We collaborate with passionate entrepreneurs developing innovative healthcare and climate solutions.
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<td>End Notes</td>
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Since we first began investing in innovative health and climate solutions, we have been guided by our ultimate belief in the power of humankind to make positive change.

Our outlook has always skewed towards optimism and the art of the possible. We are committed to driving innovation in healthcare and climate solutions that make positive change in our world. This journey is guided by our belief in the ingenious ability of humankind to deliver these advances through successful companies. Our pledge to our investors, our portfolio companies, and our global community is to collaboratively build solutions-oriented businesses that will impact largescale systems.

Through our decades of impact investing, we have seen countless ideas, proposals, and approaches to making durable impact. Our experience has led us to center ourselves around three main elements: 1) clear milestones that create enterprise value; 2) building and supporting the right leadership team, and 3) periodic re-evaluation of the core thesis that led to the investment. These are key factors that we can control along the journey. This approach enables us to identify early-stage companies with potential, provide guidance as they de-risk their technology, and then bring in new partners critical for further scaling and impact.

SOURCE Global, for instance, aims to turn drinking water from a finite to an infinite resource. Access to water is a fundamental need that continues to be challenged by population growth, the climate crisis, and increasing inequality. We began our journey with SOURCE in 2015 when we led the Series A financing round. Led by founder and CEO Cody Friesen, we augmented his vision by shaping the leadership team and investor syndicate. And as they continued to hit their milestones, they have successfully raised numerous rounds of financing, with the company now valued at over $1B. We have proudly watched as they have brought renewable drinking water to communities, schools, hospitals, homes, companies, and governments in over 50 countries. This was not the result of serendipity, but rather grit, focus, and tenacity.

Over the last several years, we have seen increased awareness and capital devoted to impact investing. According to Bloomberg and the Global Sustainable Investment Association, global assets under “ESG” have grown to $35 trillion from $23 trillion in 2016. Simultaneously, we have seen historic weather anomalies across the globe, rising social and civil unrest, and global health calamities.

The need for action is clear. We believe human-powered solutions will solve the human-caused problems that we are all facing. With the increased urgency, we believe the companies in which we invest have even greater potential to thrive. We remain convinced by our original thesis to ‘invest in what the world needs’ and look forward to sharing some highlights from across our portfolio in this report.

Warmly,

The 3x5 Partners Team

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9 Employees  3 Funds  $400M+ Invested

Founded in 2011 in Portland, OR
2021 Highlights

Designing sustainable materials and environmental remediation solutions

- 44 Pollutants Addressed
- 62K+ Gallons of PFAS Contaminated Fluid Treated in 2021
- 6 Sustainable Textile Functionalities

Making drugs safer and more effective

- 4 Patents
- 7,500+ Antibodies
- 5 Therapeutic Targets

Enabling clean energy transition through geothermal energy development platform

- 44MW Contracted
- 1000MW Pipeline
- World’s First Multi-Zonal Stimulation of Geothermal Formation
- #1 Geothermal Lease Holder

Transforming respiratory healthcare

- 35K+ Units Installed
- 3.3M+ Patients Treated
- $3,750 Average Savings Per Patient
- 2.2K+ Hospitals
- 40 Countries

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2021 Highlights

**Sample Recognitions**

- **83%** worker health and safety policies
- **100%** employees paid living wage with retirement options
- **15%** average voluntary employee turnover rate
- **100%** offer paid familial leave
- **82%** average number of employees that receive stock across all companies
- **70%** integrate social and environmental performance directly into company operations
- **68%** higher average employee salary than national average
Invest in What the World Needs

Principles for Climate Solutions Investments

- Innovate technology and business models to transform large, established, and key environmental markets such as for energy, water, and waste
- Reduce and evolve the consumption of the planet’s limited natural resources, including water, food, and energy
- Expand access to resources essential for human well-being, such as clean drinking water

Claros Technologies
Enabling the development of more efficient, safe, and sustainable textiles with zero toxic waste

FERVC Energy
Accelerating the clean energy transition with next-generation geothermal projects to deliver 24/7 carbon-free energy

ENZINC+
Revolutionary battery technology enabling zinc batteries at scale

Developing software to help businesses, cities, and haulers better understand, optimize, and reduce waste

