



2023
SUSTAINABILITY REPORT

abene»



An eco-design Sustainability Report, from its creation to its reading

This 2023 report stands out to be aligned with Abenex's environmental ambitions. Indeed, the report is part of a progressive eco-design approach initiated in 2021, with the aim of reducing the environmental and societal impacts of digital services.

This approach consists in understanding, measuring and reducing the environmental impact of the shared document, using energy-saving technologies, light and optimal content, reducing the number of pages, using fewer image surfaces, while offering an optimized browsing experience.

Abenex has taken a responsible approach to the design and distribution of this report. By reading in dark mode and not printing out our report, you can also be part of this approach.



Patrice Verrier & Olivier Moatti,
Managing Partners



We are proud to introduce our 2023 Sustainability Report, which will highlight an important aspect of our business strategy that lies at the heart of our commitment to sustainable growth and responsible stewardship - the consideration of Environmental, Social, and Governance (ESG) factors.

At Abenex, we recognize that our success is not solely measured by financial performance, but also by our positive impact on society and the environment. We strongly believe that organizations perform better when they foster an inclusive environment where differences are valued, supported and respected.

This is why in 2022, we obtained the B Corp certification, after a year-long rigorous process, and years of long-term work, to demonstrate our commitment to society and the environment, while joining an international community of ESG pioneers committed to continuous improvement.

Environmental factors are increasingly influencing global markets, and we are well aware of the urgent need to address climate change and promote sustainable practices. As a result, we are actively embracing initiatives to minimize our carbon footprint as well as the one of our portfolio companies. For example, we have joined the International Climate Initiative, and we have engaged with companies in our portfolio to reduce their carbon footprint. We have assessed all of our financed emissions in 2021 and 2022.

The social dimension of our business is equally paramount. We understand that fostering a diverse, inclusive, and safe workplace is not only the right thing to do, but it also enhances creativity, productivity, and employee satisfaction. As Abenex's team has continued to grow, we aim at driving further initiatives to enhance and promote diversity and inclusion. In 2022, to formalize our commitment to diversity and go even further, we have signed the LGBT+ charter of l'Autre Cercle, a leading French organization working for the inclusion

of LGBT+ people in the workplace, and have joined the Out Investors Network a global organization that was founded with the mission to make the direct investing industry more welcoming for LGBT+ individuals.

Additionally, we strive to extend our positive impact beyond our organization and into the communities in which we operate. Through our Abenex Foundation that we created in 2022, we support initiatives that empower education for children, teenagers and young adults, originated from vulnerable groups.

Finally, the governance dimension is the foundation of trust and accountability. It ensures that we maintain the highest ethical standards, promote transparency, and safeguard the interests of our stakeholders.

Lastly, we are thrilled to announce that in 2023, Abenex has become a purpose-driven company. A mission statement was defined involving the company's stakeholders and social and environmental statutory objectives were set.



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Certified

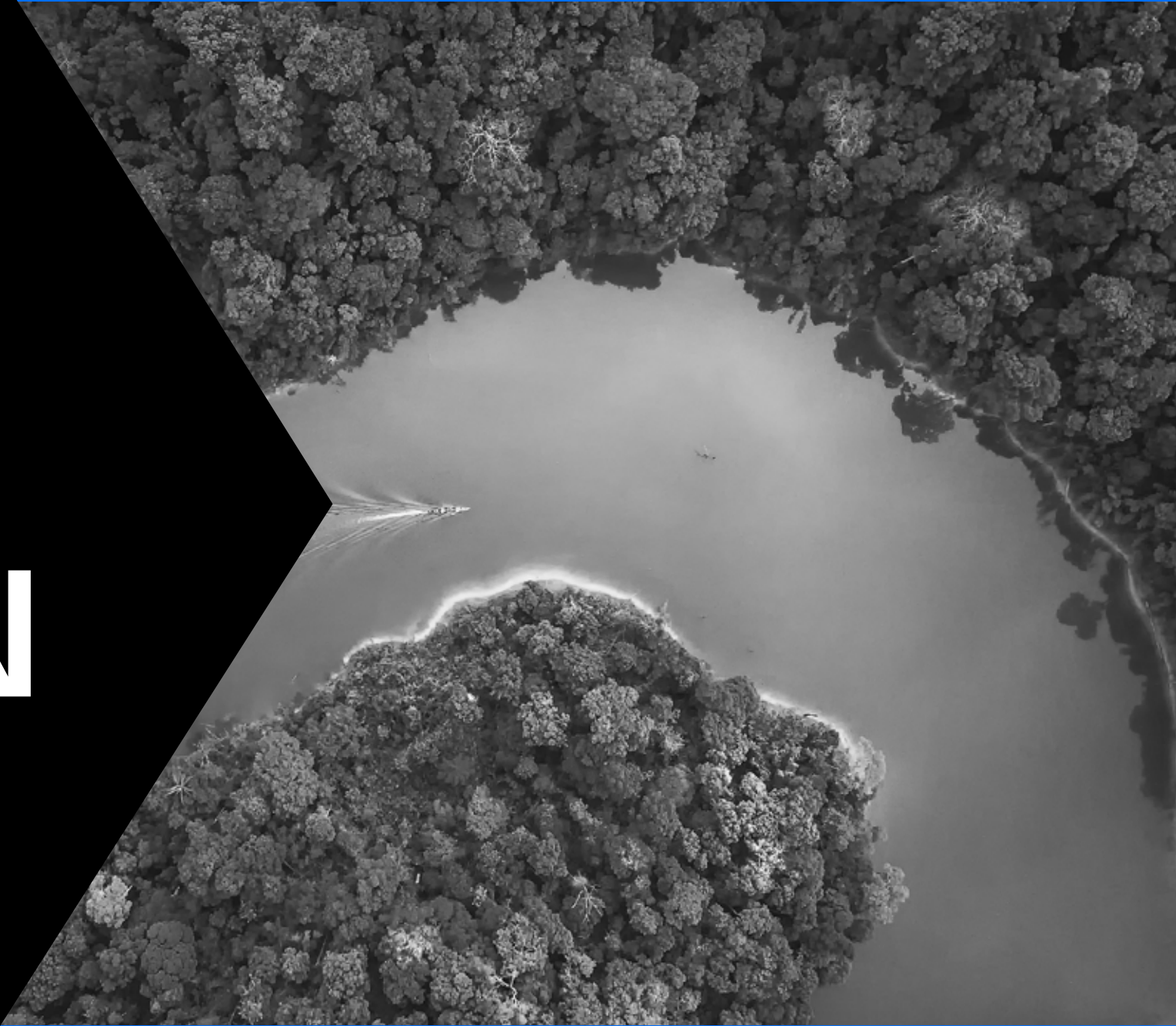


Corporation

Abenex received the B Corp certification in 2022, a pioneering step for a buyout firm, validating its commitment and processes as a management company aiming for positive impact.



01. Abenex **IDENTITY & MISSION**



Our Identity



1.5 BN€
Asset under management*

Abenex, a purpose-driven company

Abenex is a leading private equity firm dedicated to the small and middle-market buyouts primarily, with offices in Paris, Lyon, Milan and Amsterdam. The Firm enjoys a strong position and reputation in France with a network of longstanding relationships and demonstrated ability to create value.

Abenex was founded in 1992 as part of ABN AMRO and spun-out as an independent company in 2008.

At the core of Abenex’s DNA is the conviction that in order to create long-term value and ensure that the companies it supports thrive, it is essential to consider sustainable growth. This has been recognized by B Corp, which identifies companies that respect the environment, society and its stakeholders, and that see their businesses as a force for good.

Since inception, Abenex has indeed been committed to ESG issues and sustainability as a whole, for example by having joined the International Climate Initiative on the environmental aspect engaging with companies in its portfolio to reduce their carbon footprint or by having classified its funds as Article 8 under SFDR.

In Smallcap, the team carries out operations in SMEs up to €50 million in valuation; in Midcap, the team invests in SMEs valued between €50 and 300 million. In real estate, Abenex invests in Value-Add projects for assets of up to €80 million in value, and in Core + opportunities of more than €50 million in value, particularly in distribution, logistics, managed residences and education.

97
Private Equity Investments
since inception*

25
Active portfolio companies*

**as of 2022 year-end*

Our Mission & Statutory Objectives

Since July 2023, Abenex has become a purpose-driven company to translate Abenex's individual convictions into a collective commitment while strengthening the sustainability of our business.

Abenex’ Mission Statement is summarized as follows:

ABENEX ENGAGES IN PROJECTS BENEFICIAL FOR TOMORROW'S SOCIETY, AND SUPPORTS THEM IN THEIR DEVELOPMENT, PROMOTING THE SENSIBLE USE OF RESOURCES AND CONTRIBUTING TO LONG-LASTING VALUE CREATION, SHARED WITH ALL OUR PARTNERS.



Objective
#1

Positively support talent and expertise development through its investments



Objective
#2

Contribute to the collective good by promoting awareness on social, societal and environmental dimensions



Objective
#3

Promote efficient and responsible corporate governance



Objective
#4

Nurture the Abenex team spirit: mutual development, collegiality, commitment, solidarity

02.

