metrics might be subject to change.

As data quality and coverage increases year on year, we have decided, similar to other companies estimating and disclosing GHG

inventory, to restate some KPIs from the 2022 reporting. In the Key Performance Table, you will note that the updated 2022 emissions are 23% higher than what was originally reported, mainly for the reason of changed emission model parameters, increased direct reporting and improved coverage.

For 2022 and 2023 we have gathered and reported data on total financed emissions for portfolio and scope 1 and scope 2 emissions (tCO₂e), investment intensity (tCO₂e/ \$1 mm EVIC), revenue intensity (tCO₂e/\$ 1 mm Revenue), share of financed emissions across sectors and geographies (with corresponding share of holdings).

In 2023, we have added reporting on coverage for calculating investment intensity and revenue intensity as the total emissions are estimated on a basis of coverage adjustments and coverage is one element that has materially changed over time.

Results

The main observation is that intensity KPIs have decreased and financed emissions from 2022 to 2023 slightly increased. The increase in our financed emissions can be understood as a function of several factors, such as portfolio growth, sector exposure and further aspects like economic recovery, improved reporting and data availability.

In 2023, the financed carbon emissions from our investments amounted to 79 721 tCO₂e for scope 1 and 37 714tCO₂e for scope 2***, up by 2% and 6% respectively from 2022. The investment intensity and revenue intensity amounted to 31.81 tCO₂e/\$1 mm EVIC and 46.43 tCO₂e/\$1 mm revenue, a 2% decrease compared to 2022 respectively.

The above revenue intensity score of Cubera's portfolio which measures the exposure to carbon-intensive companies, can be viewed as a fairly low when compared to the average revenue intensity for MSCI ACWI which is 121.81****. This means that Cubera's portfolio is comparatively carbon light at significantly less than half of the global benchmark. We take the slight decrease in investment and revenue intensity also as a sign that the decarbonization actions our GPs are taking in collaboration with portfolio companies are showing positive traction.

Footnotes

* Data bought from [Burgiss](#). Scope 3 of our portfolio companies is not included in the calculations as scope 3 data are not available on a meaningful scale yet. **Some of challenges are related to data availability, data quality, comparability issues and coverage gaps.*** The reported scope 1 and 2 emissions alter slightly from the reported total emissions for 2023, this is due to the addressed coverage adjustment undertaken by Burgiss. **** Most recent as per beginning of December 2024 Index carbon footprint metrics ([msci.com](#))

Updated Section

Emissions in Cubera’s portfolio: In Figures

“We are encouraged to see our investment and revenue intensities are declining. It is a start in the right direction, and we will continue to monitor the portfolio.”

Yvonne Fadnes, Senior Sustainability Associate at Cubera



Emission by sector

For 2023 as in 2022, the largest share of Cubera’s emissions were in the materials and industrial sectors, representing 2/3 of financed emissions. Respectively representing a share of holdings of 5.2% and 17.1%, both sectors contain relatively high emissions, and esp. considering the lower holdings in materials our exposure is particularly emission intensive. Consumer discretionary has the third highest share of emissions but has a corresponding high share of holdings, indicating a moderate emissions intensity.

Sector	% Share of total financed emissions	% Cumulative	% Holdings Q3 2023
Materials	40,0%	40,0%	5,4%
Industrials	27,2%	67,2%	17,9%
Consumer Discretionary	10,5%	77,7%	13,6%
Consumer Staples	7,1%	84,7%	4,3%
Health Care	4,8%	89,6%	16,9%
Energy	3,9%	93,5%	2,0%
Utilities	3,3%	96,7%	0,4%
Information Technology	2,0%	98,7%	25,3%
Communication Services	0,6%	99,3%	4,9%
Financials	0,5%	99,7%	7,4%
Other	0,3%	99,7%	1,1%
Total	100,0%	100,0%	100,0%

Emissions by geography

In 2023 like 2022, the majority of Cubera’s investments are in Western Europe and North America, with 45% and 49%, respectively. The share of calculated emissions is more skewed, with 66% in Western Europe and 27% in North America. This can be in part be explained that most of our energy related exposure is in Europe and Norway in particular, while the exposure in North America is "asset-lighter" in general.

