



Positive finance for small and mid caps

JANUARY 2025

Our mission statement

GENEO has included its mission statement in its articles of association:

PROVIDING THE REAL ECONOMY
WITH POSITIVE FINANCE THAT
RECONCILES PERFORMANCE
AND MEANING

POSITIVE FINANCE IS BASED ON FOUR PILLARS:



Long-term financing that can withstand business cycles and adapt to each company's natural cycle.



Financing that promotes the development of **human capital** as the main driver of value creation and corporate viability.



Financing that helps companies geared towards the future increase their **positive impact**.



Financing that **shares value equitably** to reconcile performance and good sense.

Our solutions

TO SUPPORT DEVELOPMENT AND BUYOUTS
FOR GROWTH SMES AND MID-CAPS

+ 560M€

under
management

26

Members
of staff

3

Investment
vehicles dedicated
to SMEs/
mid-caps



GENEO CAPITAL

Equities and quasi-equity
(equities and bonds)

Intensive support in the
form of **growth books** and
support for the **execution**
of **business plans**.



OBLIGATIONS RELANCE

Dry bonds
(Non-convertible)
in partnership with
Turenne Groupe



GENEO MEZZANINE

Quasi equity (OBSA)

Targeted and intensive
support through an **impact**
plan and a **coaching** and
innovation programme for
positive impact.

Already 29 European and International leaders

IN GENE0'S PORTFOLIO



Transport / logistics



Special machinery hire



ZURFLÜH-FELLER

Systems and solutions for external building enclosures



Swimming pool manufacturing



Travel insurance



HR Consulting



Digital healthcare



Child care and tutoring



Software and data processing publisher



Safety equipments



Healthcare



HR expertise



E-commerce



Cybersecurity solutions



Software editing



179

Territorial locations



2023 Cumulated revenue

> 3,6 B€



GENE0 CAPITAL



OBLIGATIONS RELANCE



GENE0 MEZZANINE



EXIT DECEMBER 2024

OTEGO
beyond textile

Textile
manufacturing

PINETTE PEI
ENGINEERING & MACHINERY

Manufacturing
machinery

K
KARDHAM

Real estate advice

NEFTYS-PHARMA

Veterinary product
distribution



Cumulated
EBITDA 2023

335 M€



85

International
locations

VALTUS
MOVING BUSINESS FORWARD. FAST!

Management
consulting



IT solutions

SAFICALCAN
innovative solutions

Distribution of
chemical products

GAC
GROUP

Innovation
consulting

Tarkett

Floor coverings and
sports surfaces

GRUPE
enygea

BtoB hire of sanitary
equipment

egis

Engineering,
construction &
operations consultancy

Acteo

Paint manufacturing

COVERPLA
packaging parfumerie

Perfume and
cosmetics packaging
solutions

didactic

Medical devices and
consumables

- GENE0 CAPITAL
- OBLIGATIONS RELANCE
- GENE0 MEZZANINE

Our method for value creation

THE GROWTH BOOK

The Growth Book is GENE0's operational tool to assist companies in organising, securing and implementing their business plan.

PHASES

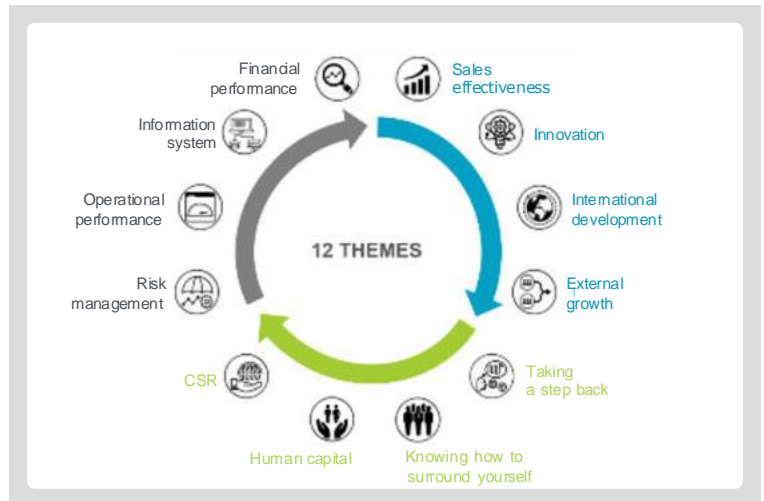
PRE-INVESTMENT

GENEO pre-identifies the issues and focal points and offers management support that includes a positive impact plan

