

CVC



CVC and the Community
Opportunities for All
2023/2024

Our Mission

To use CVC's resources to make a difference in the lives of disadvantaged people in the countries where we do business, to support our employees' philanthropic activities, and to help our portfolio companies develop their own CSR programmes.

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About CVC

CVC is a leading global private markets manager with a network of 29 offices throughout EMEA, the Americas, and Asia, managing approximately €186 billion of assets on behalf of the world's leading pension funds and other institutional investors. Funds managed or advised by CVC's private equity strategy are invested in over 125 companies worldwide, which have combined annual sales of approximately €165 billion and employ more than 600,000 people.

CVC's community and philanthropic activities play a part in the firm's integrated approach to responsible business.

Responsible Business at CVC

Creates sustainable value



A Global Programme

○ Countries and cities where CVC are supporting charities and social enterprises



<h3>AMERICAS</h3>	
<h3>ASIA-PACIFIC</h3>	
<h3>CONTINENTAL EUROPE</h3>	
<h3>UK</h3>	

GLOBAL

Young Innovator Awards

CVC and the Community – At a Glance

5,000+

PEOPLE HELPED IN 2023

directly benefited from projects
initiated or funded by CVC

30

CHARITY PARTNERS

5

**VENTURE PHILANTHROPY
ORGANISATIONS**

helping CVC and the Community

€10m

GIVEN TO GOOD CAUSES IN 2023

15

COUNTRIES

with active
philanthropy programmes

68%

CVC EMPLOYEES

involved during 2023

20

PORTFOLIO COMPANIES

involved with
CVC and the Community since 2011

Introduction

Welcome to our latest report on the activities and progress of our firm's philanthropic programme, CVC and the Community.

Launched in 2011, our programme provides funding and resources to improve the lives of people in the countries where we operate and invest.

We are currently active in 15 countries and are continuing to expand the programme to more CVC offices and portfolio companies. CVC and the Community's success is underpinned by annual funding from the business, fundraising events and individual donations, and is only possible thanks to the enthusiasm of the many employees who give up their free time to volunteer or offer pro bono advice to the charities we support.

Our work with portfolio companies to help develop their CSR programmes is a powerful way of leveraging our resources to increase the positive impact we can have on our local communities. We do this through our Planet & People grant programme which supports portfolio companies' community, environmental and philanthropic initiatives.

We are proud of our progress to date and will continue developing our programme to create more opportunities for people, from all backgrounds, to fulfil their potential in work and in life.

Christopher Stadler

Chair, Philanthropy Committee

Focus on Equality of Opportunity

Education

Raising educational attainment



Employability

Improving skills and work readiness



Enterprise

Creating job opportunities for young people



Venture Philanthropy

Working with investors to reach more young people



Our Grant Programme

Our grant programme specifically targets initiatives that improve educational outcomes and employability skills for disadvantaged people and that support entrepreneurship.

“We are delighted to have worked in partnership with CVC Foundation for the past five years to deliver The Old Vic’s flagship employability programme, Take the Lead. With CVC’s generous support, each year up to 1,000 students with diverse backgrounds from London state schools take part in a series of theatre-based workshops, promoting core employability skills.”

Victoria Burton, Associate Director, Trusts and Foundations, The Old Vic

This focus means we can direct our resources and efforts effectively, develop in-house expertise and connect with like-minded funders to maximise the impact we have on the communities where we do business.

In 2023, we ran several grant programmes, including Core, CVC Young Innovator Awards, Cost of Living Support (see below), and Planet & People portfolio company grants (for more information, see Working with Portfolio Companies, page 22).

The Old Vic – Students in ‘Take the Lead’ programme



Core Grants

We fund charities and non-profit organisations that our local staff champion and that work in our focus areas and geographies. We award grants in our core programme for general purposes and/or for specific projects. They usually run for a two-year period, after which they can be renewed.

Our criteria for core grants include fit with our focus, demonstrable impact, and the potential for CVC to add value, such as via staff volunteers or pro bono support and access to the CVC Network.