Region	% Share of total financed emissions	% Cumulative	% Holdings Q3 2023
Western Europe	65,9%	65,9%	44,6%
North America	27,1%	93,0%	48,8%
Asia	3,0%	96,0%	2,9%
Latin America	2,3%	98,3%	1,9%
Eastern Europe	1,1%	99,3%	0,5%
Pacific	0,4%	99,7%	0,6%
Middle East	0,3%	100,0%	0,7%
Africa	0,0%	100,0%	0,0%
Total	100,0%	100,0%	100,0%

Updated Section

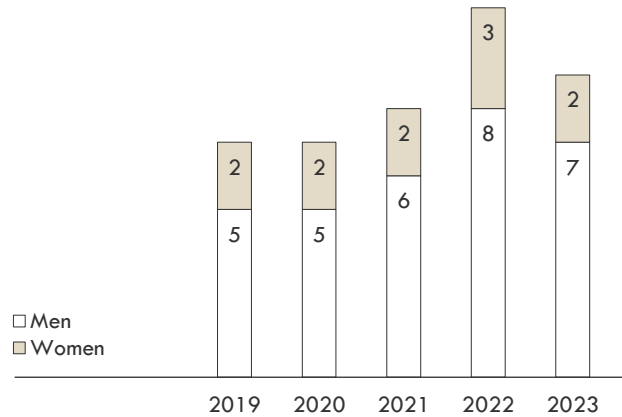
Gender diversity in Cubera

Gender diversity in the Private Equity industry is comparatively low across all levels. Cubera strives to be an inclusive and equal opportunity employer and encourages our industry partners to focus on improving the diversity of the industry, both across GPs own organizations and in their portfolio companies.

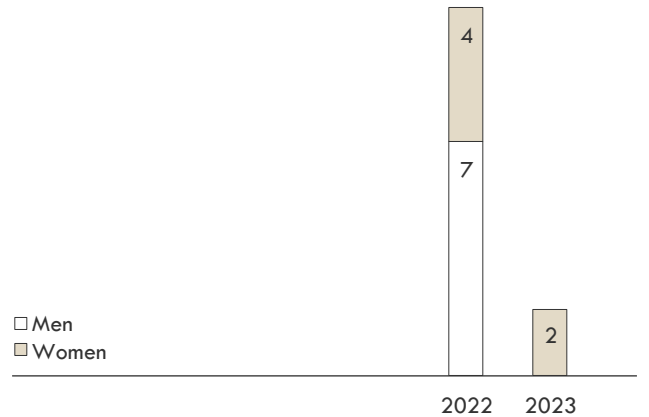
For Cubera as an organization, our gender balance is above industry average for Board of Directors, senior management, and investment teams. At the more junior level Cubera is below the European average. Cubera hired two new employees in 2023, both of which were women.

The gender balance in Cubera has been historically strong and we will take appropriate efforts to maintain these levels in the future. On Cubera's Board of Directors the female representation was 40% in 2023 and the senior management was 22%. This includes all partners and c-suite employees. For our two investment teams, the overall share of females was 22% in 2023.

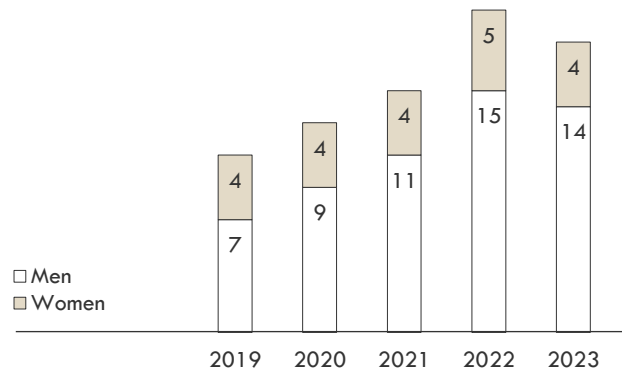
Senior management, by gender



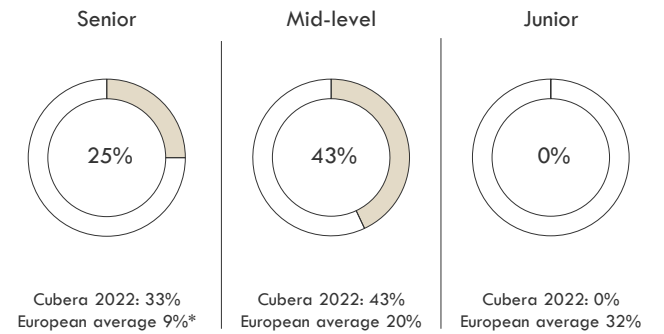
New hires 2023, by gender



Investment team, by gender



% Female in investment teams, by level of seniority



→ * European gender diversity report 2024 | Level 20

Updated Section

Gender diversity in Cubera's portfolio

For the GPs that Cubera has invested with and who have responded to our questionnaire (85% response rate), women accounted for 16% of leadership roles, which is above the alternatives industry average of 13.6%*.

