



MISSION REPORT

2023



EDITORIAL



DELPHINE GÉNY-STEPHANN
CHAIR OF THE MISSION COMMITTEE

This first mission report is testament to GENEО Capital Entrepreneur's ambition to achieve its mission statement. The teams and governance can be proud of this achievement. While this report marks a launch, it is also the culmination of a process built with a great deal of maturity. Since its inception dedicated to Positive Finance, the inclusion of a mission statement in its articles of association, the engagement of its stakeholders, the establishment of a rigorous CSR policy, the work on impact measurement and lastly the choice, as a matter of course, of becoming a company with a mission: perseverance and consistency have never been lacking throughout this journey, and the mission is firmly embedded in GENEО's portfolios.

I would like to thank the members of the Mission Committee, who energetically embraced their role in 2023 and asserted their commitment to working in depth on the mission's objectives and their measurement. The breadth of our dialogue will enable us to assist and encourage. Instilling this requirement in all aspects of the investor business will not be the least of GENEО Capital Entrepreneur's unique features.



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I. OUR MISSION STATEMENT: POSITIVE FINANCE



THE ENTREPRENEUR CAPITAL DNA

GENEO's model has been established around the needs of legacy SMEs and mid-caps, the lifeblood of the economy, to support their long-term strategies with a ripple effect on employment in local communities

1

To secure the future for future generations, France needs to reinvent its economic model, redirecting it towards a longer-term approach that is fairer, more respectful of our planet and creates sustainable jobs.

2

This long-term spirit is the hallmark of Builder managers. Driven by a dream and the desire to address societal needs, they aim to establish leading, innovative, international groups and are not hesitant about planning for several generations ahead. They are the drivers of job creation and value creation.

3

It is these Builders who have inspired our mission statement: in creating Entrepreneur Capital, GENEO is giving them the means to achieve their ambitions: long-term equity, advice and an entrepreneurial network of sharing and support.

4

Every company is born to meet a societal need. Impact means revisiting this need in light of the sustainability issues that are reshaping contemporary society and engaging future generations.

5

A company's success relies on the engagement of all its stakeholders. Organising fair distribution of value is a question of living together, as well as a critical condition for the long-term sustainability of each company and its environment.

GENEO KEY FIGURES IN 2023



€560m+
under management



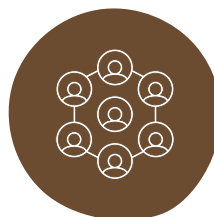
27* investee companies
supported



220+ shareholders, members
of the GENE0 Community



1,854 support initiatives
since 2019




27 multidisciplinary,
committed employees


* The figures presented on this page
concern GENE0 Capital Entrepreneur

OUR MISSION STATEMENT

Positive finance expresses GENEO Capital Entrepreneur's response to the needs of **Builder managers**



Providing the **real economy** with
positive finance that reconciles
performance and **meaning**



This positive finance has **four objectives**:



Providing peace of mind through time management, to get through economic cycles and adapt to each company's needs.



Promoting the activation and growth of human capital as a decisive factor in value creation by providing operational and human support and expertise



Supporting each company's positive impact growth and its transition to sustainable business models



Sharing the value created with all our stakeholders, to give each generation the means to achieve its ambitions

→ The **real economy** refers to all tangible or intangible economic activities produced by economic agents outside the financial markets.

OUR VISION OF IMPACT

At GENEQ, we are convinced that the pioneers of societal innovation will be tomorrow's market leaders. Putting impact at the heart of our strategy creates long-term value.

WE ARE CONVINCED THAT FUTURE-PROOF COMPANIES ARE THOSE THAT ENGAGE IN A DUAL MOVEMENT:

- **Social and environmental responsibility (CSR)**, i.e. exemplary business and managerial practices ("responsible enterprise"), as well as
- **Impact**, through strategic innovation and the transition of their business models to generate a positive impact on their stakeholders and society through their activities ("contributive enterprise")

A VISION THAT COMBINES CSR AND IMPACT

IMPACT

- Product and service innovation
- Business model transformation

- Creating value for external stakeholders
- Meeting society's needs
- Creating positive externalities

CSR

- Factoring environmental and social issues into business processes, setting an example in terms of practices
- Integrating sustainability into governance and business lines

Reducing negative externalities



Environment



Social



Governance

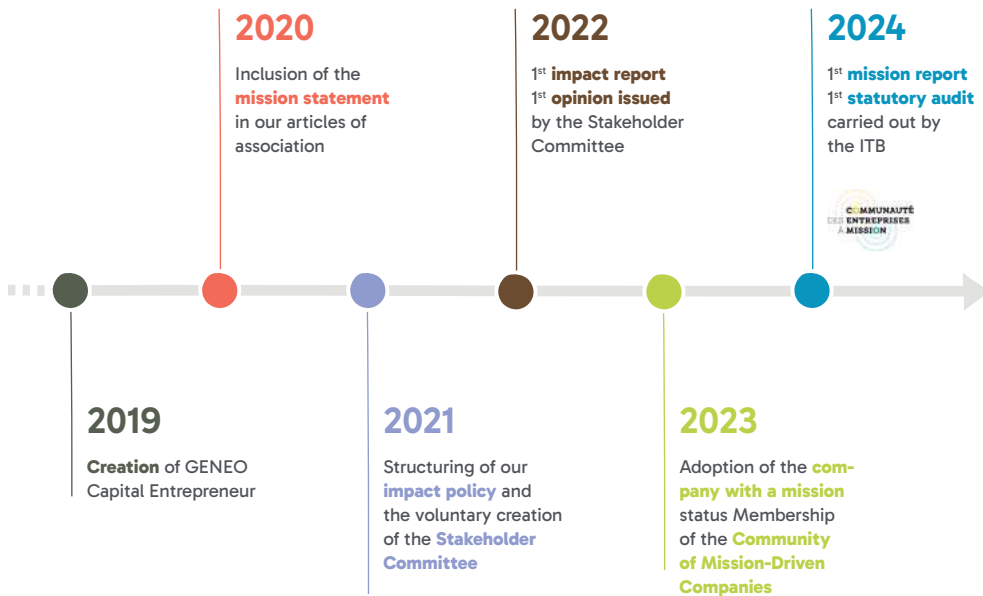


Societal

EVOLVING NATURALLY INTO A COMPANY WITH A MISSION

Adopting the company with a mission status is a natural next step in GENEO Capital Entrepreneur's growth

After five years of existence, after the inclusion of our mission statement in our articles of association, the gradual clarification of our impact policy, adapted to SMEs and mid-caps, and the creation of a stakeholder committee, we had the maturity, confidence and enthusiasm to take the step of becoming a company with a mission.



A MISSION STRUCTURE FOCUSED ON OUR CORE BUSINESS

Conducting our mission and doing our job are therefore synonymous. This is why our statutory and operational objectives and our indicators cover **all aspects** of our business.

STATUTORY OBJECTIVES

#1

Providing peace of mind through a command of time, to navigate through economic cycles and adapt to each company's needs

#2

Encouraging the activation and growth of human capital as a key driver of value creation by providing operational and human support and expertise

#3

Supporting each company's positive impact and its transition to sustainable business models

#4

Sharing the value created with all our stakeholders, to give each generation the means to achieve its ambitions

OPERATIONAL OBJECTIVES

1

Provide bespoke investment solutions to assist businesses over the long term, including counter-cyclical approaches
— Page 22

3

Improve companies' social performance or "Human Impact Rating"
— Page 30

5

Jointly build a positive impact plan with investee companies and support them in implementing it throughout the holding period
— Page 37

7

Promote value sharing within the companies
— Page 45

2

Ensure stability of resources thanks to our trusted relationship with our shareholders
— Page 27

4

Provide companies with strategic, operational and human support through the Growth Books to implement their entrepreneurial project
— Page 34

6

Support each company in decarbonising its business model
— Page 41

8

Redistribute part of the value created to local communities and to society as a whole through philanthropic initiatives aimed at creating jobs or reintegrating people into the workforce
— Page 48

* Pact Act

SYNERGISTIC OBJECTIVES

The interdependence of our objectives and those of our stakeholders compels us towards a holistic approach that reflects the collaborative work of the team, within the GENE0 team and our Community.

STATUTORY OBJECTIVES

Our four statutory objectives are closely interlinked:

- A long-term perspective is the prerequisite for a sincere and ambitious impact policy
- The enhancement of human capital also unfolds over the long term and is essential for implementing an impact policy
- Sharing value creates the commitment needed to increase human capital and is a powerful way of motivating teams to make an impact.

OPERATIONAL OBJECTIVES

- Impact can only be achieved through the cooperation of all our stakeholders: through our operational objectives, we therefore address all of them, particularly investors, GENE0 teams, investee companies, these companies' employees and local communities.

A COMMITTED APPROACH BY THE ENTIRE GENEIO TEAM

As the mission covers our entire business, all employees are involved in the action plans.