Powering affordable, clean energy with an innovative power flow technology designed to maximize the transmission grid’s transfer capacity

Addressing the global need for drinking water by harvesting safe, clean, infrastructure-free water from sunlight and air
Invest in What the World Needs

Principles for Health Solutions Investments

> Save, extend, and improve the quality of human life
> Produce breakthrough technologies to treat life-altering diseases and conditions
> Reduce the cost of care and provide an economic benefit to all patients

- Addressing the problem of systemic toxicity with highly effective, context-dependent protein-based therapeutics
- Developing anti-CD47 antibodies to block cancer growth more efficiently and change patient lives
- Developing therapeutic antibodies for treatment of allergic, inflammatory, and proliferative diseases

- Creating the first effective therapy for patients suffering from the painful and costly symptoms of Chronic Venous Insufficiency due to Deep Vein Reflux
- Delivering breakthrough, non-invasive respiratory technology for patients with mild to severe respiratory distress
- Medical device that offers compression and patient mobility for the treatment of lymphedema

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# Invest in Ways the World Needs

We aim to take board seats on all of our portfolio companies, and serve as trusted advisors, partners, and stewards. We find that this maximizes meaningful returns to investors and impact to the world.

## In Practice
- **Portfolio-First**
  - CEOs and their teams are and always will be the heroes of our story.
  - Serving our portfolio companies is our priority.

- **Focus**
  - We believe addressing large, cross-sector systemic challenges requires focus.
  - We are unique venture investors with an industry-differentiated approach to making an impact.

- **Patience**
  - Our flexibility and long-term commitment allows us to stick around despite long sales cycles, inevitable valleys of challenges, and uncontrollable externalities.

- **Relationships**
  - Our goal is to be the first call from CEOs, fellow investors, and board members when challenges inevitably arise.

- **Impact**
  - We measure, compare, report, assess, and invest multi-dimensionally.

## What This Means to 3x5
- **Love and trust are our guiding values, which we see as foundational to building relationships, solving challenges, and ultimately delivering economic, environmental, and social impact.**
- **We aim to take board seats on all of our portfolio companies, and serve as trusted advisors, partners, and stewards. We find that this maximizes meaningful returns to investors and impact to the world.**
- **We lead early Series A and B investment rounds, with top-tier syndicate partners following us in later rounds after we have successfully de-risked the company with patience, fortitude, and leadership.**

## How We Invest
- **Focus**
  - We invest in 8-10 companies per fund and are often the largest institutional owner.
  - We invest $10-$20M per company and will often fund through their entire lifecycle.

- **Portfolio-First**
  - We invest in ways the world needs. Portfolio-First
  - We are unique venture investors with an industry-differentiated approach to making an impact.
The following pages highlight the novel solutions of Smart Wires and Claros and aim to provide a quick look into working and collaborating with early-stage companies as they define their product, sales strategy, and ultimate vision. Timelines detailing 2021 progress show how each company approaches enterprise value milestone creation and positive societal impact.
45% of the global power sector investments by 2030 will be in grid digitalization.
—International Energy Agency

Using innovative grid technology and advanced analytics, Smart Wires is creating systemic change by helping customers globally modernize their electrical grids so they can more efficiently and affordably deliver clean energy to homes, businesses, and industry.

2021 IN REVIEW
4.3K+ tons CO2 averted through avoidance of reconductoring and modification of existing transmission lines

$46M annual revenue

198% revenue growth over 2020

81 new employees

320MVAr of power flow control installed and commissioned

9 new projects commissioned
Looking Forward to 2022

> Complete Life Cycle Assessment for two product lines and develop end of life plans

> Conduct 1, 2, and 3 Greenhouse Gas Accounting audit on global operations
Platform technology with initial applications in environmental remediation and functional textiles.

