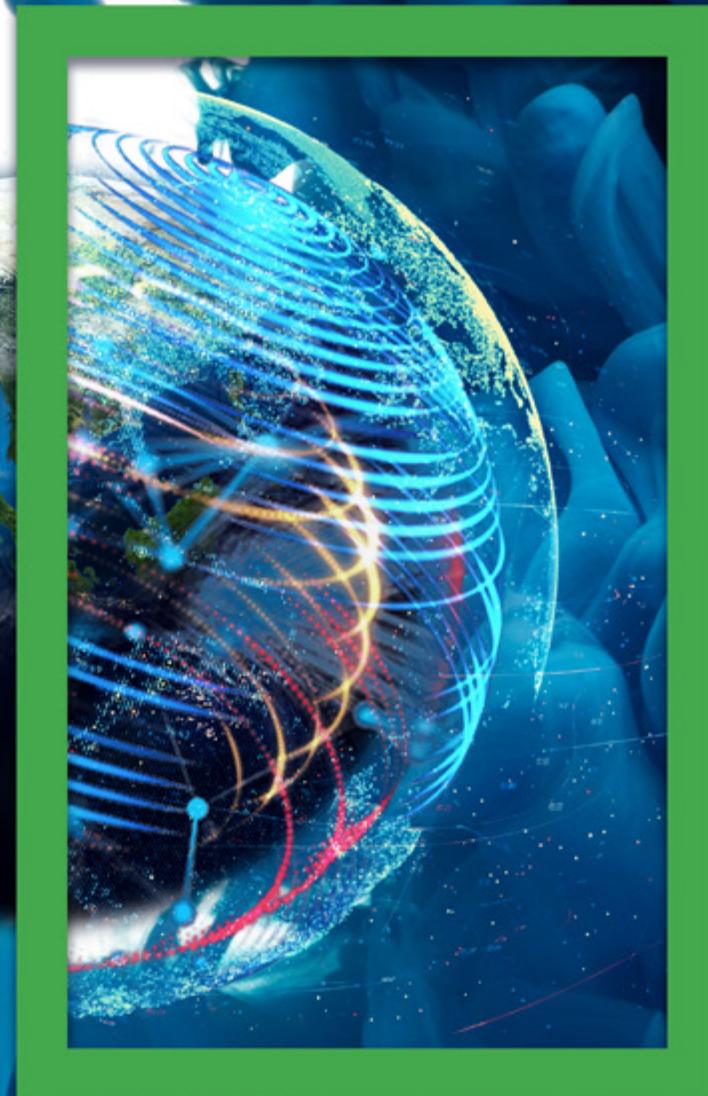




# ENVIRONMENTAL SOCIAL & GOVERNANCE REPORT 2021

**20 YEARS OF EVOLVING  
GREAT IDEAS INTO  
WORLD-CHANGING BUSINESSES**

Registration Number: 04204490  
Stock Code: IPO



## MESSAGE FROM THE CEO



IP Group was established to evolve scientific research into world-changing businesses—businesses that make a positive impact on the environment and society alongside an attractive financial return.

Over the last two decades, we have invested more than £900m into science-based businesses, which has facilitated the creation of more than 300 companies and 5,000 jobs and our vision is to increase the number of self-sustaining, successful impact companies that IP Group helped create and support.

Historically, many of the solutions to global problems have come from fundamental research and development carried out in the world's leading research universities and institutions. We believe that this will continue to be the case and that the Group's model, of helping commercialise cutting-edge science, is of real importance, and has and will continue to have a positive impact.

Scientific innovation has proved to be a vital weapon in the world's response to the COVID-19 pandemic and some of the companies that the Group has backed and supported over the years have played critical roles in this response. This contribution has amplified the importance of backing innovation in science over the long-term. The pandemic has also presented the world with a glimpse of what being unprepared for an existential crisis might look like—a stark reminder of our

fragility—and this has driven increased interest in tackling the global threat of climate change.

With COP26 in the UK in November, we are acutely aware of the need to support the energy transition. IP Group is well placed to do this as an investor in clean technologies but we will also be focusing on how to manage our own environmental impact and that of our portfolio.

In recent years we have articulated this strong natural alignment between the Group's purpose and impact by assessing the impact of our portfolio against the UN's Sustainable Development Goals ('SDGs') and have also focused on improving our performance on broader ESG issues.

A particular focus for IP Group has been achieving greater inclusion and diversity, particularly in the Group's Senior Leadership Team and we have made good progress with 33% female representation on the Board and 36% female representation on our new Executive Committee whose composition has been designed to ensure a greater level of diversity with the creation of two 'Employee Executive' roles. We believe we are the first FTSE250 company to put such a structure in place.

There is, of course, much still to do. The current pandemic has led to terrible loss of life and human suffering and has also amplified existing inequalities in our society, including systemic racism, gender inequality, and poverty. We firmly believe that IP Group has an important role to play in the post-pandemic world, which we hope will look very different another 20 years from now.

**Alan Aubrey**  
CEO, IP Group

## CONTENTS

<b>Message from the CEO</b>	<b>1</b>
<b>Group at a Glance</b>	<b>2</b>
<b>Our Approach to ESG and Responsible Investment</b>	<b>3</b>
- External frameworks and membership bodies	3
- Focus areas	4
- ESG management processes	5
- The Ethics Committee	5
<b>ESG at IP Group</b>	<b>6</b>
- Environmental	6
- Social	8
- Employee and Engagement Non-financial KPI	8
- Key areas of progress	9
- Diversity & Inclusion	10
- COVID-19 response	12
- Community Engagement	13
- Governance	14
<b>IP Group as a responsible investor</b>	<b>15</b>
- Responsible Investment	15
- Embedding ESG into our investment processes	15
<b>Impact at IP Group</b>	<b>16</b>
- How IP Group and its portfolio map against the Sustainable Development Goals	16
- Measuring progress	16
- Case studies	17
<b>Reporting &amp; Transparency: SASB</b>	<b>23</b>
<b>Reporting &amp; Transparency: TCFD</b>	<b>26</b>
<b>Appendix: Top 20 portfolio companies</b>	<b>27</b>

## GROUP AT A GLANCE

IP Group's purpose is to evolve great ideas into world-changing businesses. We achieve this by systematically helping to create, build and support outstanding intellectual property-based companies.

We partner with leading research institutions in countries where leading research is produced. We focus on three key sectors—Life Sciences, Deeptech and Cleantech—in three areas of geographic focus: the UK, the US and Australia and New Zealand.

### Engagement and Impact

Since the Group was founded, we have formed and supported over 300 companies in total and have invested more than £900m into those businesses which, in turn, have raised more than £5bn of funding. We estimate that more than 5,000 jobs have been created through IP Group and its portfolio companies.

**£5bn+**

RAISED BY PORTFOLIO  
COMPANIES

**300+**

COMPANIES FORMED  
AND SUPPORTED

**£900m+**

INVESTED IN SCIENCE-  
BASED BUSINESSES

**£1.3bn**

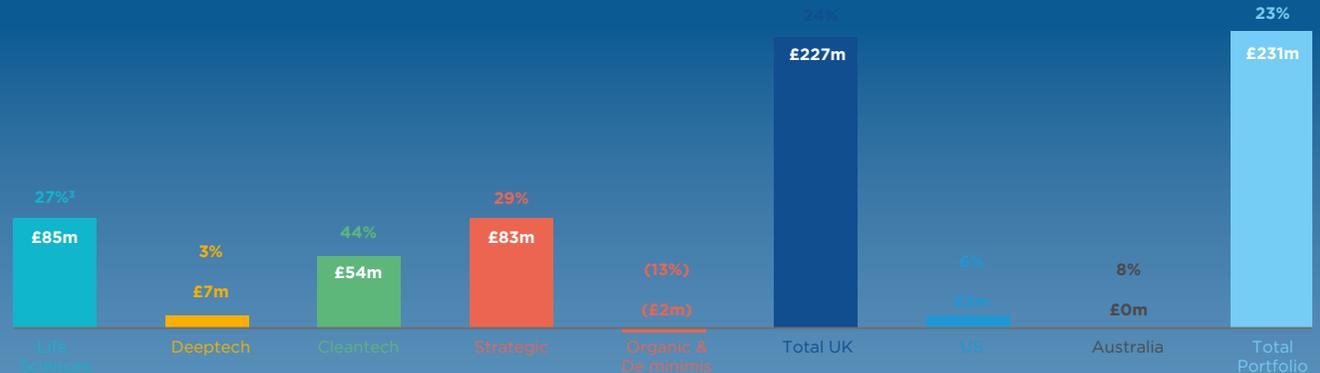
NET ASSET VALUE  
125 PENCE PER SHARE

**5,000+**

JOBS CREATED

ALIGNED WITH  
**SDGs**

### Portfolio performance summary<sup>1</sup> 2020 portfolio fair value movements/return on opening portfolio



### Portfolio analysis – UK breakdown

Sector	Value of companies:	No. of portfolio companies <sup>2</sup>	By Stage		
			Top 20	Focus	Other
Life Sciences	£392.5m	40	£250.4m	£45.1m	£97.4m
Deeptech	£212.5m	36	£139.0m	£36.8m	£36.7m
Cleantech	£58.8m	12	£35.6m	£21.7m	£1.5m
Strategic	£370.6m	4	£363.2m	-	£7.4m
Organic & de minimis	£11.9m	n/a	-	-	£11.9m
<b>Total UK Portfolio</b>	<b>£1,046.3m</b>	<b>92</b>	<b>£788.2m</b>	<b>£103.6m</b>	<b>£154.5m</b>

<sup>1</sup>Percentages reflect simple return on opening portfolio value

## OUR APPROACH TO ESG AND RESPONSIBLE INVESTMENT

### Introduction

IP Group’s purpose of evolving great ideas into world-changing businesses, and the importance of backing innovation and science, has a natural alignment with sustainability. This is at the heart of our approach which considers ESG factors in how we operate, make investment decisions and collaborate with portfolio companies.