Abenex

SUSTAINABILITY HIGHLIGHTS



Labels & Charter



Abenex has become a certified B Corp and confirms its pioneering spirit by becoming one of the first buyout firm to obtain the certification in Europe

Abenex shifted gears and obtained the B Corp certification in 2022, endorsing its involvement as a positive impact management company, a pioneering move for a private equity buyout fund.

After a rigorous certification process, the team is proud to join a community of companies committed to a process of continuously improving their social and environmental performance. Being a certified B Corp is the recognition of our long-term commitment to doing business more responsibly with a positive impact.

The B Corp certification identifies companies that respect the environment, their society and their stakeholders, and that see their businesses as a force for good. This certification meets the highest standards in terms of corporate social responsibility and transparency.

Companies are an important catalyst of change to transform our society and B Corp defines a path of continuous improvement and progress to activate this lever.

For Abenex, this is another milestone on its roadmap to strengthen its impact on the portfolio companies by encouraging them to meet their environmental, social and societal challenges. Abenex' certification is thus rubber stamps of its commitment towards its environment, employees, portfolio companies and investors.

#BCorp #Certified #BLab
#EquityInvestingDevelopedMarket
#ForceForGood





Label Relance

of the French Ministry
for the Economy and Finance

Abenex obtained in 2021 the Label Relance for its fund Abenex VI, a label recognizing funds that undertake to quickly mobilize new resources to support the equity and quasi-equity of French companies (SMEs and Midcap). This label allows to jump start the French economy, impacted by the sanitary crisis. Labeled Funds must also comply with a set of environmental, social and good governance (ESG) criteria, including the prohibition of financing coal activities and monitoring all portfolio companies with an ESG rating.^[1]

^[1] (2020) Label Relance - Ministry of Economy & Finances website <https://www.economie.gouv.fr/plan-de-relance/profils/entreprises/label-relance>




iCi

Abenex has joined the Initiative Climate International

Launched in 2015, the iCi was endorsed by the UN PRI in 2019. The initiative believes that the consequences of climate change will generate both risks and opportunities for investee companies. Private equity, with its levers for transformation and growth, has a vital and unique role to play in driving the transition to a zero-carbon, climate resilient global economy, and ultimately achieving the Paris Agreement's objective of limiting global warming well-below 2°C.

We acknowledge that climate change will have adverse effects on mankind, and are convinced that addressing it will present both risks and opportunities for investments and joining forces will help economic actors to contribute to achieving the objectives set by the Paris Agreement.

We are committed to actively engage with portfolio companies to reduce their greenhouse gas emissions, contributing to ensure the long-term sustainability of their performance.



Parity Charter

of France Invest Signatory

By signing the charter, all signatories, including management companies and institutional investors invested in unlisted companies, affirm their determination to resolutely adopt an active approach to promote gender parity in management companies and in companies supported by French private equity^[2]. The aim of this charter is for all financial actors to collectively reach the following percentages of women:

- **25%** of the persons with responsibility for investment committee decisions by 2030 and **30%** by 2035;
- **40%** of investment teams by 2030.



PRI

Signatory since 2010

The PRI (Principles of Responsible Investment), a UN-supported network of investors, is the world's leading proponent of responsible investment. It works to understand the investment implications of environmental, social and governance factors and to support its international network of investor signatories in incorporating these factors into their investment and ownership decisions.

PRI in numbers (March 2022^[3]):

US\$121.3 TRILLION AUM

4,902 SIGNATORIES

^[2] (2020) Charter - Promoting gender equality - France Invest website <https://www.franceinvest.eu/en/charter-promoting-gender-equality>
^[3] (2022) UN PRI https://dwtyzx6upklss.cloudfront.net/Uploads/b/f/m/pri_annual_report_2022_689047.pdf

Annual Score

PRI Grade

2021	2021
★★★★★	★★★★★
RATING STRATEGY AND GOUVERNANCE	RATING PE
2020	2020
A+	A
2019	2019
A+	A
2018	2018
A+	A
A+ FOR STRATEGY & GOVERNANCE A FOR DIRECT PRIVATE EQUITY	
<p>The module grading system shifted from alphabetical (A+ to E) to numerical (1 to 5 stars) in 2021 to reflect that scores for the 2021 reporting cycle are not exactly comparable to those of previous years. PRI did not deliver grades in 2022.</p>	

ESG Highlights Of 2022



B CORP

Abenex received the B Corp certification, gaining recognition for our commitment to society and the environment, while joining an international community of ESG pioneers committed to continuous improvement.



ABENEX FOUNDATION

Creating the Abenex Foundation has allowed us to formalize our donation commitments and our philanthropy policy, housed under the aegis of the Fondation de France, by supporting associations that encourage the inclusion of children and young people from disadvantaged backgrounds.



ISR LABEL

The Abenex Value-Add fund has obtained the ISR (Investissement Socialement Responsable) or SRI (Socially Responsible Investment) real estate label, which was awarded after a strict labeling process carried out by independent bodies (AFNOR). This label enables us to stand out in an increasingly competitive market, while answering the demands of our investors.



DIVERSITY @ ABENEX

To formalize our commitment to diversity and go even further, we have signed the LGBT+ charter of l'Autre Cercle, a leading French organization working for the inclusion of LGBT+ people in the workplace, and have joined the Out Investors Network a global organization that was founded with the mission to make the direct investing industry more welcoming for LGBT+ individuals.

Launched in 2023



PURPOSE-DRIVEN COMPANY

Becoming a purpose-driven company is uniting our teams around a common purpose and ambitious objectives, while providing our investment teams with better tools to support our investments, in a more sustainable manner.

Sustainability
Committee



Julie Petithomme
Sustainability Directrice



Sandra Pekle
Sustainability Officer



Patrice Verrier
Managing Partner



Johann Dupont
Operating Partner



Laurent Chevreau
CFO



Antoine Mellon
Investor's Relations



Emmanuel Herbinet
Midcap Partner



Jérôme Vandermarq
Midcap Partner



Paul Bertrand
Smallcap Partner



Vincent Brunswick
Real Estate Partner

Abenex's Sustainability Journey

- First French Mid-market fund to set up an Operational Team
- Operational board membership
- ESG KPIs tracked

2008

- First SRI Policy
- Signatory of PRI

2010

- Start of ESG engagement with portfolio companies through questionnaires

2012

- ESG Clause in our Shareholders Agreements

2016

- Internal ESG Policy
- Integration of ESG criteria in the investment cycle
- Launch of annual ESG training

2017

- Partnership with EPIC Foundation

2018

- Second SRI Policy
- Partnership with PWC to assess annually the evolution of ESG factors of each portfolio company

2019

- Launch of the Sustainability Committee
- Definition of the ESG Roadmap
- Carbon footprint assessment scopes 1, 2 and 3
- Signatory of France Invest Parity Charter
- Partnership with Level 20

2020

- Recruitment of a dedicated Sustainability Officer
- Obtention of Label Relance
- Signatory of the iCi
- Fresque du Climat organized for all employees
- MBTi training arranged for all employees to enrich working relationships and enhance effectiveness

2021

- Obtention of the B Corp certification
- Creation of the Abenex Fondation
- Obtention of the ISR Label for the Abenex Value-Add I fund
- Joining of new diversity initiatives
- gender inequalities training arranged for all employees to raise awareness and set key actions in the workplace

2022

- Becoming a purpose-driven company with a new defined mission and clear ESG objectives
- Recruitment of a dedicated Sustainability Director

2023

Our Sustainability Policy

Exclusion List

We do not invest in:

- Illegal economic activity including all production and trade not permitted by law or by regulations
- Companies that violate fundamental international treaties (such as those covering human rights, child labour and forced labour)
- Companies that engage in any form of corruption, fraud or money-laundering
- Industries such as weapons and ammunition of any kind, tobacco, alcohol, gambling, coal, pornographic industry and prostitution

Before Investment

ESG is embedded in our investment strategy and investment cycle.

ESG due diligences and carbon footprints are systematically carried out during the pre-investment process to assess risks and opportunities and constitute a key factor when assessing the potential feasibility and interest of a target. Based on sector relevance, a wide range of criteria are covered such as: ethical issues, environmental impacts, gender parity, activities' impact on biodiversity, circular economy actions, etc. Additionally, an ESG clause is typically included in shareholders' agreements where every stakeholder commits to take into account ESG criteria within their activities. The terms of LBO debts typically include ESG criteria as KPIs in the calculation of interest rates.

We capitalise on every opportunity to raise awareness about ESG topics to our portfolio companies.

For instance, we have organized a seminar with the CEOs of our portfolio companies. The CEOs were invited to realise the Biodiversity Fresk to raise awareness and educate participants on the systemic aspect of biodiversity erosion: what it is, what it enables and what degrades it and to understand the issues and pressures surrounding biodiversity, based on the IPBES report, through a fun, collaborative, visual workshop accessible to all.

During Investment

During our holding period, we collaborate alongside the managers of our portfolio companies to guarantee effective implementation and outcomes of ESG initiatives.

Abenex provides portfolio companies with access to the expertise of specialised consultants to define sustainability action plans and follow-up processes.

Areas which we typically cover include: carbon footprint assessment, nominating independent board members, reducing turnover and absenteeism rates, etc.

We annually collect and analyze ESG data from portfolio companies through a thoroughly documented and formalized process.

Systematically, the deal team and external consultants monitor each portfolio company, which are also assigned an Abenex ESG coordinator to oversee the process.