Claros Technologies Inc. is an advanced materials company that strives to lead the industry towards a holistic approach in materials design and innovation to enable the development of more efficient, safe, and sustainable products with zero toxic waste.
### Innovation and Impact at Work: Nothing “Nano” about Claros’ Nanotechnology Platform

<table>
<thead>
<tr>
<th>Q1 2021</th>
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<tbody>
<tr>
<td><strong>Develops in-house methods for PFAS and mercury analysis</strong></td>
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<tr>
<td><strong>Begins work on anti-viral, anti-bacterial masks that inactivates 99.9% of viruses, including coronavirus, within 10 minutes</strong></td>
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<table>
<thead>
<tr>
<th>Q2 2021</th>
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<tbody>
<tr>
<td><strong>Production of Log3 increases 10x; 2K masks being created per day during height of COVID-19</strong></td>
</tr>
<tr>
<td><strong>Ziowear online store launches with first product LOG3Mask developed with funding from the US Army Department of Defense and US Department of Agriculture and local manufacturer Airtex Group</strong></td>
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<table>
<thead>
<tr>
<th>Q3 2021</th>
</tr>
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<tbody>
<tr>
<td><strong>PFAS removal field testing with customers</strong></td>
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<tr>
<td><strong>First successful pilot scale test for functional textile (antiviral) and environmental remediation products (mercury)</strong></td>
</tr>
<tr>
<td><strong>3x5 Partners leads $5M Series A financing round</strong></td>
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<th>Q4 2021</th>
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<tr>
<td><strong>Antibacterial ZioShield scaled-up in roll to roll manufacturing with large US textile mill customer</strong></td>
</tr>
<tr>
<td><strong>Awarded 2021 TechConnect Innovation Award for novel nanocomposite fabrics for personal protective equipment and functional textiles</strong></td>
</tr>
<tr>
<td><strong>Log3Mask received International Achievement Award from trade association Industrial Fabrics Association International</strong></td>
</tr>
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### Looking Forward to 2022
- Establish Environmental, Health, and Safety program
- ISO 17025 Quality Management System Compliant
- Conduct Greenhouse Gas Accounting audit

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PORTFOLIO ESG HIGHLIGHTS
PORTFOLIO ESG HIGHLIGHTS

- cGMP-certified-compliant manufacturing and supply chain
- Corporate governance guidelines
- Anti-bribery and corruption management systems
- Business ethics, conduct, and compliance policies
- 100% of fulltime employees granted stock options
- Robust employee wellness programs
- Low-cost medical, dental, and vision coverage

- cGMP-certified-compliant manufacturing and supply chain
- 100% of employees granted equity ownership
- Supply chains audited
- Flexible work options provided
- Robust employee wellness and benefits programs

- 40% employee ownership
- Flexible work options provided
- Sustainable supply chain management
- Health and safety standards compliant with OSHA, MDH, MDL
- Hazardous waste disposal licensed

- Supplier diversity program implemented
- 100% US-based supply chain
- HR diversity and inclusion program implemented
- Worker health and safety management systems employed
- Flexible work options provided

- Flexible work options provided
- Robust employee training, career development, and management program
- 100% of fulltime employees granted stock options
- Unlimited time off

- Compliant with ISO 14155:2011 Clinical Investigation of Medical Devices for Human Subjects — good clinical practice
- Compliant with ISO 13485:2026 Medical Device Quality Management System and FDA quality system regulation
- cGMP and QSR compliant manufacturing and supply chain with 100% traceability
- Robust employee training, career development, and management program
- Flexible work options provided

- SOC 2 Type 2 compliant
- Scope 1, 2, and 3 emissions measured and publicly available
- ESG materiality assessment conducted by independent party
- Robust employee wellness programs including unlimited online counseling
- Flexible work options and stipends provided
- Free medical, dental, and vision coverage

- Worker health and safety management systems employed; only 1 recordable reportable minor incident
- Business ethics, conduct, and compliance policies
- Anti-bribery and corruption management systems
- Strong DEI reporting
- Environmental goals and sustainability policies
- Responsible labor and management procedures
- Sustainable supply chain management
- Impact assessment and monitoring program

- 91% of input material bulk-recyclable
- Robust employee wellness programs
- Sustainable supply chain management
- Impact assessment and monitoring programs
- Supplier diversity program implemented

- Corporate governance guidelines
- Anti-bribery and corruption management systems
- cGMP-certified-compliant manufacturing and supply chain
- Annual certification of compliance with the corporate comprehensive compliance program
- Business ethics, conduct, and compliance policies
- Conflict mineral policy
- 24/7 anonymous professional conduct hotline
To develop therapeutics for allergy, inflammatory, and proliferative diseases.