POST-INVESTMENT

GENEO and management agree on the projects to be launched, organise the action plan and assess the results

Within GENE0, a team dedicated to support works with executives to design Growth Books tailor-made to their challenges, and to activate the platform of experts on 12 main themes:



RESSOURCES

- GENE0 community: more than 200 investors, entrepreneurs, families and institutions

. > 70 GENE0 experts approved by GENE0 (time sharing, consulting)

- GENE0 services (training, digital, premises)

Our added value

SUPPORT AND COMMUNITY



THE GENE COMMUNITY (January 2023)



+ 220
shareholders



Including +150
Entrepreneurs

Including +40
Family Offices

Including +20
Institutional
investors

Including +10
private equity professionals

SHARING EXPERIENCE AND BUSINESS NETWORKS

Intra-community and portfolio company
networking

Local **meetings** in Paris and
in the regions

GENEbusiness: direct exchanges between
each portfolio company and the Community

GENEcamps and **GENEtrends**: organised
moments of reflection on major topics
or trends



THE GENE SUPPORT



+ 70
experts



4 internal Business
Partners dedicated
to support:

MARC DUPUY
M&A Business
Partner

**GUILAUME
GOMBERT**
Digital & Inno-
vation Business
Partner

MATHILDE PAOLI
Liability structure
Business Partner

CLAUDIA KIENTZLER
Positive Impact
Business Partner

YOHAN LELLOUCHE
Business Partner
Decarbonation Positive Impact

Our vision of impact

A SHARED CONVICTION

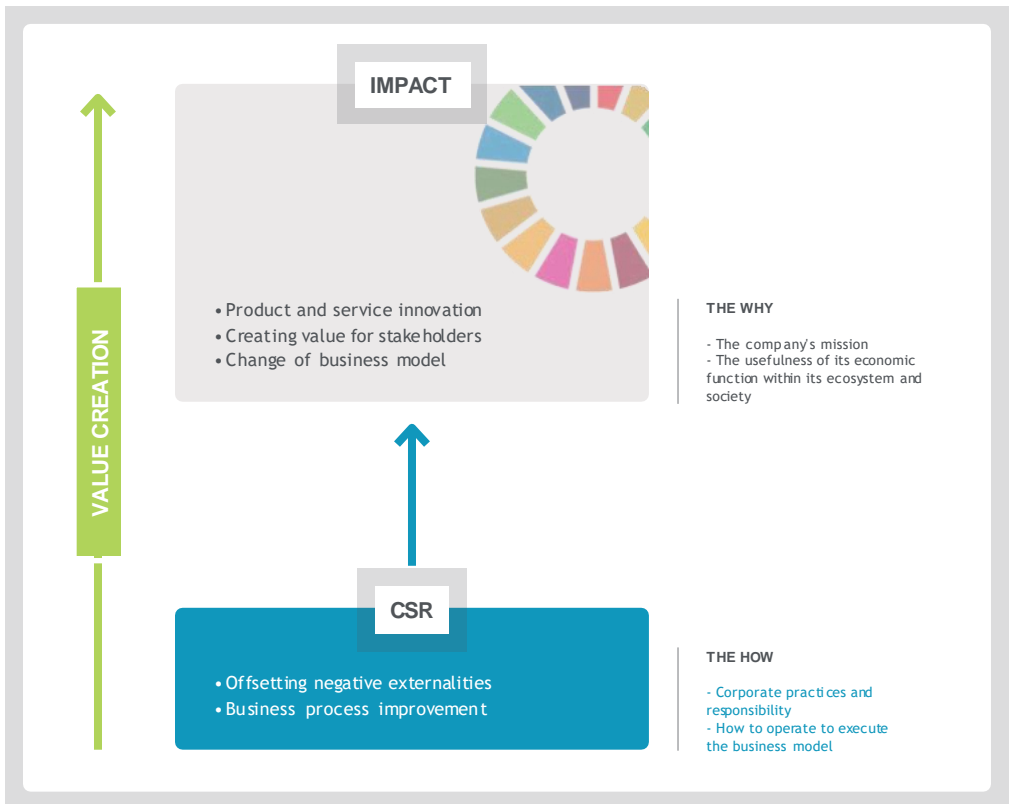
IMPACT IS THE NEW DISRUPTION.