We conduct an ESG vendor due diligence (VDD) for each exit, highlighting the main ESG evolution of the company during the holding phase. Additionally, we thrive to open the shareholding of every company to employees in order to share value with as many people as possible.



Always engaging with portfolio companies

Follow-Up Process

during Detention Phase



1

Abenex
ESG Coordinator

At each new investment, an Abenex ESG Coordinator is appointed to lead and coordinate the stewardship of the ESG effort with a Corporate Social Responsibility (CSR) representative of the portfolio company throughout the entire detention phase.



2

A questionnaire
with 70+ indicators

is sent out to the CSR person at the portfolio company by an external consultant and monitored by the Abenex ESG Coordinator. The questionnaire is completed with qualitative interviews of multiple stakeholders of the portfolio company.



3

A detailed
ESG report

is drafted based on the questionnaire and interviews. A thorough action plan is formalized within the report.



4

Presentation of an
ESG action plan
during internal
Abenex meetings

Key ESG initiatives, issues, progresses and projects are discussed during an annual meetings dedicated to ESG topics, and clear objectives with indicators are set.



5

Collaboration: a key
to our approach

We communicate with portfolio companies' management on the relevant ESG topics and action plan, whether during board meetings where we systematically sit or dedicated ESG meetings.



6

Yearly follow-ups
of ESG initiatives

decided at board level with the management of each portfolio company generating a scalable impact.

03. ABENEX SUSTAINABILITY PERFORMANCE & INITIATIVES





43 professionals overall
(as of December 2022)

Average age of
37.7 years old 

100% of permanent contracts

Cumulated experience :
+634 years

Nationalities : Belgium, British,
Canadian, French, German, Hungarian,
Italian, Mauritian



The Abenex Team

33%
of women at Abenex



Abenex strives to hire women and to make them evolve in their careers. In 2022, 3 new team members have joined our team, of which 2 were men, explaining the 2 points decline of women at Abenex compared to 2021.

TRAINING



100% of employees
received an ESG training on
Sustainable Finance Regulations
and a diversity training on gender
inequalities in 2022

*Employees are offered regular training and can benefit
from any specific training upon their request*

In 2022, we have accelerated our efforts to improve diversity in our workforce. We have created an inclusive workplace allowing greater effectiveness and improving employee retention while enhancing forward thinking.

Since 2020, Abenex is a signatory of the "Charte Parité de France Invest" (Parity Charter of France Invest) and is committed to achieving the associated objectives: to have 25% of the Investment Committee comprised of women and 40% within the investment team by 2030.

In addition, Abenex is an active member of Level20, a European initiative promoting diversity in private equity. Abenex encourages the professional development of young women in the private equity industry, in particular through specific mentoring programs with Level20. Furthermore, Abenex encourages women applicants throughout the recruitment process, and prioritises team diversity in its HR approach.



In October 2022, we organized workshops to train our employees on **gender equality issues in the workplace** and set key actions at Abenex level.



We have recently joined **Out Investors**, a global organization that was founded with the mission to make the direct investing industry **more welcoming for LGBT+ individuals**. **Out Investors** run events and programs involving **LGBT+ investment professionals** and investment adjacent roles such as portfolio value creation, fund management and investor relations.



Abenex has signed **L'Autre Cercle's LGBT+ Charter**, further reinforcing its commitment to promote diversity and inclusion within the private equity industry. L'Autre Cerle is a leading French inclusion advocate of **LGBT+ people in the workplace**, and by signing its Charter, companies commit to:

- Creating an **inclusive environment** for LGBT+ employees
- Maintaining a **strict equality of rights** for all employees regardless of their sexual orientation or gender identity
- **Supporting employees** who become victims of discriminatory acts or comments
- Measuring progress and **share best practices** to improve the overall workplace environment

Diversity & Inclusion

OUR COMMUNITY ENGAGEMENT

This year again, the Abenex apprenticeship tax has been donated to a school located in the Parisian suburbs reducing drop-out rates through interdisciplinary systems and personalized.

Apprenticeship Model

Career pathway & talent development

50%

of mid-cap Partners and Directors
started as Associate/Managers

Mentoring

new joiners benefit from a mentoring program whereby senior members of the team share Abenex's values and culture, as well as their personal experience

Communication & idea generation:

- Weekly firm-wide & team meetings
- Regular firm to promote our corporate culture



Personal Development

Training program has been implemented,
workshops organized regularly

Seeking and providing **constructive feedback**
is part of Abenex's DNA

Informal knowledge and know-how sharing across
the organisation is highly encouraged

Sustainable Actions within the office to reduce our CO₂ emissions



Optimize our business travels



Systematically **opt for train transportation** whenever possible as opposed to planes, especially for trips of less than 1 000 km.



Try whenever possible **commuting to work** using public transportation, bicycles or walking as opposed to using personal cars.



As often as possible, we encourage online meetings using a videoconference tool as an alternative to face-to-face meetings, **reducing CO₂ emissions used for transportation**.

Reduce Energy Consumption



Motion light detectors and LED lights were installed. **Windows are equipped with detectors** to turn off heating and air conditioning when opened.

Reduce waste



New cars of the Abenex car fleet must respect environmental norms. Hybrid and environmentally friendly cars are highly recommended. **Electric cars** used by caterers and couriers is one of Abenex selection criteria. Employees are encouraged to take green taxis as well.

Abenex's carbon footprint

(without financed emissions)



6 tCO₂e employee (2022) vs

10 tCO₂e employee (2021)

40% reduction of emissions

In 2017, as part of its ESG strategy, Abenex started a screening process to identify a charity which Abenex and its employees could support. This led to the implementation of a partnership with Epic Foundation in 2019.

In order to formalize our commitments in terms of donations and community engagement, Abenex created the Abenex Foundation, under the auspices of the Fondation de France.

The Foundation strives to support associations that encourage the inclusion of children and young adults from disadvantaged backgrounds.

In 2022, we supported 5 associations and donated over 100,000€.

The associations have been selected for the alignment of their mission with Abenex's values, their outstanding work in supporting local communities, and their ability to measure and report on the social impact of their actions:

abenex 
Fondation

 **epicfoundation**

Founded in 2014 by Alexandre Mars, Epic Foundation is a global not-for-profit startup. Epic bridges the gap between organisations supporting children and youth (0-25) and a new generation of individual and corporate donors. The organisation is also developing new tools focused on enhancing how donors select, monitor and experience their impact.

 **espérance
Banlieues**

Founded in 2002, Espérance Banlieues' objective is to fight against and prevent early school leaving, provide high quality education and promote the development of innovative schools in less-favoured areas. The charity supports 17 schools with over 900 pupils.



Founded in 2017, 1001mots helps parents from less-favoured areas to develop their child's language by sending them age-appropriate books for their children and ensuring that parents communicate with their children.



For 20 years, PLAY International has invested in sport as a lever for education and social change. Its action in the field shows that it is possible to positively impact the life course by inventing new ways of using physical activity and sport: to promote learning and develop life skills; to facilitate dialogue between war-battered communities, etc.



Founded in 2019, Lit Up's goal is to remobilize and guide young people through an accompanied solidarity engagement experience. Lit Up provides education and trainings to make teenagers and young adults actors in their path.



Marathon de Paris x Play International

*« Lots of small steps
makes for a big marathon. »*

Abenex ran the Marathon de Paris, with the colors and logo of the association Play International. Over 250 km were ran by the Abenex team, and more than 3k€ were collected and donated to the association for this event. We did it, we are proud ! On to the next challenge !

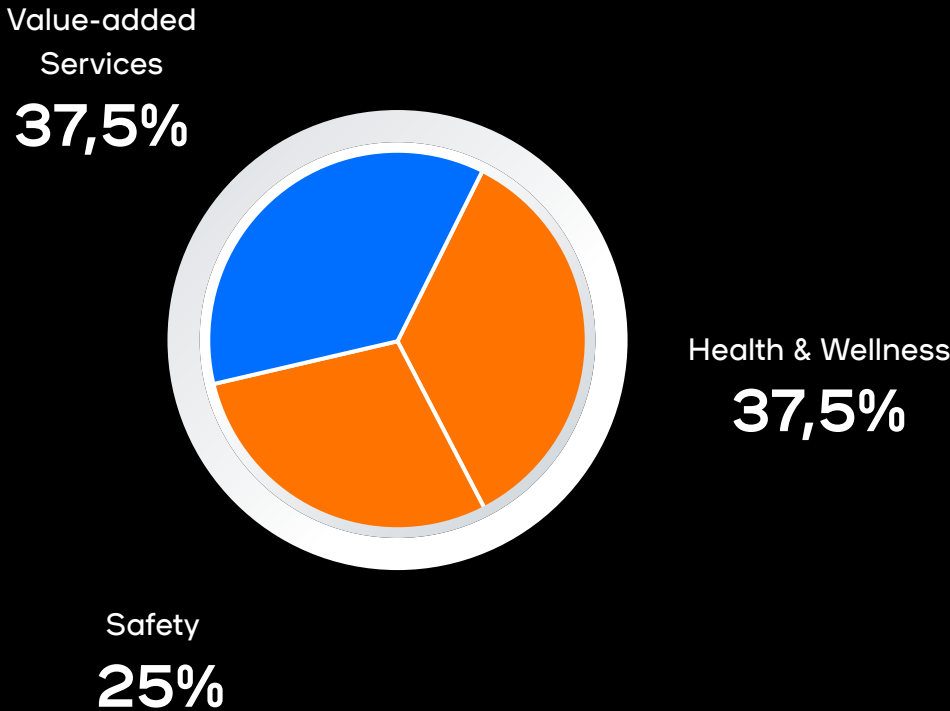
04. ABENEX FUNDS FROM AN ESG STANDPOINT



Location of Portfolio Companies Headquarters



Distribution of Portfolio Companies by Sector



Human Resources indicators



16.204 FTE

(Full Time Equivalent) as of 2022

Out of which 5.461 women
representing **34%**
of the entire workforce
+ 4 points vs 2021



