



G5 YEARS

2019 • 2024

THE MANIFESTO



We devised entrepreneur capital to give Builder managers the means to achieve their ambitions. As a long-term investment company, professionals in growth and performance, a team of operational experts serving our entrepreneurial partners, and a community of entrepreneur partners, we are all these things at once.

Entrepreneur capital supports long-term strategies. Passionate about those who make things happen, create and want to instil change, we provide financial and human capital to SME/mid-cap managers looking to unleash their company's full potential and realise their entrepreneurial dream, through a strategy of sustainable growth or transfer.

We invest in human capital and help you to increase and enhance it to activate growth, performance and transformation levers within your company. Your successes will help to support the entrepreneurs who, in underserved areas, are contributing to tomorrow's world.

Reconciling growth, performance and meaning is GENE0's commitment⁽¹⁾.

(1) Published on 1 March 2019.

OUR MISSION STATEMENT



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

POSITIVE FINANCE IS BASED ON FOUR PILLARS



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.



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

OUR ORGANISATION



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

A DIVERSIFIED TEAM
THAT EMBODIES THE THREE STRENGTHS
OF ENTREPRENEUR CAPITAL:
ADVISORY, INVESTMENT
AND COMMUNITY

ADVISORY



Marc Dupuy
M&A



Guillaume Gombert
Digital
& Innovation



Yohan Lellouche
Decarbonisation
and positive impact



Claudia Kientzler
Sustainability
and positive impact



Antoine Riley
M&A



Mathilde Paoli
Liabilities
structuring



INVESTMENT



Marie Kirch
Investment
Director



Louis Charrier
Investment
Director



Ophélie Diss
Investment
Officer



Arnaud Rodrigue
Investment
Officer



Diane Lajaumont
Investment
Officer



Antoine Riley
M&A Investment
Officer

COMMUNITY



Nicolas Lapeyre
Development
Director



Arnaud Lagraulet
Investor Relations
Director



**Géraldine
Fontaine-Boireau**
Brand and Partnerships
Director



Victorine Boyer
Communications
Officer



Claire Alexandre
Middle Office



**Sabine Beaucamp-
Bousquie**
Financial Director

COMMITTED, INVOLVED AND EXACTING GOVERNANCE

Over the years, GENE0 has developed a strong governance structure comprising 4 complementary bodies representing all the stakeholders in the GENE0 ecosystem.

These various bodies play a vital and decisive role in the development of GENE0's business, ensuring solidity and transparency.

1.

Steering Committee

Composed
of 8 members
overseeing
strategy.

2.

Mission Committee

Composed
of 11 members
overseeing
the corporate purpose.

3.