MISSION MANAGEMENT

Carried out by the Management Committee of the management company

PREPARATION AND IMPLEMENTATION OF ACTION PLANS

- Coordination carried out by the impact business partner (mission manager)
- Design and monitoring by project teams divided by operational objective, with roles defined further up the line:

Sponsor

Drives the process internally and externally

Helps the project manager access all the resources needed to ensure the success of the action plan

Project manager

Manages all the internal projects linked to the objective, involves the contributors and ensures compliance with the objectives and timetable

Contributor

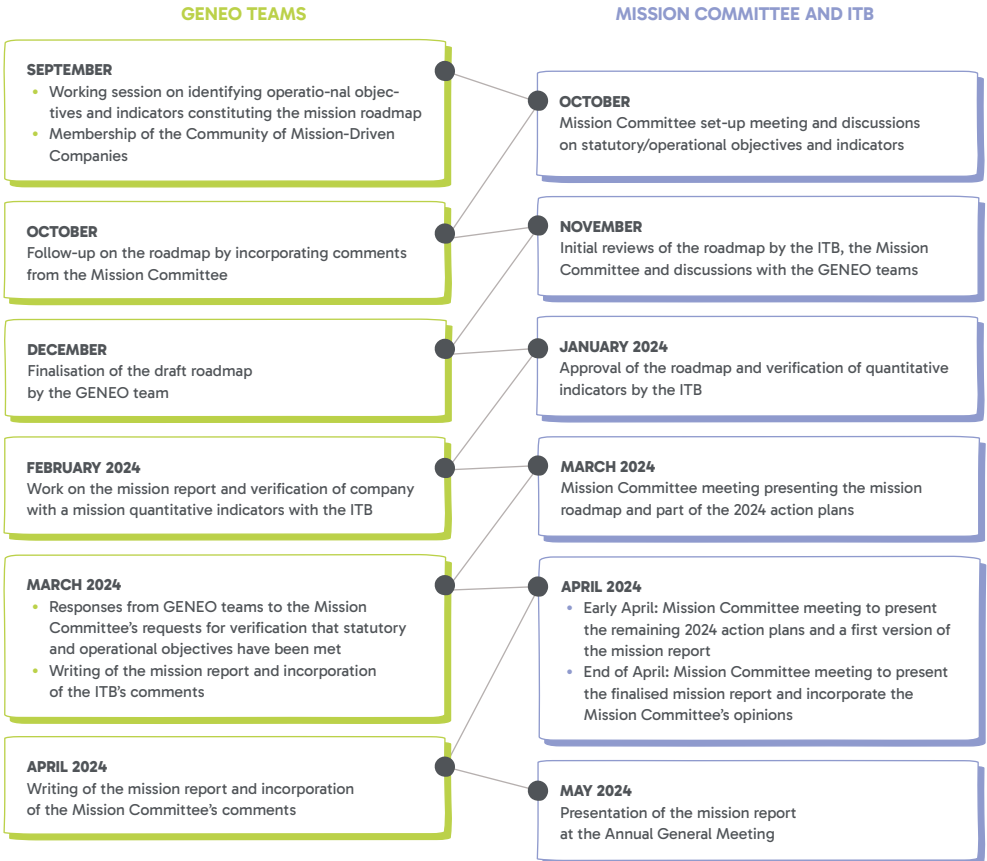
Provides background work on one or more sites using its expertise

COLLECTION AND RELIABILITY OF NON-FINANCIAL DATA

- Responsibility of the Finance Department, with the support of the impact business partner
- Synchronisation with the annual campaign to collect data from the holdings

CLOSE COLLABORATION WITH THE MISSION COMMITTEE

2023 saw fruitful dialogue between the GENE0 teams and the Mission Committee, which played a **decisive role** in finalising the roadmaps and indicators



II. GOVERNANCE TO MAXIMISE IMPACT AND GUARANTEE TRANSPARENCY



OUR MISSION COMMITTEE

The Mission Committee follows in the footsteps of GENEO's Stakeholder Committee, unveiled in 2021. The Pacte Act gives it a stronger role.

ROLE



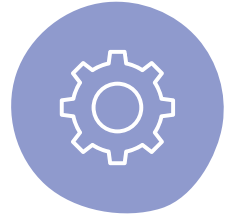
- Monitor the execution of the mission and the strategic and operational implementation of GENEO's mission statement
- Monitor the proper application over time of the four statutory objectives and the associated roadmap

MISSIONS



- Evaluate the effectiveness of the actions taken to achieve these four objectives
- Validate the overall coherence of the mission model and give a verdict on the ambition and achievement of the chosen objectives
- Support the continuous progress approach on the implementation of commitments made
- Anticipate societal trends and emerging solutions

OPERATION



- A minimum of three plenary consultations per year and tailored working sessions
- Presentation of a report by the Mission Committee assessing how the mission is being carried out

COMPOSITION OF MISSION COMMITTEE ^{1/3}



MAURANE COUDREAU

INVESTOR - IMPACT

With a background in law, Maurane soon began working in the field of sustainable development law. Now an expert in sustainable finance at MAIF, also a company with a mission, she is a reference investor for GENEO Mezzanine, our quasi-equity impact vehicle, and brings us the benefit of both her personal experience and this insurer's, which has long been committed to responsible enterprise issues.

Having joined the Mission Committee in April 2024, Maurane has already been engaged in the topic by attending two working meetings.



VALÉRIE BASCHET

EXPERT - ENTREPRENEURSHIP - IMPACT

Valérie Baschet co-founded Meaneo, a consulting firm specialising in strategy and the responsible transformation of businesses. Recognised for her professionalism and commitment, Valérie Baschet is personally involved in implementing and supporting pragmatic approaches within the companies she advises. A firm believer in the transformative dimension of impact for companies' business models, Valérie brings to the Mission Committee her expertise and strategic approach to impact, for sustainable growth.



DELPHINE DIRAT

REGULATORY AFFAIRS - SUSTAINABLE FINANCE

Delphine is one of Europe's leading specialists in sustainable finance regulation. Before joining the London Stock Exchange in 2021 as a regulatory expert, Delphine worked at the Autorité des Marchés Financiers (AMF) for 10 years. She was director of regulation for international affairs and a posted expert for the European Commission, where she helped to draw up and implement the European action plan on sustainable finance. Keen to share her expertise and vision of sustainable finance, Delphine also lectures at the University of Bordeaux.

COMPOSITION OF MISSION COMMITTEE ^{2/3}



DELPHINE GÉNY-STEPHANN

INVESTOR – IMPACT – PUBLIC AUTHORITIES

A French businesswoman and politician, Delphine Gény-Stephann is renowned for her commitment to business competitiveness, modernising the economy and promoting entrepreneurship. By accepting the position of Chair of the Stakeholder Committee, then of GENE0's Mission Committee, she is putting into practice her convictions, as well as the spirit and letter of the Pacte Act that she initiated during her term as Secretary of State to the Minister for the Economy and Finance (2017-2018). Delphine is also a shareholder and member of the steering committee of GENE0 Capital Entrepreneur.



BERTRAND LECLERCQ

INVESTOR – FAMILY OFFICE

Bertrand Leclercq is an entrepreneur specialising in the governance of family-owned businesses and the challenges of their generational transition, with an emphasis on governance and the long term. A former general manager of Association Familiale Mulliez (AFM) from 2010 to 2019, he has held various positions in a number of companies, including Auchan and Flunch. He is also an investor in start-up projects and private equity funds. Bertrand brings to the Mission Committee his practical experience of family-owned businesses and long-term challenges, as well as the problems of sharing value and aligning stakeholders.



DAVID MAHÉ

COMPANY DIRECTOR – HUMAN CAPITAL

David Mahé is the head of the Human & Work group, the European leader in psychological health at work, in which GENE0 Capital has been an investor since March 2019. President of the Syntec professional association of consulting firms, David is also a frequent contributor in the major national media as an expert on labour issues. He brings to the Mission Committee his experience of GENE0 support and his expertise in all issues relating to people at work.

COMPOSITION OF MISSION COMMITTEE ^{3/3}



PIERRE MENET

INVESTOR – IMPACT – LOCAL COMMUNITIES

As the head of impact investments at Banque des Territoires (Caisse des Dépôts Group), Pierre Menet is a financial sector professional with long-standing and in-depth expertise in investment management and the development of financial projects. Also a member of the Strategy Committee of GENE Capital, the evergreen investment company managed by GENE Capital Entrepreneur, Pierre brings to the Mission Committee the vision of a long-term investor, rooted in local communities and concerned with societal impact, particularly in terms of employment.



CHRISTIAN NOUEL

EXPERT – PHILANTHROPY – SUSTAINABLE FINANCE

A French lawyer specialising in business and tax law, Christian has advised numerous national and international companies. A committed participant in civil society, Christian is the founding Chairman of Fondation Croissance Responsable (“Responsible Growth Foundation”), a foundation housed by Institut de France, a member of the MEDEF tax commission, a member of the “Directors and Non-Financial Information” and “Creating Shared Value” working groups of the Institut Français des Administrateurs (“French Institute of Directors” – IFA), Christian advises the Mission Committee on the legal aspects of sustainability issues and best practices for integrating these issues at the heart of corporate governance.



CÉCILE PATOUX

ENTREPRENEUR – IMPACT

Cécile Patoux, GENE's first impact business partner, has a background in sustainable development consulting and CSR auditing, and devoted her early career to CSR and Impact issues. With an entrepreneurial drive, she set up her own company manufacturing and selling organic cosmetics: “Atelier Sapoé”. Cécile's intense personal commitment, combined with her entrepreneurial approach and in-depth knowledge of GENE, make her a valuable asset to the Mission Committee.

OUR COMMITMENT CONTROL SYSTEM

The credibility of GENEO's commitments is based on a control system involving **three players**

GENEO CAPITAL ENTREPRENEUR

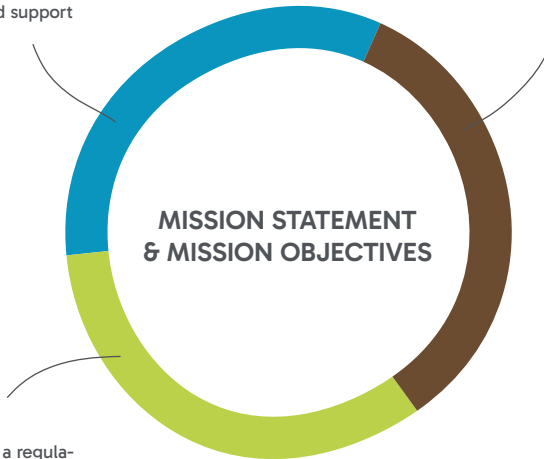
- Defines operational objectives and key monitoring indicators
- Allocates the resources needed to carry them out
- Measures and analyses the results
- Identifies and manages external circumstances that may affect the achievement of objectives
- Implements action and support plans

MISSION COMMITTEE

- In charge of continuous monitoring of mission execution
- Submits an annual report to GENEO investors on the execution of the mission*
- Issues a statement at least once a year on the implementation of the objectives

INDEPENDENT THIRD-PARTY BODY (ITB)

- Appointed to conduct a regulatory audit of the fulfilment of the mission objectives, the alignment of our resources and the achievement of our results, as from the first year of our adoption of the company with a mission status.
- Issues a reasoned opinion, which is attached to the Mission Committee's report and made public, on whether the mission's objectives have been met



* By the end of the first 24 months at the latest

III. OUR MISSION IN ACTION



STATUTORY OBJECTIVE

#1

Providing **peace of mind**
through a **command**
of time, to navigate
through **economic cycles**
and adapt to **each**
company's needs



“Evergreen investment can be summed up as a company of shareholders with a common objective, which they share with the company’s management but also with the holdings they have: to forge growth over the long term.”