- Mast cells and eosinophils, two types of white blood cells, are widely distributed in the body and play a central role in the inflammatory response.¹
- Inappropriately activated mast cells and eosinophils have been identified as key drivers in a number of severe diseases affecting the gastrointestinal tract, eyes, skin, lungs, and other organs.²
- Despite the knowledge that mast cells and eosinophils drive many pathological conditions, there are no approved therapies that selectively target both mast cells and eosinophils.³
- Allakos (NASDAQ: ALLK) is a public, clinical-stage biotechnology company developing lirentelimab (AK002), an antibody for the treatment of various mast cells and eosinophil-related diseases and AK006, an antibody targeting an inhibitory receptor expressed selective on mast cells.
- Lirentelimab selectively targets both mast cells and eosinophils. As such, it has the potential to treat a large number of severe diseases including eosinophilic gastritis, colitis, duodenitis, and esophagitis, as well as chronic urticaria, indolent systemic mastocytosis, and severe allergic conjunctivitis.
**MISSION**

To discover and develop potential best-in-class antibody therapies for the treatment of patients with cancer.

**CHALLENGE**

- Cancer is the second-leading cause of death globally, with 70% of deaths occurring in low- and middle-income countries.  
- The number of new cancer cases per year is expected to rise to 26M by 2030.  
- Cancer therapies are often accompanied by serious or deadly side effects caused by the inadvertent damage of healthy, noncancerous cells.  
- Patients are in desperate need of treatments with better efficacy, tolerability, and safety.
- Arch Oncology’s highly differentiated anti-CD47 antibody (AO-176) blocks the tumor’s “don’t eat me” signal and directly kills tumor cells.
- AO-176 is in Phase 1/2 clinical trials for the treatment of patients with select solid tumors and with hematologic malignancies, both as monotherapy and in combination with standard therapies.
- Arch’s antibody has the potential to improve the safety and efficacy profile relative to other anti-CD47 compounds.

**SOLUTION**

27 Patients Treated in 2021

12 Research Publications

2 Clinical Trials
MISSION

To design and develop safe, non-toxic, sustainable materials and solutions for a circular economy.

CHALLENGE

- Decades of industrial and consumer use of engineered chemicals including the dangerous per- and polyfluoroalkyl substances (PFAS) have left behind severe pollution issues, infiltrating into the air, soil, water supplies, and even humans.
- Not only do these chemicals need to be cleaned up and fully eliminated from our environments, but we also need new, sustainable methods of producing the goods that receive their functional properties from these chemicals.
- Claros has developed a process called Thermal Crescoating, capable of growing inorganic nanoparticles directly into a variety of materials such as foams, polymers, fibers, and textiles.
- Claros’ Thermal Crescoating platform technology can be used in a variety of industries and applications, such as to produce antibacterial fabrics or pollutant removal sorbents.
- Claros has identified initial applications for its technology for the environmental remediation of water pollutants including ‘forever chemical’ PFAS, phosphorus, mercury, lead, arsenic, cadmium, chromium, selenium, iron, zinc, and silver.
- Claros’ technology can also be used to create advanced textile functionalities without the use of toxic chemicals often used to impart antiviral/antimicrobial, anti-odor, and anti-UPF properties.

SOLUTION

- 62K+ Gallons of PFAS-Contaminated Fluid Treated in 2021
- 44 Pollutants Addressed
- 6 Sustainable Textile Functionalities
MISSION
To leverage geoscience innovation to develop next-generation, 24/7, carbon-free renewable geothermal projects.

CHALLENGE
• Although the use of renewable energy is expanding rapidly, existing sources such as solar and wind are insufficient to meet 100% clean energy needs, and growth still falls far short of the pace needed to achieve near-term decarbonization of our energy system and to avoid climate catastrophe.  
• Current technologies for harvesting geothermal energy at scale and efficiently are lacking, leaving geothermal as one of the largest underdeveloped renewable markets.  
• Fervo Energy has developed a suite of proprietary solutions to increase the productivity and lower the cost of geothermal power generation.