Corporate & ESG Governance

On average **one independent board member by supervisory board,** board of directors or equivalent

On average **28,5% of women** in the executive committee

70% of portfolio companies have set up a security policy for its information system and specific procedures to protect personal or sensitive data

On average **6%** of employees are shareholders of their companies

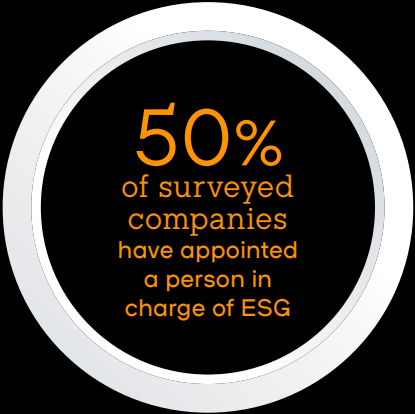
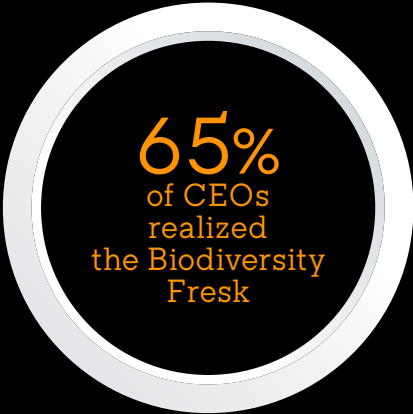
All surveyed companies have identified their positive and negative impacts regarding the **Sustainable Development Goals**

None of the surveyed companies have faced **any business ethics litigation** in the past 12 months

Environment

100%
of new companies have assessed their full-scope carbon footprint

100%
of surveyed companies have received an external ESG audit



85%
are certified vs 80% in 2021

Including: ISO 14 001, ISO 9 001, ISO 27 001, ISO 29 000, ISO 13485 Ecocert, Agriculture Biologique, MASE, Progression RSE, EcoVadis, Ecolabel, PASSI, etc.

05. ESG PERS- PECTIVES ON OUR PORTFOLIO COMPANIES



Portfolio Companies

This section presents the core activity and the main ESG initiatives of our portfolio companies. We have decided to showcase all of the portfolio companies of our Midcap funds Abenex VI & Abenex V, and the seven portfolio companies of our Smallcap fund, Abenex Croissance.

Fund Abenex VI

- Blanchon Group
- Denteka
- Di Marco
- Groupe Leader Insurance
- Groupe Oryx
- HTDS
- Origin Group
- Skin Artists

Fund Abenex V

- EDL
- Europa Group
- Groupe ADF
- Hygeco
- Ikos
- Premista
- Prosol (Grand Frais)
- Squad
- Square

Fund Abenex Croissance

- Aerow
- ESCG
- Ekoscan
- ISCG
- Inlog
- IPSSI
- Prévost Laboratory Concept

Frame of reference used

SDGs (Sustainable Development Goals), SASB (Sustainability Accounting Standards Board), GRI (Global Reporting Initiative indicators list, PwC ESG / SDGs materiality tool.

Data Control & Validation

All questionnaires were filled by the portfolio companies. All data was then verified by Abenex ESG coordinators and by the Abenex CFO. PwC also challenged submitted data when appropriate.

New acquisitions in 2022

In 2022, we have acquired 8 new companies.

IPSSI, ISCG & Ekoscan joined our Smallcap fund, Denteka, Origin Group, Di Marco, Skin Artists & Groupe Oryx joined our Midcap Fund Abenex VI

AC Environnement is out of scope of the Sustainability Report.



Portfolio Companies



INTERACTIVE SUMMARY
Click on the logos



HEALTH & WELLNESS



EUROPA GROUP



SAFETY



VALUE-ADDED SERVICES





Activity

Blanchon Group, a European player, offers sustainable solutions to protect and embellish homes and living spaces for all since 1832, by developing avant-garde, eco-responsible technologies enabling protection, maintenance, embellishment and decoration techniques to evolve towards higher levels of performance, for successful projects, and with a concern for preserving resources and the planet.



Specialty Coating
Manufacturing



€105M



492 FTEs



Saint-Priest, France



2019

33%

OF WOMEN ON
THE EXECUTIVE COMMITTEE

+100

PRODUCTS CERTIFIED ECOLABEL

Relevant SDG contributions



ESG Snapshot

Environment:

- Development of water-based and bio sourced products (launch of bio-based line Nature Protect) and recycling of waste in raw materials, leading to sales growth in bio sources lines.
- Assessment of carbon footprint (scopes 1 & 2) in 2022.
- Monitoring and securing of emissions in the air and soil on industrial sites.
- Large number of products benefiting from industry A+ ratings (least polluting class) & over 100 products certified Ecolabel.
- On-going circular economy work-related project.
- Inclusion of ESG criteria in the terms of debt financing and interest rates calculation.

Social responsibility:

- Engagement survey sent out to all employees with a high response rate.
- Improvement of employees' safety: new equipment, reduction of solvent-based products, deployment of 5S method (lean methodology improving workplace efficiency) & daily communication on production sites (c.85% of employees trained)

Governance:

- Formalisation of CSR strategy : 90 volunteer employees within 10 working groups.
- Development of a framework to rank supplies according to ESG criteria.





Activity

Denteka, through its group of nearly 30 local dental centers mostly located in areas with below-average dentist-offering in France, contributes positively to improving the quality and easy access to a wide range of high-quality dental treatments (care, prostheses, aesthetics, implants, orthodontics, etc.).

The network, created in 2015, offers a high-quality working environment to its teams of more than 200 qualified, well-trained and experienced dentists, and provides them with the latest technical facilities.



Dental Care Centers



€35M



211 FTEs



Paris, France



2022

50%

OF WOMEN AMONG THE 10 HIGHEST PAID PROFILES OF THE COMPANY



ESG Snapshot

Environment:

- Dental implants 100% made in France.
- Dental centers located close to public access for easier access.
- Short supply chain to lower carbon footprint.

Social responsibility:

- Qualitative access to care.
- Regular audits performed by the management on dental care treatment quality.
- Assessment of patient feedback on satisfaction levels after each appointment.
- Customers satisfaction with a 4.6/5 average grade on Doctolib.
- Implementation of HR good practices with the formalization of a training program, the setting up of an internal salary scheme to ensure remuneration equality, and the monitoring of some HR KPIs.
- 60% of Denteka dentists are women.
- 5 out of 10 women among the 10 highest-paid profiles of the company.

Governance:

- Denteka Academy offering on-site Qualiopi-certified training to all staff members.
- Adhesion to the French Code of Deontology for Dentists.
- Formalization of a Code of Ethic.





 Activity Sector
Specialty Food Producer

 Sales
€40M

 FTE
149 FTEs

 Location
Roma, Italy

 abenex investment date
2022

Activity

Di Marco is the leading company in the Pinsa Romana market. This lighter, crunchier, healthier and highly digestible alternative to pizza, was invented by Corrado Di Marco, Di Marco’s founder, in 2001. Historically specialized in the production of flour mixes targeting the food service industry (pizzerias, pinserias, restaurants, etc.), the company has successfully expanded its offering to provide pre-cooked pinsa bases to both food service operators, as well as more recently to the retail market, under its proprietary brand. The company has constantly been at the forefront of product innovation in order to continuously anticipate market trends, by developing new product variants of its dough, which is applicable to multiple usages. Di Marco has been strongly contributing to Pinsa Romana’s spreading through its “Originale Pinsa Romana” Association (body certifying pinserias), and its own “Pinsa School”.

Relevant SDG contributions



ESG Snapshot

- Environment:**
- Cardboard packaging (80% recycled for frozen products and 30% for fresh products) and ongoing strategy toward greener packaging solutions.
 - Solar panels installation on the production plant roof to provide for renewal energy (up to ~ 30% of energy use).
 - Free GMO certification of suppliers & well-defined raw material sourcing process and selection.
 - Recent Machinery (2020), that guarantees high energy-efficiency standards.
 - ISO 14001 certified in 2022.

- Social responsibility:**
- Formalization of a Quality Policy.
 - ISO 9001, FSSC/ISO 22000, HACCP and IFS Food (food quality and packaging certifications, keeping up with the highest standards for product quality) certifications
 - SA 8000 (social responsibility) certification.
 - Strict Food Safety Management system for suppliers’ selection: all suppliers are part of GFSI (Global Food Safety Initiative).
 - Installation of noise-cancelling panels to protect neighbouring houses from noise from the factory.
 - 100% of employees received training.