2020 has highlighted how our business model and the resulting portfolio companies can have real world impact.

### External frameworks and membership bodies

Mapping this impact is a key priority for IP Group and we are working to measure this impact against the Sustainable Development Goals (SDGs). We also look to the SDGs to guide priority areas across IP Group as a business and our portfolio. Diversity and Inclusion is a key area of focus as is reducing environmental impact and supporting innovation. More on how we work to achieve the targets of the SDGs can be found in our specific work streams on pages 16 to 23.

IP Group is also a signatory of the UN Global Compact, the world’s largest corporate sustainability initiative. This report serves as the annual Communication of Progress to the UN Global Compact, outlining how we are aligned to its principles on human rights, labour, environment and anti-corruption.

More recently IP Group has become a member of the Principles of Responsible Investment. This framework will be important in guiding our approach as a responsible investor.



\* The use by IP Group plc of any MSCI ESG research llc or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of IP Group plc by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided ‘as-is’ and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

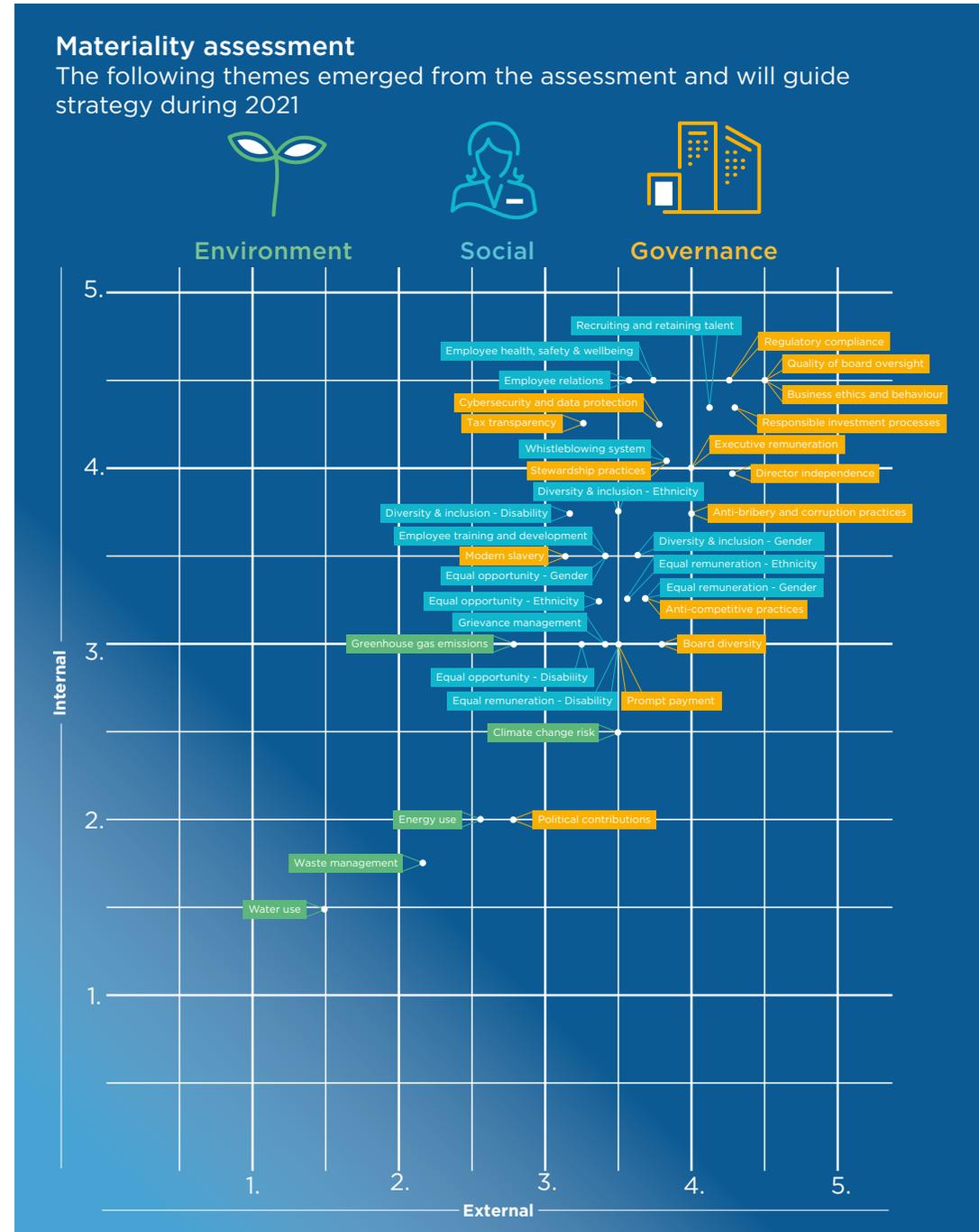
## OUR APPROACH (CONT)

### Focus areas

IP Group takes a three pillared approach to sustainability with a focus on ESG at plc level, our role as a responsible investor and highlighting the impacts of our portfolio. Across all three we aim to embed best practice management and measurement of environmental, social and governance considerations.

To determine this, IP Group carried out a materiality assessment in 2020, aimed at gaining a better understanding of the most material ESG issues for stakeholders to help identify and manage both risks and opportunities. This assessment of our material ESG issues combined qualitative and quantitative inputs from internal and external stakeholders. Understanding these issues supports our strategic ESG and responsible investment focus.

IP Group is committed to measuring its ESG progress with the materiality assessment having helped identify both material issues and appropriate metrics. We have begun data collection around these metrics in line with the SASB framework and, in addition, we have started analysis against the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations. These require that we look at the risks and opportunities presented by climate change to the business and our portfolio. In 2020, the UK government announced its intention to make TCFD-aligned disclosures mandatory across the economy by 2025, with a significant portion of mandatory requirements in place by 2023. Our voluntary response and analysis of climate risk positions us as an early mover in our sector.



## OUR APPROACH (CONT)

IP Group has taken the results of the materiality assessment and used them to shape our focus areas for 2021 as our approach to ESG, responsible investment and sustainability continues to evolve.

### Our key aims for 2021 include:

- Further integrating ESG into IP Group's overall strategy and across all of our business units;
- Engaging internal stakeholders on ESG including relevant training;
- Improving data collection and reporting, particularly around material factors and key metrics as identified by the materiality assessment;
- Considering formal environmental targets aligned to net zero at operational and portfolio level;
- Engaging our portfolio on key ESG factors such as diversity;
- Exploring ways in which the positive impact of our portfolio can be further tracked, measured and disclosed.

### ESG management processes

IP Group's approach to ESG including climate change and related policies is overseen by the Board of Directors and accountability for sustainability rests with executive management and, in particular, the Chief Executive Officer. In addition, the Group's existing investment processes take into account ESG matters including matters through the Ethical Investment Framework which is overseen by the Ethics Committee. IP Group's operational oversight of climate change is covered by its ESG and Sustainability Policy. The Group has an ESG Working Group which meets regularly and oversees the implementation of related work.

### The Ethics Committee

IP Group is focused on ensuring our approach to responsible investment runs through our investment processes, in particular how our Ethical Investment Framework aligns with our investment approach and how this impacts our role as an investor. We are aware that implementing a new framework across an existing portfolio and multiple geographies can be challenging and we are looking to evolve our approach. To this end, the Ethics Committee advises on our approach, meeting twice a year under the Chair of Professor Gordon Clark. It is also available to meet should a particular question arise.

Both groups are supported by the ESG Policy and Ethical Investment Framework, details of which can be found on the website.



### About Professor Gordon Clark

Professor Clark was appointed as Independent Chair of the Ethics Committee in June 2020. He is currently the Director of the [Smith School of Enterprise and the Environment](#), University of Oxford, with cross appointments in the Saïd Business School and the School of Geography and the Environment. Professor Clark was recently identified by *Chief Investment Officer* magazine as one of the world's four most influential academics in the field of investment management, and is one of the most-cited social scientists in the world, with over 10 books to his name and more than 150 published papers in refereed journals.

## ESG AT IP GROUP

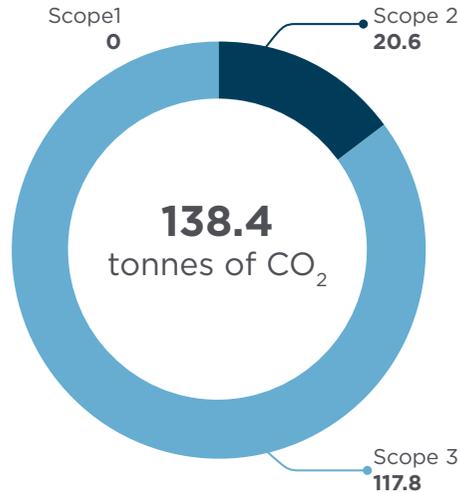


### Environmental: acknowledging our role in the low carbon world

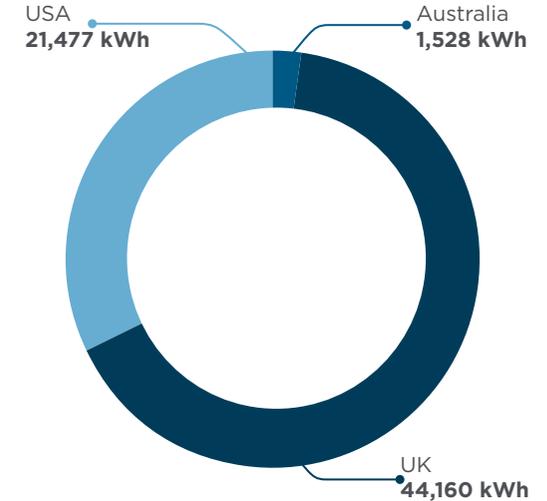
It has become clear that meeting the goals of the COP21 Paris Agreement will require a prompt transition of economies to net zero carbon emissions. At IP Group, we are committed to supporting the energy transition both through our operations and our portfolio. Our Cleantech portfolio, in particular, contains many companies with technology solutions which may assist with the transition. In line with this approach, we chose to start the process of disclosing climate-related risks and opportunities in line with TCFD recommendations. A summary of our initial disclosure towards targets can be found on page 26.