FRANCOIS RIVOLIER, CO-FOUNDER

1 PROVIDING BESPOKE INVESTMENT SOLUTIONS TO ASSIST BUSINESSES OVER THE LONG TERM, INCLUDING COUNTER-CYCLICAL APPROACHES

GENEO Capital Entrepreneur provides three complementary solutions to support each company's pace of development



GENEO CAPITAL

Equity and quasi-equity

Bespoke intensive support through Growth Books and positive impact plans

20 investee companies



GENEO MEZZANINE

Quasi-equity

Targeted, intensive impact support

Degressive interest rate based on achieving impact objectives

2 investee companies



STIMULUS BONDS

Straight bonds (non-convertible)

Inclusion in the GENEO Community

Reduced interest rate based on meeting CSR objectives

9 companies financed











* This report covers the GENEO Capital and GENEO Mezzanine scope (22 companies), excluding companies supported under the "Obligations Relance" stimulus bonds scheme. Other restrictions on the scope of each indicator are also mentioned in the methodological note, p56-57.

1 PROVIDING BESPOKE INVESTMENT SOLUTIONS TO ASSIST BUSINESSES OVER THE LONG TERM, INCLUDING COUNTERCYCLICAL APPROACHES

STATUTORY
OBJECTIVE

#1

GENEO Capital and GENEIO Mezzanine invest in 22 companies from different business sectors

| | | | | | |
|---|---|---|--|---|---|
|  complétude <small>éducation scolaire</small> kinougarde <small>garde d'enfants</small> |  convictionsRH <small>Le conseil engage</small> |  i-run <small>RUNNING TRAIL FITNESS</small> |  PISCINES Magiline <small>PISCINES PAR PASSION</small> |  SAFIC ALCAN <small>Chemical products</small> |  PINETTE PE <small>ENGINEERING & MACHINERY</small> |
| Childcare & tutoring | HR consulting | E-commerce | Swimming pool manufacturing | Chemical products distribution | Industrial machinery |
|  LEADER <small>Fire & rescue equipment</small> |  GAC GROUP |  HUMAN & WORK |  HÖPPEN <small>TIME TO CARE</small> |  VALTUS |  <small>DRUPE</small> enygea |
| Fire & rescue equipment | Innovation consulting | HR consulting | E-health | Management consulting | B to B rental of sanitary equipments |
|  ZURFLÖH-FELLER |  KARDHAM |  OTEGO <small>beyond textile</small> |  delta service location |  Gbna Polycliniques |  GROUPE |
| Locking systems design | Real estate consulting | Textile industry | Special machinery leasing | Medicine, surgery and obstetrics clinics | Transport/logistics |
|  NEFTYS PHARMIA |  Acteo |  CHAPSVISION <small>DATA MAKE SENSE</small> |  SCUTUM | | |
| Veterinary products distribution | Paint manufacture and distribution | Data processing software | Digital security solutions | | |

● GENEIO Capital
● GENEIO Mezzanine

1 PROVIDING BESPOKE INVESTMENT SOLUTIONS TO ASSIST BUSINESSES OVER THE LONG TERM, INCLUDING COUNTERCYCLICAL APPROACHES

GENEO Capital, our evergreen investment company, makes it possible to unleash ambitious strategies, respect the natural cycle of investee companies and nurture their need for agility, regardless of economic uncertainties.

2023 RESULTS

MISSION INDICATORS

35% of the companies supported by GENEO Capital have already received reinvestment, totalling **7** companies at the end of 2023

34% of the annual amount invested was reinvested by GENEO in portfolio companies

2023 ACHIEVEMENTS

In 2023, GENEO reinvested over €16m in Leader, Safic Alcan, Kardham and GBNA to accelerate their Growth Books by financing external growth

Gbna
Polycliniques

LEADER
#fighting for performance

KARDHAM

SAFIC ALCAN
Sustainable solutions

TARGETS

- ☉ Provide **20%** of investee companies with reinvestment in the existing portfolio over the 2024-2027 period
- ☉ Reserve **20%** of annually invested amounts for reinvestment

2023 FIGUREHEAD INITIATIVE

Innovate to make firefighting safer and consume less water

GENEO reinvested in Leader Group to enable the strategic merger between Leader and Zelup. The company has developed a unique, patented technology: the hydropneumatic fragmentation fire hose maximises the extinguishing capability, increases the protection of users in operation and reduces water consumption by nearly 70% when extinguishing fires.



1

STATUTORY
OBJECTIVE

#1



"We know that a command of time is strategic for GENE0, which supports long-term, sustainable strategies with concrete human support. I don't necessarily find this long-term dynamic with other funds.

GENEO's support also enabled me to get through the Covid period while strengthening PINETTE PEI internationally through external growth, and to anticipate the environmental issues that will impact our industry so as to implement a concrete impact plan."

JÉRÔME HUBERT, PINETTE PEI

MISSION COMMITTEE OPINION, REPORTED BY DAVID MAHE

The innovative solutions developed by GENE0, i.e. evergreen capital investment and quasi-equity investment, enable it to provide solutions that are particularly well-suited to legacy or family-owned SMEs and mid-caps, which are the core target of its investment thesis.

In particular, evergreen investment, which is still rare in France, makes it possible to adapt the financing term to the cycle specific to each company and to any economic uncertainties, both favourable and unfavourable. GENE0's reinvestments in investee companies enable them to plan for the long term with a trusted partner.

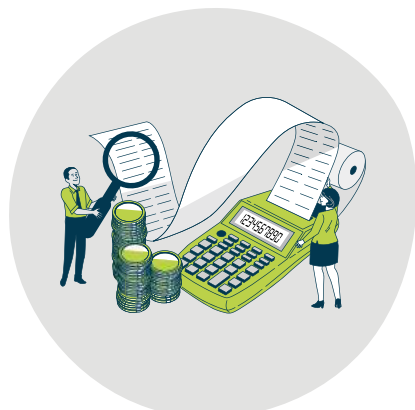
In addition to the Growth Books system, which is highly formalised and recognised, the committee suggests documenting the crisis management system put in place by GENE0.

2 ENSURING STABILITY OF RESOURCES THANKS TO OUR TRUSTED RELATIONSHIP WITH OUR SHAREHOLDERS

From the outset, GENE0 has had a community of active and committed investors to share experience, provide a business network unprecedented in France and act as a source of inspiration and origination. The closeness and diversity of our investors is a strength that sets us apart.



GENEO COMMUNITY



220+ INVESTORS

Of which
150+ entrepreneurs
40+ family offices
10+ private equity professionals
~ 20 institutional players

A team of four individuals run the **GENEO Community** to ensure smooth and high-quality communication with shareholders and organise the sharing of experience and business networks through our clubs, digital events and regional events.



**Nicolas
LAPEYRE**
Development
Director



**Arnaud
LAGRAULET**
Investor Relations
Director



**Géraldine
FONTAINE-BOIREAU**
Brand and
Partnerships Director



**Victorine
BOYER**
Communications
Officer

2 ENSURING STABILITY OF RESOURCES THANKS TO OUR TRUSTED RELATIONSHIP WITH OUR SHAREHOLDERS

STATUTORY
OBJECTIVE

#1

Uniting the GENEО Community around this long-term vision means that we can track the growth of investee companies over time.

Maintaining and increasing our investors' confidence is therefore a major key to positive finance.

2023 RESULTS

MISSION INDICATORS

At the end of 2023, **22%** of total subscriptions in euros in GENEО Capital were reinvestments

2023 ACHIEVEMENTS

At GENEО, we place great importance on governance, which serves as a guarantee of prosperity, transparency and forward planning. In 2023, in addition to the highlight of the Annual General Meeting, the following events were held:

- 6 meetings of GENEО Capital's Strategy Committee
- 2 meetings of GENEО Mezzanine's Advisory Committee
- 2 meetings of the Management Company's Steering Committee
- 2 meetings of the Stakeholder Committee or Mission Committee

The Community's activities also included:

- 104 connections made between investee companies and investors in GENEО Capital
- 27 events in Paris and the regions
- 18 information newsletters

TARGET

- ☉ Achieve **20%** shareholder reinvestment in GENEО Capital's capital increases over the 2024-2027 period

FIGUREHEAD INITIATIVE – SHARE-HOLDER BUSINESS GAMES



Two business games were held in Paris and Lyon in 2023 for our shareholders to give them a behind-the-scenes look at private equity and put them in the shoes of a GENEО Capital Entrepreneur investor.

Through practical case studies, shareholders were invited to lead an investment committee, analyse and evaluate a company, draw up a Growth Book and a positive impact plan, take account of macro-economic impacts and, ultimately, reach an investment decision and an action plan for any new holding.

1

STATUTORY
OBJECTIVE

#1



"Industrial success can only be achieved over the long term, which is one of GENEO's four pillars."

LUC GAILLET, INVESTOR IN GENEO CAPITAL

**MISSION COMMITTEE OPINION,
REPORTED BY PIERRE MENET
AND DELPHINE GENY-STEPHANN**

The Committee notes the unique nature of the GENEO Community, and in particular the number and diversity of family offices and entrepreneurs who are shareholders and investors. Regarding the latter in particular, the Committee applauds the efforts made to educate people about its business, through the Entrepreneur Capital School, as well as the launch of the MonGENEO app, a promising tool for forging stronger connections within the Community around the values and expectations that bind it together. It also praises the quality of GENEO's reporting and governance, which is structured around a management company steering committee, committees dedicated to overseeing the legal and financial management of the funds, involving the main investors, and a mission committee.

This organisation and the resources at work enable us to develop relationships with investors that are both highly intense and particularly robust.

It is a strong differentiator and brand element in the private equity world. Naturally, it is also a key guarantee of the stability of the resources provided to GENEO.

STATUTORY OBJECTIVE

#2

Encouraging the activation and growth of human capital as a key driver of value creation by providing operational and human support and expertise



"Human capital is the treasure of every company. Building up, mobilising, retaining and constantly enriching it are the most demanding challenges facing any entrepreneur."