- Governance:**
- Adopted 231 Model compliance implementation ensuring a clear assignment of powers and an adequate control system.
 - Standardization of Health and Safety procedures to be compliant with regulation 81/09 on health and safety in the workplace.
 - Formalisation of a Code of Ethic.





Specialist Insurance Brokerage



€50M



138 FTEs



Epône, France



2021

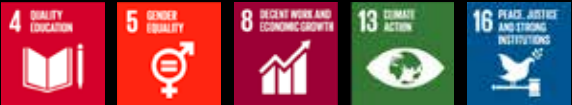
Activity

Founded in 2003, “Group Leader Insurance” is a property and casualty insurance broker with a main focus on decennial liability and structural damages. It mainly addresses small businesses and craftsmen in the coverage of renovation works. Most of the business is operated in “wholesale” with a dedicated digital platform.

OPENING OF CAPITAL
TO MANAGERS FOR THE FIRST TIME
(6% OF THE WORKFORCE)

40%
OF WOMEN WITHIN THE EXECUTIVE
COMMITTEE

Relevant SDG contributions



ESG Snapshot

Environment:

- Inclusion of ESG criteria through a Sustainability Linked Loan (SLL) and interest rates calculation (with a quantitative environmental target related to energy consumption reduction).
- Energy consumption awareness-raising for all employees and annual monitoring of energy consumption.

Social responsibility:


- Implementation of quarterly steering committees with risk carriers to assess client risks.
- Annual collection of employees satisfaction through a survey to enhance well-being since 2021 (as part of the Sustainability Linked Loan) and monthly breakfast organized for team-building.
- 62% of employee benefited from a training performed by an external consulting firm.

Societal action:


- Regular donations to Petits Princes (a charity providing care and support to sick children and teenagers) and sponsorship to local sports clubs









Digital Network of Independent Real Estate Agents




€80M



121 FTEs



Nantes, France



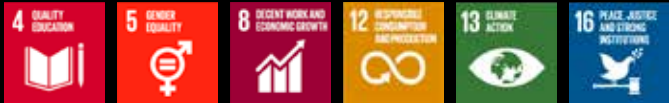
2022

Activity

Founded in 2006, the ORYX group is a leading 100% digital network of independant real estate agents. With more than 3,500 agents, it offers proximity thanks to its strong territorial presence. The group includes a major network of independent agents (Propriétés Privées) and two complementary specialist networks. It is the only digital player which is also member of the main French real estate association (FNAIM). Over the years, the group has successfully diversified its activity notably with rental management and mortgage brokerage services.

80%
OF WOMEN WITHIN
THE WORKFORCE

Relevant SDG contributions



ESG Snapshot


- Environment:**
- 100% digital real estate agencies reducing environmental footprint compared to the brick-and-mortar model.
 - Implementation of a zero-paper program in offices and of an electronic signature platform for all contracts.
- Social responsibility:**
- Qualiopi certification to ensure quality of training : (i) 14 hours of mandatory training per agent, (ii) coupled with continuous online training.
 - Preparation of a welcome guide to promote new employees' integration
 - Flexible and hybrid work policy promoting remote working.
 - Regular monitoring of employees' wages
- Governance:**
- Ethical training organized for all employees.
 - Mandatory adherence to the code of ethics for all real estate negotiators, published online end of 2022.
 - Annual audit carried out by an external IT company (satisfactory results of latest cybersecurity penetration testing).
 - Collection of negotiators satisfaction through surveys.
 - Annual donations to associations helping children since 2017 & encouragement of philanthropic





Activity

HTDS (Hi-TECH DETECTION SYSTEMS) is a leading distributor and service provider of high-tech identification, analysis and control solutions founded by a former Perkin Elmer management team in 2002. Products sold by the group are used in many fields of application and notably safety of people, laboratory research and industrial design. With more than 250 employees in 14 countries as well as strong partnerships with world-leading suppliers, the group offers its customers a high level of expertise and proximity, guaranteeing optimal service quality and customized support.

 Value-added distribution and maintenance of high-tech detection systems

 €90M

 302 FTEs

 Massy, France

 2021

PRESENT AT THE COP21

FINANCIAL DEBT BASED
ON ESG CRITERIA
ACHIEVEMENTS

Relevant SDG contributions



ESG Snapshot

Environment:

- Implementation of carbon emission reduction initiatives in 2022 related to employees mobility and offices energy consumption.
- Assessment of first carbon footprint, including the definition of a climate roadmap for the coming years.
- Promotion of services dedicated to the collection and recycling of old equipment.

Social responsibility:

- Systematic training for all employees on compliance, anti-corruption and key risks, doubled from 2021 to 2022.
- ESG audit on suppliers.
- 0,23% absenteeism rate.

Governance:


- Strong focus on CSR and Governance across the supply chain, including agreements with key suppliers, i.e. commitment to the Vendor Codes of Ethics of Perkin Elmer.
- FPCA and UKBA compliance, and ISO 9001 certification.
- CSR charter deployment at Group level.

Societal actions:

- One-off donations to charities supporting causes such as fights against cancer or inclusion of disabled people.






 Value Added Services

 €30M

 100 FTEs

 Lyon, France

 2022

Activity

Founded in 1992, Origin Group is a leading sealing solution value-add provider by protecting installations and preserving leaks. The control of the entire value chain allows the Group to hold a unique position on the French market. Thanks to its extensive expertise, significant depth of product range and availability, Origin Group addresses a large variety of recurring customers and end-markets in France and abroad.

IMPORTANT REDUCTION OF ENERGY AND RAW MATERIALS CONSUMPTION FOLLOWING IMPLEMENTATION OF INTERNAL ESG POLICY ROADMAP

Relevant SDG contributions



ESG Snapshot

Environment:

- Carbon footprint realized in 2022 & reduction initiatives.
- Recycling of unsold stock, and ongoing discussions to recycle and reuse them internally.
- Implementation of an external ESG policy for its suppliers.

Social responsibility:

- ISO 9001 certification for all sites, and ISO 45001 certification for PXL site.
- Launch of a first client satisfaction survey.
- Set-up of a social dialogue at Elastotech including the creation of internal regulations, an employees' value sharing initiative and a CSR.
- Set up of an Employee Policy to attract and retain employees.

Governance:

- Definition of a new ESG policy roadmap, based on the ten major themes of the United Nation's Global Compact, under the control of the Head of Development & Compliance.
- Recruitment of a Head of Development & Compliance.
- Definition of a clear purchasing policy including CSR & compliance criteria with the aim to have 100% of supplies approved in the mid-term.





BTOB e-commerce platform
for body art professionals



€20M



60 FTEs



Messein, France



2022

CARBON FOOTPRINT
ASSESSMENT
(FULL-SCOPE)
4 400 TEQCO₂

Activity

Skin Artists Group (ITC and its subsidiaries) is an e-commerce platform, French leader in the design and B2B distribution of cosmetics, consumables and equipment for professionals involved in permanent make-up, tattoo and piercing. More broadly it operates in the body art segment to promote people well-being. The Group provides its customers with a one-stop-shop offer of more than 12,000 references, relying on a unique sourcing know-how and on a proven expertise in the development of own-branded products. The Group operates in a fast-growing and consolidating market in Europe and the United States.

20%

OF WOMEN IN THE BOARD
OF DIRECTOR



ESG Snapshot

- Environment:**
- Reduction of carbon footprint (eco-friendly packaging).
 - Set up of waste sorting & plan to ban plastic bottles.
 - Growth of eco-friendly products for clients.

- Social responsibility:**
- Set up of an ESG Committee which meets every 2 months and of an ESG & Ethic Charter.
 - Implementation of ESG reporting capabilities (using Reporting 21).
 - Attractive quality of work life (turnover close to zero) with nursery services, teambuilding activities & bi-weekly massages during employee's break.

- Governance:**
- Systematic check of partner's ESG charter before entering into business (notably transportation partners).
 - Tracking system for products shipped to customers.
 - REACH compliant.





Software
Publishing



€20M



81 FTEs



Paris, France



2021

Activity

Founded in 1994, EDL (Edition et Développement Logiciels) is a French leader in software packages for the technical platforms of public and private healthcare facilities. With its Xplore software, EDL offers its customers a fully modern, integrated and SaaS-ready solution which facilitates information sharing and improves the performance of medical imaging departments. It offers a best-in-class, state-of-the-art, fullweb software, recognized as such by its users and its competitors.

90

EMPLOYEES INVOLVED IN
THE DEFINITION OF THE CSR PLAN

55%

OF EMPLOYEES ARE WOMEN

Relevant SDG contributions



ESG Snapshot

- Environment:**
- Replacement of fluorescent lights with LED lights.
 - HDS accreditation (Certification des Hébergeurs de Données de Santé, ISO 27 001 equivalent) for its software « Xplore ».
 - Recycling of IT equipment through a third party.
 - Assessment of carbon footprint, scopes 1 & 2.

- Social responsibility:**
- Uniformization of mutual insurance and retirement agreements for all Imaging Software employees.
 - Recruitment of human resources director
 - Introduction of CSE benefits (luncheon vouchers)
 - Improvement of integration process (skills managing, training, welcome booklet, ...)
 - Promotion of remote working to allow more work flexibility.
 - Set up on an internal communication tool to promote transparency and participative management (bimonthly newsletter).
 - Redesign of career page (job interview, LinkedIn HelloWork).