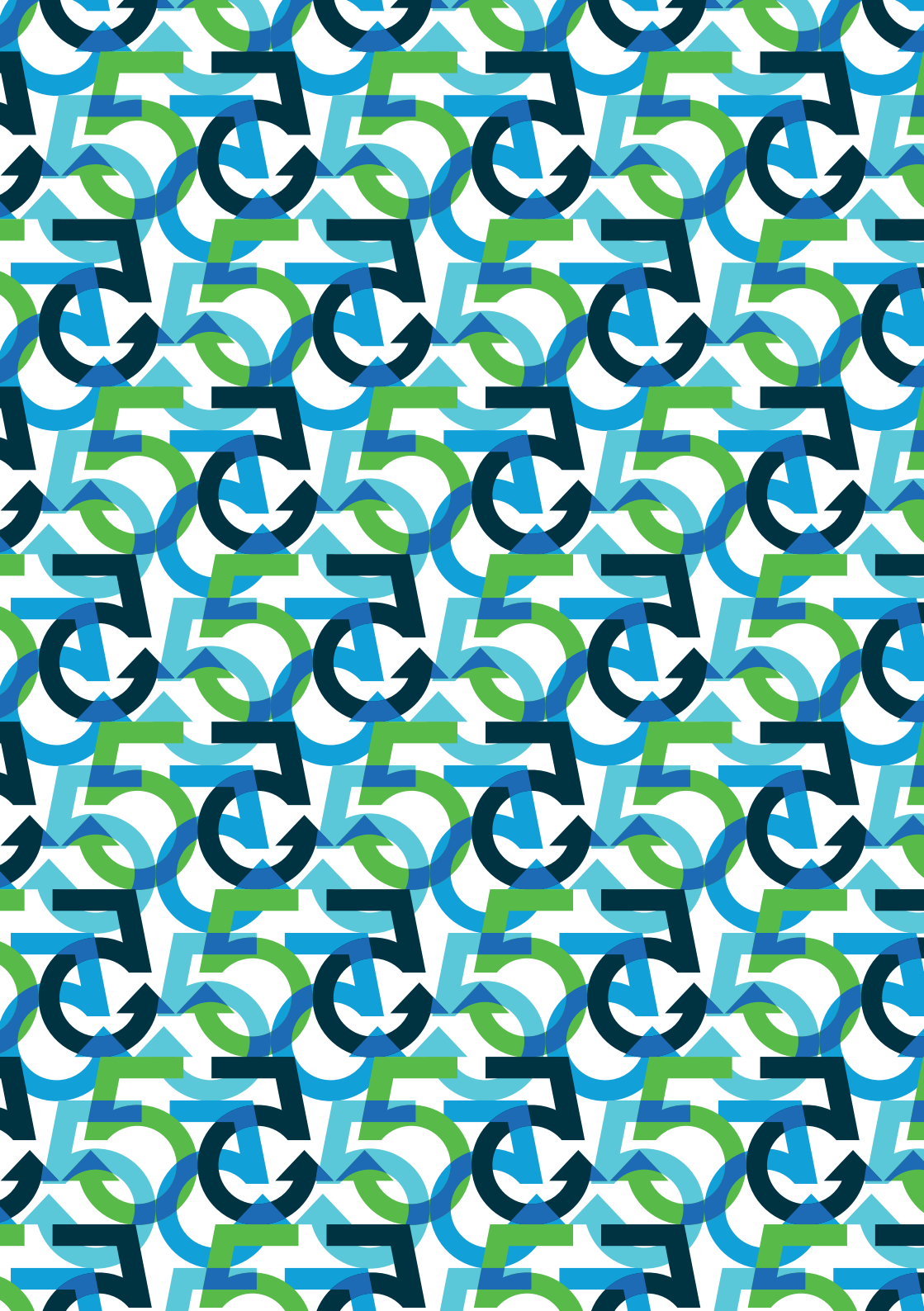
GENE0 Capital Strategy Committee

Composed
of 7 qualified members,
who oversee the legal
and financial aspects
of the investment vehicle.

4.

GENE0 Mezzanine Strategy Committee

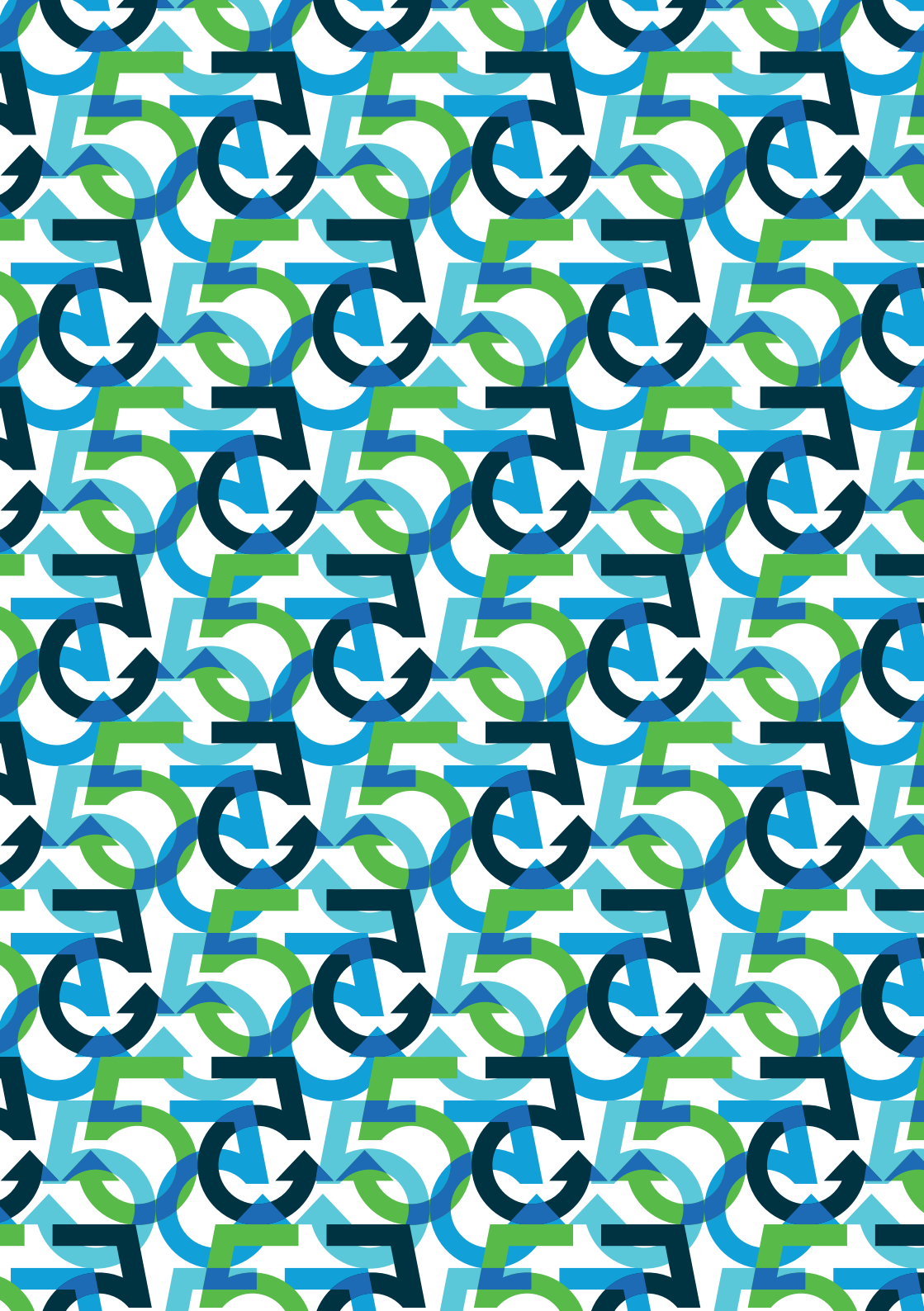
Composed
of 5 qualified members,
who oversee the legal
and financial aspects
of the investment vehicle.