FANNY LETIER, CO-FOUNDER

3 IMPROVING THE SOCIAL PERFORMANCE OF COMPANIES

STATUTORY
OBJECTIVE

#2

“You can’t improve what you can’t measure”.

The Human Impact Rating is used to diagnose a company’s social performance and identify strengths and areas for improvement. On this basis, GENEO offers experience sharing within the GENEO Community, as well as support from experts

2023 RESULTS

In 2023, there was an overall increase in the rating, with five out of six areas showing an upward trend compared to 2022. The decline in value sharing is the result of a methodological change made to the indicator to make it more accurate.

Overall, the action plans put in place by the holdings are bearing fruit, particularly in terms of dialogue with stakeholders, increasing the maturity of governance and diversity practices, improving employee engagement and job creation (see map, p40).

TARGET

- 🎯 Improve the social performance of **100%** of investee companies during the holding period through changes in their human impact rating

MISSION INDICATOR – HUMAN IMPACT RATING

| THEMES | 2023 RESULTS* | 2023** | 2022 | COMMENTS ON TRENDS |
|---------------------|---------------|--------|------|---|
| Employment | 4,83 | 5,00 | 4,82 | Net creation of 652 jobs nationwide by 2023 |
| Governance | 5,15 | 5,44 | 4,54 | Portfolio commitment to improved dialogue with stakeholders |
| Health at work | 4,75 | 4,74 | 4,48 | Overall improvement, despite disparities between companies |
| Diversity | 6,11 | 6,30 | 5,82 | Overall improvement, with five holdings improving their rating by more than one point |
| Value sharing | 4,48 | 4,68 | 5,19 | Changes to the way the indicator is calculated to more accurately measure the proactive mechanisms put in place by companies, which had a negative impact on the overall rating |
| Employee engagement | 4,40 | 4,46 | 4,12 | Improved monitoring of overall employee satisfaction |
| Consolidated rating | 4,95 | 5,10 | 4,83 | Overall improvement in the rating for all investee companies between 2022 and 2023 |

In 2023, no portfolio exits were recorded, so the target is not applicable for the 2023 reporting period.

N.B. The human impact rating is on a scale of 0 to 10.

* Result of investee companies at 31/12/23

** Result of investee companies at 31/12/22

3 IMPROVING THE SOCIAL PERFORMANCE OF COMPANIES

STATUTORY
OBJECTIVE

#2

The impact rating is a simple, multi-sector tool that can be easily deployed by SMEs and mid-caps, enabling them to assign a score out of 10 in six themes combining 15 social and governance indicators.

2023 RESULTS

2023 saw the launch of the human impact rating, in partnership with Human & Work and Harmonie Mutuelle.

An initial Steering Committee meeting was held in September with the partners to define the deployment actions to be carried out on the HIR.

We calculated the rating, based on 2022 data, for 100% of our investee companies and shared with them the analyses and possible progress plans.

Lastly, the three founders of the initiative took steps to distribute the open-source HIR to as many companies as possible by forming partnerships.

2023 FIGUREHEAD INITIATIVE



GENEO Capital Entrepreneur, Harmonie Mutuelle and Human & Work are convinced that great entrepreneurial and human adventures depend on the people who make up the company, and launched the human impact rating

METHODOLOGY

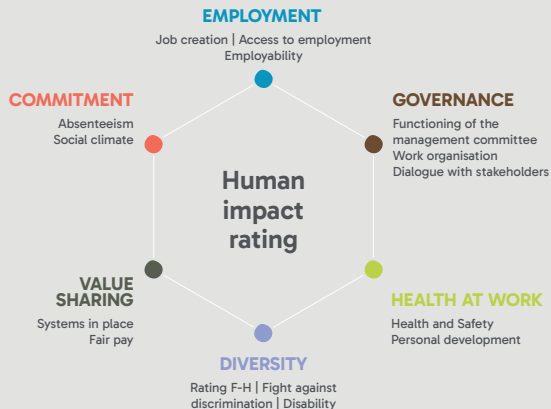
Our guiding principles

We designed a simple, multi-sector tool to track each company's social progress over time

Operating procedure

We measure the companies' results and provide expert advice to establish an operational roadmap

Summary of the human impact rating components



3

STATUTORY
OBJECTIVE

#2



“We are very proud to announce the creation of this unique rating, alongside GENE Capital Entrepreneur and Human & Work. We set out to create the first tool that would provide a quantified, summary overview of an organisation’s social and human impact. We hope it will serve as a starting point for all the companies that use it, to effectively and sustainably improve the health, well-being and performance of their teams.”

CATHERINE TOUVREY, HARMONIE MUTUELLE

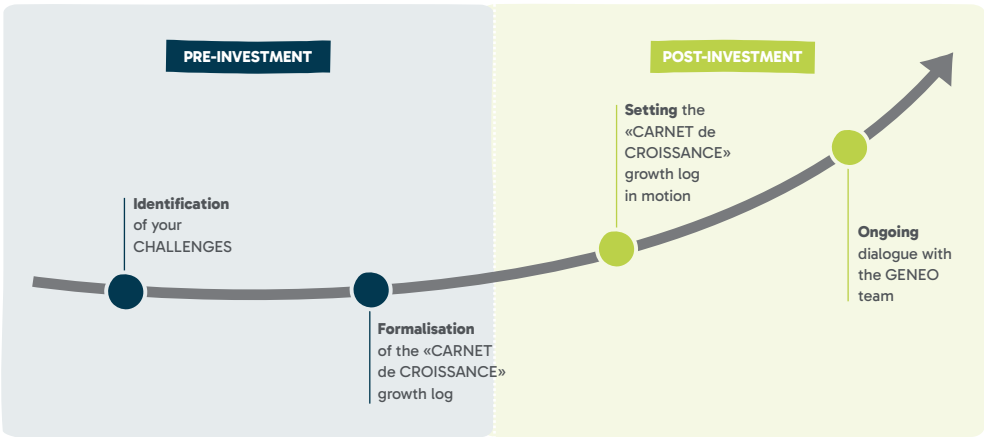
**MISSION COMMITTEE OPINION,
REPORTED BY VALERIE BASCHET
AND CECILE PATOUX**

The Committee considers that the creation of the Human Impact Rating in 2023 is a strong additional element in setting apart GENE on its market, and that it has real potential for dissemination and adoption. This tool demonstrates GENE’s commitment to the development of companies’ human capital, as it provides a holistic yet accurate diagnosis of the social performance of SMEs/mid-caps.

The Committee underlines the importance of the action plan, presented by GENE, to draw on the individual and collective reports from the collection of non-financial data and on the impact club to establish a shared diagnosis of the strengths and points for consideration, encourage the exchange of best practices, propose experts and construct progress plans.

4 PROVIDING COMPANIES WITH STRATEGIC, OPERATIONAL AND HUMAN SUPPORT THROUGH THE GROWTH BOOKS

The Growth Book is GENEO's operational tool to help companies organise, secure and implement their business plan.



WHAT IS THE SEQUENCE?

Pre-investment

GENEO pre-identifies the challenges and areas of work and provides management support that includes a positive impact plan.

Post-investment

GENEO and management agree on the projects to launch, organise the action plan and evaluate the results.



4

PROVIDING COMPANIES WITH STRATEGIC, OPERATIONAL AND HUMAN SUPPORT THROUGH THE GROWTH BOOKS

STATUTORY
OBJECTIVE

#2

To design and drive the Growth Books, GENEO Capital Entrepreneur mobilises, around the managing partner, a multidisciplinary team of investors and business partners from the consulting world, as well as a pool of trusted experts and, of course, the breadth of the GENEO Community

2023 RESULTS

MISSION INDICATORS

- 91% of investee companies have committed to a Growth Book
- +3 working meetings on impact & digital on average in 2023 per holding
- +1 M&A target studied on average in 2023 per holding
- 10 events held in 2023 (seminars, GENEcamp, GENEimpact, GENEdigital, GENEbusiness)

2023 ACHIEVEMENTS

In 2023, the “external growth” aspect of the Growth Books particularly engaged the teams, with the study of 33 M&A targets, resulting in 18 acquisitions for 10 holdings

In addition to regular governance oversight, GENEO's teams initiated:

- 21 presentations from the pool of experts
- 73 working meetings with our digital and impact business partners
- 104 connections with the GENEO Community

The events held in 2023 generated dialogue between peers on topical subjects (business ethics, distribution channels, external growth, talent retention, corporate culture and values, recruitment best practices), systematically involving GENEO shareholders and teams, and calling on external experts where necessary.

CIBLES

- Implement a Growth Book in **at least 90%** of investee companies
- Hold **at least two** impact & digital working meetings on average per year per holding
- Study **at least one** M&A target on average per year per holding
- Hold **at least 10** events per year

GENEO BUSINESS PARTNERS



**Marc
DUPUY**
M&A



**Antoine
RILEY**
M&A



**Mathilde
PAOLI**
Liabilities Structuring



**Claudia
KIENTZLER**
Positive Impact



**Yohan
LELOUCHE**
Positive Impact



**Guillaume
GOMBERT**
Digital & Innovation

4

STATUTORY
OBJECTIVE

#2



“In the space of four years, Valtus has gone from being the French market leader to a pan-European leader with a direct presence in seven countries (France, UK, Sweden, Finland, Denmark, Austria and Germany), based on a buy and build strategy jointly defined with GENE0 as part of the Growth Book. The entire GENE0 team was on hand to help us identify potential targets, negotiate and implement the mergers, structure a new governance structure and provide support from high-quality experts (lawyers, tax specialists, M&A banks, etc.). This strategy has also enabled us to bring in some very high-calibre managers, including our new CEO Björn Henriksson since 1 January, who initially ran our Swedish business and then our Scandinavian platform.”

PHILIPPE SOULLIER, VALTUS

MISSION COMMITTEE OPINION, REPORTED BY BERTRAND LECLERCQ AND VALERIE BASCHET

The Committee applauds the comprehensive and systematic approach of the Growth Books and their unanimous acceptance as a framework for structuring dialogue between GENE0 teams and investee companies' management teams, and for activating the company's internal resources and GENE0's operational and human support to accelerate the execution of growth plans. It also highlights the importance of the management company's own resources.