Companies must **give meaning to their mission and innovate** to meet societal expectations and position themselves with a more global and societal purpose.

Companies cannot limit themselves to a financial objective, they must be **actors in society** and develop **positive societal**

impacts. Companies' **commitment** and **usefulness** are becoming increasingly central.

Their organisation, operation, governance and management methods are based on this.



Our 9 CSR commitments



Mission

CONTRIBUTING TO THE DEVELOPMENT OF LONG-TERM FINANCE

Commitments

1

Building balanced and transparent long-term relationships with our stakeholders

2

Providing and promoting strong and helpful governance

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Mission

ACTING TO DEVELOP HUMAN CAPITAL

Commitments

3

Contributing to sustainable job creation and regional development

4

Creating an organisational and managerial framework that promotes engagement, well-being at work and team performance.

5

Encouraging skills development and diversity

8

DECENT WORK AND ECONOMIC GROWTH



5

GENDER EQUALITY



Mission

GENERATING A POSITIVE SOCIETAL IMPACT THROUGH OUR INVESTMENTS

Commitments

6

Encouraging behaviours that help fight global warming.

7

Defining positive impact plans together with the SMEs and mid-cap companies we invest in and helping them implement these plans.

12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



Mission

SHARING VALUE FAIRLY

Commitments

8

Applying and promoting equitable value sharing-mechanisms within GENEO and its portfolio companies

9

Redistributing part of the value we create to philanthropic ventures focused on job creation or reintegration into employment

10

REDUCED INEQUALITIES



4

QUALITY EDUCATION



Guidelines and operation

OF THE GENE0 COMMUNITY ENDOWMENT FUND

The GENE0 endowment fund is intended to promote:

JOB CREATION

- Meeting a business need
- Providing social integration through employment
- Offering everyone the opportunity to become an entrepreneur

PROFESSIONAL INTEGRATION

- Promoting access to employment or a return to employment for the disadvantaged
- Promoting female entrepreneurship

REVITALISING NEGLECTED REGIONS

Strengthening the local economic structure in deprived neighbourhoods and rural areas in particular

CREATING INNOVATIVE COMPANIES AT THE SOCIETAL LEVEL

- Supporting societal innovation to build a sustainable economic world
- Contributing to the financing of innovative companies still in the seed phase

Operating principles:



ADDITIONALITY

The endowment fund supplements an initiative supported by a member of the GENE0 Community. Its funding is provided by GENE0 as follows: it receives one third of GENE0 Capital's carried interest, 20% to 30% off that of GENE0 Mezzanine and 0.2% off the management fee



ELIGIBILITY

The endowment fund verifies that the eligibility criteria are met. (see opposite)



NON-FINANCIAL IMPACT

The supported action must have proven non-financial impact, which the fund will amplify



STEERING AND MONITORING

The supported partner must provide regular reporting on the non-financial impact of the actions carried out

First initiative funded in 2021

GENEO redistributes a significant part of the value created

480k raised by the endowment fund since 2020 by the GENE0 community



- Production school–car maintenance apprenticeship
- Financing of a student's education by GENE0 for three years



Since 2020, the GENE0 Community Endowment Fund has been supporting the **Lens Automotive Production School**, the **Metal Tech Production School** on the machinist profession, and more recently, **Emergents LA MOSAÏC**, which promotes equal opportunities and territorial cohesion on education issues in urban and rural areas.



7 committed and complementary managing partners



FANNY LETIER

Co-founder

- **General Secretary of CIRI** from 2009 to 2012 (240 companies restructured in 3 years)
- **Head of Bpifrance's direct SME and mid-cap investment teams** (€ 1.5 billion under management, portfolio of 500 small-caps).