CONTENTS



5 years of expansion	10
5 years of progress	16
5 years of the Growth Book	22
5 years of evergreen	26
5 years of Entrepreneur Capital	30
5 years of impact	36
5 upcoming years framed by new challenges	42



5 YEARS
OF EXPANSION

THE ADVANTAGES OF ENTREPRENEUR CAPITAL



Since its inception, GENE0 has been driven by a strong desire to offer entrepreneurs and long-term builders a positive finance that unleashes their ambitious strategies, while respecting the natural cycle of their businesses and enabling them to weather economic cycles.

This is what "Entrepreneur Capital" embodies.



We control time

GENEO provides tailored equity solutions and is able to pursue ambitious strategies over time.



We play as a team

The community of over 220 entrepreneurs and families who are GENE0 shareholders enables them to share their experience and business networks.



It is also human capital

Over 70 specialist experts to help the companies implement their business plans.

BESPOKE SOLUTIONS TO MEET ALL THE NEEDS OF MID-CAPS AND PRE-MID-CAPS



- Rather than a fund, GENE0 Capital is an investment company with no time constraints.
- It provides intensive support in the form of Growth Book and support for the execution of business plans.



- GENE0 Mezzanine provides quasi-equity, combined with proactive support.
- It also provides a coaching and innovation programme for positive impact: the Positive Impact Plan.



- Bonds offer long-term financing with a state guarantee.

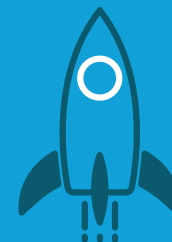
GENEO KEY FIGURES IN 2023



OVER
€560m
UNDER MANAGEMENT



27
INVESTEE
COMPANIES
SUPPORTED



81
ACQUISITIONS
INCLUDING 43
INTERNATIONALLY



220+
SHAREHOLDERS
MEMBERS
OF THE GENE0
COMMUNITY



26 MULTIDISCIPLINARY,
COMMITTED
EMPLOYEES

27

EUROPEAN AND INTERNATIONAL CHAMPIONS

HAVE ALREADY PLACED
THEIR TRUST IN US.