At this stage, the Committee does not see any essential changes to the tool and suggests implementing a quality assessment of the GENE0 support by each holding, on a regular basis during the holding period and beyond, considering that some effects of the support may be realised over time.

STATUTORY OBJECTIVE

#3

Supporting each company's positive impact and its transition to sustainable business models



“Moving from a responsible company to a contributive company means placing impact at the heart of strategy and investing heavily in innovation to reinvent your own business, whatever it may be, and meet the needs of current and future generations.”

FANNY LETIER, CO-FOUNDER

5 JOINTLY BUILDING A POSITIVE IMPACT PLAN WITH INVESTEE COMPANIES

STATUTORY
OBJECTIVE

#3

Reconciling performance and meaning means ensuring that a company's strategic vision integrates the issues of impact and sustainability into the very heart of its business model. That's why GENEIO's support systematically includes developing and deploying a **bespoke positive impact plan** designed with and for investee companies.

2023 RESULTS

MISSION INDICATORS

100% of investee companies have launched a positive impact plan within one year of investment

62% effective participation by investee companies in "impact" events in 2023



2023 ACHIEVEMENTS

2023 saw the launch of our "Impact Club", which brings together all the impact managers of our investee companies, to foster the development of this role within companies and facilitate the sharing of experience

To guide it, GENEIO's business partners held two webinars (GENEImpacts) and an annual one-day seminar.

The topics covered included:

- Measuring the carbon footprint of services and products
- Decarbonisation financing tools
- The CSR directive and the double materiality analysis
- The company with a mission
- The link between performance and sustainability strategy

80+ support initiatives were also carried out during the year in terms of impact and CSR

TARGETS

- Undertake with **100%** of investee companies a positive impact plan within one year of investment
- Ensure over **50%** effective participation by investee companies in "impact" events

2023 FIGUREHEAD INITIATIVE

Control and save water consumption in towns and cities

To help reduce water consumption, Enygea, Europe's leading manufacturer of mobile toilets for construction sites and events, has launched an innovative new range for local authorities.

Whereas a conventional toilet flush uses an average of 9 litres of drinking water, Enygea solutions are water-efficient, with recirculating (0.1 l/flush), vacuum (0.3 l/flush) or dry (no water) cubicles.

By modelling its impact with GENEIO's support, Enygea is committed to measuring its contribution in terms of litres of water saved.



5 JOINTLY BUILDING A POSITIVE IMPACT PLAN WITH INVESTEE COMPANIES

STATUTORY
OBJECTIVE

#3

Positive impact plans are an integral part of the Growth Books. Based on the UN's Sustainable Development Goals, they are broken down into three parts: impact, CSR and human impact rating.

Our 22 investee companies have committed to a positive impact plan, whatever their size or sector of activity.

1.

POSITIVE IMPACT STRATEGY

Objective

Support the evolution of company strategy towards a sustainable business model

GENEO tools

Workshops on jointly constructing the positive impact strategy aligned with the priority Sustainable Development Goals (SDGs)



2.

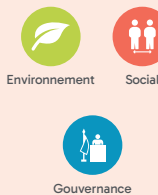
CSR PROGRESS PLAN

Objective

Identify the company's material challenges and sustainability risks, and implement progress plans on priority issues

GENEO tools

CSR and impact self-diagnosis, workshops on jointly constructing the progress plan, tracking and measuring non-financial data, etc.



3.

HUMAN IMPACT RATING

Objective

Advance the consideration of the human element at work

GENEO tools

Calculate and report the rating, enabling the company's social performance to be assessed and relevant action plans to be identified



5



“The launch of the Impact Club was a unique opportunity for us to meet the CSR officers of GENE0’s other holdings and hear what they had to say. We were able to identify with the various issues raised and share our difficulties and best practices. We also had the opportunity to discover the principle of plural performance developed at Veolia, which we found very inspiring. At the end of the seminar, we felt supported and surrounded by a highly engaged community. It also enabled us to strengthen our ties with GENE0 and its team.”

ELISABETH SIACHOUA, NEFTYS PHARMA

STATUTORY
OBJECTIVE

#3

MISSION COMMITTEE OPINION, REPORTED BY CECILE PATOUX AND DELPHINE DIRAT

The Committee applauds GENE0’s positioning, which supports investee companies in placing impact at the heart of their business model. It underlines the maturity of the 2024 action plans based on this objective, as well as the scale and variety of the resources, both individual and collective, operational and human, implemented and assumed by the management company from its own resources. GENE0 thus expresses a real ambition in this area and is giving itself the means to achieve it. This can be considered as a differentiating factor in the French private equity world. 2023 will see a further intensification of the collective momentum generated by GENE0 among investee companies.

The Committee stresses the importance of building fluid trajectories for companies, enabling them to navigate serenely through complex and changing regulations, while preserving a strategic overview, a capacity for sustainable innovation specific to each business model and transparent communication to all stakeholders.”

5 CAPITAL ENTREPRENEUR'S KNOCK-ON EFFECT ON EMPLOYMENT

By supporting the growth of SMEs and mid-caps in France and abroad, GENEО Capital Entrepreneur aims to have a knock-on effect on local employment.

+789

Net FTEs created in 2023¹, **652** of which in mainland France

14,863

FTEs in GENEО portfolios in 2023, **11,924** of which in mainland France

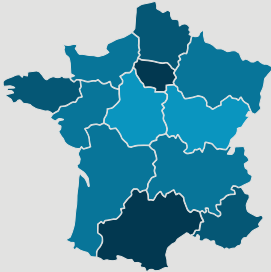
+1,379

FTEs joined investee companies through acquisitions in 2023*

Net creations² of jobs in mainland France in GENEО portfolios (Capital and Mezzanine) in 2023*

+652

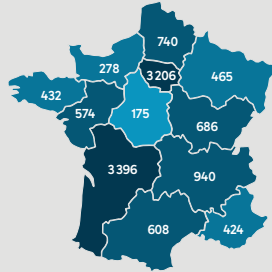
Net jobs created in France



Breakdown of total headcount by region of mainland France for GENEО portfolios (Capital and Mezzanine) in 2023*

11,924

FTEs throughout France



1. Excluding Safic Alcan

2. Net job creation is linked to the organic growth of companies and therefore excludes external growth.

→ In mainland France, GENEО's investee companies have created jobs in all but two regions (Burgundy Franche Comté and Corsica), where employment has nevertheless been maintained. The three most dynamic regions in terms of net job creation in 2023 are Ile de France, Occitanie and Hauts de France.

6 SUPPORTING EACH COMPANY IN DECARBONISING ITS BUSINESS MODEL

STATUTORY OBJECTIVE

#3

GENEO has decided to include in each positive impact plan an impact area dedicated to combating climate change, whatever the investee company's business sector. This approach is justified by the global nature of greenhouse gas emissions and the need for companies to provide concrete, real solutions to the climate crisis.

AS SUCH, GENE0 CAPITAL ENTREPRENEUR SUPPORTS THE INITIATIVE CLIMATE INTERNATIONAL AND, IN THIS CAPACITY, ASSISTS INVESTEE COMPANIES IN DEFINING CREDIBLE DECARBONISATION STRATEGIES. THIS IS WHY THE GENE0 TEAM IS WORKING TO:

- **Encourage** all investee companies to measure their carbon emissions and implement an action plan to decarbonise their business models
- **Support** all investee companies in their product and service innovation projects, to help improve their customers' carbon footprint (scope 3)
- **Support** GENE0 Mezzanine's investee companies to achieve greenhouse gas emission trajectories by 2030 that are as close as possible to the reductions required to limit global warming to below +2 °C by the end of the century, and as close as possible to +1.5 °C
- **Share** best practices within GENE0's Impact Club and Executive Club (GENEcamp) and more widely within the GENE0 Community (GENEbusiness)
- **Build** a pool of specialised experts to implement a global approach, but above all to act on the various levers of decarbonisation
- **Provide** methodological support for the implementation of tools to collect and improve the reliability of the data needed to measure the carbon footprint and the impact of decarbonisation actions

6 SUPPORTING EACH COMPANY IN DECARBONISING ITS BUSINESS MODEL

STATUTORY
OBJECTIVE

#3

GENEO includes in each positive impact plan an impact area dedicated to combating climate change, whatever the investee company's business sector.

2023 RESULTS

MISSION INDICATOR

89% of investee companies have defined and/or implemented measures to reduce their carbon footprint within one year of investment*

In comparison, by 2022, 68% of investee companies had defined/deployed measures to reduce their carbon footprint

2023 ACHIEVEMENTS

The integration of decarbonisation into impact plans accelerated in 2023, with 95% of companies in the portfolio having completed or begun their carbon footprint assessment. Considered a GENEO priority, this subject was covered in a webinar dedicated to the concrete actions to put in place in terms of decarbonisation in partnership with Bpifrance.

Two companies have implemented a carbon trajectory in line with the Paris agreements: Enygea and Scutum. The latter also had the opportunity to give its experience feedback at the November 2023 impact seminar.

A questionnaire on carbon and energy efficiency was also sent to our 15 biggest emitters. A number of salient points were identified (scope of carbon footprint assessments, energy efficiency measures, stakeholder commitment) and will be covered in another dedicated webinar, bringing together experience feedback and proposing concrete solutions for mechanisms to assist decarbonisation.

CIBLES

- 🎯 Ensure the definition and implementation of measures to reduce the carbon footprint by over **50%** of investee companies by 2024

2023 FIGUREHEAD INITIATIVE

Provide low-carbon services

Issue

The emissions emitted directly or indirectly by Scutum during the design of solutions, and during the use and end-of-life of its equipment, are reflected in the overall carbon footprint of its main customers.

Solutions

Activation of levers for decarbonising Scope 3 of the carbon footprint, such as the eco-design of equipment, optimisation of servers/upstream and downstream logistics, reuse/recycling of equipment

Contribution to SDG 13

Reduction of Scope 1 2 3 greenhouse gas emissions by Scutum



6

STATUTORY
OBJECTIVE

#3



“With its 12 healthcare establishments, the GBNA Santé group has undeniably made energy performance a key component of its strategic issues. The events organised by GENE0 with the network of experts and the Impact Club enable us to share our experience feedback, monitor our progress and draw inspiration from the best practices in place. We plan to accelerate our decarbonisation process by broadening the scope of our carbon footprint assessment and then developing a Group strategy based on the ACT methodology.”