About 16% of GPs that responded to our questionnaire have more than 30% women in their leadership teams, this is a decrease from 22% in 2022.

Of our GPs, smaller organizations (less than 50 employees) have a slightly lower gender balance in leadership roles than larger organizations (15 vs 17%).

The average gender balance in investment teams is 23%. In Europe, where Level 20 conducts research on the topic, the average gender balance in investment teams in the PE industry is 24%**.

In senior investment roles female representation is 23%. In 31% of the funds that Cubera invests in, there was no female representation. And 16% have

no female representation in senior leadership roles.

Note on industry averages:

When we look at the gender balance of the whole organization of Cubera, we use the global Preqin study "Women in Alternative Assets". This study includes professionals that are not directly involved in investment activities, such as investor relations, sustainability, risk and finance.

We use Level20's study "European gender diversity report 2024" when comparing our gender balance of investment teams to industry average. This study only includes PE investment professionals in European PE firms.

→ [* Women in Alternative Assets 2023 | Preqin](#)

→ [** European gender diversity report 2024 | Level 20](#)

Gender diversity within GPs

% females in leadership roles

16%

Industry average 13.6%*

% females in investment teams

23%

European industry average 24%**

Gender diversity in portfolio companies

% females on Board of Directors

16%

% of companies with at least one female representant on Board of Directors

69%

% of companies with no female representation in leadership roles

16%

05 Data & reporting

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Updated Section

Key performance indicators

Entity	Key performance indicator	2021	2022	2023	Comment
Cubera	Full-time employees	22	30	31	As of 31 December.
	Cubera's emissions: scope 1+2+3	N/A	103.1 tCO ₂ e	115,8	Market-based calculations.
	Scope 1	N/A	0	0	
	Scope 2 Market based	N/A	2.33 tCO ₂ e	2.18 tCO ₂ e	
	- Oslo	-	0.73 tCO ₂ e	0.98 tCO ₂ e	
	- Stockholm	-	1.6 tCO ₂ e	1.2 tCO ₂ e	
	Scope 3: business travel	N/A	101 tCO ₂ e	113.6 tCO ₂ e	Flights only.
	- Per FTE	-	3.3 tCO ₂ e	3.58 tCO ₂ e	
	Scope 3: Financed emissions	88 034 tCO ₂ e	114 043 tCO ₂ e	117 441 tCO ₂ e	Estimated numbers. Includes scope 1 and scope 2. Long-only valuation (in \$1mm). Restated for 2022.
	Investment intensity	27.80	32.39	31.81	tCO ₂ e/\$1mm EVIC (enterprise value including cash). Restated for 2022.
	- Data coverage	NA	87%	90.64%	New disclosures for 2023
	Revenue Intensity	59.35	47.3	46.4	tCO ₂ e/\$1mm revenue. Restated for 2022.
	- Data coverage	NA	89%	92%	New disclosure for 2023
	Board of Directors gender balance	40 %	40 %	40%	
Senior management gender balance	25 %	27 %	22%	Partners and C-suite.	
Investment teams gender balance	27 %	25 %	28%		
Cubera's GPs	Response rate data requests	N/A	80 %	86%	...of those contacted.
	Share of GPs with ESG policies	96.5 %	96.4 %	97.1%	
	Share of GPs that are members of PRI	73.1 %	73.7 %	77 %	As of March 2023 for 2022 reporting.
	Share of GPs that tracks their own emissions	N/A	48 %	58%	..of respondents.
	Share of GPs with GHG reduction targets	N/A	28 %	26%	
	Average Board of Directors gender balance	N/A	19 %	NA	Disclosure removed from 2023 reporting
	Average gender balance senior management	N/A	18 %	16%	
	Average gender balance investment teams	N/A	24 %	23%	
GPs' funds	Share of portfolio companies that track GHG emissions	N/A	48 %	77%	Response rate 75% 2023. Response rate funds in 45 %.
	Share of portfolio companies that has a reduction target	N/A	24 %	26%	
	Average Board of Director gender balance	N/A	17 %	16%	
	Share of companies with less than 20 % female representation on Board of Directors	N/A	53 %	NA	Disclosure removed from 2023 reporting
	Share of companies with less than 20 % female representation in senior management	N/A	33 %	NA	Disclosure removed from 2023 reporting
	Share of companies with no female representation on Board of Directors			31%	New disclosure for 2023, of respondents
	Share of companies with no female representation in senior management			16%	New disclosure for 2023, of respondents