- Governance:**
- ISO 27001 (system security) and Qualiopi certified (National Quality Reference System).
 - ISO 13085 certified (quality of products).
 - Data protection issues overseen by an external DPO.





Medical Conferences
& Publishing



€110M



420 FTEs



Toulouse, France



2017

Activity

Europa Group’s mission and purpose, relying on its unique position in the medical information, education and training of the healthcare professional community, is to increase the dissemination of medical knowledge, nurture medical innovation, and support the development of medical practices.

The Group is present in several activities via specialist entities and brands covering these activities: Medical congresses, Medical publishing (scientific works), Medical education (continuing medical education with Europa proprietary brands), HCP training (continuing medical education paid by sponsors), Medical communication services (providing communication materials for medical actors).

Relevant SDG contributions



ESG Snapshot

- Environment:**
- Development of a new hybrid offer to reduce emissions linked to transport.
 - Work towards CSR labelling for 2022.
 - Favour local and sustainable suppliers for events, with a focus on recycling.
 - Realization of the “CSR Fresk” for some of their employees.

- Social responsibility:**
- Board gender diversity: 3 members with voting rights in the Supervisory Board are women.
 - 87/100 Ega Pro Index score in 2022.

- Governance:**
- c.7% of employees shareholders.
 - Currently in the process to obtain the ISO 26 000 norm, promoting CSR characteristics.

- Societal action:**
- Contribution to research and education through medical conferences and publications, spreading the medical knowledge and financing of medical causes to participants.

68%
OF DIGITAL EVENTS
(OUT OF 220 EVENTS A YEAR)

3/7 WOMEN
WITH VOTING RIGHTS IN THE
SUPERVISORY BOARD





Industrial Engineering



€460M



3.400 FTEs



Vitrolles, France



2018

Activity

Groupe ADF, a leading French provider of smart industrial engineering and outsourcing services, offers maintenance services for industrial facilities, ensuring full availability and optimized performance of manufacturing and production lines. The Group has strongly accelerated its development focusing on dynamic, in-transformation and growing industries such as energy and green industry, and has become a frontrunner in industry 4.0. It benefits from strong market tailwinds driving future growth: (i) decarbonization of production processes, (ii) industry 4.0 / digitalization and (iii) empowerment and reindustrialization.

30%

OF EMPLOYEES
ARE SHAREHOLDERS

INDUSTRY 4.0
FRONTRUNNER

Relevant SDG contributions



ESG Snapshot

Environment:

- Definition of KPIs to reduce carbon footprint of all entities.
- Implementation of a green mobility offer focusing on natural gas for vehicles, especially for urban buses, enhanced by renewable energy internal competencies.
- Renewal of fleet with hybrid and electric vehicles.

Social responsibilities:

- Development of an employee ownership plan involving over 1,000 employees, c.30% of employees are shareholders in 2022.
- Acknowledgment of ADF internal academy as a training organization (Qualiopi certification).
- Creation of a Professional Equality Task Force to promote parity.

Governance:

- Creation of a CSR Taskforce to push important CSR projects (i.e.: One Life challenge to promote health, security, quality and environment)
- EcoVadis certified.

Societal action:

- Training of engineers and technicians working in economically underdeveloped locations including a number of African countries at the One Training Institute.





Funeral & Medica



€30M



280 FTEs



Asnières-sur-Seine, France



2017



Activity

Founded in 1887, Hygeco Group is a long-standing and one-stop-shop player for post-mortem solutions in France and abroad, from services and dedicated products supply to customized equipment design and production. As a precursor, in particular, in the field of thanatopraxy, Hygeco is committed to fostering ecological transition within its eco-system, notably by pioneering the evolution of practices and innovation through the development of eco-responsible products and services.

50%

OF WOMEN WITHIN THE WORKFORCE

60%

OF EMPLOYEES RECEIVED A TRAINING

Relevant SDG contributions



ESG Snapshot

Environment:

- R&D investments to foster the use of biodegradable and recyclable raw materials in marketed products (biodegradable urns, fluids & body bags) & energy savings.
- Mileage and fuel consumption optimization, through the installation of a dedicated fleet tracking tool ("programme Océan", fully setup in 2021) resulting in net savings estimated at c. €75k per year
- Replacement of all executive vehicles with hybrids and launch of a working group to optimize the number of kilometers travelled.
- Accelerated R&D effort on (i) eco-designed products and (ii) structuring of the R&D approach to find an alternative to formaldehyde.

Social:

- Set up of an E-learning platform to train employees on work-related risks (c.60% trained in 2022).

Governance:

- Continued improvement of quality processes (ISO 9001 obtained by the German production facility - to be implemented in other group's subsidiaries).
- Set up of an Ethic Charter and a Code of Conduct.





Activity

Founded in 2005, Ikos is a leading international engineering consultancy offering a unique engineering & technology platform to the railway & energy industries. As a performance and innovation enhancer for its customers, with over 1,300 engineers spread over 26 offices worldwide, Ikos contributes to the energy transition by meeting the major sustainability challenges facing the transport sector.



Railway & Energy
Consultancy



€110M



1.387 FTEs



Levallois-Perret, France



2018

QUALIOP
CERTIFICATION
OBTAINED IN 2023

40%
OF EMPLOYEES TRAINED

Relevant SDG contributions



ESG Snapshot

- Environment:**
IKOS lab (Qualiopi certification obtained beginning of 2023) supports the following research projects:
- Development of electric battery powered train (2021)
 - Renewed partnership with Hyperloop, a high speed train research project (2021)
 - -75% CO2 emissions reduction plan by 2050 for SNCF (French Railway Network)
 - Development of a hydrogen transportation technology.
 - Organisation of three "Climate Fresk" by Ikos' employees for Ikos employees.
 - Drafting of a booklet on Green Transportation.
 - Organisation of conferences focusing on environmental topics for clients.

- Social responsibility:**
- Signature of the parity charter for engineering (Oct. 21).
 - Implementation of collaborative solutions to work remotely.
 - Talent management career software implementation & follow-up of career path (project Ikan).

- Societal action:**
- Launch of some one-off initiatives such as sending IT appliances to Africa, or taking part in sport associations.
 - Organisation of caritative races for donations.





Activity

Premista is a value-added broker specialized in debt consolidation loans and associated insurance products, providing solutions enabling individuals to improve their financial situation. It operates in two distribution channels: direct (B2C) and indirect sales (B2B2C).



Banking
Intermediation



€60M



429 FTEs



Gondreville, France



2017

97%

OF EMPLOYEES
RECEIVED TRAINING

3.3%

OF ABSENTEEISM RATE

Relevant SDG contributions



ESG Snapshot

Environment:

- Reduction of carbon footprint thanks to its 160-vehicles fleet mostly composed of hybrid vehicles.
- Zero paper policy to reduce environmental footprint.

Social responsibility:

- Creation of a training group "Prem's Former" notably to support internal evolution of managers, which has been rolled-out according to plan since 2021.
- Launch of Plan Two focusing on CSR and human capital to enhance employer' brand.
- 85/100 Ega Pro Index score in 2022.

Governance:

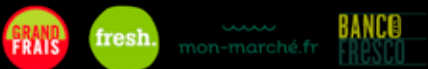
- Communication of the Code of Ethics to all employees.

Societal action:

- Development of a partnership "Point Passerelle" with regional bank to support home access for people in precarious situation and for homeless women.



PROSOL



Distribution
Fresh Food



€2B



7.287 FTEs



Chaponnay, France



2011

Activity

Grand Frais is a leading specialist retailer of ultra-fresh products in France, offering its customers ultra-fresh, quality products at fair prices, and committed to healthy eating for all.

Prosol is the backbone of Grand Frais and focuses on Fruits and Vegetables, Dairy, Fish and Seafood segments, guaranteeing high-quality products through its specific responsible business model (direct sourcing, products from High Environmental Value farms, integrated transformation sites, final logistics platforms and strong customer experience).

The Fresh concept extends Prosol's offer, together with a bakery offer, to areas which are more accessible to stores of a lower surface and more compact formats.

Relevant SDG contributions



ESG Snapshot

Environment:

- Responsible sourcing of products including sustainable farming and recyclable food trays.
- Quality labels including Label Rouge & Protected Designation of Origin.
- > 69% HVE-certified producers (HVE = Haute Valeur Environnementale, focusing on preserving biodiversity, reducing water usage and limiting pesticides) in 2022 vs. 50% in 2021;
- > 30% MSC-certified products (Marine Stewardship Council) for wild fish;
- Online delivery services of fresh products (fruits, vegetables, cheeses, fishes and meats) on mon-marché.fr, from local producers of the Parisian region, delivered by employees on electric bicycle.

Societal action:

- Direct sourcing with over 700 French farmers and other suppliers to produce selected varieties and implementing sustainable agricultural practices.
- Creation of a foundation in 2021 focusing on supporting daily life for children in hospital by financing charities such as La Flamme de la Vie, Le Rire Médecin, Rêves, Docteur Clown, etc
- Funding of agro-ecological projects through MiiMosa platform: 4 projects financed with 80k€ of donations in 2022.