RACHEL DUSSAILLY, GBNA

MISSION COMMITTEE OPINION, REPORTED BY DELPHINE DIRAT, MEMBER OF THE MISSION COM-

The Committee welcomes this commitment to the climate transition. It commends the inclusion of a “decarbonisation” component in the positive impact plan of each GENE0 investee company, the introduction of carbon footprint assessments covering scopes 1, 2 and 3, the robustness of the methodological approach and governance put in place to monitor this issue and, particularly for GENE0 Mezzanine, the choice of solid benchmarks such as those of the Science Based Targets initiative in line with the ambition of the Paris Agreement to support the construction of decarbonisation trajectories.

It notes the relevance of the “step-by-step” approach adopted for the construction and implementation of action plans, which is pragmatic given the complexity of the subject, particularly for medium-sized companies. For the future, the Mission Committee encourages the GENE0 team to continue expanding its base of experts and the sharing of best practice between companies.

STATUTORY OBJECTIVE

#4

**Share the value
created with all our
stakeholders, to give
each generation
the means to achieve
its ambitions**



“We hope that the virtuous recycling
of the value generated by the growth of our
companies will encourage a longer-term and more
responsible vision of finance, which in turn
will be more effective”

FRANCOIS RIVOLIER, CO-FOUNDER

7 PROMOTING VALUE SHARING WITHIN THE COMPANIES

STATUTORY
OBJECTIVE

#4

At the summer seminar for managers on the theme of value sharing, managers in the GENE0 Community had the opportunity to share their best practices and the various programmes developed within their companies.

GENEO Capital Entrepreneur is a signatory of France Invest's Value Sharing Charter, and as such:

1. Undertakes to set up an in-house incentive scheme (as a priority), value-sharing bonuses or profit-sharing, and to formalise this in writing
2. Promotes profit-sharing schemes in all situations where they are relevant, aiming for the broadest possible coverage of employees
3. Measures each year the level and nature of coverage of holdings by a value-sharing scheme



This is why, at GENE0:

- We systematically and regularly encourage our holdings to set up value-sharing schemes where they do not already exist;
- We conduct an annual survey of investee companies, which enables us to take stock of the maturity of the value sharing subject within them and suggest relevant areas for improvement.

7 PROMOTING VALUE SHARING WITHIN THE COMPANIES

STATUTORY
OBJECTIVE

#4

GENEO encourages value-sharing mechanisms, particularly employee share ownership, which are essential for fostering equity and as a factor in employee engagement and talent retention.

2023 RESULTS

MISSION INDICATOR

16 investee companies have employee shareholders at the end of 2023, i.e 76% of holdings

2023 ACHIEVEMENTS

On 31 May 2023, a seminar dedicated to human capital was held at GENEhome, bringing together the directors of our investee companies. On the agenda were a round table on value sharing and testimonials from three holdings (Kinougarde, DSL and Neftys Pharma) presenting three value-sharing schemes (top management, executives, non-executive employees).

Tailored feedback was provided to each holding once the collection of non-financial data (Tennaxia) had been completed. The theme of value sharing was systematically addressed through the lens of the human impact rating, of which it is a crucial component, and within the framework of identifying areas for progress for the companies concerned.

CIBLES

- Employee shareholders in over **60%** of investee companies each year

2023 FIGUREHEAD INITIATIVE

Geneo's reinvestment in Kardham

La nouvelle opération réalisée en juin 2023 a permis de renforcer l'actionnariat salarié au sein du groupe KARDHAM.

Aux côtés du management et des 80 cadres déjà actionnaires, environ 25 cadres sont venus renforcer le capital du groupe, portant à près de 1/5 le nombre de salariés actionnaires.

KARDHAM

7

STATUTORY
OBJECTIVE

#4



“At Enygea, we aim for all our employees to be involved in our CSR policy. With the creation of our impact committee and the introduction of specific monitoring indicators together with GENE0, it was quite natural for management to propose a system of variable remuneration based on these same indicators to stimulate our teams to achieve our CSR objectives.

This bonus concerns the members of the “Impact Capsule”, an internal initiative, and is based on the following areas: water resource conservation, women’s access at construction sites, women’s access at festivities and accessibility for people with reduced mobility at festivities.”

FAUSTINE SCHOUTTETEN, ENYGEA

MISSION COMMITTEE OPINION, REPORTED BY CHRISTIAN NOUËL, BERTRAND LECLERCQ AND DAVID MAHE

The Committee valued GENE0 Capital Entrepreneur’s commitment to sharing value with all stakeholders, through the inclusion of this subject in the human impact index, the systematic promotion of incentive schemes, additional incentive schemes, profit-sharing plans, as well as employee share ownership within holdings. Furthermore, a significant portion of the team’s carried interest is allocated to a foundation aimed at promoting employment in disadvantaged areas and reintegrating disadvantaged individuals into the workforce.

The committee emphasised its willingness to work on developing a doctrine and a methodological framework to systematically and structurally address this topic within the Growth Books, taking each company’s specific characteristics into account.

8

REDISTRIBUTING PART OF THE VALUE CREATED TO LOCAL COMMUNITIES AND TO SOCIETY AS A WHOLE THROUGH PHILANTHROPIC INITIATIVES AIMED AT CREATING JOBS OR REINTEGRATING PEOPLE INTO THE WORKFORCE

STATUTORY
OBJECTIVE

#4

To offer our Community a “societal dividend”, each member of the GENEО team has undertaken to pay a third of their carried interest to the GENEО Community endowment fund.

THE GENEО COMMUNITY
ENDOWMENT FUND IS INTENDED
TO FOSTER:

JOB CREATION

EMPLOYMENT
INTEGRATION

MOMENTUM IN
UNDERSERVED
AREAS

THE CREATION
OF SOCIALLY
INNOVATIVE
BUSINESSES

ITS OPERATING PRINCIPLES:



ADDITIONALITY

The fund supports an initiative endorsed by a member of the GENEО Community



ELIGIBILITY

The fund checks compliance with the following criteria: employment, inclusion, local



NON-FINANCIAL IMPACT

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



NON-FINANCIAL IMPACT

The partner supported must provide a report on the non-financial impact of the actions carried out

→ **€480,000** has been raised by the endowment fund since its creation in 2020, even before any payment of carried interest, thanks to donations from the management company's own resources, donations from GENEО Capital investors and the sharing of GENEО Mezzanine's management fee.

8

REDISTRIBUTING PART OF THE VALUE CREATED TO LOCAL COMMUNITIES AND TO SOCIETY AS A WHOLE THROUGH PHILANTHROPIC INITIATIVES AIMED AT CREATING JOBS OR REINTEGRATING PEOPLE INTO THE WORKFORCE

STATUTORY
OBJECTIVE

#4

In 2023, we stepped up our support for the “Production Schools” and a new association: Emergents la Mosaïk.

2023 RESULTS

MISSION INDICATOR

€138,900 was paid into the endowment fund in 2023, i.e 10% of GENEO Mezzanine's management fee

2023 ACHIEVEMENTS

In 2023, the GENEO team formalised the endowment fund's employment policy and allocation policy

It also strengthened the initiatives carried out in partnership with the Production Schools, including:

- a fundraising evening organised in partnership with the EDC Foundation
- a visit to the Gorge de Loups production school (Lyon) with the GENEO AURA Community
- support for a new school: Metaltech

Lastly, at the suggestion of one of our investors, the team decided to support a new association that promotes equal opportunities and regional cohesion in the field of education in urban and rural areas: Emergents – La Mosaic

TARGETS

- ☉ Guarantee an annual allocation to the endowment fund equal to at least:
 - one third of the after-tax income from GENEO Capital carried interest units
 - **10%** of the GENEO Mezzanine management fee

2023 FIGUREHEAD INITIATIVE

Support for the metal tech production school



METALTECH takes on young people over the age of 15 and trains them in the machining trade, placing them in a real-life situation where they are producing industrial parts from start to finish. They are trained on both traditional and CNC machines for machining all types of parts (steel, aluminium, plastic, etc.)

8



“Supporting the Production Schools means first and foremost being convinced of this pathway for all young people from the age of 15, which meets training and recruitment needs. GENEО has this conviction and is the spokesperson for this “Learning by Doing” approach on many occasions, at its regional meetings and at promotional events for the 67 schools currently in existence and their growth towards 100 by 2028. GENEО also provides practical support to two schools, both financially and by visiting them and talking to the staff and young people. This support also includes an advisory contribution to the National Federation of Production Schools, FNEP, regarding governance and suggestions during this period of significant growth.”

DOMINIQUE GARDY, FNEP

STATUTORY
OBJECTIVE

#4

**MISSION COMMITTEE OPINION,
REPORTED BY BERTRAND LECLERCQ,
PIERRE MENET AND DELPHINE
GENY-STEPHANN**

The committee valued the clarity of the endowment fund's principles and its allocation procedure involving all contributors, as well as the creation of a board to provide strategic and financial guidance.

The first three projects, financed by GENEО without waiting for the dedicated resources, made it possible to specify the employment doctrine and launch work on impact indicators and project monitoring, which the committee plans to examine in the future.

The Mission Committee agrees that the fund's management will need to ensure that support for associations over time is compatible with a context of potentially irregular resources. The desired involvement of GENEО's teams can be supported by members of the GENEО community active in philanthropy and can mobilise the holdings, aligning with the maturation of their responsibility approaches.

**IV. OUR CSR
COMMITMENTS:
A MIRROR
OF OUR
MISSION**



OUR CSR COMMITMENTS

With alignment in mind, the GENE0 Capital Entrepreneur management company has made nine CSR commitments that illustrate its internal operating practices and are consistent with the four pillars of its mission.