CASE STUDY: Sport dans la Ville

Sport dans la Ville uses the power of sport to engage with young people from disadvantaged backgrounds and help them develop the personal and employability skills they need to reach their potential in life and work. Established 25 years ago, Sport dans la Ville operates at 68 centres in five regions in France, with over 10,000 young people enrolled on its programmes each year.

CVC supports the charity as a regular donor and the staff in our Paris office are actively involved in organising "Le Tournoi de Foot Solidaire", a series of charity fundraising soccer matches between private equity community teams. The 2023 tournament involved 225 players and raised €125,000 for Sport dans la Ville.

Last year, colleagues from the Paris office took part in an inaugural event to judge the "Entrepreneurs dans la Ville" (edlv.) competition finals. These saw four young entrepreneurs from cities across France pitch their business ideas and receive feedback from the judges. The two winners, Pommy and TeedUp, received cash awards and access to ongoing support from the CVC team.



"Sport dans la Ville offers critical support to children, starting from an early age all the way through to entering the workforce or launching an entrepreneurial venture. Over the past five years, CVC has been a major supporter of the charity, raising almost €1m for it using the power of the CVC Network."

Sami Allouani, Managing Director
CVC – Paris Office



CASE STUDY: Sports dans la Ville – Participants of the 2023 “Le Tournoi de Foot Solidaire”

CASE STUDY: London Youth

London Youth works to champion and strengthen London's youth organisations so young people have the opportunities and skills they need to succeed. They do this with and through their members – a network of almost 600 youth organisations – and at the two outdoor residential centres. The charity works with community youth organisations to give young people access to inspiring opportunities in employability, arts, sport, mental health and wellbeing, and youth social action initiatives. Recognising the funding need for activities that engage young people in constructive activities during the summer break, CVC co-created the Summer Activities Grants programme with London Youth. Under the scheme, youth clubs are invited to apply for grants, ranging in size from £500 - £4,000. A panel of CVC staff awards the grants, with priority given to projects that help young people gain employability skills. Since 2015 CVC has made 139 grants, totalling £569,692, and 7,430 young people have taken part in the activities.

Participant feedback from the 2023 Summer Activities was overwhelmingly positive; 97% of young people said they enjoyed taking part and 91% agreed that they improved their skills for the workplace.



Over the 10 years that CVC has worked with London Youth, we have also supported the organisation in other ways, such as transferring CVC's unused apprenticeship levies to the youth clubs to fund training for 19 youth workers to achieve the Youth Support Worker Level 3 apprenticeship qualification. Further, 475 youth club members have been able to access free IT skills courses through our connection with portfolio company QA, an IT training specialist.

“We’re incredibly proud and grateful to celebrate a decade of working with CVC. Its steadfast support of London Youth’s mission has proved transformational and highlights the benefits that consistent investment in young people and grassroots youth work can bring. CVC has supported far-reaching initiatives across the capital since 2015, giving funding to many of our member organisations to run inspiring and confidence-building summer activities. In recent years, CVC has supported us to deliver an employability-themed offer, creating apprenticeship opportunities for young people and building the employability skills they need to reach their full potential.”

Pauline Daniyan, CEO, London Youth



CASE STUDY: London Youth – 2023 Summer Grant Activity

Young Innovator Awards

Now in its ninth year, this CVC initiative provides kick-start funding and mentoring to young people with innovative plans for new businesses and social enterprises. The 2023 edition took place in our London, New York, San Francisco, Tokyo, Singapore, Seoul, Mumbai and Paris offices, in co-operation with our non-profit partners.



CVC executives participate as judges during sessions where the young entrepreneurs pitch their business plans. Winners receive cash grants to help them build their businesses, alongside mentoring and access to the CVC Network. The businesses supported span a variety of sectors, with the judges awarding extra points to those with a strong environmental or social impact.

“Thanks to the Young Innovator Awards, I’ll be able to develop my sales/ marketing force and acquire a new machine to improve my productivity. It was a great opportunity for me, and I really want to thank CVC for organising this competition and showing your support for my project. This is a big step for Pommy and, of course, for food waste fight.”