IP Group is required to report on its annual greenhouse gas (GHG) emissions as part of the Companies Act 2006 (Strategic report and Directors' report) Regulations 2018. IP Group is also required to report in line with Streamlined Energy and Carbon Reporting (SECR) requirements for the first time for the period 1 January 2020 to 31 December 2020, in line with its financial reporting period. These requirements include an overview of GHG emissions, intensity ratios, energy consumption and energy efficiency actions taken by IP Group over the reporting period for operational office locations.

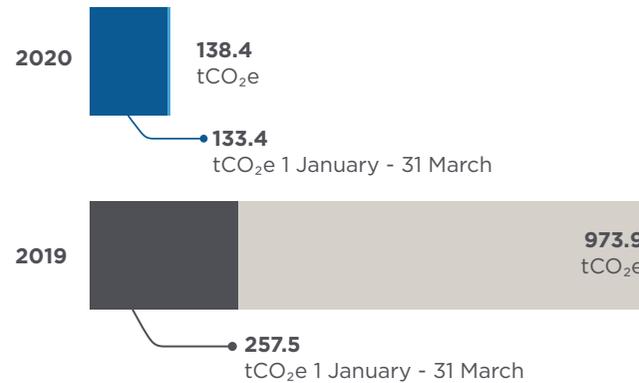
### Total emissions breakdown by scope 2020



### Total Global Energy Usage 2020



### Intensity ratio



## ESG AT IP GROUP (CONT)

**Offsets**

Despite the relatively low direct negative environmental impact of the Group, we have, for the third year, offset 100% of the Group's direct 2020 CO<sub>2</sub> equivalent greenhouse gas emissions. As in 2018 and 2019, we have done this through a programme of supporting UK woodland creation certified under the Government's Woodland Carbon Code through Forest Carbon.

# FOREST CARBON



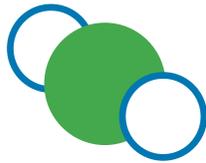
**3,709**

TREES PLANTED



**2.16**

HECTARES



**1,043**

TONNES CO<sub>2</sub>  
OFFSET



**PRODUCTIVE**

PLANTING



**FLOOD**

MITIGATION



**IMPROVED**

WATER QUALITY



## ESG AT IP GROUP (CONT)

### Social: aligning our people with our purpose

The success of IP Group depends on the quality of our talent across a broad range of disciplines. Our purpose—addressing some of the fundamental challenges faced by our planet by evolving great ideas into world-changing businesses—drives a deep intrinsic level of commitment from our team. Our continued focus on our culture seeks to build on this, with the ultimate aim of creating an environment which allows us to attract, retain and engage exceptional people.

The Group's commitment to its employees and engagement and putting this central to company strategy is highlighted by the creation of a non-financial KPI related to progress in the area, details of which are below. The hybrid metric emphasises key areas in our approach: engagement, retention and diversity of workforce and thought.

### Employee and Engagement Non-financial KPI

A hybrid metric measuring the change in rolling 12-month average Employee net promoter score (eNPS), % of actions identified in the annual engagement survey completed, the Gender Pay Gap trend, diversity of decision-making forums and the level of regretted employee turnover. The total score represented as a percentage is a weighted average for each subjective and objective element. All elements were weighted equally in 2020, with the figure coming to 70%. More details of our KPIs can be found in [IP Group's 2020 Annual Report](#).



## ESG AT IP GROUP (CONT)

### Key areas of progress

#### Employee Engagement

Making sure our team is engaged and aligned with our purpose has always been important to us. This became even more important during 2020 with the move to home-working and virtual meetings inevitably weakening the natural ties with and between our people.

We implemented a cycle of weekly live, virtual communications, comprising Portfolio Update Programme sessions and All Staff meetings. The Portfolio update sessions give our people the opportunity to learn about specific portfolio company technology and performance direct from our investment teams. The All Staff meetings ensure regular updates from our executive directors and other key leaders and team members on the performance of our own business and more specific issues relevant to a wide range of our people.

#### Retention

We were also pleased to see a reduction in unplanned turnover in 2020. Whilst 17 colleagues (14%) left the business overall, only four leavers were unplanned. Encouragingly, two of those (50%) left to join portfolio companies, and so will continue to positively contribute to our future.

#### Human Capital: building skills & capability

In 2020, we also started the process of improving our broader training offer. In doing so, we aim to create a positive, adaptable environment within which our people can thrive as individuals whilst positively contributing to our performance. Development opportunities offered in 2020 covered topics as diverse as ESG investing, Finance/Accounting and Genetics and Neuroscience. Our commitment to remaining safe, legal and compliant across the business was supported through the provision of Anti-Money Laundering training. All of our people also participated in Cyber Security, GDPR and Anti-Money Laundering training.

#### eNPS: improved from -2 to +23 during 2020

- eNPS is measured using responses to the question, 'I would recommend IP Group as a great place to work', that has a 5-point rating scale.
- Promoters = percentage of strongly agrees (5s)
- Passives = percentage of agrees (4s)
- Detractors = percentage of strongly disagrees, disagrees and neutrals (1-3s)
- eNPS = Promoters - Detractors. Outcomes range from -100 (low) to +100 (high)



87%

OF EMPLOYEES ARE POSITIVELY ENGAGED<sup>1</sup>

<sup>1</sup>CultureAmp defines a positive response as either a 4 or a 5 therefore this figure uses Promoters (5s) + Passives (4s) to ascertain positive engagement over 2020.

## ESG AT IP GROUP (CONT)

## Diversity &amp; Inclusion

Creating a diverse and inclusive working environment is central to our culture at IP Group. We are, of course, committed to equal opportunities when it comes to recruitment, selection and development. But it's not only a focus because it's the right thing to do. Our people are likely to be happier and more productive if they can be themselves at work. Our success depends upon the quality of investment decisions we make and the advice we give, both of which can only be improved when influenced by a wider range of representative views. Therefore, inclusion of a broad range of experiences, characteristics and outlooks within our business is also a way we can improve our performance.

## Gender split as at 31 December 2020

	MALE		FEMALE	
	#	%	#	%
Board	7	70	3	30
Senior Leadership Team	8	100	0	0
Senior Managers/Partners	14	67	7	33
Combined SLT	22	76	7	24
All employees	55	54	46	46

## Gender split as at 30 June 2021

	MALE		FEMALE	
	#	%	#	%
Board	6	67	3	33
Senior Leadership Team	7	64	4	36
Senior Managers/Partners	17	74	6	26
Combined SLT	24	71	10	29
All employees	57	54	48	46

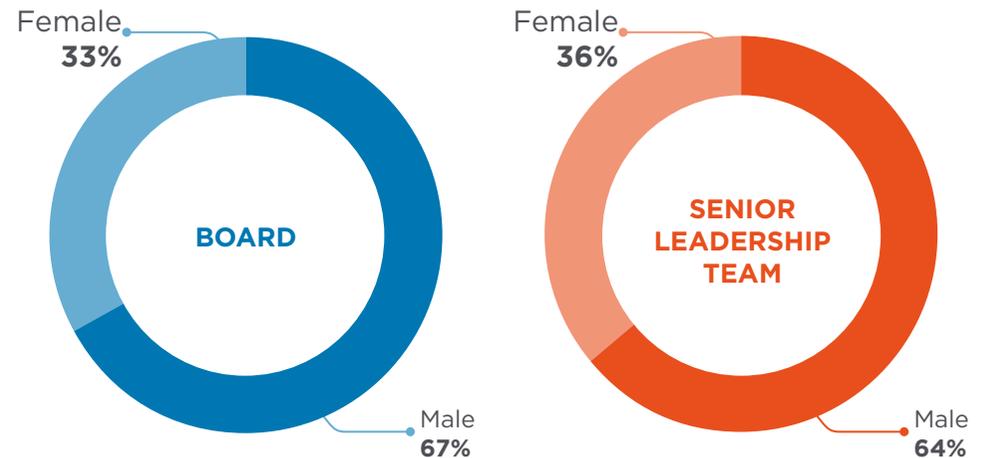
## ExCo: pioneering diversity of thought

The project to form a new Group Executive Committee (ExCo) was implemented through 2020 and the beginning of 2021, with all eleven posts on the Committee being appointed, and of these appointees four are female, increasing senior leadership representation to 36%.