CONTRIBUTE TO THE DEVELOPMENT OF LONG-TERM FINANCE

1

Build long-term, balanced and transparent relationships without stakeholders

2

Champion and promote useful and strong governance



COMMIT TO INCREASING HUMAN CAPITAL

3

Help create sustainable jobs and regional development

4

Create an organisational and managerial framework that encourages commitment, well-being at work and collective performance

5

Encourage the development of skills and diversity



GENERATE A POSITIVE SOCIAL IMPACT THROUGH OUR INVESTMENTS

6

Encourage behaviours that help to combat global warming

7

Jointly build "positive impact plans" with investee SMEs and mid-caps, and assist them in implementing these plans



SHARE VALUE EQUITABLY

8

Apply and promote mechanisms for the fair sharing of value within GENE0 and its investee companies

9

Redistribute part of the value created to philanthropic initiatives aimed at job creation or reintegrating people into the workforce



OUR CSR ACHIEVEMENTS IN 2023

At GENE0, we move forward with steadfastness and commitment, following the same logic of progress that we drive in investee companies.



€330M UNDER MANAGEMENT AT THE EVERGREEN INVESTMENT COMPANY

Strong governance:

- 6 Strategy Committee meetings
- 1 General Meeting of GENE0 Capital investors
- 2 meetings of GENE0 Mezzanine's Advisory Committee
- 2 meetings of the Management Company's Steering Committee
- 1 Mission Committee meeting and 1 Stakeholder Committee meeting



Gender parity: **57% women** in the team at all management levels

Signing of the lease for a new **GENEhome**, better suited to the size and needs of the team.

Sponsorship of the management company that supports employee engagement: **Marie Notre Etoile**

Results of the 2023 GENE0 HIR:



- Training employees in the "climate fresco"
- Completion of GENE0 Capital Entrepreneur's **carbon footprint assessment**
- Actions taken with GENE0's main suppliers to **raise their awareness of the need to conduct a carbon footprint assessment**
- Raising employee awareness of **impact measurement**
- **Presentation to students at Lycée Dumont d'Urville** of Entrepreneur Capital, positive finance and the future of finance



- Acceleration in the vesting of **carried interest**
- Support for the **Emergents la Mosaik** association, which promotes equal opportunities and regional cohesion on education issues in urban and rural areas.

V. SUMMARY AND METHODO- LOGICAL NOTE



SUMMARY OF GENEO'S OBJECTIVES AND TRAJECTORY

 Targets reached

| | STATUTORY OBJECTIVES | OPERATIONAL OBJECTIVES | TARGETS | 2023 RESULTS | |
|--|---|---|---|---|---|
|  | Providing peace of mind through a command of time, to navigate through economic cycles and adapt to each company's needs | Provide bespoke investment solutions to assist businesses over the long term, including countercyclical approaches | Provide 20% of investee companies with reinvestment in the existing portfolio over the 2024-2027 period | 35% of portfolio companies received reinvestment in 2023 |  |
| | | | Reserve 20% of annually invested amounts for reinvestment | 34% of the annual amount invested was reinvested by GENEO in portfolio companies |  |
| | | Ensure stability of resources thanks to our trusted relationship with our shareholders | Achieve 20% shareholder reinvestment in GENEO Capital's capital increases over the 2024-2027 period | At the end of 2023, 22% of total subscriptions in euros in GENEO Capital were reinvestments |  |
|  | Encouraging the activation and growth of human capital as a key driver of value creation by providing operational and human support and expertise | Improve companies' social performance or "Human Impact Rating" | Improve the social performance of 100% of investee companies during the holding period through their human impact rating score | In 2023, no portfolio exits were recorded, so the target is not applicable for the reporting period. | N/A |
| | | Provide companies with strategic, operational and human support through the Growth Books to implement their entrepreneurial project | Implement a Growth Book in at least 90% of investee companies | 91% of investee companies implemented a Growth Book across the entire portfolio |  |
| | | | Hold at least two impact & digital working meetings on average per year per holding | +3 working meetings on impact & digital on average in 2023 per holding |  |
| | | | Study at least one M&A target on average per year per holding | +1 M&A target studied on average in 2023 per holding |  |
|  | Providing companies with strategic, operational and human support through the Growth Books to implement their entrepreneurial project | Jointly build a positive impact plan with investee companies and support them in implementing it throughout the holding period | Undertake with 100% of investee companies a positive impact plan within one year of investment | 100% of investee companies have undertaken a positive impact plan for the entire portfolio within one year of investment* |  |
| | | | Ensure over 50% effective participation by investee companies in "impact" events | 62% effective participation of investee companies in impact events in 2023 (Impact seminar, GENEImpact) |  |
| | | Support each company in decarbonising its business model | Ensure the definition and implementation of measures to reduce the carbon footprint by over 50% of investee companies by 2024 | 89% of investee companies have defined and/or implemented measures to reduce their carbon footprint within one year of investment |  |
|  | Share the value created with all our stakeholders, to give each generation the means to achieve its ambitions | Promote value sharing within the companies | Employee shareholders in over 60% of investee companies each year | 16 investee companies have employee shareholders at the end of 2023, i.e. 76% of holdings |  |
| | | Redistribute part of the value created to local communities and to society as a whole through philanthropic initiatives aimed at creating jobs or reintegrating people into the workforce | Guarantee an annual allocation to the endowment fund equal to at least: - one third of the carried interest net income received by the GENEO Capital team - 10% of the GENEO Mezzanine management fee | €138,900 was paid into the endowment fund in 2023, i.e. 10% of GENEO Mezzanine's management fee |  |

METHODOLOGICAL NOTE

The report contains **two types of indicators**:

- those reported by the management company teams (SGP) for operational objectives 1, 2, 4, 5 and 8;
- the others collected from the holdings during the annual non-financial data reporting campaign carried out using the Tennaxia tool for operational objectives 3, 6 and 7.

The **reporting period** covers one calendar year, from 1 January to 31 December.

The indicators reported by the management company are reported for the first time this year, so no comparison between the previous and current year is available this year.

Scope restrictions have been placed on some indicators, either due to the nature of the indicator or a lack of availability of information from the holdings. These are detailed in a dedicated table on p57.

It is important to note that the information collected on the HIR, employee shareholding and decarbonisation measures is provided by the investee companies in Tennaxia on a declarative basis.

The **data collected from holdings is made more reliable** in three stages:

- A webinar is held to launch the reporting campaign in order to define the requests made by GENEO to the holdings, the duration of the data collection and the nature of the questions asked;
- Several Q&A sessions are held to help holdings complete the questionnaire and answer the various questions;
- Responses are verified by the GENEO teams using consistency checks and requests for additional information to examine any discrepancies found, indicator by indicator.

The **entire process was reviewed by our Mission Committee**, which, as soon as it was set up, had access to all the documents it needed to monitor the execution of the mission and its strategic and operational implementation.

Each member of the Mission Committee is also responsible for checking the execution of one or more operational objectives on which he or she has had the opportunity to express an opinion, either alone or together with other committee members.

METHODOLOGICAL NOTE

| OPERATIONAL OBJECTIVES | INDICATORS | SCOPE | SOURCE | CALCULATION METHODOLOGY |
|---|---|---|----------|---|
| Provide bespoke investment solutions to assist businesses over the long term, including countercyclical approaches | Number of companies in the portfolio that received reinvestment / number of companies in the portfolio to date as a % | GC 20 companies | SGP | Ratio: 7 companies received reinvestment out of 20 in GENEO Capital's portfolio during the reporting period |
| | Annual amount reinvested by GENEO in investee companies / total annual amount invested (%) | GC 20 companies | SGP | Ratio: amount of reinvestments in the portfolio relative to the total amount invested during the reporting period |
| Ensure stability of resources thanks to our trusted relationship with our shareholders | Amount reinvested by shareholders (as additional funds or reinvested dividend) in GENEO Capital as a % of total commitment | GC | SGP | Ratio: amount reinvested by existing shareholders in GENEO Capital relative to the total amount invested during the reporting period |
| Improve companies' social performance or "Human Impact Rating" | Consolidated rating and rating per HIR theme of the holdings | GC & GM 21 companies (excluding Safic Alcan) | Tennaxia | Composite human impact rating combining quantitative and qualitative information on six themes: employment, governance, occupational health, diversity, value sharing and employee engagement. Each theme is given a rating out of 10 to reflect the maturity. The thresholds are set based on market benchmarks. |
| Provide companies with strategic, operational and human support through the Growth Books to implement their entrepreneurial project | % of investee companies with a Growth Book | GC & GM 22 companies | SGP | Ratio: number of portfolio companies with a Growth Book relative to the number of companies in the GENEO Capital and GENEO Mezzanine portfolios during the reporting period |
| | Average number of impact & digital working meetings per year per holding | GC & GM 19 companies (Acteo, ChapsVision and Scutum) | SGP | Ratio: number of working meetings held by the impact and digital business partners relative to the number of holdings in the portfolio within one year of investment |
| | Average number of M&A targets studied per year per holding | GC & GM 19 companies (Acteo, ChapsVision and Scutum) | SGP | Ratio: number of M&A targets studied relative to the number of holdings in the portfolio within one year of investment |
| | Number of events held per year (group seminars, GENEcamp, GENEImpact, GENEdigital, GENEBusiness) | GC & GM | SGP | Sum of recurring events held for investee companies during the reporting period. These events can take place in-person or remotely and involve external speakers where necessary. |
| Jointly build a positive impact plan with investee companies and support them in implementing it throughout the holding period | % of investee companies with a positive impact plan within one year of investment | GC & GM 22 companies | SGP | Ratio: number of investee companies with a positive impact plan relative to the number of holdings in the portfolio during the reporting period |
| | % of effective participation of investee companies in impact events (Impact seminar, GENEImpact) | GC & GM 22 companies | SGP | Ratio: number of holdings present at events relative to the number of holdings in the portfolio during the reporting period |
| Support each company in decarbonising its business model | % of investee companies having defined and/or implemented measures to reduce their carbon footprint within one year of investment | GC & GM 18 companies (excluding Safic Alcan, Acteo, ChapsVision and Scutum) | Tennaxia | Ratio: number of investee companies that have defined/implemented any measures to help reduce GHG emissions relative to the number of holdings in the portfolio within one year of investment |
| Promote value sharing within the companies | Number and % of investee companies with employee shareholders | GC & GM 21 companies (excluding Safic Alcan) | Tennaxia | Ratio: number of investee companies with employee shareholders (excluding management) relative to the number of holdings in the portfolio during the reporting period |
| Redistribute part of the value created to local communities and to society as a whole through philanthropic initiatives aimed at creating jobs or reintegrating people into the workforce | Annual amount allocated to the endowment fund by the management company and its employees (€) | GC & GM | SGP | Annual amount allocated to the endowment fund by the management company and its employees (€) |

VI.

