



Elpis Impact Introduction

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Introduction to Elpis Impact

Elpis (hope) - a better more sustainable world, Impact - delivering impact to make the change

- Elpis Impact was launched in March 2024 to serve senior business leaders in private companies who need strategic ESG advice to support value creation.
- Advice will be:
 - Commercial, pragmatic and informed.
 - Targeted at delivering material impact and creating business value, while not sweating the non-material stuff.
 - Affordable, without trying to upsell, on sell or cross-sell additional services



Who am I?

"As the Founder and an Executive-level sustainability leader with 28 years of experience in the field, my expertise spans across manufacturing, asset management, and consultancy. My passion lies in facilitating sustainable transformation within commercial contexts.

"At EY and Baringa, I established two sustainable business practices catering to Financial Services and Private markets. Additionally, I have deep experience across consumer goods, telecommunications, industrials, environmental technology, Real Estate, and professional services."

Deeply knowledgeable in ESG best practices and solutions, I approach challenges as a strategic problem solver. Understanding the dynamic nature of today's business landscape, I navigate complexities and seize opportunities for sustainable growth."

Elpis Impact Service offerings

Senior level, commercial, informed advice to support clients drive value and manage risk on a project or fractional basis

Elpis Impact service offerings
1. ESG Strategy, roadmap and implementation - bringing clarity out of ambiguity, enabling C - Suite to set and communicate tailored ambitions internally and externally
2. Sustainability Frameworks - enabling clients to deliver their compliance and sustainability objectives to support their wider commercial objectives Frameworks delivered include: SFDR Article 8/ 9, Social and environmental Impact Frameworks, SBTi, TCFD, Double materiality, CSRD, SDR,
3. Programme Implementation - delivering tailored programmes to enable sustainability transformation and build confidence at Exec level Programmes included: Target Operating Model, product/ programme assurance
4. Sustainability disclosures - providing internal and external confidence on sustainability related disclosures and data
5. Exit Readiness – support management teams understand ESG disclosure requirements and engagement strategies to maximise value at exit to their desired next home e.g. PE/ Trade/ IPO
6. Board ESG/ climate training - Customised Executive level training/ briefings on ESG/ climate regulations, ESG data requirements and disclosure and assurance best practice.

Examples of clients I have worked with

CINVEN

IEQT



CVC CAPITAL PARTNERS

Rathbones
Look forward



TOWERBROOK

CARLYLE

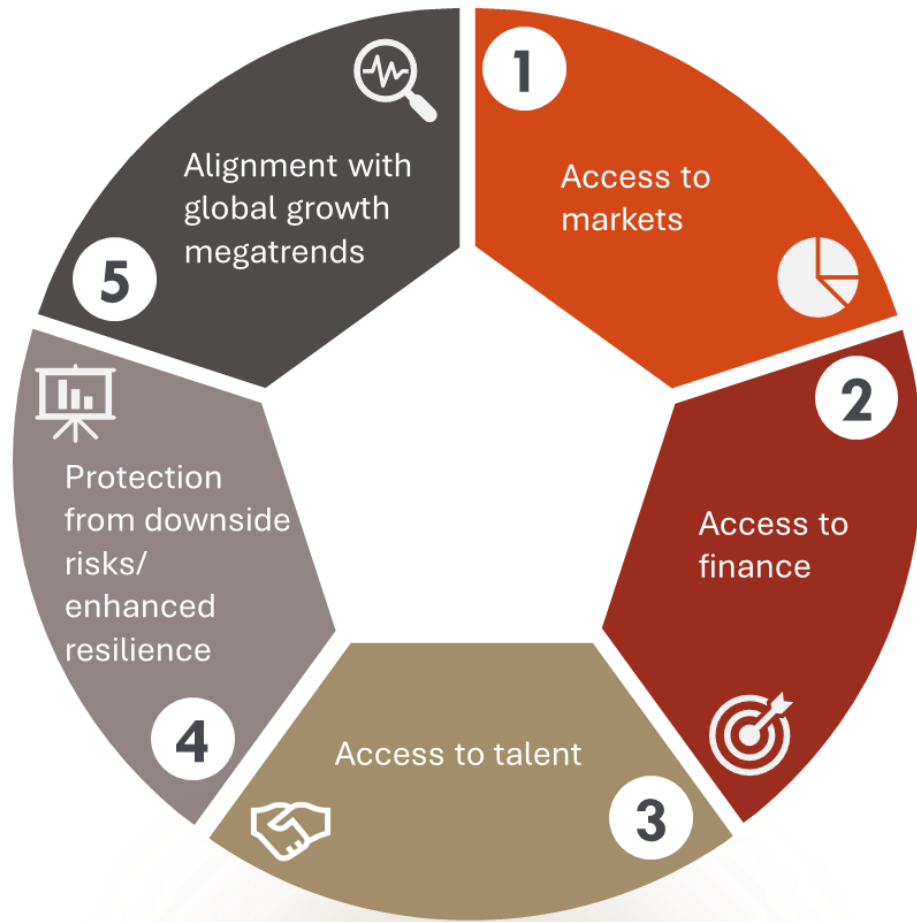
STIRLING SQUARE
CAPITAL PARTNERS

KKR

Blackstone



Why businesses need to prioritise sustainability



1 Access to markets – sustainability is being driven down value chains

- Companies servicing tier 1 corporates or government contracts need to meet sustainability requirements e.g. Accenture was blocked from a £50m contract after ditching its DEI policy

2 Access to finance – sustainability criteria is part of financing criteria

- Corporate banks have committed \$11 trillion to sustainable finance designed to stimulate investment to achieve sustainability objectives³
- Article 8 / 9 funds total €6 trillion equivalent to 58% of the total market share⁴