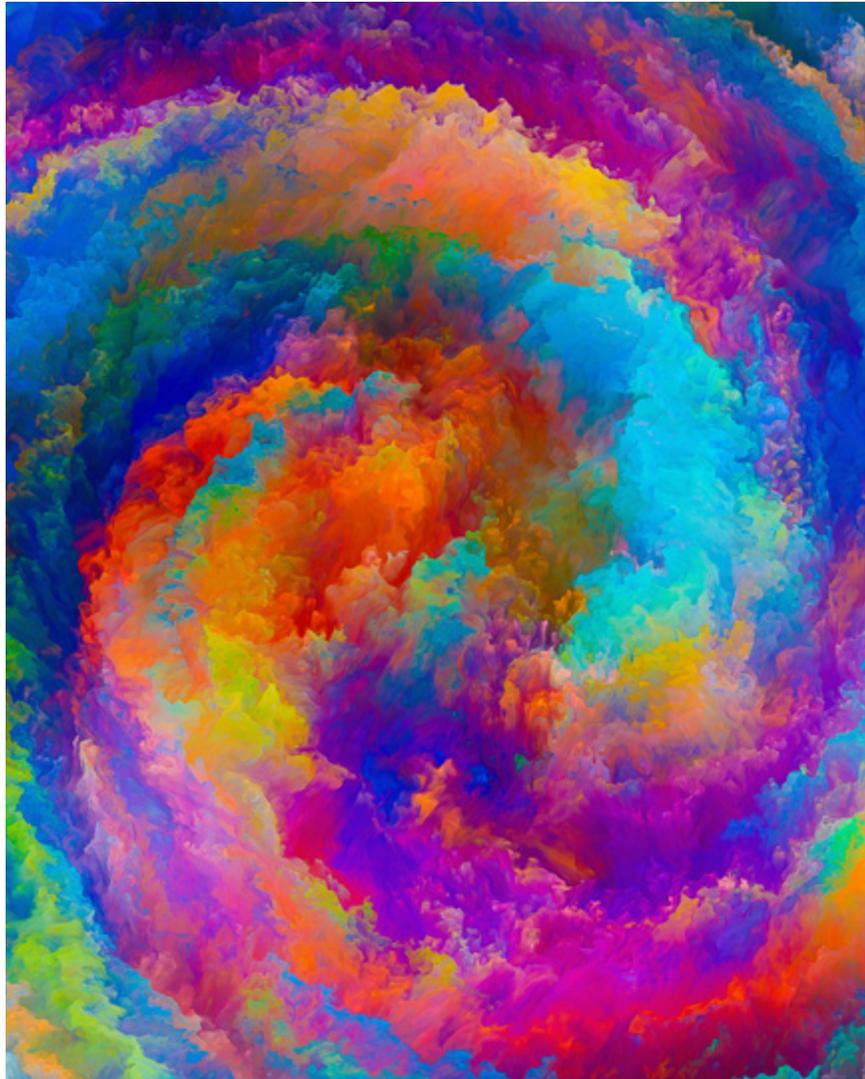
We have introduced two 'Employee Executive' roles. The primary purpose of these roles is to bring more diversity of thought into the decision-making process at the top of the Group. These positions are allocated to employees who put themselves forward for selection. We expect those appointed will be able to utilise this broader perspective (including their experience and view as an employee) to offer constructive and challenging input to both strategic and operational decisions. We believe we are the first FTSE250 company to introduce this type of initiative.

ExCo is led by the CEO and is the body that assists the CEO in the performance of their duties within the bounds of their authority and within agreed financial limits set by the Board from time to time. Subject to these financial limits, ExCo has primary authority for the day-to-day management of the Group's operations save for those matters which are reserved to the Board or its committees.

## Gender split as at June 2021



## ESG AT IP GROUP (CONT)



### Supporting Diversity & Inclusion: 2021 and Beyond

Our commitment to building a diverse and inclusive organisation extends beyond the focus on gender. We are committed to ensuring that all people feel included and able to contribute, and we aspire to reflect this in the shape and structure of our business.

As we move into 2021, our focus is on improving recruitment, promotion and the support available to under-represented groups. We will also ensure that our internal decision-making committees below Board and Executive Committee level (including our Capital Allocation Committee and various Investment Committees) include a more diverse range of experience and capability.

We take our responsibility to promote Diversity and Inclusion in our portfolio equally seriously. As a long-term investor, focussed on building successful companies over the long-term, we believe our portfolio companies should share our commitment and focus in this area, and plan to work proactively with our portfolio to ensure that this is the case.

- Diversity Listening Project (H2 2020)
- 100 Black Interns Commitment and appointment
- Revised recruitment & selection policy
- Positive language guidelines developed
- Inclusion of team diversity metrics in our non-financial KPI
- Commitment to greater diversity on all decision-making forums
- Diversity Oversight Committee constituted, and expert external advisors appointed



## ESG AT IP GROUP (CONT)

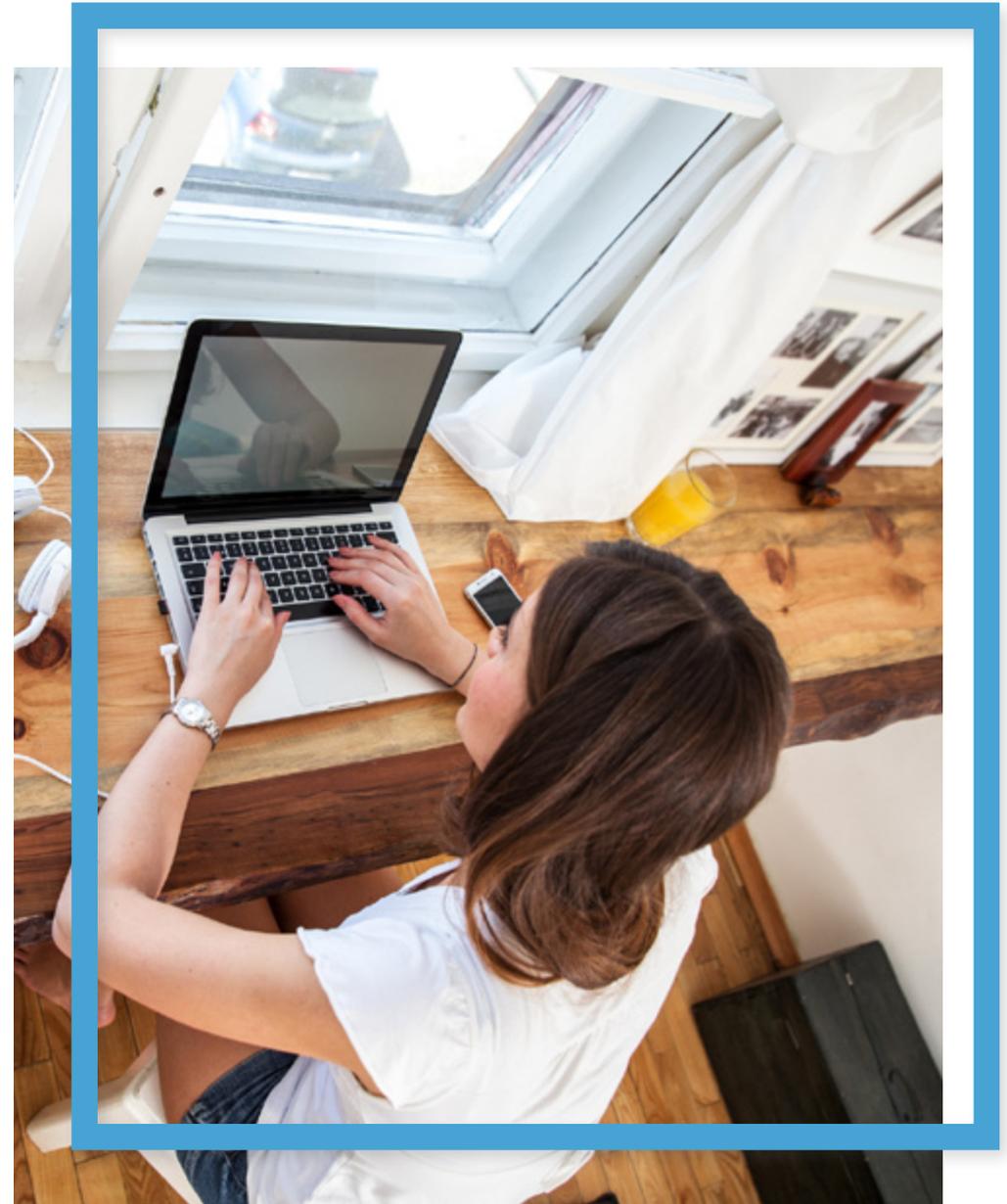
### COVID-19 response

The Group reacted quickly to unfolding events at the start of the COVID-19 pandemic, prioritising the health and wellbeing of colleagues, and ensuring our day-to-day operations were able to continue. Resource was deployed to ensure all of our people were (and remain) supported, protected and productive during a period of significant disruption.

We also recognised the need to do as much as we could to support the wellbeing of our people. The capability of our people is our greatest asset, and we place just as much importance upon supporting our team as we do on the development of our portfolio companies.

As a result of this focus, we implemented a 'mind', 'body', 'spirit' model to the provision of support, ensuring our people were aware of the existing benefits and support available to them and implementing new support mechanisms where required. This approach continues to develop. During 2020, highlights included:

- Providing access to our internal Mental Health First Aider as a first port of call for struggling employees, as well as mindfulness training and support for all of our people.
- Keeping our employees active by providing regular free sporting and wellness activities, including regular online exercise and yoga sessions available for employees and their families. Keeping our people healthy through funded flu vaccinations, supplementing our existing Vitality Health and BUPA dental support.
- Equipping our people to cope with changes in working patterns through sustained resilience training and support and mitigating some of the stresses caused by the pandemic through the offer of hardship loans to all employees.