SOLUTION
• Fervo is currently developing a portfolio of geothermal assets and has signed nearly 50 MW of Power Purchase Agreements already in order to make 100% carbon free energy a reality around the world.
• Through 2026, Fervo aims to drill and complete 60 wells and install over 200MW of geothermal power.
• Ultimately, Fervo anticipates that its new approach will help unlock 1 gigawatt (GW) of geothermal energy by 2030, and 100GW by 2050, which would offset more than 500 million tons of CO2 emissions per year.

#1 World’s First Multi-Zonal Stimulation of Geothermal Formation
#1 Geothermal Lease Holder   44MW Energy Contracted   1000MW Energy Pipeline
To build a technology platform of therapies that maximize efficacy, limit toxicity, and save patient lives.

- Mast cells and eosinophils, two types of white blood cells, are widely distributed in the body and play a central role in the inflammatory response.12
- The number of new cancer cases per year is expected to rise to 26M by 2030.13
- Most cancer-targeting drugs cause strong side effects, including systemic toxicity that damages the patient’s immune system and limits overall efficacy of therapy.14
- Good Therapeutics’ core technology is a methodology for designing proteins that change shape when they bind with a target biomarker, and in doing so, activate a therapeutic response.
- Good is currently focused on immuno-oncology applications of the platform.
- By attaching a cancer-detecting sensor to existing therapeutic compounds, Good’s context-dependent therapeutics will be both the most effective and least toxic compounds available to treat cancer, helping to dramatically reduce cancer treatment costs.
**MISSION**

To provide the first and only effective and widely utilized therapy for patients suffering from the painful and costly effects of vein valve failure.

**CHALLENGE**

- A total of 6.5M Americans suffer from deep vein reflux (DVR), the failure of leg veins, and moderate to severe chronic venous insufficiency (CVI), elevated pressures in the veins of the leg.\(^1\)
- The current standard of care is to focus on relieving suffering and improving quality of life, but not curing DVR.\(^2\)
- Untreated, advanced stages of these diseases are common in lower-income communities and often result in hospitalizations and wound care.\(^3\)
- Treatment of venous ulceration is a $15B market, accounting for $1 of every $200 in U.S. healthcare spending.\(^4/5\)

**SOLUTION**

- InterVene has developed a catheter-based solution entitled the BlueLeaf Valve Formation (EVF) System that forms new vein valves without the need for open surgery or implants.
- The BlueLeaf system forms new, autologous vein valves out of the patient’s vein wall tissue via an endovascular, ultrasound image-guided approach.
- This more affordable technology will allow patients of all socioeconomic backgrounds to improve their quality of life.

**UNSDG**

- 40 Patients With New Vein Valves
- 8 Active Clinical Sites Globally
- 2.8 Point Average Increase of vVCSS 1-Year Post Op
- FDA Breakthrough Device Designation

**Website**

intervene-med.com

**Headquarters**

San Francisco, CA

**CEO**

Jeff Elkins

**Employees**

17
MISSION

To end waste.

• The world is facing a waste crisis that is threatening our environmental and human health. Without urgent action, global waste will increase 70 percent from current levels by 2050, reaching 3.4 billion tons a year.20
• Landfills are the third-largest industrial emitter of methane, a greenhouse gas approximately 25 times more potent than the carbon dioxide emissions of automobiles.
• Currently, less than one-third of the 75 percent of U.S. waste that can be recycled or composted actually is. The U.S. waste industry has expensive recycling costs and lacks incentives to reduce or divert waste.21/22
• Landfills are the third-largest industrial emitter of methane, a greenhouse gas that is 30 times more potent than CO2.23
• Utilizing proprietary technology in machine learning, computer vision, artificial intelligent, and industrial internet of things, Rubicon has developed a cloud-based digital marketplace for waste and recycling and a suite of software-based products to advance waste management, recycling, and smart city solutions.
• Rubicon collects and analyzes data for small and large businesses and governments worldwide to help customers find economic value in their waste streams and confidently execute on sustainable goals.

SOLUTION

7K+ Customers Including 2K Schools and Small Businesses
80+ Cities Using Rubicon SmartCity

8M+ Unique Service Locations
50 US States and 20 Countries Served
MISSION

Reimagining transmission grids with innovative technology and analytics that provide a digital, controllable, and optimized power system enabling renewable energy adoption and consumer electrification at the pace and scale required for a net zero world.

