

PORTFOLIO LEVEL KPIs

The 2019 and 2018 Actual KPIs include the companies in Kinnevik's portfolio per 31 December 2019 and 2018 respectively, excluding Millicom, Westwing and Nelly. The 2019 Comparable KPIs excludes MatHem and VillageMD as Kinnevik invested in the companies during 2019, and Nelly as it was not rated as a separate entity during 2018.

	% of Portfolio Value				% of Number of Companies			
	2019 Actual	2019 Comp	2018 Actual	2018 Comp	2019 Actual	2019 Comp	2018 Actual	2018 Comp
ECONOMY								
Has implemented a Code of Conduct across its organisation	92%	94%	95%	94%	69%	70%	60%	61%
Has implemented a Whistleblowing system	94%	95%	95%	94%	54%	57%	48%	48%
Has conducted a risk assessment including rating risks based on likelihood and impact	87%	89%	62%	48%	46%	48%	32%	30%
Has a defined risk limits statement to monitor risk levels	42%	43%	64%	49%	23%	26%	24%	22%
Conducts regular compliance training	96%	97%	89%	85%	81%	78%	56%	57%
Has incorporated anti-corruption principles in the Company's policies	89%	91%	96%	96%	62%	61%	56%	57%
SOCIETY								
Has implemented a Supplier Code of Conduct based on international standards	83%	85%	92%	90%	46%	43%	40%	39%
Conducts periodic employee surveys	94%	96%	92%	88%	77%	78%	64%	61%
Has incorporated anti-discrimination principles in the Company's policies	93%	96%	96%	96%	73%	74%	56%	57%
Has at least 40% of the underrepresented gender in the management team	4%	4%	34%	7%	12%	13%	16%	13%
Has at least 40% of the underrepresented gender in the board	37%	38%	29%	41%	8%	9%	8%	9%
Has implemented a community outreach or philanthropic program	82%	84%	88%	84%	31%	26%	28%	26%
ENVIRONMENT								
Engages in environmental reporting	78%	79%	60%	44%	23%	22%	20%	17%
Has implemented measures to reduce the Company's carbon emissions	79%	81%	84%	79%	31%	30%	24%	22%