## ESG AT IP GROUP (CONT)

### Community Engagement

In August 2020, the Group's partnership with education charity Generating Genius came to the end of its term. While the search for a new partner charity was delayed due to COVID-19 disruptions, the charity liaison team sought to support charities with individual contributions and engage staff, details of which are below:

#### Crossing Continents

Between May and June, IP Group held a virtual 'Crossing Continents' challenge to raise funds for Médecins San Frontières. IP Group staff were challenged to collect donations for the charity's COVID-19 appeal while collectively walking, running, or cycling 3,000 Km. Our staff raised £1,930, which was matched and further supplemented by a base donation of £5,000 by the Group for a total of £8,860. Thirty-four employees from around the world participated in the challenge, covering 7643.56 Km between them.



#### The Felix Project

With the Walbrook Office closed, the Crisis Response Group and Charity teams agreed that a portion of savings from running the office should go to a local charity. A donation of £3,460, representing three months of office expenditures, was made to The Felix Project, a London-based charity that collects surplus food from commercial supply chains and redistributes it to schools and charities.



#### Generating Genius

The charity aims to address the attainment gap of black, Asian and minority ethnic (BAME) students compared with other demographics within STEM (science, technology, engineering and maths) subjects and related industries by supporting talented and able students over a prolonged period of time with a mix of academic and professional engagement.

IP Group was able to host six young people in February 2020 for a work experience week. The students were set the challenge of developing a business idea and pitching it to a panel of Group staff, while simultaneously attending a series of meetings to learn about the business.



#### Post year end

In the post year end period, the Group held a staff vote on its future charity partnership. A shortlist of four potential charities was chosen by the charity liaison team from an original pool of staff-sourced suggestions and proposals made available for the final vote.

The chosen charity is **Into**University, an educational charity that supports young people in accessing higher education or other ambitions through a network of learning centres spanning the UK.

In addition to mark its 20th year, IP Group has also agreed to donate a total of £20,000 in 2021 to 20 causes chosen by staff and has also granted each member of staff three volunteering days per year to support their charitable causes.



## ESG AT IP GROUP (CONT)

### Governance

The Group seeks to conduct all of its operating and business activities in an honest, ethical and socially responsible manner and these values underpin our business model and strategy. We are committed to acting professionally, fairly and with integrity in all of our business dealings and relationships with consideration for the needs of all of our stakeholders, including university partners, investors, suppliers, employees, and portfolio companies. IP Group endeavours to conduct its business in accordance with established best practice, to be a responsible employer and to adopt values and standards designed to help guide staff in their conduct and business relationships. As a publicly traded entity, IP Group actively seeks to engage and maintain an open dialogue with both institutional and private shareholders through its investor relations programme.

### Policies

Copies of the Group's policies in relation to anti-corruption and bribery, anti-slavery, modern slavery, environmental, equal opportunities and diversity, prompt payments, speaking up, anti-facilitation of tax evasion, data protection, health and safety, sustainability and ESG, ethical investment, stakeholder engagement and 'treating customers fairly' can be found in the ESG section of the Group's website: [www.ipgroupplc.com](http://www.ipgroupplc.com).

### Cyber Security

Cyber security reports are provided to the Audit & Risk Committee and to the Board. The Committee takes a keen interest in the measures that are in place and the roadmap for future developments. The PwC internal audit team carried out a cyber maturity assessment in late 2020 following a similar exercise in 2019. The report includes recommendations that management is now acting on to further improve governance, systems and infrastructure security. The Group will continue to assess cyber security on an annual basis to ensure that best practice continues to be followed.

The Group's focus for cyber in 2021 will be on standardising the framework, KPIs and reporting across all regions in which the Group operates. The Group conducted a GDPR audit in 2020 with PwC. PwC rated the outcome as "satisfactory", the highest rating that can be achieved. To further ensure that the Group could respond swiftly and comprehensively to a Subject Access Request (SAR), a simulation exercise was carried out in late 2020

with satisfactory results. The Group received no SARs in 2020.

IP Group has been awarded Cyber Essentials certification. Management commissions regular external penetration testing on IT infrastructure and has implemented multiple cloud and on-premises technologies to monitor endpoints, network traffic that seek to mitigate the risk of intrusion and data breach. Management carries out diligence to seek to ensure that third-party suppliers are maintaining good standards of security.

IP Group continues to ensure that all members of staff receive annual mandatory cyber security training with additional training delivered in reaction to emerging external factors, such as working from home during lockdown or increased levels of phishing attacks. A quarterly phishing test takes place and remediation, such as additional training, is required for employees that fall short of expectations.

The Group takes the threat of a cyber incident very seriously and endeavours to mitigate the risk wherever possible, although it recognised by the Board and management that it will never be possible to fully mitigate cyber risk. The Group maintains a business continuity plan and reviews this plan annually. This plan includes playbooks to react to incidents such as a data breach or other cyber incident.

## IP GROUP AS A RESPONSIBLE INVESTOR

### Responsible Investment

'Stewardship practices' and 'Responsible investment processes' were identified as material to IP Group in the materiality assessment (page 4) and work in 2020 saw an adoption of a more formal way of embedding these practices and processes in our investment decisions.

### Embedding ESG into our investment processes

IP Group recognises the importance of stewardship of our ESG aims such as strong governance and encouraging greater diversity across our portfolio.

Following the adoption of the Group Ethical Investment Framework (EIF) and ESG Policy, we have amended our investment process to ensure ethical and ESG considerations are incorporated. These changes include the addition of excluded sectors into our investment agreements with portfolio companies and documentation of ESG assessment in the investment decision-making process.

While many of our portfolio companies focus on positive change in the Life Sciences and Technology sectors, they are growing companies which may need guidance on compliance of all applicable environmental, ethical and social legislation. Our direct involvement in many of these companies allows greater scope to engage with their management teams on these issues.

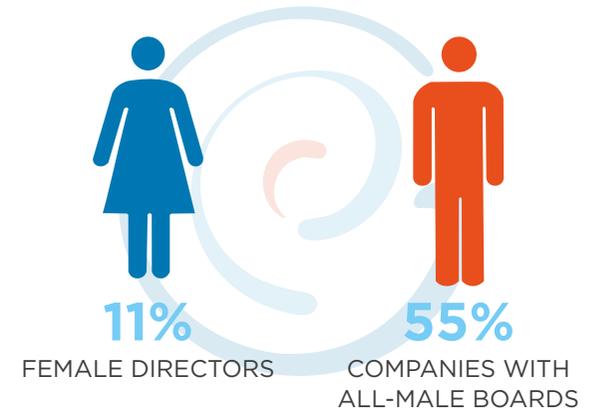
### Responsible stewardship in practice

1. **Policy Toolkit** which includes template policies for anti-facilitation of tax evasion, equal opportunities and diversity, speaking up policy and a GDPR checklist among others.
2. **Encouraging greater diversity in our portfolio**

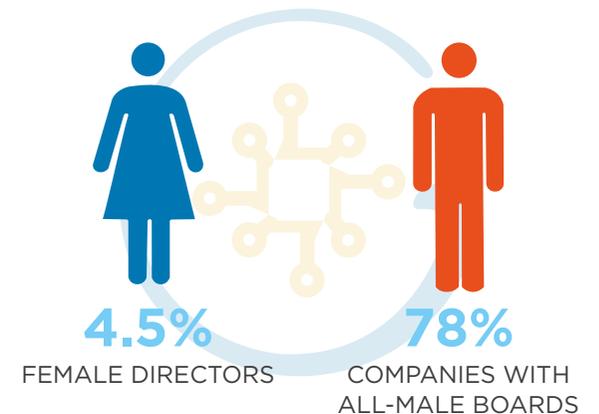
Below shows an example of initial data collected, the aim is to use this data to assess where focus on diversity across the portfolio should lie.

In 2021, our role as a steward is focused on communicating with the whole portfolio to raise awareness of IP Group's growing emphasis on ESG. As a starting point we will distribute a letter to the extended portfolio outlining this and highlighting our ESG Policy and EIF. The letter will also include an updated data collection survey to further measure ESG standards across the portfolio. This data will build on that collected in 2019, a process which will take place every two years.

#### Portfolio Board Data as at June 2020: Top 20 Assets



#### Technology Focus Portfolio



## IMPACT AT IP GROUP



## How IP Group and its portfolio map against the Sustainable Development Goals (SDGs)

In order to reiterate our commitment to responsible business practices and investment, IP Group has aligned its portfolio with the SDGs. The SDGs are the blueprint to achieve a better and more sustainable future for all. Through the activities of IP Group, we address a number of the global challenges identified by the SDGs.

As our portfolio companies have shown in 2020, we invest in businesses that are developing cutting edge solutions in the fight against communicable diseases such as COVID-19 and non-communicable diseases such as cancer and lung disease. These companies can help to change the world through building a healthier society.

The COVID-19 pandemic and response to it has brought increased focus on the climate emergency and how we tackle it. Meeting the goals of the Paris Agreement set five years ago requires an energy transition and the finance behind it. IP Group identifies companies with technologies that can lead the transition and provides funding and support.

In addition, IP Group backs and supports technology companies that are supporting the digital transformation as we move to a more digital world and efficient and equitable working practices.

We estimate that the Group and/or its portfolio companies are currently influencing all 17 SDGs. In 2020 we have continued to look at how the

SDG targets are associated with individual goals and how our portfolio companies can help achieve these targets.

There continues to be a concentration on the six most relevant SDGs to the Group (as detailed below), with the inclusion of SDG 8 - 'Decent Work and Economic Growth' due to contributions towards economic growth and productivity through technological innovation.