FRANÇOIS RIVOLIER

Co-founder

- **Director of Société Générale Capital Partenaires** from 2007 to 2018 (€700 munder management, portfolio of 85 companies).
- Negotiation, monitoring and supervision of more than **150 private equity investments**.



DELPHINE JARNIER

Partner

Head of direct investment in SMEs in the Paris region of Bpifrance; portfolio of 130 SMIs/SMEs in a variety of sectors and with a wide range of equity investments.



MARC DUPUY

Partner

Head of M&A at Société Générale from 2006 to 2018; advisory on 50 deals.

Head of portfolio companies at Société Générale from 2018 to 2019; 6 deals carried out.



MATHILDE PAOLI

Partner

Managing director in charge of mid-cap financing at Rothschild & Co from 2003 to 2021; carried out more than 150 deals in all types of instruments, including 50 in mezzanine.



FRANÇOIS PICARLE

Partner

Director at Turenne Capital from 2007 to 2014

Head of small-cap investment at Bpifrance from 2015 to 2019; 30 growth capital deals carried out.



STÉPHANIE KORDONIAN

Directrice associée

Managing Director in LBO Financing at **Société Générale** from 2014 to 2017.

Head of Mid Cap Private Equity Coverage at Société Générale from 2018 to 2023.

Structured and executed more than 50 M&A and financing deals for tier 1 PE funds.

The GENEIO team

A committed team

FOUNDERS



**Fanny
LETIER**
Co-founder



**François
RIVOLIER**
Co-founder

PARTNERS



**Stéphanie
KORDONIAN**

Partner



**François
PICARLE**

Partner



**Delphine
JARNIER**

Partner



**Marc
DUPUY**

M&A Business
Partner



**Mathilde
PAOLI**

Business Partner
Financing
Optimisation

COMMUNITY



**Arnaud
LAGRAULET**
Secretary-general
And Community
Manager



**Claire
ALEXANDRE**

Middle Office



**Géraldine
FONTAINE-BOIREAU**

Director of Brand
and Partnerships



**Malika
COPELAND**

Office Manager et
Assistante de direction



**Sabine
BEAUCAMP-BOUSQUIE**

Chief Financial Officer



**Nicolas
LAPEYRE**

Business Development
Manager



**Claudia
KIENTZLER**

Business Partner
Positive Impact



**Guillaume
GOMBERT**

Business Partner
Innovation & Digital

BUSINESS PARTNERS

ASSOCIATES INVESTMENT & SUPPORT



**Marie
KIRCH**

Investment Director



**Louis
CHARRIER**

Investment Director



**Ophélie
DISS**

Investment
associate



**Antoine
RILEY**

Business
Associate



**Arnaud
RODRIGUE**

Business
Associate



**Diane
LAJUMONT**

Business
Associate



**Yohan
LELOUCHE**

Positive
Impact
Associate



**Laetitia
DAO**

Business
Associate

Strong & transparent governance

ACCORDING TO THE MOST EXACTING STANDARDS

Three complementary governance bodies, representing all stakeholders in the GENE0 ecosystem:

A STEERING COMMITTEE

Composed of 8 qualified and independent members overseeing the strategy

Didier VALET

President
Professional Investor

Marie-Claire CAPOBIANCO

Ex-Comex BNP PARIBAS

Rodolphe CARLE

Co-founder of Babilou

Delphine GENY-STEPHANN

High official & Political
Women

Patrice HUTIN

Softauest General Director

Camille KROELY

Digital - L'Oréal

Fanny LETIER

Co-founder GENE0
Capital Entrepreneur

François RIVOLIER

Co-founder GENE0
Capital Entrepreneur

A STAKEHOLDER COMMITTEE

Composed of 9 qualified members overseeing the mission

Delphine GENY-STEPHANN

President

Valérie BASCHET

Meaneo Partners

Delphine DIRAT

London stock Exchange
Groupe

Bertrand LECLERCQ

Arbor&Sens

David MAHE

Human & Work

Christian NOUEL

Croissance
Responsable
Foundation

Pierre MENET

Caisse des Dépôts

Maurane COUDREAU

MAIF

Cécile PATOUX

entrepreneur

A committee in each investment vehicle with an overall view on financial and legal issues