Cybersecurity
& Devops



€75M



770 FTEs



paris, France



2020

Activity

Founded in 2011, SQUAD is an IT services company specialized in cybersecurity, present in France through 9 branch offices as well as in Canada and Switzerland. Serving a solid client base of blue-chip companies, the group has established itself as a key partner to secure and optimize their IT systems and infrastructure. A founding member of the Cyber Campus, Squad is a recognized player of the French cyber ecosystem. The Group is Gold Ecovadis certified.

94/100

EGA PRO INDEX SCORE IN 2022

GOLD

MEDAL ECOVADIS
OBTAINED IN 2022
(AND 2023!)



ESG Snapshot

Environment:

- Formalization of an Environmental Policy.
- ISO 27001 certified.
- set up of a responsible purchasing policy.
- Carbon footprint assessment with strategy to reduce GHG emissions including low mobility policy, hybrid fleet, waste reduction and green IT.

Social responsibility:

- Collective agreement on gender equality focusing on i) effective remuneration; ii) professional promotion; and iii) working conditions & work/parenting balance.
- Implementation of an employee awards system.

Governance:

- First CSR Report.
- Definition and formalization of CSR governance.
- Gold medal EcoVadis obtained in June 2022, ranking Squad in the top 1% of the best companies in its sector in terms of ESG responsibility.

Societal action:

- Implementation of social agreements for disabled workers' employment by i) strengthening information; ii) training; iii) awareness-raising initiatives for all employees.





Activity

Founded in 2008, Square Management is a strategy and organization consulting group with 9 offices in France, Belgium and Luxembourg, focusing on 9 areas of excellence: Data, Innovation, People & Change, Sustainability.... with a mission to help all its stakeholders develop their full potential.



Management Consulting



€150M



1.017 FTEs



Neuilly-Sur-Seine, France



2017

**GOLD
ECOVADIS**
RECEIVED IN 2022

90/100
EGAPRO INDEX SCORE IN 2022

Relevant SDG contributions



ESG Snapshot

Environment:

- Contribution to a zero-carbon economy by setting science-based targets (SBT) to reduce emissions.
- Creation of a "Sustainable Finance & CSR" dedicated offer to build customers' CSR strategy.
- Assessment of carbon footprint in 2022, full scope.

Social:

- Partnership with Gymlib to allow employees to access fitness classes to improve their well-being.

Social responsibility:

- Gold EcoVadis certification in 2022 (7th consecutive year).
- Commitment of the Square Foundation for Entrepreneurship, Childhood and Health support associations and research programs to improve the living conditions of hospitalized children.
- Women Mentoring Program launched in 2023.





Activity

Aerow is a leading French IIM software solutions integrator contributing to the digitalization of companies and to improved data & information management.



ECM & Digital Consulting



€25M



250 FTEs



Paris, France



2020

STRUCTURATION
OF HR POLICY

HELPLINE SET UP
FOR EMPLOYEES

Relevant SDG contributions



ESG Snapshot

- Environment:**
- Inclusion of carbon reduction measuring tools in business propositions: CarbonScore & Microsoft Emissions Impact Dashboard.
 - Introduction of a mobility package to limit CO2-consuming travelling and subscription to a tree planting initiative to compensate carbon emission.
 - Refurbished phones provided to employees.
- Social responsibility:**
- Managerial share ownership plan involving more than c.8% of employees.
 - Promotion of gender diversity.
 - Set up of a Career Committee.
 - Implementation of a psychological distress helpline, in collaboration with occupational medicine.
 - Set up of a telework charter.
- Governance:**
- Training program on cyber security issues for all employees.
 - Implementation of an alert procedure on harassment.





Activity

ESCG is a private school offering nationally recognized accounting qualifications (BTS CG, DCG, DSCG) to students, benefiting from a high employability rate.



Private Professionnal Education



€5M



27 FTEs



Paris, Nice, Lyon, Marseille, France



2021

50

STUDENTS GAVE THEIR BLOOD

Relevant SDG contributions



ESG Snapshot

Environment:

- Partnership with Collect'Us to recycle IT material in accordance with the European requirements in terms of electronic waste.

Social responsibility:

- Qualiopi certification (National Quality Reference System) for Paris, Nice and Lyon; ongoing certification for Marseille new campus.
- Certification AFNOR NF 214 since 2012 (advanced quality certification for schools).
- Survey to assess students well-being.
- Advisors assistance to students with psychological, physical and personal issues.

Governance:

- Formalization of a CSR Policy and of a HR Policy.
- Definition of the Group' s four values: personalized support for students, simplified recruitment for companies, trainers expertise, academic and professional follow-up of trainees.
- Courses covering professional integrity and ethic topics.
- Whistleblowing process set up for students.

Societal actions:

- Annual blood collection for all voluntary students with the EFS: 50 students participated in 2022.





Security
Securing Infrastructures



€10M



65 FTEs



Saint-Rémi, France



2022



Activity

Ekoscan Integrity provides ultrasonic non-destructive, advanced testing solutions to monitor critical infrastructures.

Ekoscan’s technology, exemplified by its exclusive patents, allows the extension of industrial assets and infrastructures’ life expectancy, notably in sectors contributing to the energy transition.

The group has established partnerships with major industrial players (EDF, Air Liquide, and SNCF among others), in many sectors including the energy and rail sectors.

18

EXECUTIVES WITH AGAS

44%

OF WOMEN WITHIN THE WORKFORCE

Relevant SDG contributions



ESG Snapshot

Environment:

- Recurring awareness sessions on environmental issues and Greentech.
- Carbon footprint assessment full scope in 2022.

Social Responsibility:

- Implementation of employee training, development and well-being initiatives, resulting in a low staff turnover.
- Team-building events & benefits tailored to employees needs (i.e. : transport).
- C.44% of women within the workforce

Governance:

- ISO 9001 certification.
- External IT provider collaboration to strengthen data management and security.
- Set up of a security policy for its information system.

Societal actions:


- Support of local initiatives : local sports clubs and athletes for instance.






Activity


ISCG is a private school offering a diversified range of high-quality trainings to students, allowing them to obtain qualifications in high demand.




Private Professionnal Education




€10M



50 FTEs



Paris, France

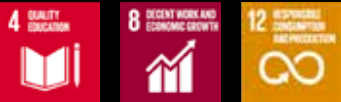


2022

PARTNERSHIP
WITH A HEALTH CHARITY AS PART OF
ISCG’S PHILANTHROPIC ENGAGEMENT
(WITH STUDENT PARTICIPATION)

ONGOING ASSESSMENT OF CARBON
FOOTPRINT WITH
PWC

Relevant SDG contributions



ESG Snapshot

- Environment:**
- Ongoing assessment of carbon footprint with PWC
 - Courses covering CSR topics as a dedicated module.
 - Zero plastic initiative: plastic cups replaced by recycled cardboard cups.
 - Recycling of old computers by an external supplier or through associations.
- Social Responsibility:**
- Qualiopi certification (National Quality Reference System) and GDPR courses provided for all programs.
 - Formalization of a HR Policy including annual pay raise and internal mobility.
 - Psychologist on campuses for students requiring assistance.
 - Management of cybersecurity by an external consultant.
- Governance:**
- Definition of four core values : Diversity & Inclusion, Support, Caring & Personalized support for students.
 - 66% of women in the executive committee
- Societal action:**
- Partnership with a health charity (AFM telethon) with support of students as part of ISCG’s philanthropic engagement.





Activity

Inlog is a purpose-driven software company operating in the healthcare sector and aiming at improving (i) blood management processes for blood transfusion players and (ii) laboratory management processes, hospital and private laboratories as well as cell therapy players.

Healthcare
Software Publishing

€10M

57 FTEs

Limonest, France

2020

BECAME
A PURPOSE-DRIVEN
COMPANY

Relevant SDG contributions



ESG Snapshot

- Environment:
- ISO 9001 (quality management) & ISO 13485 (medical devices quality management) certifications.
 - Partnership with green data centers located in France (Xefi & Neoedge).

- Social responsibility:
- Managerial share ownership plan involving c. 20% of employees.
 - Training of c. 95% of employees on Cybersecurity and IT topics.
 - Annual elaboration of a personalized training plan for each employee.
 - Implementation of well-being initiatives such as teleworking, mutual insurance and food tickets.

- Governance:
- Set up of a CSR Committee.
 - Development of an Ethic Charter for all employees.
 - Set up of an IT Charter to comply with GDPR requirements.
 - Definition of the company's purpose to become a benefit company (société à mission) through several workshops.
 - 40% of women within the executive committee.

- Societal actions:
- Partnership with two schools and hiring of apprentices.
 - Donations for UNICEF, collection for Ukraine refugees and blood donations with the EFS (Etablissement Français du Sang).



.IPSSI

Activity

IPSSI is a private school offering trainings in IT and cybersecurity, benefiting from an excellent positioning in a tech industry suffering from talent shortage.



Private Professionnal Education



€10M



26 FTEs



Paris, Marne-la-Vallée, Saint-Quentin-en-Yvelines, France

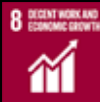


2022

DEFINITION OF CORE VALUES

SHARING, LISTENING, PERSONAL DEVELOPMENT, PROFESSIONAL & SELF-FULFILLMENT AND ENTREPRENEURIAL SPIRIT PROMOTION

Relevant SDG contributions



ESG Snapshot

Environment:

- Ongoing assessment of carbon footprint with Carbometrix.