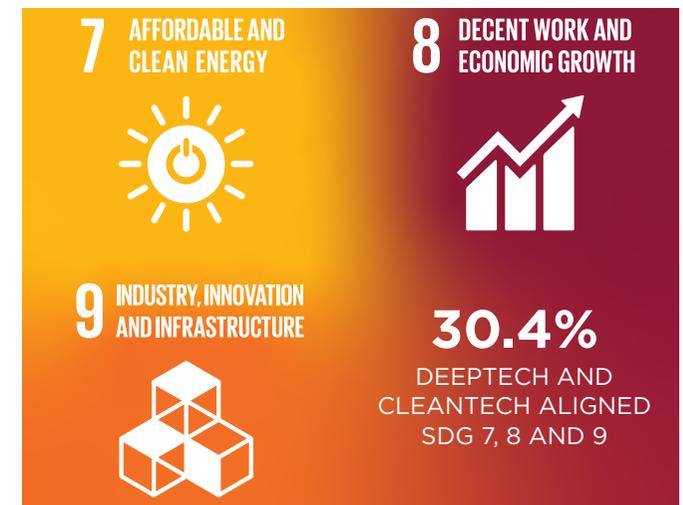
The table on page 22 outlines in more detail how our focus companies, including the top 20 by value, map to the targets. Inclusion can change as it aligns with the focus companies as outlined in Appendix 1.

- 3 (Good Health and Well-being)
- 7 (Affordable and Clean Energy)
- 8 (Decent Work and Economic Growth)
- 9 (Industry, Innovation and Infrastructure)
- 11 (Sustainable Cities and Communities)
- 13 (Climate Action).

## Measuring progress

As part of the progress towards measuring the impact of IP Group's portfolio in 2020, we have looked at the proportion of IP Group's net asset value (NAV) as it aligns to the SDGs by determining whether the business activities of the portfolio companies meet the targets of any set SDG.

### Top 20\* portfolio companies SDG alignment



\*Top 20 by NAV as at 31 December 2020

## CASE STUDY: HELPING THE FIGHT AGAINST CORONAVIRUS



Oxford Nanopore Technologies (ONT) is a prime example of how IP Group backs and supports innovation from an early stage and supports it over time as it matures.

2020 was the year in which Oxford Nanopore's technology really hit the headlines around the world for its work in the fight against the pandemic although their core business of DNA/RNA sequencing remains the foundation for myriad applications.

### The Company

Oxford Nanopore's goal is to enable the genetic analysis of anything, by anyone, anywhere. The company has developed the world's first and only nanopore DNA sequencing platform, which is uniquely scalable from pocket-sized formats through to ultra-high throughput devices. The technology offers real-time data analysis for rapid, dynamic insights.

The Oxford-based company, which now has approximately 600 employees, remains well financed, having raised £162.1m million in 2020 from both existing and new investors including International Holdings Company (IHC) and RPMI Railpen.

### Link to IP Group strategy

- **Helping develop and support companies into robust businesses:** 15 years after providing the original seed funding, Oxford Nanopore is growing fast, recording revenues of £52.1m in 2019, a 60% rise on the prior year, and noted it achieved "strong growth" in 2020. The company was ranked 20th in the Sunday Times Tech Track 100 annual league table of the UK's fastest growing private technology companies.
- **Delivering attractive returns for stakeholders:** Oxford Nanopore is the most valuable holding in IP Group's portfolio. Our 15.0% holding is valued at £340.3m, valuing the entire company at approximately £2.3bn. IP Group also realised £22.0m of cash from a partial sale of its holding in Oxford Nanopore in January 2020 as part of a secondary sale of shares.

### Why is backing innovation like Oxford Nanopore so important?

Oxford Nanopore's sequencing technology is now being used in more than 100 countries and by researchers to explore areas of biological research including human genetics, cancer, infectious pathogens, plant and animal genomics and environmental science.

Of particular note, the company is at the forefront of efforts to tackle the COVID-19 pandemic both in sequencing the virus and also in its diagnosis. Oxford Nanopore's technology has been supporting public health authorities and researchers around the world since the start of the outbreak as rapid sequencing of the virus has helped understand transmission pathways, emerging variants and the biology of the disease. The company also rapidly developed and launched its first diagnostic test (LamPORE) for the detection of the virus. More broadly, in developing and commercialising the LamPORE test, Oxford Nanopore has put in place infrastructure across regulatory, manufacturing and commercial teams that supports its future growth into more 'applied' uses of its technology.

### How IP Group has supported Oxford Nanopore

IP Group provided the original seed funding to Oxford Nanopore in 2005 and has backed numerous follow-on funding rounds. The Group has introduced many new shareholders including RPMI Railpen which invested in the last funding round in October 2020. In total, ONT raised £162.1m across three fund raisings in 2020 to support the rapid acceleration of commercial and manufacturing operations as well as ongoing innovation. IP Group, through IP Exec, has also helped recruit directors, including a number of members of both the executive and non-executive team, over the years.



## CASE STUDY: IESO DIGITAL HEALTH

Ieso provides world-class digital mental healthcare through flexible and confidential 1:1 therapy, digital tools and partnerships. The company helps people gain effective help, where and when they need it.

Mental healthcare lags far behind physical healthcare, with far-reaching human, societal and economic consequences. Ieso brings together expert clinicians, scientists and digital technologists innovating together to understand the crucial learnings which are available in every treatment session. By turning them into data and researching patterns over many thousands of treatment sessions, they are able to see what makes people ill and how to help them get better. Already, putting this knowledge into action means that patients treated are more and more likely to recover.

### Ieso partners with:

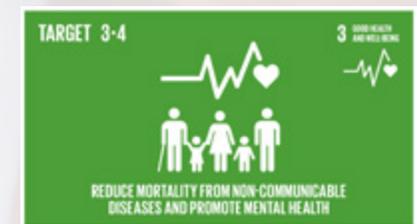
- **NHS:** Ieso has a track record in improving patient care beyond national targets and has already treated more than 70,000 patients through over 400,000 hours of therapy under the NHS IAPT programme (Improving Access to Psychological Therapies). Ieso treatment is currently available across 49 NHS clinical commissioning groups and 27 NHS providers.
- **Employer healthcare:** Ieso recently signed a major contract with a globally renowned telecommunications company to provide mental healthcare to its employees, and is actively building activities with corporate and insurance companies.
- **Digital tools:** Combining collective knowledge and smart technology, data-led clinical insights are enabling the company to develop new digital tools to drive better quality and consistency of care across the globe. Ieso will start bringing these products to market in 2021 alongside commercial partners, helping other organisations to transform their treatment pathways.



### Responding to COVID-19

In the weeks following the announcement of the UK lockdown in March 2020, Ieso identified an 84% increase in referrals to its 1-1 online CBT service, relative to the same period in 2019. Up to a third of patients mentioned COVID-19 as a reason for presenting for mental health treatment and patient worries about viruses also increased, with up to 15% of in-session worries about COVID-19.

Using digital tools to provide mental health services, such as Ieso's online talking therapies, can help widen availability and accessibility at a time of urgent need. It also opens up the potential for gaining data-led insights that improve patient outcomes.



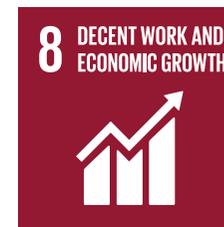
## CASE STUDY: ULTRALEAP



Ultraleap is a next generation user interface company aiming to deliver interaction solutions that remove the boundaries between the physical and digital worlds. The company offers world-leading hand tracking technology and unique virtual touch technology that uses ultrasound to generate tactile sensations in mid-air, creating virtual buttons, switches and other objects that can be felt, but not seen.

With COVID-19 bringing increasing attention to potential infection through public touchscreens, the touchless self-service kiosk market has seen a remarkable increase in demand and represents a significant opportunity. In response to the pandemic and the demand, Ultraleap launched TouchFree, a new, award-winning, touchless solution that allows customers to retrofit existing interactive screens and make them touchless. The company is involved in programmes for multiple-use-cases including quick-service restaurants, airports, train stations, elevators, ATMs, and smart buildings.

In the XR (extended reality) market Ultraleap signed a multi-year contract with Qualcomm Technologies to integrate its Gemini hand tracking technology in Qualcomm's Snapdragon XR2 5G chipset in September 2020. Another feature of the pandemic is the growth in demand for people to communicate virtually so XR technology presents many opportunities for the future. Ultraleap's interface has been highlighted as enabling a 'seamless interaction through a natural connection between people and technology'.



## CASE STUDY: MIXERGY

Mixergy is dedicated to developing intelligent solutions which address the challenges around the electrification of heat whilst simultaneously adding flexibility to the energy system. It is achieving this through cost-effective, energy-efficient and convenient solutions for householders, installers and developers. Mixergy's flagship product is the "Mixergy Tank", a smart hot water tank which saves energy by only heating what you need whilst providing a reliable energy storage service to utilities and network operators.

The Mixergy tank has been launched nationally through British Gas and is now delivering over 1 megawatt (MW) of flexibility to National Grid which is being monetised through Mixergy's powerful software platform. Mixergy's customers are benefitting through intelligent sensing and control which provides visibility of how much hot water is in each tank at all times.

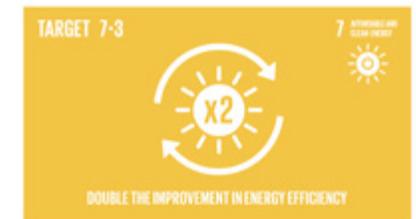
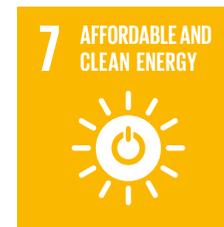
The 2020s is the decade to decarbonise heat and the role that smart and connected hot water cylinders can play in helping social landlords to make the challenging transition to low carbon heating. Ambitious policy and tightening regulations are rapidly accelerating the uptake of Mixergy tanks in new build housing where systems can be easily installed alongside heat pumps, solar PV and solar thermal, as well as conventional boiler or electric heating systems.