Updated Section

GHG emissions - calculations and definitions

Scope 2 calculations: market-based

Office location	Type of energy	Usage kWh	Emission factor gCO ₂ e/kWh	Source	Emissions tCO ₂ e
Oslo	District heating kWh	43 151	22.8	Hafslund district heating 2023	0.984
Oslo	Electricity kWh	60 153	0	Guarantee of Origin*	0.00
Stockholm	Electricity kWh	9 540	9.12	Invoice from electricity provider (Godel)	0.087
Stockholm	District heating kWh	24 146	46	Stockholm Exergi	1.111
Stockholm	District cooling kWh	6 789	0	Stockholm Exergi	0
Total energy consumption		143 779			
Total scope 2 emissions for market-based method					2.18 tCO ₂ e

Scope 2 calculations: location-based

Office location	Usage kWh	Emission factor gCO ₂ e/kWh	Source	Emissions tCO ₂ e
Norway	103 304	598.61	Residual mix, Norway, 2023	61.84
Sweden	40 475	68.23	Residual mix, Sweden, 2023	2.76
Total energy consumption		143 779		
Total scope 2 emissions for location-based method				64.60 tCO ₂ e

*Documentation available upon request

Definition of scopes

Type of emissions	Definition	Units	Example
Scope 1 Emissions	Direct emissions due to owned and controlled sources, accounted for using GHG Protocol	Tonnes CO ₂ equivalent (tCO ₂ e)	Company vehicles, direct emissions from companies' facilities.
Scope 2 Emissions	Indirect emissions due to purchase of electricity, heat, steam, etc. accounted for using GHG Protocol	tCO ₂ e	Purchased electricity, heat/cooling of office buildings
Scope 3 Emissions (upstream Scope 3 emissions)	All other indirect emissions, accounted for using GHG Protocol	tCO ₂ e	Business travel, employee commuting, waste generated in operations

Glossary*

Subject	Explanation
Climate accounting/GHG inventory	Calculation of a company's or portfolio's greenhouse gas emissions.
CSO	Chief sustainability officer.
CSRD	Corporate Sustainability Reporting Directive.
CSDDD	Corporate Sustainability Due Diligence Directive.
Due diligence	A systematic process to collect and interpret information about a prospective investment, which includes both technical and financial due diligence.
Engagement	Specific and separate conversation about ongoing or recurring ESG incident in the portfolio, and conversations on how the managers should address the ESG incident.
ESG	Environmental, Social and Governance.
ESG investing	Cubera defines ESG investing as the investment decision-making process that enables Cubera to identify environmental, social and governance (ESG) risks and opportunities associated with the underlying portfolio companies of private equity funds and its fund managers.
ESG policy	A documented business approach to ESG issues.
Financed emissions	The carbon emission of a portfolio, tCO ₂ e per year.
Fund-of-funds (FoF)	An investment vehicle that invests in other funds. Its portfolio contains different underlying portfolios of other funds.
General partner / manager (GP)	An investment firm that manages pooled investment funds, usually focused on alternative assets classes, such as private equity, and is responsible for selecting and managing the investments.
Impact Management Project	The Impact Management Project (IMP)'s focus on "impact" is based on the logic that measurement of a change in outcome, when assessed relative to the relevant social or ecological threshold, provides the basis for optimal decision-making by a company and its stakeholders.
Investment intensity	Normalized carbon footprint per million dollars invested.
Limited partners (LP)	Organizations that invest in a pooled fund and do not take part in its active management. Limited partners can include institutional investors, sovereign and endowment funds, family offices, and high-net-worth individuals.
Operating Principles for Impact Management (OPIM)	Framework for investors to ensure that impact considerations are purposefully integrated throughout the investment life cycle.
Revenue Intensity	Portfolio's exposure to carbon-intensive companies, tCO ₂ e/\$1mm revenue. Also known as Weighted Average Carbon Intensity (WACI).
SFDR	Sustainable Finance Disclosure Regulation.
Secondaries	Acquiring direct positions in companies or LP positions in funds from existing private equity investors, typically through portfolios.
Side letter	An agreement entered into by the general partner (GP) and a specific limited partner (LP), clarifying and/or supplementing the terms of the fund documentation when applied to that LP.
Total carbon emissions	The absolute greenhouse gas emissions associated with a portfolio, expressed in tonnes CO ₂ e, adjusted for ownership share.

* Please note that many of the definitions are based on [PRI's reporting framework glossary](#).

Disclaimer

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