Social Responsibility :

- Qualiopi certification obtained for all campuses in Marne-la-Vallée, Saint Quentin en Yvelines & Paris.

Governance :

- C. 30% of women in the executive committee.





Cosmetics, care products
& food supplements



€10M



43 FTEs



Nouvoitou, France



2020

Activity

Operating in the wellness sector, Prévost Laboratory Concept is a manufacturer and producer of cosmetic products focused on the premium markets of cosmetology and organic/bio products. The company aims at creating skin care products with a strong expertise in organic formulas and offers a full-service approach to its BtoB customers: R&D formulation, sourcing of raw materials, production and quality control, conditioning and packaging, regulatory support, etc.

FIRST CSR
REPORT

PUBLISHED IN DECEMBER 2022

ORGANIZATION OF
THE CLIMATE
FRESK WORKSHOP
FOR ALL EMPLOYEES

Relevant SDG contributions



ESG Snapshot

Environment:

- Eco-friendly sourcing of raw materials.
- Initiatives to minimize delivery carbon footprint: reduction of plastic and promotion of eco-designed packaging and products on the company website.
- ISO 9001 & ISO 22716 certifications (manufacturing practices for cosmetics).
- Ecocert certification for organic food supplements manufacturing and packaging.
- Improved waste management and installation of solar panels on site.
- Eco-friendly practices promoted during clients meetings.

Social responsibility:

- Managerial share ownership plan involving c.8% of employees.
- Redaction of a "Safety Booklet" signed by all employees.
- Set up of the Japanese 5S safety concept (principles of work environment improvement).
- Replacement of fixed computers with laptops to allow more flexibility.

Governance:

- Nomination of a CSR referent and of three CSR ambassadors.
- Redaction of a new section on gifts in the Purchasing Policy shared with all employees.
- Audit of ESG practices of suppliers & set up of a suppliers' Code of Conduct.



06. APPENDICES



Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) or Global Goals are a collection of 17 interlinked global goals designed to be a «blueprint to achieve a better and more sustainable future for all».

The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. Today, the SDGs represent a worldwide framework to align a CSR strategy for every company.

The SDGs provide a coherent, holistic, integrated framework to address the world’s most urgent sustainability challenges and creates a better future for all.

The success of the agenda will be based on collaborative efforts by all parties in society, including businesses. Therefore, the SDGs explicitly call on businesses to contribute along with other stakeholders.

From a risk management or a development opportunity perspective, it is in the interest of companies to step up and engage with the core questions that lie at the heart of the SDGs.

Throughout the report, material ESG issues identified for the portfolio companies are paired with relevant contribution to SDGs targets based on the materiality diagnosis of PWC.



17
Goals

169
Targets

230
KPIs

KEY NUMBERS OF THE
SDGS

CSR Label Glossary of Portfolio Companies

ISO STANDARDS - INTERNATIONAL ORGANIZATION FOR STANDARDIZATION



ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organization can follow, rather than establishing environmental performance requirements.



ISO 9001 is defined as the international standard that specifies requirements for a quality management system (QMS). Organizations use the standard to demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.



ISO/TS 29000 is a document defining quality management system requirements for product and service supply organizations to the petroleum, petrochemical and natural gas industries.



ISO 13485:2016 is the standard for a Quality Management System (QMS) for the design and manufacture of Medical Devices.



ISO 22716 gives guidelines for the production, control, storage and shipment of cosmetic products.



ISO/IEC 27001 is an international standard on how to manage information security. It details requirements for establishing, implementing, maintaining and continually improving an information security management system (ISMS) - the aim of which is to help organizations make the information assets they hold more secure.

GENERAL CSR - INITIATIVES, LABELS, CERTIFICATIONS BODY

Sustainability Initiative



The UN Global compact is a call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals. Over 17,500 companies have become signatory of the UN Global Compact.

Evaluation Labels



The Label Engagé RSE (CSR Committed Label) is the benchmark label for evaluating the maturity of organizations' CSR approaches on the basis of ISO 26000. The label is aimed at all types of organizations (companies, associations or territory) and whatever the maturity in CSR, the size of the entity or the sector of activity.



Founded in 2007, EcoVadis is now the largest provider of business sustainability ratings, with a global network of more than 75,000 rated companies. EcoVadis provides holistic sustainability ratings service for companies, delivered via a global cloud-based SaaS platform. The EcoVadis Rating covers a broad range of non-financial management areas including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts.

Certification Body



Ecocert is a rigorous process that consists of an independent and impartial certification body assessing the conformity of a product, service or system with environmental and social requirements specified in a standard. At the end of the certification process, Ecocert issues a decision and when positive, delivers a written assurance called a certificate.



Since 1995, Bureau Veritas Certification has been the subsidiary of Bureau Veritas dedicated to the certification business. It carries out its audit activities with complete impartiality and independence. Bureau Veritas Certification is a major player in certification and auditing in the areas of quality, health / safety, environmental protection and sustainable development.

SPECIALIZED CSR LABELS



MASE is a management system whose objective is the permanent and continuous improvement of the Safety, Health and Environment performance of industry and services companies.



The French National Cybersecurity Agency (ANSSI) ensures that public administrations, public services, and businesses can take full advantage of a secure and trustworthy digitalisation. The agency can also qualify companies as service provider for information systems security audit, as it was for the case for Squad.



The Pyramids competition organized by the Federation of real estate developers, aims to promote the most beautiful real estate projects throughout France. The Pyramids are centered on the essential subjects of the Federation: innovation, quality, technical performance, aesthetics, responsibility in the conduct of operations, customer relations and the emergence of new talents.

PRODUCT-RELATED LABELS & STANDARDS IN THE MANUFACTURING INDUSTRY



The label "Indoor air emissions" includes a pictogram accompanied by a letter in large format. This letter indicates the level of volatile pollutants emission of the product within the air inside a room: the rating ranges from «A +» (the product emits very little or not at all) to «C».



CTB is a certification that assesses the performance of products, their lifecycle, and their impact on health and the environment. The product's composition is analyzed by a commission of toxicologists and ecotoxicologists independent of FCBA which have to issue a positive opinion on these requirements for the product to be certified. Blanchon was the first player to get CTB certified.



This European Standard 'bio-based formula' uses a method for determining the bio-based carbon content in products from the measurement of radiocarbon.



The EU Ecolabel covers a wide range of product groups, from major areas of manufacturing to tourist accommodation. Key experts, in consultation with main stakeholders, develop the criteria for each product group in order to decrease the main environmental impacts over the entire life cycle of the product. Because the life cycle of every product and service is different, the criteria are tailored to address the unique characteristics of each product type.

PRODUCT-RELATED LABELS IN THE FOOD INDUSTRY



Free range eggs can be described by hens which have access to the outdoors (4m² per hen), and can shelter in a building where they have nests, perches and the food they need. This represent the second best conditions for hens, after organic eggs with 5m² per hen.



The Label Rouge (meaning Red Label) is a French label designating products which, by their production or manufacturing conditions, have a higher level of quality compared to other similar products usually marketed. The products that can benefit from a Label Rouge are food, non-food and unprocessed agricultural products.



The High Environmental Value (HVE) guarantees that the agricultural practices used on an entire farm preserve the natural ecosystem and minimize the pressure on the environment (soil, water, biodiversity, etc.)



AB (Organic Agriculture) is a French quality label created in 1985, and based on the ban on the use of products from synthetic chemistry. It identifies products from organic farming.



Launched in 2002 as Utz Kapeh meaning 'Good Coffee' in the Mayan language Quiché, the UTZ certification shows consumers that products have been sourced, from farm to shop shelf, in a sustainable manner.

WORKPLACE-RELATED LABELS



'Great Place to Work' is the first step to be recognized on the Best Workplace list, based on survey of employees working in companies all around the world. The certification process starts with an employee feedback gathered with the research-driven Trust Index® survey, followed by a culture audit of the company. If the Trust Index® results are 65% or higher, the company can be certified.



The 'HappyIndex' explores and promotes employees engagement and motivation. It also benchmarks the company to see where they stand compared to others, and attracts new talents giving a positive image of the workplace where employees are happy and motivated by their missions.

Acknowledgement

We wanted to thank the management of all of our portfolio companies for completing our ESG questionnaire and answering qualitative interviews. We also would like to thank all of our stakeholders who participated in the elaboration of our third Sustainability Report, and also all Abenex employees for their commitments to ESG impact. We are all working together towards a more sustainable world where tracking progress will allow every portfolio company to make the change they need. We are very proud to be an active actor of the ecological transition alongside them.

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Disclaimer

Although some data has been updated in order to take into consideration the Sustainability Report released date, i.e. October 2023, data used in general in this report is based on information available as of December 31, 2022.

Certain of the information contained in this Sustainability Report has been obtained from published sources prepared by other parties or from portfolio companies of our funds. However, no representation or warranty can be made as to the accuracy or completeness of the information contained therein. No reliance may be placed on the Sustainability Report. Therefore, no indemnity shall be claimed from the use of this Sustainability Report or any errors therein or omissions there from. All figures contained in this Sustainability Report are provided for information purposes only: they aim at providing a general overview of the figures, which, by definition, will change.

All statements of opinion and/or belief contained in this Sustainability Report and all views expressed, represent Abenex Capital's own assessment and interpretation of information available to it as at the date of this Sustainability Report.

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