3 Access to talent

- Environmental sustainability continues to be among Gen Zs' and millennials' top priorities⁵
- 72% Gen Zs and 71% Millennials consider environmental credentials and policies when considering employers⁵

4 Protection from downside risks/ enhanced resilience

- 2024 was the third most expensive for insured losses at \$140 billion (total uninsured losses \$320 billion) driven by weather catastrophes¹
- Global warming could add up to 3 percentage points to annual food inflation by 2035⁶

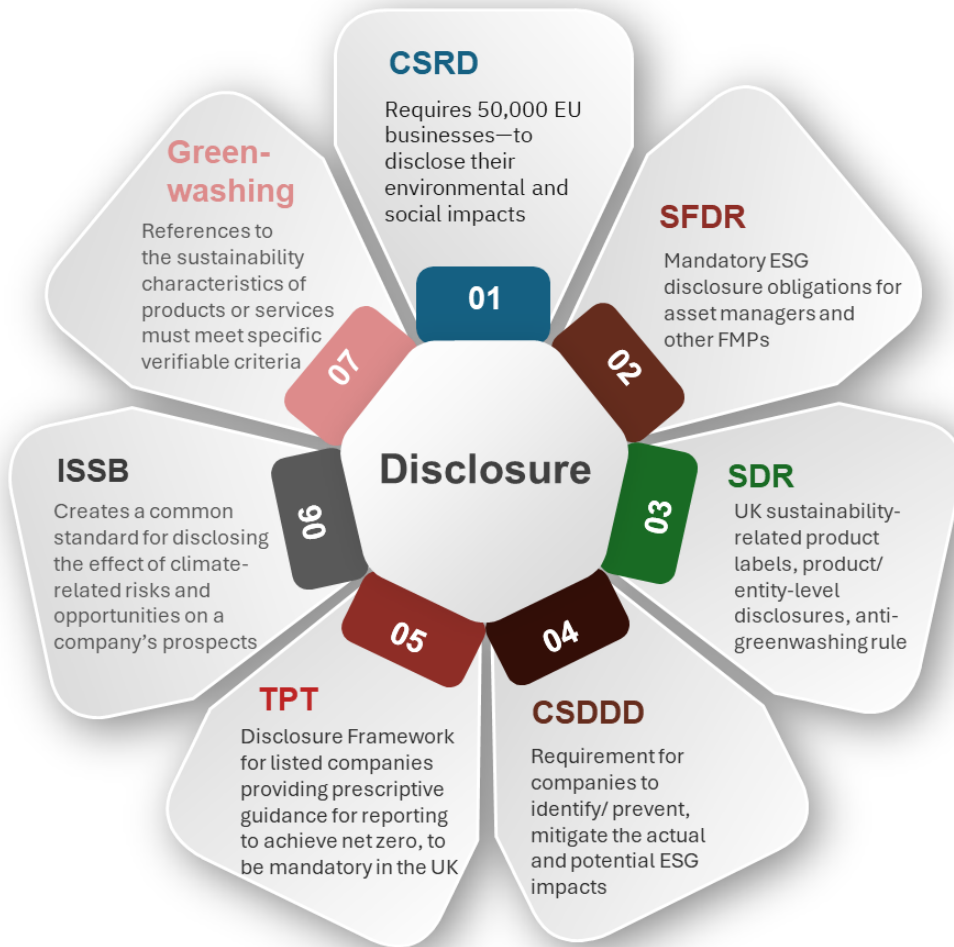
5 Alignment with global megatrends

- Sectors and industries aligned to global megatrends that deliver positive social and environmental outcomes such as supporting ageing populations, climate transition, adaption and resilience, health and wellbeing show strong CAGR growth.

1- Climate change is showing its claws: The world is getting hotter, resulting in severe hurricanes, thunderstorms and floods | Munich Re, 2 - Sadiq Khan blocks Accenture from £50m TfL contracts over diversity clash 3 - Perplexity ai search – sustainable finance commitments from global banks 4 - SFDR Article 8 and Article 9 Funds Q1 2025.pdf 5 - The Deloitte Global 2024 Gen Z and Millennial Survey 6 - Food prices to remain volatile due to extreme weather - Green Central Banking

Sustainability regulations drive transparency

The common theme that connects the alphabet soup of regulations is **disclosure**.



- 1 GPs are being captured by regulations which require sustainability disclosures that impact **business operations** and **investment decision making**.
- 2 To respond GPs and portfolio companies need a clear **assessment of compliance** and a **coherent data gathering approach** that supports efficiency.
- 3 **Disclosure and transparency will be the new normal.**

Key Private Markets ESG Trends

There are a number of key trends driving ESG in private markets that management teams are likely to have to consider to support value

7 Corporate Disclosures

Stakeholders need increased sustainability disclosures. This will require robust processes and controls to support sustainability data gathering.

6 Enhanced ESG due diligence

ESG due diligence is increasingly a standard part of the due diligence suite. It involves assessing a company's sustainability risks while identifying value creation opportunities.

5 Transition Planning

Transition planning is the focus of investors and regulators effort to drive costed credible action to reduce carbon emissions.



4 Assurance Readiness

Robust sustainability frameworks and data integrity are needed to support third-party assurance.

1 Exit Readiness

Companies that can demonstrate value creation through revenues aligned to sustainability themes plus robust sustainability compliance at exit will often sell at a premium.

2 Regulatory Driven Disclosures

Portfolio companies are subject to sustainability reporting from regulators or customers subject to regulations requiring enhanced sustainability performance and reporting.

3 Biodiversity

Growing awareness of the nature crisis and the connection to a changing climate is driving requirements for risk assessments, new policies and disclosures.



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