But the greater challenge lies in the decarbonisation of heat in existing housing stock. Mixergy supports social housing providers in the transition from the old to the new with smart, connected hot water storage which gives tenants a better, faster and cheaper solution for their hot water needs whilst also reducing carbon emissions.

# Mixergy®

### Highlights:

- The Mixergy tank can also be easily programmed to take advantage of off-peak tariffs or new dynamic time-of-use tariffs.
- For tenants on mains gas, Mixergy has been demonstrated to save up to 21% on gas consumption through better, smarter control of the cylinder set-point temperature, and on average 12% reduction in gas consumption in hot water production (Verified by the Energy Savings Trust).
- Aside from these direct savings, Mixergy tanks provide a zero-cost way for residents to improve their understanding of energy efficiency by being able to interact through a simple and intuitive gauge or through the Mixergy App.
- In 2020 Mixergy worked on a case study with Ocean Housing with the project producing ~35% reduction in running costs from £125 to £80 per year, 16% reduction in carbon emissions, 12% reduction in energy consumed.



## CASE STUDY: BRAMBLE

Bramble Energy, has produced the world’s most scalable hydrogen fuel cell. It is the only technology capable of producing gigawatts of hydrogen fuel cells using existing global manufacturing resources, dramatically reducing the time to market and investment needed versus existing fuel cell designs. Hydrogen fuel cells generate electric power from an electrochemical reaction rather than combustion, thereby eliminating carbon emissions from the power unit and producing only water and heat as by-products.

Point two of the UK’s 10-point plan for a green industrial revolution announced in November 2020 focused on “Driving the Growth of Low Carbon Hydrogen” and laid out a timeline of target milestones for hydrogen technology in the UK. Bramble is well placed to be at the forefront of the adoption of hydrogen as a mainstream clean technology.

### Highlights:

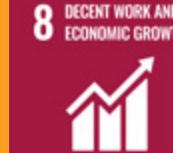
- **Pioneering hydrogen vehicles and pure electric company fleets:** Bramble Energy’s PCBFC™ innovative lightweight and cost effective fuel cell is set to bring even further transformation to the mobility and automotive industries. Passenger cars powered by hydrogen fuel cells, either as range extenders or as prime movers have rapid refuelling and high peak power densities. Hydrogen fuel cells are also becoming a primary power source for ships, trains, buses and forklift trucks.
- **Off grid power solutions:** The silent and portable SD range offers solutions for powering long-term operations. The system works with all Industrial Grade Hydrogen and has no GHG emissions or particulates at point of use. It is a net zero power solution displacing diesel generators with clean hydrogen.



<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	<p><b>TARGET 7-3</b></p> <p><b>DOUBLE THE IMPROVEMENT IN ENERGY EFFICIENCY</b></p>	<p><b>TARGET 7-A</b></p> <p><b>PROMOTE ACCESS TO RESEARCH, TECHNOLOGY AND INVESTMENTS IN CLEAN ENERGY</b></p>
---	--	---



IMPACT AT IP GROUP (CONT)

THEMATIC FOCUS	Deep Tech DATA ANALYTICS CYBER DEFENCE IT TO IMPROVE EFFICIENCY		Cleantech RENEWABLE ENERGY SUSTAINABLE TRANSPORT ENERGY TRANSITION		Life Sciences DIAGNOSTICS THERAPEUTICS ONCOLOGY DIGITAL HEALTH	
PORTFOLIO COMPANY	AMSL Innovations Aqdot Featurespace GarrisonTechnology Ultraleap Holdings Ltd C-Capture MixergyOxbotica Oxford Sciences Innovation plc Uniformity Labs WaveOptics Import.IO Chromosol Ltd Yoyo Wallet Ltd		Azuri Technologies Bramble Energy C-Capture First Light Fusion Oxbotica Oxford Nanopore Technologies Mixergy RFC Power		Artios Pharma Centessa (Apcintex) Crescendo Biologics Diurnal Group Enterprise Therapeutics Hinge Health Ieso Digital Health Inivata Istesso Microbiotica Mission Therapeutics MOBILion Navenio Oxford Nanopore Technologies PsiOxus Therapeutics Pulmocide Ltd	
SDG TARGET	11.2 Affordable and sustainable transport systems 11.3 Inclusive & sustainable urbanisation 11.6 Reduce the environmental impact of cities 9.1 Develop sustainable, resilient & inclusive infrastructures 9.4 Upgrade all industries and infrastructures for sustainability 9.5 Enhance research and upgrade industrial technologies 9.C Universal access to ICT 8.2 Achieve higher levels of productivity of economies through diversification, technological upgrading and innovation		7.1 Universal access to modern energy 7.2 Increase global percentage of renewable energy 7.3 Double energy efficiency 7.A Promote R&D and investment into cleantech 7.B Expand & upgrade energy services in developing countries 13.2 Integrate climate change measures into policies & planning 13.3 Build knowledge & capacity to meet climate change		3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases 3.4 By 2030, reduce by one third premature mortality from non-communicable diseases and promote mental health and well being 3.D Strengthen the capacity for early warning, risk reduction and management of national and global health risks	
SUSTAINABLE DEVELOPMENT GOAL	  		 			

\*Focus companies as at 31 December 2020

## REPORTING & TRANSPARENCY: SASB

IP Group plc is reporting to the SASB framework for the first time this year. We believe this to be the most relevant ESG framework to investors. While there are omissions in some data areas, it is a focus of the company to improve data collection through 2021 and beyond.

TOPIC	ACCOUNTING METRIC	CODE	MORE DETAILS
<b>ASSET MANAGEMENT &amp; CUSTODY ACTIVITIES</b>			
<b>Transparent Information &amp; Fair Advice for Customers</b>	(1) Number and (2) percentage of covered employees with a record of investment-related investigations, consumer-initiated complaints, private civil litigations, or other regulatory proceedings	FN-AC-270a.1	The topic and associated metrics are omitted on the basis of lack of applicability
	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product related information to new and returning customers	FN-AC-270a.2	The topic and associated metrics are omitted on the basis of lack of applicability
	Description of approach to informing customers about products and services	FN-AC-270a.3	The topic and associated metrics are omitted on the basis of lack of applicability
<b>Employee Diversity &amp; Inclusion</b>	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	Page 10 of ESG Report
<b>Incorporation of Environmental, Social, and Governance Factors in Investment Management &amp; Advisory</b>	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	FN-AC-410a.1	As indicated in the answer to FN-AC-410a.2 we have amended our investment process to include an ESG assessment, and we have started to record how ESG is integrated in our minutes. However we have an insufficient amount of data at present to assign an accurate or meaningful figure to the amount of assets under management.
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	IP Group recognise the importance of stewardship of our ESG aims such as strong governance and encouraging greater diversity across our portfolio. Following the adoption of the Group EIF and ESG Policy, we have amended our investment process to ensure ethical and ESG considerations are incorporated. These changes include the addition of excluded sectors into our investment agreements with portfolio companies and documentation of ESG assessment in the investment decision-making process. While many of our portfolio companies focus on positive change in the Life Sciences and Technology sectors, they are growing companies which may need guidance on compliance of all applicable environmental, ethical and social legislation. Our direct involvement in many of these companies allows greater scope to engage with their management teams on these issues.

## REPORTING &amp; TRANSPARENCY: SASB (CONT)

TOPIC	ACCOUNTING METRIC	CODE	MORE DETAILS
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	<p>IP Group is primarily an investor in private companies, who mainly take corporate shareholder actions through written resolutions. Our authority as a shareholder in these private companies is mandated by our rights in the shareholders' agreement and we often have an investor director on the board who will hold significant influence and is able to ensure appropriate governance throughout the year. The shareholders' agreement will prescribe certain matters which cannot be taken without either investor director consent and/or shareholder consent of an investor majority. In relation to quoted portfolio companies (all of which are currently AIM listed), we have standard authority guidelines that we send to such companies on an annual basis which are in line with the proxy advisory groups' recommendations for AIM companies and we actively encourage such companies to engage with us when they are looking to request extraordinary share authorities at AGMs/GMs before sending the meeting notices out.</p> <p>We also actively encourage our quoted portfolio companies to consult with us prior to putting in place any new, or amending any existing, share option schemes especially where the terms of such schemes could be viewed as off market.</p> <p>We review all proxy forms or AGM notices to ensure they are in line with our guidelines before signing them. If not, then we will raise any issues specifically with either the company secretary or the investment director, as appropriate.</p> <p>We believe that the above policies and procedures are appropriate and proportionate for the size and maturity of our portfolio companies but will keep these under review should the nature of our quoted portfolio change.</p>
<b>Business Ethics</b>	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations <sup>5</sup>	FN-AC-510a.1	There have been no monetary losses associated with these criteria.
	Description of whistleblower policies and procedures	FN-AC-510a.2	<p>All staff are responsible for the success of the Speaking Up policy and should ensure that they use it to disclose any suspected wrongdoing or danger. Staff are able to raise any concerns with Managers and can also contact one of the following: the Speaking Up Officer, currently the Chief Financial Officer, Greg Smith, or the General Counsel, Angela Leach. There is also a secure, 24- hour, external speaking up hotline and web reporting system operated by Navex which staff may wish to use instead of the internal process. <a href="https://www.ipgroupplc.com/-/media/Files/1/IP-Group-V2/documents/CSR%20docs/Speaking%20Up%20Policy%20201911.pdf">https://www.ipgroupplc.com/-/media/Files/1/IP-Group-V2/documents/CSR%20docs/Speaking%20Up%20Policy%20201911.pdf</a></p>
<b>Systemic Risk Management</b>	Percentage of open-end fund assets under management by category of liquidity classification	FN-AC-550a.1	There have been no monetary losses associated with these criteria.
	Description of approach to incorporation of liquidity risk management programs into portfolio strategy and redemption risk management	FN-AC-550a.2	There have been no monetary losses associated with these criteria.
	Total exposure to securities financing transactions	FN-AC-550a.3	There have been no monetary losses associated with these criteria.
	Net exposure to written credit derivatives	FN-AC-550a.4	There have been no monetary losses associated with these criteria.