delta
service
location
Énergie & Pompage

NEFTYS-PHARMA

BB
GROUPE

GROUPE
enygea

li-run
RUNNING TRAIL FITNESS

HÖPPEN
TIME TO CARE

GAC.GROUP
Innovation & Performance
for Impact

convictionsRH
Le conseil engagé

HUMAN & WORK
STIMULUS REMOVE ÉQUILIBRES

complétude
soutien scolaire
kinougarde
garde d'enfants

SCUTUM

gbna
santé

Tarkett

ZURFLÜH-FELLER

odigo

Actéo
théâtre

OTÉGO
beyond textile

SAFICALCAN
innovative solutions

PISCINES
Magiline
PISCINES PAR PASSION

egis

CHAPSVISION
DATA MAKE SENSE

ACS
L'assurance qui dirige avec vous

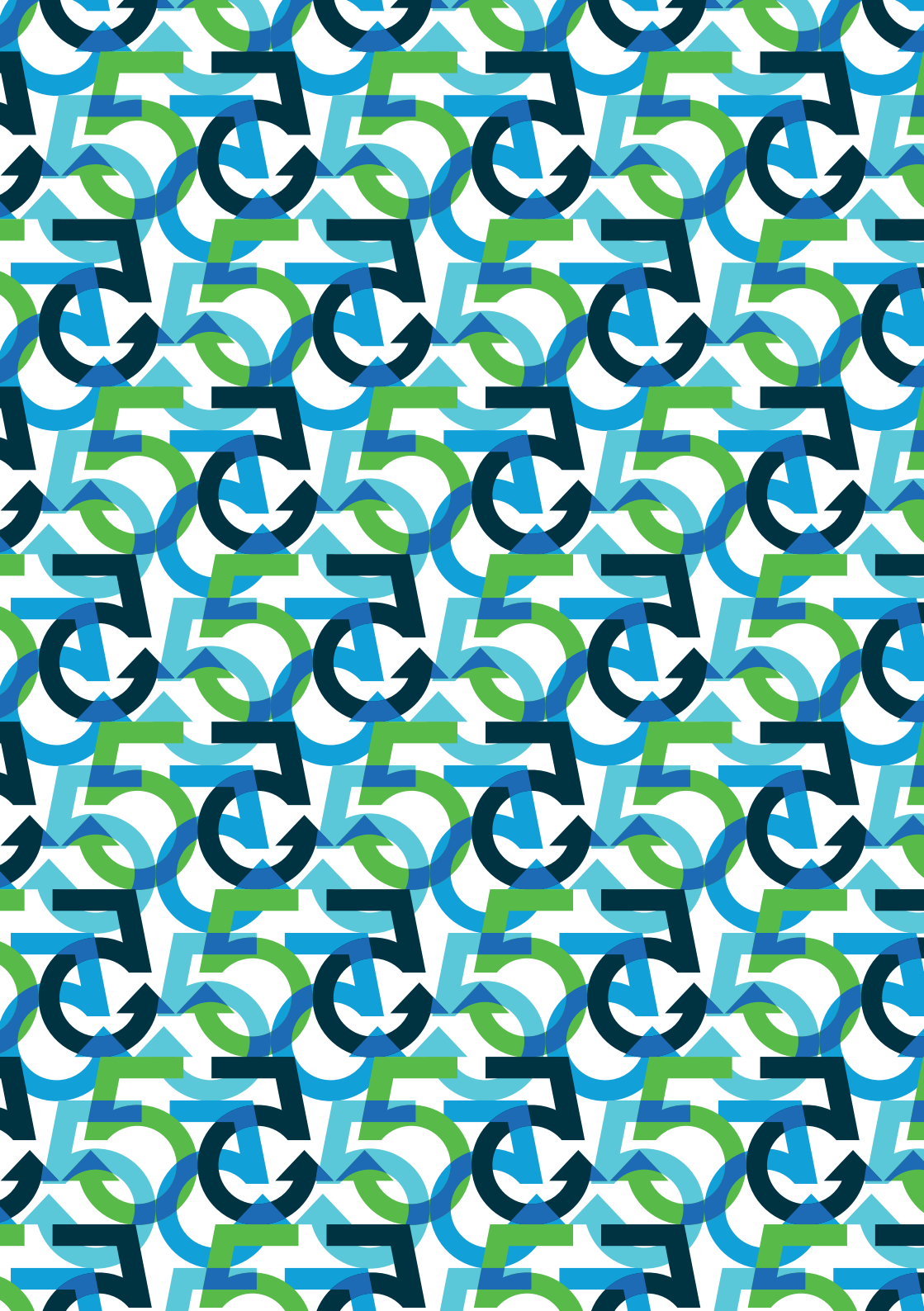
XEFI
LA PROXIMITÉ INFORMATIQUE

KARDHAM
beyond building

LEADER
Lighting the performance

PINETTE PEI
ENGINEERING & MACHINERY

VALTUS
MOVING BUSINESS FORWARD. FAST!



5 YEARS
OF PROGRESS

CHRONOLOGY OF ENTREPRENEUR CAPITAL



The first five years saw the establishment of GENE0's fundamentals, such as the creation of solid governance bodies, the deployment of bespoke investment solutions and the creation of a high-performance, bold investment portfolio. Strategic and timely developments in response to the expectations of all our stakeholders, in line with our convictions.