CHALLENGE

- To reach net zero, more than one terawatt (TW) of generation capacity is needed annually from 2030 to 2050. This is four times the amount of global renewable energy additions in 2020. Nearly $14 trillion will need to be invested in grid modernization to do so.\(^\text{24}\)
- While renewable global electricity has grown from 3 percent to 10 percent of generation over the last decade, most grids are often aging copper and steel networks, inefficient and inflexible to meet demands of extensive modernization without compromising on power security, reliability, efficiency, or affordability.\(^\text{25}\)
- In the US alone, 930 GW of zero-carbon generation is waiting in interconnection queues at the end of 2021 — enough electricity to power more than 600 million homes.\(^\text{26}/\text{27}\)
- Smart Wires provides modular power flow control technologies to transmission owners (also known as electric utilities) to eliminate line congestion by redirecting power to other lines and improving grid reliability and operability.
- Smart Wires’ technology can also be used to address the increasing number of issues including supporting grid forming, power quality, sub-synchronous resonance, resilience, and system strength and security.
- Smart Wires also provides analytics services for generation and load connections and power system operation and planning constraints.

SOLUTION

- 9 New Projects Commissioned
- 320 MVAr of Power Flow Control Installed
- 84 SmartValves Installed Globally
- 4,332 Tons of CO2 Avoided
To perfect drinking water for every person, every place.

- Today, drinking water is a finite, scarce resource.
- Half of our global population faces severe water scarcity at least one month each year.  
- One in three people worldwide does not have access to safe drinking water and 2B+ people drink contaminated water, contributing to 485K+ deaths per year. This includes tens of millions of people in the United States.
- By 2050, at least one in four people is likely to be affected by recurring water shortages.
- SOURCE Global is making drinking water a renewable resource through its SOURCE Hydropanels generating high-quality, mineralized drinking water by harnessing the power of the sun to draw water vapor from the air.
- SOURCE Hydropanels require no electrical or pipe inputs, can be installed in off-grid, infrastructure-free environments, and are operational across all types of environments, including desert, remote areas, or low-humidity locations.
- Applications include large communities, buildings and businesses, CPG through the sale of bottled hydro-panel generated water, and residential and home settings.

7K+ Hydropanels Deployed Since Inception
24K+kg CO2 Averted Per Panel

50+ Countries
~2ML Water Produced in 2021
3.7M+ Water Bottles Averted in 2021
To transform the standard of care for patients suffering from respiratory distress.

- Complex lung diseases such as chronic obstructive pulmonary disease (COPD), congestive heart failure, pneumonia, and asthma are global challenges expected to grow due to an aging population and growing prevalence of heart failure.\(^{31}\)
- Chronic obstructive pulmonary disease (COPD) is a lung disease characterized by chronic obstruction of lung airflow that interferes with normal breathing and is not fully reversible.\(^{32}\)
- With 250M+ cases worldwide, COPD and lower respiratory infections (pneumonia) are the third- and fourth-leading causes of death worldwide.\(^{33}\)
- COPD-related deaths are expected to increase 30% over the next 10 years. These deaths are expected to disproportionately affect low- and middle-income countries, which currently account for 90% of such deaths.\(^{34,35}\)
- Pandemics, such as the current COVID-19 outbreak, often involve lower respiratory infections, which in many cases require significant respiratory care to prevent death.\(^{36}\)
- Vapotherm is a complex lung disease management company utilizing digital, clinical, and device solutions to create a healthcare ecosystem focused on improving the lives of complex lung disease patients while reducing the cost of care.
- The company’s flagship technology, High Velocity Nasal Insufflation (HVNI) delivers non-invasive heated, humidified, and oxygenated air at a high velocity through a comfortable small-bore nasal interface. Compared to existing solutions, Vapotherm’s technology provides meaningful improvement in patient comfort and compliance, reduces patient admissions to high-intensity high-cost care settings, decreases risk of pressure ventilation related side effects, and improves clinical administration and patient monitoring.
Our team continues to grow both in size and capabilities