Hoang Vi Grad-Duong, Founder, Pommy
YIA France Winner

“It was such a rewarding experience to take part in the judging panel at this year’s YIA and announce the two winners. Melissa has made great strides in building her all-natural candle business, MBur, from scratch, and Amnoni has exciting plans to build the “Launch Ahead” platform to support young people leaving the foster care system. We will be following their success with great interest and offering help and advice to assist them on their way.”

Tiffany Han, Managing Director,
CVC – San Francisco Office

Young Innovator Awards 2023

CVC
Young Innovator Awards

2023 Award Winners

Parker Hughes Founder \$35,000 Bake Coffee parkersimons.com	Arabella Simons Founder \$5,000 Pulse simonsarabella.com
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In partnership with: **Venture FOR AMERICA** | Event delivery partner: **startbook**

winners: **BiOTA** | **POGO**

ventureforamerica.org | startbook.co.uk

New York Office with VENTURE FOR AMERICA

CVC
Young Innovator Awards

2023 Award Winners

Melissa Burnette Co-Founder \$15,000 M Bur Candle Co. melissaburnette.com	Amoson Myers Founder \$15,000 YOU ARE THE PRIZE / Youth Fund youaretheprize.com
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In partnership with: **SKY'S THE LIMIT**

skysthelimit.org

winners: **M BUR CANDLE CO.** | **YOU ARE THE PRIZE**

San Francisco Office with SKY'S THE LIMIT



London Office with OXFORD SEED FUND



Paris Office with SPORT DANS LA VILLE



Singapore Office with YOUTH CO:LAB



Korea Office with YOUTH CO:LAB

CVC Non-Profit Partners



CASE STUDY: Youth Co:Lab

Since 2020, CVC has supported the United Nations Development Programme's Youth Co:Lab social innovation challenge. During 2023, a \$200,000 grant from CVC was awarded to eight young social entrepreneurs in India, Japan, Republic of Korea, and Singapore.



In addition to grant support, CVC professionals provided the eight winning teams with active mentoring support in general management, business development, and financial reporting. Winners in 2023 included India-based Digiswashya, which uses telemedicine centres to bridge the healthcare gap between rural and urban areas, and Korea-based Repla for a technology that uses bacteria to degrade plastic and make it easier to recycle.

"We are so grateful for CVC's financial support and the mentoring from their staff. CVC's contribution has really helped young entrepreneurs across Asia-Pacific on their journey to establish the social enterprises of the future".

Beniam Gebrezghi, Programme Specialist,
Civil Society and Youth,
UNDP Regional Hub in Bangkok





CASE STUDY: Youth Co:Lab – Students from Singapore Social Innovation Challenge 2023

Cost of Living Grants

In response to high consumer price inflation in several European countries where CVC operates, in 2023 we introduced a relief programme for families needing support with basics such as food, heating, and transport. During the year, we granted funding totalling over €571,000 to seven non-profit organisations located in the UK, Greece, Germany, Poland, and Denmark to help them continue serving beneficiaries during a period when demand was at an all-time high. The projects supported included breakfast clubs in schools, foodbanks, direct cash payments for essentials and funding for community sports organisations.



UK



Breakfast clubs at schools in disadvantaged areas



Sustaining community sports organisations



Supermarket vouchers for low-income families



DENMARK



Red Barnet
Save the Children Denmark

Supermarket vouchers for low-income families



GERMANY



Breakfast clubs at schools in disadvantaged areas



GREECE



Breakfast clubs at schools in disadvantaged areas



POLAND



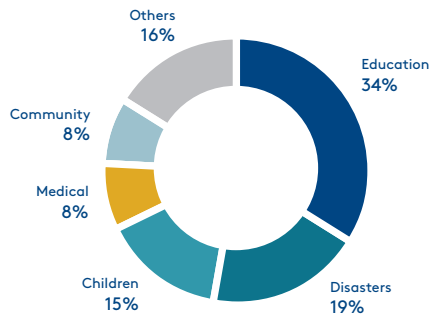
Eight foodbanks for individuals, families and community groups

Employee Involvement

The success of our corporate philanthropy programme relies on our employees' involvement, so we are proud that in 2023 over two-thirds of our people engaged in our activities.

Many staff volunteer with our charities, participate in fundraising events and serve on the boards of non-profit organisations. Providing opportunities for employee involvement is a key part of CVC and the Community's mission and this effort is led by the regional representatives on the Philanthropy Committee.