GENEO CAPITAL'S STRATEGIC COMMITTEE

Michel LAMBOLEY

President
Former director KEOLIS

Roger CANIARD

MACSF

Claude JOTTRAND

VEDIHOLD

Fanny LETIER

Co-founder GENE0
Capital Entrepreneur

François RIVOLIER

Co-founder GENE0
Capital Entrepreneur

Pierre MENET

Caisse des Dépôts

Mathieu BRUNET

Société Générale

GENEO MEZZANINE'S ADVISORY COMMITTEE

Raphaëlle COMBY

Crédit agricole Centre-Est

Pascal CHABOT

Caisse d'Epargne
Ile-de-France

Eric GAULIER

ARKEA

Fanny LETIER

Co-founder GENE0
Capital Entrepreneur

François RIVOLIER

Co-founder GENE0
Capital Entrepreneur

Mathieu BRUNET

Société Générale

Legal elements

GENEO Capital Entrepreneur

7, rue Auber

F-75009 Paris

SAS au capital de 1 900 000€

840 830 434

N° TVA FR 09 840830434

GENEO Capital Entrepreneur is an AIFM management company registered at the AMF, the French Regulator, on 10 Jan. 2019 under reference GP-19000004.

Its approval concerns the activity of alternative investment fund (AIF) manager with in the meaning of Directive 2011/61/EU (the AIFMD Directive), and portfolio management on behalf of third parties within the meaning of Directive 2014/65/EU (known as the MiFID Directive).

Its approval authorises it to market its funds in France to exclusively professional or similar investors. In Europe, in accordance with the European Directive 2011/61 /

EU on alternative investment fund managers as well as regulations (UE) 231 / 2013 of the Commission of 19 December 2012, GENE Capital Entrepreneur has obtained marketing passports for its funds in the following countries: Germany, Belgium, Spain, Italy and Luxembourg.

In addition, GENE Capital Entrepreneur is authorised to market its products to Qualified Investors in Switzerland, on the basis of Art. 120-4 of the Federal Law on Collective Investment Schemes (LPCC).

Warning:

The FIAs managed by GENE Capital Entrepreneur are exclusively intended for professional and similar investors. Indeed, investing in unlisted assets presents specific risks, in particular a risk of loss of capital and low liquidity, which the investor must be fully aware of. This takes into consideration all the risks described in the prospectus and regulations of the FIA before any investment. Such investments may not be suitable for all investors. They are invited to contact the management company, which will establish their risk profile.

SFDR «Article 8»*

A BUSINESS TRANSFORMATION STRATEGY TO INCREASE POSITIVE IMPACT

OBJECTIVES

- Accelerating the fair and sustainable transformation of the real economy
- Supporting and monitoring the transformation with tangible and concrete evidence

THE LEVERS OF IMPACT FINANCE ACTIVATED BY GENE0



INTENTIONALITY

Extra financial Diagnostic and in-depth analysis of the materiality of sustainable development issues

Development of a positive impact plan aligned with the Sustainable Development Goals specific to each company's business model at the launch of the Growth Book



ADDITIONALITY

Operational support by GENE0 and its Community: Positive Impact Business Partner, Capital Entrepreneur School, seminars, workshops, etc...

Sharing the created value to strengthen its societal impact (donation of one third of the carried interest to the GENE0 Community Endowment Fund)



MESURE

Co construction of impact indicators specific to each company, which reflect the material issues arising from its strategy and value chain

Impact monitoring governance and continuous improvement logic to achieve and/or adjust the objectives of the strategy



INVESTMENT POLICY CONSISTENT WITH THE WORKS OF THE PLACE



WHY THE CHOICE OF ARTICLE 8 FOR GENE CAPITAL ?

Cautious approach
to a regulation still
under construction

Non sector / thematic
fund (vs. Taxonomy)

Willingness to accom-
pany a transformation,
including the impact,
by adaptating to
the initial maturity
of the company

(*) According to the European Regulation
(EU 2019 2088), known as Sustainable
Finance Disclosure (SFDR)

GENEO Capital

AN EVERGREEN EQUITY INVESTMENT COMPANY

"Capital entrepreneur", an alternative to conventional investment funds:

ADVANTAGES OF ENTREPRENEURIAL CAPITAL



AT GENEO, WE CONTROL TIME

GENEO Capital is not a fund, but an investment company that provides tailored equity solutions and is able to pursue ambitious strategies over time.