Investment Team

Tony Arnerich  
Managing Director and Co-Founder

Nicholas Walrod  
Managing Director and Co-Founder

Joe Biller  
Managing Director

Jake Pflaum  
Principal

Alita Carbone  
Senior Associate

Jaylin Grier  
Analyst

Operations Team

Brian Hufft  
Chief Financial Officer

Rachael Ager  
Director of Operations

Candace Premo  
Administrative Assistant

Advisory Board

Mike Echols  
Family Office Executive and CFO

Jed Emerson  
Managing Director and Global Lead of Impact Investing at Tiedmann Advisors

Karin Kimbrough  
Chief Economist at LinkedIn

Kevin Thompson  
Former VP Engineering at Uber and Google

Scott Ward  
CEO, CSI (NASDAQ: CSII)

Phil Soran  
Technology Entrepreneur
## Investing for a Healthy Team

### At 3x5, we invest in our team so they can invest in others

<table>
<thead>
<tr>
<th>Unlimited paid-time-off with minimum expectations</th>
<th>Responsible investment options for 401(k)</th>
<th>Tuition and certification reimbursement for continuing education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual firm carbon offsetting</td>
<td>Sustainable office practices and policies</td>
<td>Flexible employee work options</td>
</tr>
<tr>
<td>6% employer 401(k) contribution regardless</td>
<td>Generous paid familial leave</td>
<td>Health, Vision, and Dental insurance</td>
</tr>
<tr>
<td>Team and individual career and development coaching</td>
<td>Cellphone and other technology benefits</td>
<td>Charitable donation matching</td>
</tr>
<tr>
<td>Minimum 3x5 charitable donations of 1% of profits</td>
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</tbody>
</table>

### Certifications and Awards

- [Certified B Corp](https://bcorporation.net) 2021, 2022
- [Local PDX](https://www.localpdx.com) 2021
- [IA 50 Top Company](https://www.ia50.com) 2021, 2022
- [Impact Capital Managers](https://impactcapitalmanagers.com) 2021
- [SDGs](https://www.un.org/sustainabledevelopment) 2021

### Industry Initiatives and Leadership

- [Certified B Corp](https://bcorporation.net) 2021, 2022
- [Local PDX](https://www.localpdx.com) 2021
- [IA 50 Top Company](https://www.ia50.com) 2021, 2022
- [Impact Capital Managers](https://impactcapitalmanagers.com) 2021
- [SDGs](https://www.un.org/sustainabledevelopment) 2021
Investing in our community is core to our DNA, and this year we have chosen to highlight our work bridging the mental health access and innovation gap.

What We Saw

7.1% of the US population suffer from Major Depressive Disorder (MDD); 20% is drug resistant. 34.6% of adults in Oregon reported symptoms of anxiety and/or depressive disorder, compared to 31.6% in the US. MDD is 4x more prevalent post-COVID. Prior to the pandemic, 8.9% of Oregon adults reported unmet mental health treatment needs compared to 6.2% of adults nationally.
3.5M+ patients with MDD in the US do not effectively respond to psychotherapy and prescription drugs.

In 2018, previous partner and friend Dave Grano founded Active Recovery TMS, an Oregon-based mental health clinic specializes in transcranial magnetic stimulation (TMS) to treat depression.

By using magnetic pulses to transform the brain’s neural networks, cell activity is stimulated in the areas of the brain associated with controlling mood, such as the dorsal lateral prefrontal cortex. After repeated treatments, this stimulation can result in a decrease in depressive symptoms.
Investing for a Healthy Community

What We Did

We have supported Dave since 2019 and have invested a total of $6M in multiple tranches to support Active Recovery TMS. We provided significantly more capital following the COVID-19 pandemic after seeing the drastically increased need for TMS services in our Pacific Northwest community.

Active Recovery TMS

Active Recovery TMS is an Oregon-based mental health clinic specializes in transcranial magnetic stimulation (TMS) to treat depression. ARTMS hopes to grow at least 15 clinics to serve 3% of patients with MDD in the Pacific Northwest within 15 miles of their home. Key leadership is Dave Grano, CEO and Dr. Pritham Raj, CMO.

Clinic Locations

- Hillsboro, OR
- Tigard, OR
- Portland, OR
- Clackamas, OR
- Salem, OR
- Vancouver, WA