



HALCYON

EQUITY PARTNERS

Investing in the  
Best of Greece

# ESG report

Short Version

2024



June 2025

# About this report

This ESG report marks the beginning of Halcyon Equity Partners' sustainability journey, our first step towards systematically tracking and sharing the ESG indicators that matter most. It also serves as a broader introduction to who we are, what we do and how we invest and operate as a private equity firm committed to responsible growth and long-term sustainability.



At Halcyon Equity Partners, we believe financial performance and meaningful social impact are not mutually exclusive; They are deeply interconnected. Halcyon Equity Partners invests in companies with strong fundamentals and scalable potential, prioritising sectors and companies where ESG integration drives resilience, operational excellence and long-term value creation. Our approach supports businesses that improve efficiency, reduce environmental impact and foster inclusive economic development.

Our report follows the December 2024 edition of the VSME ESRS standard - a European framework developed by EFRAG specifically for SMEs. Halcyon Equity Partners has adopted the Basic Module to ensure we share clear, actionable and accessible data on our sustainability performance with all stakeholders. By aligning with recognised European standards, we aim to build a strong foundation for transparency, continuous improvement and deeper ESG integration.

## About Halcyon Equity Partners

Founded with a commitment to diverse leadership, including a female co-founder, Halcyon Equity Partners, with AuM of more than €170M as of June 2025, invests in mature Scale-up and Growth SMEs & Small Mid-Caps in Greece by deploying growth capital. Halcyon Equity Partners focuses on implementing a strong value-creation roadmap, accelerating the growth of our investment portfolio companies and delivering superior value to our investors.

## Our highlights

Women representation >1/3 in all levels		Fair salaries and competitive workplace	
EQUITY PARTNERS	TOTAL TEAM	ENTRY LEVEL WAGE	PERMANENT CONTRACTS
33%	37%	> 2 TIMES THE MINIMUM WAGE	100%
			
Women	Women		
Career opportunities		ESG focus	
FLEXIBLE OFFICE HOURS	INTERNSHIPS	ESG DUE DILIGENCE	ESG POLICY
FOR STUDYING PROGRAMS (PHD, MBA)	6	100%	TRANSPARENT ESG PRINCIPLES AND STRATEGY
		of the investees*	

\*5 investments were completed during H1 2025

## Our ESG priorities

### ESG Policy

Halcyon Equity Partners applies a robust ESG policy framework guiding its internal operations and investment activities. Rooted in responsible investment, this approach embeds ESG across the investment lifecycle and promotes knowledge-sharing. Portfolio companies report on ESG performance to ensure transparency, accountability and alignment.

### Impact on the Greek economy

Halcyon Equity Partners advances Greek economic competitiveness and sustainability through strategic investments in high-potential SMEs and Small Mid-Caps. By supporting export-oriented businesses and enabling their international expansion, we foster innovation, productivity and job creation. Our indirect impact also contributes to ecosystem development and economic modernisation, driving long-term growth and resilience.

### Gender-Smart Financing Strategy

As a female-founded private equity firm with strong female representation at senior levels, including 60% in the Investment Committee, Halcyon Equity Partners promotes gender-smart investing as a strategic advantage. Halcyon Equity Partners believes that fostering diversity enhances competitiveness, strengthens governance and cultivates more resilient organisations. Our strategy promotes gender inclusion across leadership, supply chains and corporate cultures, helping build more dynamic and equitable environments.

### SDGs alignment

Across our priorities, from inclusive investment practices to governance and strengthening ESG capabilities, Halcyon Equity Partners supports more equitable economies. Halcyon Equity Partners backs purpose-driven companies aligned with the Sustainable Development Goals and promote governance practices ensuring ESG integration and impact delivery.

## Our ESG Footprint in Numbers



1 Policy



21 Initiatives

### Looking Ahead: Strengthening ESG Accountability

As part of our commitment to continuous improvement and transparency, we will begin implementing a consistent framework in 2025 to measure the impact of our ESG actions and policies. We will report on our progress annually to ensure greater accountability and insight.



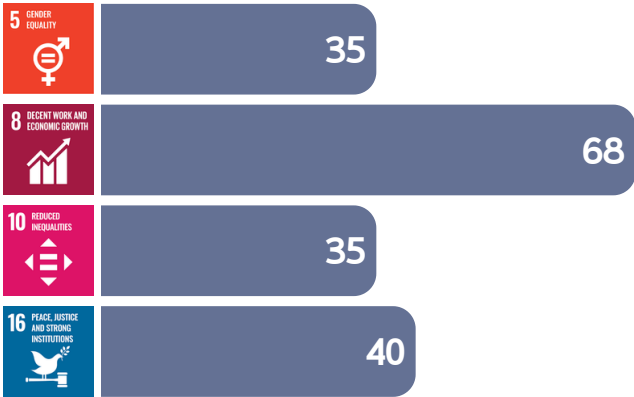
# Halcyon Equity Partners' Impact

## Top ESG initiatives

In 2024, Halcyon Equity Partners established and implemented over 20 dedicated ESG policies and actions, reinforcing its commitment to responsible growth and long-term sustainability. Within this framework, we developed and prioritised a range of initiatives deeply aligned with our core values, several of which are considered unique within our industry. The following highlights showcase where Halcyon Equity Partners is leading with purpose and impact.

Driving Sustainable Growth in the Greek Economy	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>10 REDUCED INEQUALITIES</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>						
Female Representation Across All Levels	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>						
ESG Knowledge Sharing and Portfolio Awareness	<div><div>4 QUALITY EDUCATION</div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>						
Halcyon Equity Partner's ESG Value Creation Framework	<div>5 GENDER EQUALITY</div>	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>	<div>10 REDUCED INEQUALITIES</div>	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<div>13 CLIMATE ACTION</div>	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Wildfire Recovery Donation					<div>13 CLIMATE ACTION</div>	<div>15 LIFE ON LAND</div>	

Our strongest contributions align with SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities) and SDG 16 (Peace, Justice and Strong Institutions). While our focus to date has centered on social and governance priorities, we are now actively integrating climate-related actions and KPIs into our forward strategy.



% of Halcyon Equity Partners' ESG Initiatives aligned w/each SDG



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