★
2019

- GENE0 Capital Entrepreneur approved in January.
- GENE0 Capital created in March with €90m.
- 3 investments.

★
2020

- Inclusion of GENE0's corporate purpose in its articles of association.
- 6 investee companies amidst Covid.
- GENE0 passes the threshold of €200m under management.
- Endowment fund created.
- Support for the Automotive Production School in Lens.

★
2021

- Creation of the Stakeholder Committee.
- 4 new investee companies.

★
2022

- GENE0 Capital has €300m under management and 5 new investee companies.
- Creation of GENE0 Mezzanine, a quasi-equity impact comment, and first investment.
- GENE0 takes part in the first "Obligations Relance" stimulus bonds scheme.
- Publication of our first Impact Report.

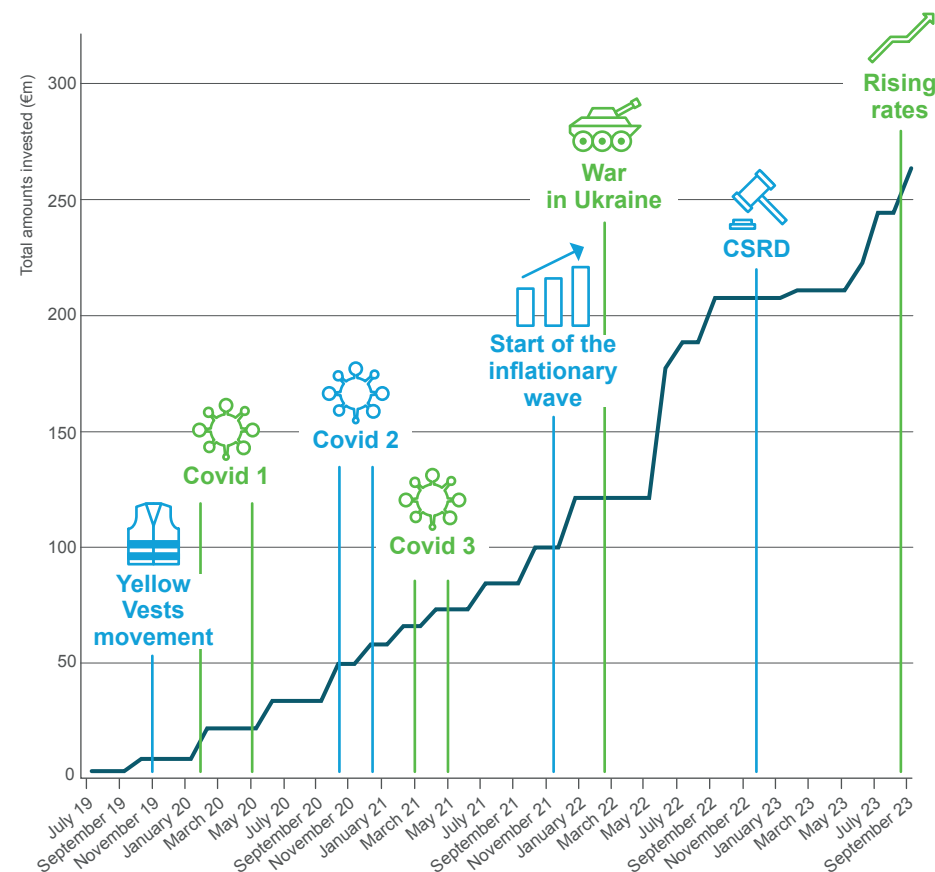
★
2023

- GENE0 becomes a company with a mission.
- GENE0 supports 27 companies with 3 funds.
- GENE0 takes part in the second "Obligations Relance" stimulus bonds scheme.
- The GENE0 Community includes over 220 families, investors and institutions.
- Capital fully paid up in GENE0 Capital.

REGULAR PROGRESS



These first five atypical and exceptional years in economic, geopolitical and social terms have underlined both the relevance and resilience of the Entrepreneur Capital model, emphasising the importance of the long term and of a loyal, engaged Community. During this period, GENE0 was continually on hand to support the managers on a day-to-day basis, acting as an invaluable sparring partner for its holdings.



AMBITIOUS AND UNIQUE
THROUGH ITS QUARTET OF OBJECTIVES,
THE GENE0 MODEL HAS SURPASSED ITSELF
THROUGH THE IMPLEMENTATION OF FUNDAMENTAL
AND UNFORESEEN PROJECTS.

1.

The expected

Successful fund-raising campaigns giving GENE0 **greater financial freedom than expected** for our investments.