APPENDICES



A MIXED, DIVERSE AND COMMITTED TEAM

FOUNDERS



**Fanny
LETIER**
Co-founder



**François
RIVOLIER**
Co-founder

PARTNERS



**Delphine
JARNIER**
Partner



**Marc
DUPUY**
Partner



**Mathilde
PAOLI**
Partner



**François
PICARLE**
Partner



**Stéphanie
KORDONIAN**
Partner

GENEO



**Nicolas
LAPEYRE**
Development
Director



**Arnaud
LAGRAULET**
Investor Relations
Director



**Géraldine
FONTAINE-BOIREAU**
Brand and
Partnerships Director



**Victorine
BOYER**
Communications
Officer

SUPPORT AND MIDDLE OFFICE



**Sabine
BEAUCAMP-
BOUSQUIE**
Financial
Director



**Claire
ALEXANDRE**
Middle Office



**Malika
COPELAND**
Executive
Assistant /
Office Manager

ADVISORY



**Marc
DUPUY**
M&A



**Antoine
RILEY**
M&A



**Mathilde
PAOLI**
Liabilities
Structuring



**Guillaume
GOMBERT**
Digital
& Innovation



**Claudia
KIENZTLER**
Positive Impact



**Yohan
LELOUCHE**
Positive Impact

INVESTMENT AND SUPPORT



**Marie
KIRCH**
Director
of Holdings



**Louis
CHARRIER**
Director
of Holdings



**Ophélie
DISS**
Investment
Officer



**Arnaud
RODRIGUE**
Investment
Officer



**Diane
LAJAUMONT**
Investment
Officer



**Antoine
RILEY**
Investment
Officer

VI. REPORT BY THE INDEPENDENT THIRD-PARTY BODY



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REPORT BY THE INDEPENDENT THIRD PARTY ON THE VERIFICATION OF THE EXECUTION OF SOCIAL AND ENVIRONMENTAL OBJECTIVES

This is a free English translation of the Independent Third Party's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

For the period from January 1st to December 31, 2023

To the Annual General Meeting,

In our capacity as independent third party ("third party") of your company (hereinafter "entity"), accredited by the French Accreditation Committee (COFRAC) under number 3-1884¹, we have undertaken a limited assurance engagement on the historical information related to the execution of the social and environmental objectives that your entity has set on the scope concerned by the quality of mission-led company² as presented in the report of the Mission Committee for the period from January 1st to December 31, 2023, including in the entity's President report pursuant to the requirements of Article L.210-10 of the French Commercial Code.

Conclusion

Based on the procedures performed, as set out in the "Nature and scope of our work" section of this report, and the information collected, nothing has come to our attention that would call into question, for the scope concerned by the quality of mission-led company and at the end of the period covered by our audit:

- the fact that the entity has achieved the operational objectives that it has defined for each social or environmental objective pursuant to paragraph 2 of Article L.210-10 and included in its articles of association, and
- consequently, Geneo Capital Entrepreneur complies with each of the social and environmental objectives that it has set itself the task of pursuing, in accordance with its *raison d'être* and activities and with regard to its social and environmental challenges.

¹ Accreditation Cofrac Inspection, number 3-1884, scope available at www.cofrac.fr

² "Mission-led company" in this report by the independent third party refers to the "société à mission" quality as defined in the French "PACTE Law"

Comments

Without questioning the conclusion expressed above, we have the following comment:

- Due to the recent implementation of part of the mission’s monitoring framework, and as mentioned in the report of the Mission Committee, we observe that some of the indicators used to monitor the mission’s objectives in 2023 are temporary and might evolve in future years.

Preparation of information related to the execution of social and environmental objectives

The absence of a commonly used generally accepted reporting framework or of established practices on which to draw to evaluate and measure the information related to the execution of social and environmental objectives allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, information related to the execution of social and environmental objectives needs to be read and understood together with the entity’s procedures (hereinafter the “Guidelines”), the main elements of which are presented in the Report of the Mission Committee.

Inherent limitations in preparing the information related to the execution of the social and environmental objectives

As mentioned in the Report of the Mission Committee, the Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and the quality of external data used. Some information is sensitive to the methodological choices, assumptions and/or estimates used to prepare it.

Responsibility of the entity

The entity is responsible for:

- setting up a Mission Committee responsible for preparing an annual report in accordance with the provisions of Article L.210-10 of the French Commercial Code;
- selecting or establishing appropriate criteria and procedures to prepare the entity’s Guidelines;
- designing, implementing and maintaining internal control over the information relevant for the preparation of the Mission Committee’s report as well as implementing the internal control that it deems necessary for the preparation of information related to the execution of social and environmental objectives that is free from material misstatements, whether due to fraud or error;
- preparing information related to the execution of social and environmental objectives in accordance with the Guidelines and made available to the Mission Committee.

It is the responsibility of the Mission Committee to prepare its report on the basis of the information related to the execution of the social and environmental objectives provided by the entity and carrying out any verification it deems appropriate.

This report is attached to the President's report.

Responsibility of the independent third party

Pursuant to the provisions of Article R.210-21 of the French Commercial Code, it is our responsibility, on the basis of our work, to issue a report expressing a limited assurance conclusion on the entity's respect of the social and environmental objectives that it set for itself on the scope concerned by the quality of mission-led company.

As it is our responsibility to provide an independent conclusion on the information related to the execution of the social and environmental objectives, we are not authorized to help prepare said information, as that could compromise our independence.

Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Article R.210-21 of the French Commercial Code, the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) applicable to such engagements, in particular the professional guidance issued by the *Compagnie Nationale des Commissaires aux Comptes*, "*Intervention du commissaire aux comptes, intervention de l'OTI – Sociétés à mission*", acting as the verification program, and with the international standard ISAE 3000 (revised)³.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the French Code of Ethics for Statutory Auditors (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

Means and resources

Our work engaged the skills of three people between February and May 2024 and took a total of three weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted about ten interviews with the people responsible for preparing the information related to the execution of the social and environmental objectives.

³ ISAE 3000 (Revised) - *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*

Nature and scope of our work

We planned and performed our work to address the areas where we identified that a material misstatement was likely to arise regarding the information relating to the execution of the social and environmental objectives that the entity has set itself the mission of pursuing on the scope concerned by the company's quality as a mission-led company.

We believe that the work carried out, based on our professional judgment, is sufficient to provide a basis for our limited assurance conclusion.

We obtained an understanding of the entity's activities in the scope concerned by the quality as a mission-led company, the formulation of its *raison d'être* as well as its social and environmental issues.

Our work focused:

- on the one hand, on the consistency of the social and environmental objectives adopted pursuant to paragraph 2 of Article L.210 10 and included in its articles of association, and the *raison d'être* of the entity specified in its articles of association (hereinafter: "*raison d'être*") and its activity with regard to its social and environmental issues;
- on the other hand, on the execution of these objectives.

Concerning the consistency of the entity's objectives, *raison d'être* and activity with regard to its social and environmental issues:

- we conducted interviews to assess the commitment of the entity's management and members of governance with regard to the expectations of the main internal or external stakeholders affected by the entity's activity.
- we assessed the processes implemented to structure and formalize this approach by relying on:
 - the information available in the entity (for example, minutes of Board meetings, discussions with the Social and Economic Committee, minutes or documentation for meetings with internal or external stakeholders, risk analyses);
 - the roadmap of the mission-led company and the last report of the Mission Committee;
 - where applicable, its publications (for example, sales brochures, President's report, on the website).
- we thus assessed, considering the activity of the entity with regard to its social and environmental issues, the consistency between:
 - the information collected;
 - the *raison d'être* and
 - the social and environmental objectives set out in the articles of association.

With regard to the execution of social and environmental objectives, we investigated the existence of operational objectives and key monitoring and measurement indicators to assess their achievement by the entity at the end of the period covered by the verification for each social and environmental

objective, and we verified whether the operational objectives had been achieved with regard to the trajectories defined by the entity on the scope concerned by the quality of mission-led company.

To do this, we carried out the following procedures:

- we obtained an understanding of the documents prepared by the entity to report on the implementation of its mission, in particular the provisions specifying the operational objectives and the related monitoring procedures, as well as the report of the Mission Committee;
- we investigated the Mission Committee's assessment of the execution of the social and environmental objectives, and we corroborated the information collected with the perception that the stakeholders have of the effects and impacts of the entity. In addition, we reviewed the analysis presented in the Mission Committee's report and the end results achieved for the operational objectives in relation to their defined trajectories, to enable us to assess respect of the social and environmental objectives;
- we asked the entity's Executive Management about the financial and non-financial resources implemented to meet the social and environmental objectives;
- we verified the presence in the Mission Committee's report of indicators consistent with the operational objectives and able to demonstrate the positioning of the operational objectives on their defined trajectories;
- we assessed the appropriateness of the resources implemented to meet operational objectives in relation to their trajectories, in view of the development of business over the period;
- we verified the fairness of all these indicators, and in particular, we:
 - assessed the appropriateness of the entity's Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability;
 - verified that the indicators cover the entire scope concerned by the quality of mission-led company;
 - obtained an understanding of the internal control procedures implemented by the entity and assessed the collection process aimed at ensuring the fairness of these indicators;
 - implemented controls and analytical procedures to verify the proper consolidation of the data collected and the consistency of any change in those data ;
 - performed tests of details, using sampling techniques or other selection methods, in order to verify the proper application of definitions and procedures and reconcile the data with the supporting documents. This work was carried out on site at the entity's registered office and covers 100% of the data used to calculate the indicators;
- we assessed the overall consistency of the Mission Committee's report with regard to our knowledge of the entity and the scope concerned by the quality of mission-led company.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement performed in accordance with the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.

Paris-La Défense, Date,

KPMG S.A.

Frédéric Thomas, Audit Partner

Fanny Houlliot, ESG Expert