## REPORTING &amp; TRANSPARENCY: SASB (CONT)

TOPIC	ACCOUNTING METRIC	CODE	MORE DETAILS
	<b>ACTIVITY METRICS</b>		
	(1) Total registered and (2) total unregistered assets under management (AUM)	FN-AC-000.A	£1.7bn
	Total assets under custody and supervision	FN-AC-000.B	n/a
	<b>PROFESSIONAL &amp; COMMERCIAL SERVICES</b>		
<b>Data Security</b>	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	IP Group has been awarded Cyber Essentials certification. Management commissions regular external penetration testing on IT infrastructure and has implemented multiple cloud and on-premises technologies to monitor endpoints, network traffic that seek to mitigate the risk of intrusion and data breach. Management carries out diligence to seek to ensure that third-party suppliers are maintaining good standards of security..
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	The IP Group GDPR policy can be found here: <a href="https://www.ipgroupplc.com/sustainability/governance">https://www.ipgroupplc.com/sustainability/governance</a> .
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	There have been no data breaches in relation to this criteria.
<b>Workforce Diversity &amp; Engagement</b>	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Page 10 of ESG Report.
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	6.1% attrition (based on voluntary turnover) Pg 53 - Annual report - <a href="https://www.ipgroupplc.com/-/media/Files/1/IP-Group-V2/documents/investor-relations/ip-group-ar-2020-index-linked.pdf">https://www.ipgroupplc.com/-/media/Files/1/IP-Group-V2/documents/investor-relations/ip-group-ar-2020-index-linked.pdf</a>
	Employee engagement as a percentage	SV-PS-330a.3	Page 9 of ESG report.
<b>Professional Integrity</b>	Description of approach to ensuring professional integrity	SV-PS-510a.1	The Group seeks to conduct all of its operating and business activities in an honest, ethical and socially responsible manner and these values underpin our business model and strategy. We are committed to acting professionally, fairly and with integrity in all of our business dealings and relationships with consideration for the needs of all of our stakeholders, including university partners, investors, suppliers, employees, and the businesses in which the Group has holdings. IP Group endeavours to conduct its business in accordance with established best practice, to be a responsible employer and to adopt values and standards designed to help guide staff in their conduct and business relationships. As a publicly traded entity, IP Group actively seeks to engage and maintain an open dialogue with both institutional and private shareholders through its investor relations programme.
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	There have been no monetary losses associated with these criteria.
	<b>ACTIVITY METRICS</b>		
	Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	FTE 98.8
	Employee hours worked, percentage billable	SV-PS-000.B	The topic and associated metrics are omitted on the basis of lack of applicability

## REPORTING &amp; TRANSPARENCY: TCFD



## Governance

Disclose the organisation's governance and climate related risks and opportunities.

IP Group's approach to ESG including climate change and related policies is overseen by the Board of Directors and accountability for sustainability rests with executive management and, in particular, the Chief Executive Officer. In addition, the Group's existing investment processes take into account ESG matters including matters around climate change through the Ethical Investment Framework which is overseen by the Ethics Committee. IP Group's operational oversight of climate change is covered by its ESG and Sustainability Policy. The Group has an ESG Working Group which meets once a month and oversees the implementation of related work including climate related matters.

## Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

This year IP Group, in line with TCFD recommendations, undertook a climate-related materiality analysis of the prevailing physical and transitional risks and opportunities facing the Group. This was to establish a baseline assessment of the impact of climate-related risks and opportunities on the business and its strategy. This will ensure the identified risks are minimised and high impact opportunities are extensively explored.

We have also mapped stakeholder perceptions of climate-related risks and opportunities to understand where greater engagement on topical themes is needed to align with the TCFD recommendations. These findings will feed into agendas set by the ESG Working Group as well as the Audit and Risk Committee.

## Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

The Group's management and Board regularly consider emerging internal and external risks and opportunities which have the potential to affect the Group in the short, medium and long term. By undertaking a strategic review of climate-related risks and opportunities, including the magnitude of their impact and likelihood, we are able to focus on those which are most material to the resilience of our business. A review of climate-related risks and opportunities will take place at least annually for consideration by the Audit and Risk Committee.

## Metrics & targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

We identify year-on-year trends in our scope 1-3 GHG emissions and intensity ratios to assess and manage the likely impact of climate-related risks and opportunities on our business. Although we have seen a decrease in overall carbon emissions in 2020, we largely ascribe this to the remote-working patterns and travel restrictions implemented in response to the COVID-19 pandemic. Reduction in our scope 3 emissions, particularly transport, remain a focus for IP Group given that scope 3 emissions accounted for 85% of total emissions in 2020. Using historic GHG emissions, carbon footprints and relevant external climate change data, IP Group aspire to set meaningful targets in 2021 to reduce climate related-risk and maximise climate-related opportunity.

More information can be found in our 2020 TCFD report: [www.ipgroupplc.com](http://www.ipgroupplc.com)

## APPENDIX 1: TOP 20 PORTFOLIO COMPANIES AS AT 31 DECEMBER 2020

COMPANY NAME	SECTOR	DESCRIPTION	GROUP STAKE AT 31 DEC 2020 <sup>i</sup> (%)	FAIR VALUE OF GROUP HOLDING AT 31 DEC 2020 (£m)
Oxford Nanopore Technologies Limited	Strategic	"Enabling the analysis of any living thing, by any person, in any environment"	15.0	340.3
Istesso Limited	Life Sciences	Reprogramming metabolism to treat autoimmune disease	56.4	85.6
Hinge Health, Inc.	Life Sciences	The World's First Digital Clinic for Back and Joint Pain	2.4	42.1
Featurespace Limited	Deeptech	Leading predictive analytics company	19.7	36.8
Inivata Limited	Life Sciences	Transforming clinical cancer care with liquid biopsy	21.4	31.0
Wave Optics Limited	Deeptech	Novel optical waveguides and modules for augmented reality displays	17.1	26.1
Diurnal Group plc	Life Sciences	Novel products for the treatment of rare endocrine disorders	31.9	24.7
Garrison Technology Limited	Deeptech	Anti-malware solutions for enterprise cyber defences	23.4	23.6
Ultraleap Holdings Limited	Deeptech	Contactless haptic technology "feeling without touching"	22.6	23.4
Oxford Sciences Innovation plc	Strategic	University of Oxford preferred IP partner under 15-year framework agreement	2.3	20.6
First Light Fusion Limited	Cleantech	Solving fusion with the simplest possible machine	32.0	20.5
Apcintex Limited	Life Sciences	Developing novel haemophilia therapies	27.5	19.0
Artios Pharma Limited	Life Sciences	Novel oncology therapies	11.7	17.3
Ieso Digital Health Limited	Life Sciences	Digital therapeutics for psychiatry	46.2	16.8
Oxbotica Limited	Cleantech	Software to enable every vehicle to become autonomous	16.4	15.0
Mirriad Advertising plc	Deeptech	Native in-video advertising allowing post-production ad placement	12.3	14.8
Uniformity Labs, Inc.	United States	"Equipment, materials and software for additive manufacturing"	23.6 <sup>i</sup>	14.7
Actual Experience plc	Deeptech	Optimising the human experience of networked applications	21.2	14.4
Mission Therapeutics Limited	Life Sciences	Targeting deubiquitylating enzymes for the treatment of CNS and mitochondrial disorders	18.0	13.8
MOBILion Systems, Inc.	United States	A platform technology for conducting ion mobility separations	27.9 <sup>i</sup>	12.9
"Other companies (111 companies)"				292.8
De minimis and organic investments				11.9
Value not attributable to equity holders <sup>ii</sup>				44.6
<b>Total</b>				<b>1,162.7</b>

i. Represents the Group's undiluted beneficial economic equity interest (excluding debt), including only the Group's portion of IPVF II and the US portfolio. Voting interest is below 50%.

ii. Includes £0.7m decrease (2019: £2.7m increase) in revenue share to Imperial College London, with a corresponding increase in revenue share liability resulting in no net fair value movement.

## **IP Group plc**

Top Floor,  
The Walbrook Building,  
25 Walbrook,  
London, EC4N 8AF

**T +44 (0)20 7444 0050**

**F +44 (0)20 7929 6415**

**[www.ipgroupplc.com](http://www.ipgroupplc.com)**



**For more information:**

**Contact Ashleigh Lezard**

**Communications and ESG Manager**

**[ashleigh.lezard@ipgroupplc.com](mailto:ashleigh.lezard@ipgroupplc.com)**

### **ABOUT THIS REPORT**

This report aims to provide information to our stakeholders to form a view on how IP Group is performing on environmental, social and governance ('ESG') matters. We have an evolving approach to sustainability at the Group and the report should be read in conjunction with our Annual report and accounts.