2023 GRANTS – BY FOCUS AREA



Corporate Matching

CVC supports employees' personal philanthropy through a generous matching programme that helps to create a culture of giving and contributing to the community. In 2023, we made nearly 500 funding matches to over 300 different non-profits around the world. The most popular causes were education and disaster relief. Last year, employees and CVC donated a total of €5.5m through the matching programme.

Volunteering and Pro Bono Work

Our volunteering programme engages our employees and harnesses their talents, energy and expertise to assist our charity partners and their beneficiaries. During 2023, 37% of staff reported that they had volunteered or served on a charity board. We hope to expand this further by making it easier for staff to find opportunities and sign up using our new CVC and the Community platform.

2023 Corporate Challenge

During the month of June 2023, we ran a corporate challenge across all our offices. A total of 751 staff ran, swam, walked or cycled, unlocking €3.2m in donations from CVC. Altogether, they travelled 119,000 kilometres – or three times around the globe. Staff also volunteered in their communities, carrying out 284 activities, from cleaning up a New York city park to hosting employability workshops for young people in London.





Fundraising Challenges

- 1 FIT – Charity Run for under-recognised needs and causes
TOKYO OFFICE
- 2 ImpactHK – Hike along the Wilson Trail
HONG KONG OFFICE
- 3 Bookmark – Tough Mudder
LONDON OFFICE
- 4 Mother’s Choice and Pancreatic Cancer Research Fund – Charity night swim around Hong Kong island
HONG KONG OFFICE
- 5 Power2 – Dragon Boat Race
LONDON OFFICE
- 6 JP Morgan Challenge 2023
NEW YORK OFFICE



82 Non-Profit Charities Supported – BY FOCUS AREA

EDUCATION

EMPLOYABILITY

ENVIRONMENT

CASE STUDY: BUILD NYC

BUILD is a US non-profit organisation whose mission is to use entrepreneurship to ignite the potential of young people from under-resourced communities by building career success, fostering entrepreneurial mindsets and creating opportunity.



Championed by Investment Executive Brock Ballard, our staff have been working with students at the High School for Innovation in Advertising and Media in Brooklyn who participate in BUILD's entrepreneurship programme. In early 2024, CVC hosted 25 tenth-grade students at our New York office so they could pitch their business ideas to CVC executives.

Five teams presented their business plans, received feedback, and learned from the CVC team how to improve their marketing strategy, operations, and financial projections.

Each team received a \$300 cash grant to help them take their business ideas to the next stage. The BUILD programme attendees all commented on how beneficial it was for the students and in turn, CVC staff felt they were able to make a genuine impact and are looking forward to seeing how the students' plans progress over time.

"BUILD NYC is thrilled to continue to partner with CVC for the fourth year in a row. Since 2020, the firm has generously invested in our entrepreneurship education program and has provided our young people with one-of-a-kind, work-based learning opportunities."

Pamela C. Minetti, Director of Philanthropy,
BUILD NYC



CASE STUDY: BUILD NYC – Participants in BUILDfest 2023

Working with CVC Portfolio Companies

As an investor in a range of businesses across the world, we are well-positioned to support and encourage portfolio companies to develop their own corporate responsibility initiatives. Since the early days of CVC’s philanthropy programme, this has been an important pillar of our work. It leverages our own philanthropic efforts by mobilising resources to reach more communities than CVC alone could access. Further, it creates a legacy of philanthropy that lasts well beyond our period of ownership.

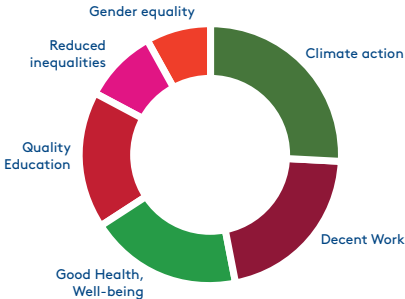


In late 2022, CVC launched its Planet & People grants programme for portfolio companies as a joint initiative with our sustainability team. These grants fund innovative and impactful projects that help portfolio companies meet their CSR or environmental goals. We have made 32 grants, totalling €2m and split roughly half and half between the two categories. Within the People category, we have granted funding for a range of initiatives, from scholarships for students from low-income backgrounds, to hardship grants for portfolio company employees and free cancer screening for low-income people delivered by the healthcare businesses within CVC’s investment portfolio.