The introduction of an **operational tool**, the Growth Book, which has **proven its effectiveness**.

The relevance of the evergreen model, particularly in times of stress and difficulty.

A community of builders and an **expansive, committed and professional** pool of experts.



2.

The unexpected

The launch of **other investment themes** (GENE0 Mezzanine, "Obligations Relance" stimulus bonds) to create an investment continuum.

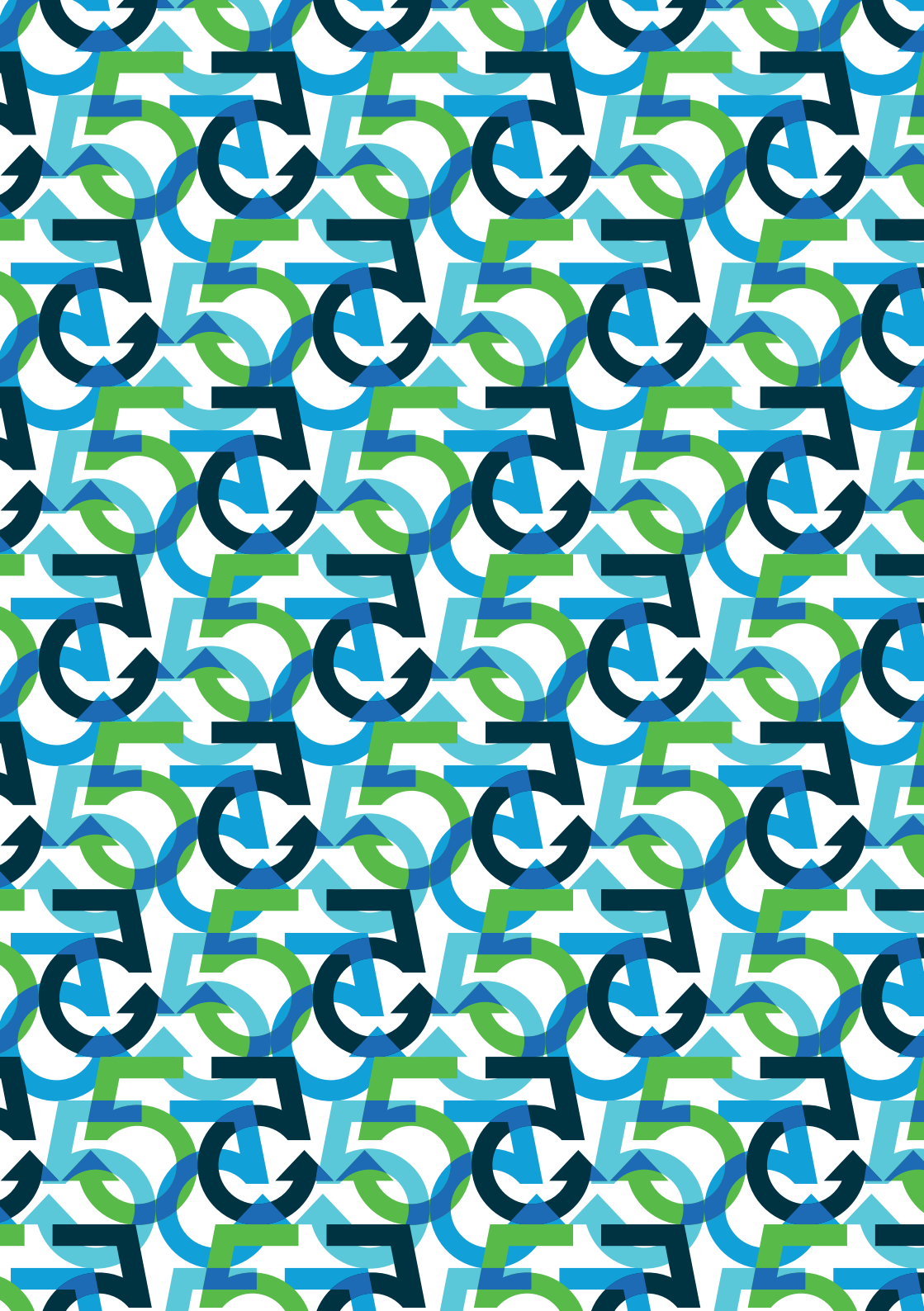
Increased expectations in terms of impact within companies, which has intensified this support in the Growth Book.

Stronger teams, particularly in Advisory and at the Community level.



“
SAY
WHAT YOU DO
AND DO
WHAT YOU SAY –
AND MORE
BESIDES!
THAT’S OUR TRADEMARK.