AT GENEO, WE PLAY AS A TEAM

More than **220** entrepreneurs and families have invested and form a real GENEO Community to share experience and business networks.



GENEO IS ALSO HUMAN CAPITAL

More than **70** specialists to help companies put their business plans into action.



20

Invested
companies

INVESTMENT THESIS

Supporting SMEs/ mid-caps that embody the future and have the capacity to meet societal expectations, in a positive impact approach:

- 1 Partnering with builder entrepreneurs with solid and differentiating positions in their markets
- 2 Minority investments of €3m to €30m in growing SMEs and mid-caps with turnover of more than €10m and EBITDA of more than €1m
- 3 Growth capital / buy-out deals, in all business sectors

Relance bond fund

LONG-TERM FINANCING WITH A STATE GUARANTEE

As part of the implementation of the Relance bonds, GENE0 Capital Entrepreneur has joined forces with the Turenne group: this group has € 340 million to enable SMEs and mid-caps to finance their future projects

ADVANTAGES OF RELANCE BONDS



LONG-TERM FINANCING

The Relance bonds (RO) are 90% financed by the insurers participating in the transaction and 10% by the participating asset management companies and third-party investors.



POSITIVE IMPACT

Systematic, free and digitalised impact self-assessment for all companies financed by Relance bonds. A 0.15% interest rate subsidy if the CSR/impact objectives are met.



FEATURES

Pure bonds (no access to the share capital) subordinated to other financial debt, and unsecured. A maturity of 8 years with bullet repayment at an interest rate of at least 5.2%.

INVESTMENT THESIS

Enabling the continued development and investment of SMEs and mid-caps thanks to a highly subordinated instrument, at an attractive cost compared to the market:

- 1 Enabling SMEs and mid-caps to pursue their development and investment thanks to a highly subordinated instrument, at an attractive cost compared to the market (thanks to the partial State guarantee)
- 2 Supporting SMEs and mid-caps with turnover of more than €16m and a good credit risk profile and maximum leverage of 5x EBITDA in 2019, 2020 or 2021
- 3 Investing unit tickets of between €2 million and €100 million



9

Invested companies, with 3 in portfolio

GENEO Mezzanine

A MEZZANINE IMPACT FUND

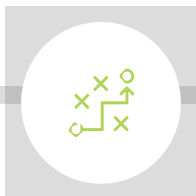
GENEO Mezzanine is designed for small and medium-sized companies with a project geared towards the future and a good credit risk. It provides them with the means to finance their investments and operational and human support to execute their growth projects without opening up their share capital

ADVANTAGES OF QUASI-EQUITY



HUMAN CAPITAL

Unique support on the market for a mezzanine instrument and tailor-made to work on positive impact, liability structure and external growth thanks to our business partners



POSITIVE IMPACT

An exclusive "impact" coaching programme focused on supporting transformations, including an audit and a customised positive impact plan, led by our positive impact business partner and two partner firms.



VALUE SHARING

The GENEO team has made a firm commitment to index 20% to 30% of its carried interest to the same impact criteria as those used for the interest rate subsidy, ensuring alignment with companies.

INVESTMENT THESIS

Offering a mezzanine or quasi-equity instrument that avoids the need to open up the share capital while providing unique support on the market:

- 1 — Supporting mid-caps and SMEs with more than €3 million in EBITDA, in their development projects and transformation towards positive impact.
- 2 — Leveraging the quasi-equity provided to negotiate optimised senior debt.
- 3 — Providing unit tickets of €5 million to €80 million (sweet spot = €10 million to €30 million).



2

Invested companies



**SERVING THE AMBITION OF EACH GENERATION
OF ENTREPRENEURS AND FAMILIES**

This marketing document is exclusively for information purposes only. It must be read in conjunction with the legal documentation of each of the AIFs of the approved management company GENEO Capital Entrepreneur. Should there be any discrepancy between this document and said legal documentation, the wording of the French version of the latter shall prevail.