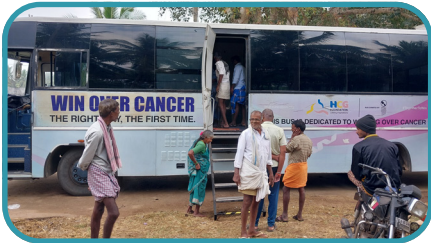
Encouragingly, the take up of these grants by our portfolio companies has so far been high and the projects underway and under development demonstrate creativity and innovation. We are already seeing the positive impact on individuals and communities of these initiatives, and we will continue to monitor and report on their progress over time.

For more information on the Planet category of grants and how these are helping our portfolio companies reach their environmental and sustainability goals, please refer to CVC’s 2024 Sustainability Report.

GRANTS LINKED TO SUSTAINABLE DEVELOPMENT GOALS



Planet & People Grants – Social Category



Health



Free breast cancer screening for 25,000 low-income women in 12 locations in Indonesia. CVC’s grant will fund mammograms for 14,000 women



100 cancer detection screening camps delivered across India serving 10,000 women; treatment subsidised for 50 patients



Free health checks and treatment for 1,700 disadvantaged people in three cities in Indonesia



Education



Scholarships for low-income students on the new MBA in Sports Management



Scholarships for low-income students to study at Malaysian universities. Four students supported each year



Hardship fund and student support to enable diverse and low-income students to train as vets



Digital Skills



Expansion of digital skills training programme to two new cities: Munich and Sofia, where Acronis has offices and staff keen to volunteer as tutors



Expansion of the Tech the Nation programme of free digital skills workshops reaching 5,000 learners per year, 50% of whom are female

Portfolio Company Networking Events

We also actively look for opportunities to bring portfolio companies together to share experiences and best practice in CSR. We have convened learning groups for portfolio companies with similar types of projects funded by the Planet & People grants.

Having previously organised CSR days with our Greek and Polish portfolio companies, in January 2024, we held our inaugural

Responsible Business Day for our UK portfolio, alongside CVC's Sustainability team.

Over 50 executives from our portfolio companies attended the event, which covered a range of themes, including:

- Reflections on Sustainability and CSR in 2023
- Emerging trends in these areas
- Building a strategic CSR programme

Portfolio companies Domestic & General, Medivet, NewDay, QA and Unily shared case studies on creating value by integrating sustainability and CSR into their businesses.

"The expert speakers and fantastic content have given me renewed energy to ensure we continue to think strategically about our CSR activity. If we get it right, we can do amazing things for both the business and society."

Harry Huskisson, Director of Strategy, QA

CVC Responsible Business Spotlight Event for Portfolio Companies



Focus for Future

Over the past 13 years, CVC's philanthropic activities have developed significantly, growing in breadth and depth.

We have made good progress towards our overarching goal of being a force for good in the communities where we do business. However, we recognise that we can achieve more and have an even greater impact by continuing to develop the programme using all the resources we have at our disposal. This year, we plan to launch a new Signature grant programme to help address the most pressing needs in the areas of education and skills development. Further, we will actively promote our new CVC and the Community platform to our employees. This offers staff the opportunity to participate in fundraising events and sign up for volunteering, donate to charities and claim corporate matching. It is being actively promoted around our office network so we can engage even more staff in giving back to their communities.



CVC Philanthropy Team



Philanthropy Committee

Christopher Stadler

Chair, Philanthropy Committee

Judy Marsden*

Global Head of Philanthropy

Kate Butchart*

Director of Philanthropy

Jane Howard

Vice President, Philanthropy

Andrew Davies*

Managing Partner,
Co-head of Private Credit

Carsten Huwendiek

Global Head of Communications

Javier de Jaime

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Carlo Pirzio-Biroli

Managing Partner,
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James Christopoulos*

Partner, Chair US Charity Committee

Aviva Shneider

Principal

* Steering group member