5 YEARS
OF THE GROWTH
BOOK

CONCRETE RESULTS



STRONG, STRUCTURED SUPPORT BASED
AROUND THE GROWTH BOOK,
RESULTING IN OVER 1,845 INITIATIVES SINCE
THE CREATION OF GENE0 CAPITAL,
THE EVERGREEN INVESTMENT COMPANY

Both a GENE0 operational tool and a roadmap for managers, the Growth Book, devised and designed by the GENE0 teams, has been deployed on a massive scale within all investee companies, providing them with expertise, support and value creation.



THE EXPERTS

231 Presentations by a pool of 70 expert advisers.

THE GENE0 TEAM

167 Board meetings.



61 Digital & Innovation workshops.

98 Positive Impact and human capital.

166 External growth targets studied.



THE GENE0 COMMUNITY

774 Connections.

62 Group seminars.

24

GENEO AT 5 YEARS OLD

A LEVER FOR GROWTH, INNOVATION AND INTERNATIONAL EXPANSION

Against a backdrop of fierce competition and extensive international expansion, GENE0 Capital's **21 investee companies**, with the support of our internal business partners, have conducted significant external growth transactions, enabling them to confirm their status as future European champions in their sector.

59

External growth transactions conducted by the portfolio companies,

including

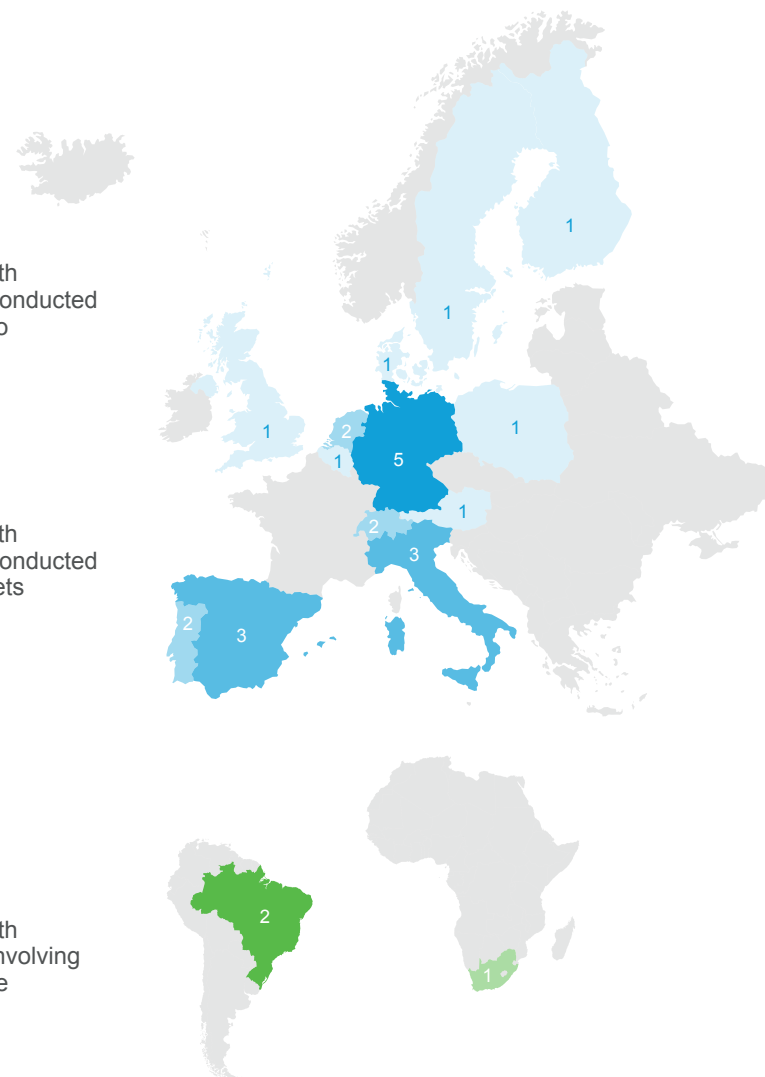
24

External growth transactions conducted involving targets in Europe,

and

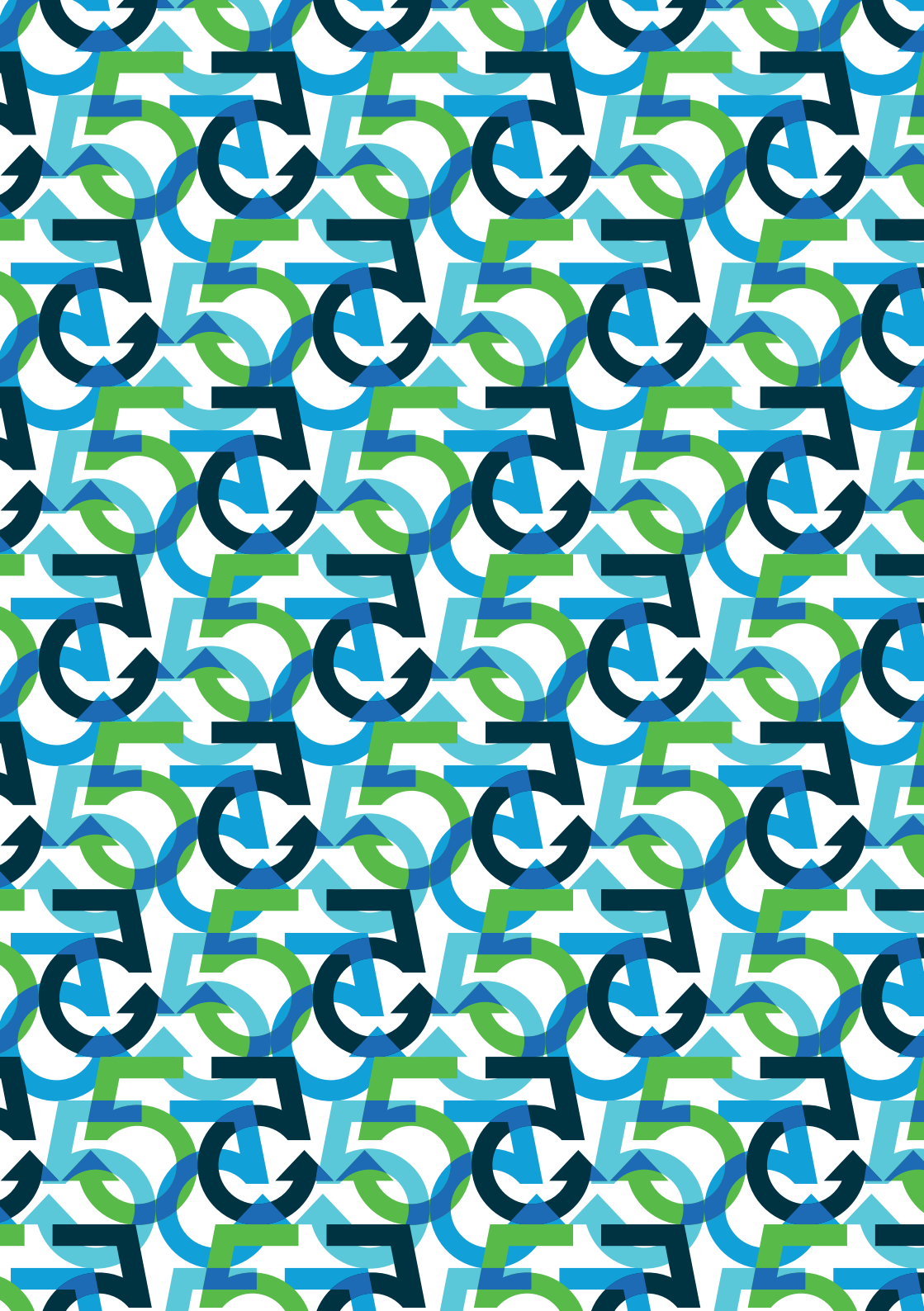
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External growth transactions involving targets outside Europe.



25

GENEO AT 5 YEARS OLD



5 YEARS
OF EVERGREEN

WHAT IS EVERGREEN?



Evergreen is an expression used to describe an investment fund with no cut-off date for its involvement, which perpetually blooms and continually regenerates.

A WIN-WIN-WIN MODEL

FOR INVESTEE COMPANIES

- Long-term sparring partners that **adapt to the company's day-to-day operations** and stay by its side to seize **opportunities** and manage **unforeseen events**.
- **Agile** adjustment of the investment term to **adapt to the company's natural business cycle and the macroeconomic cycle**.
- Ability to accelerate **to seize opportunities** and go beyond the initial plan.
- Ability **to take time to manage low points in the cycle**: competitiveness, repositioning and acquisitions.

FOR INVESTORS

- Be part of a **network of long-term builders** with over 220 members.
- No J curve: **a fully invested portfolio and a share of a known portfolio**.
- Annuity or capitalisation **investment strategy**.
- **Double dividend, both financial and social**, through the recycling of carried interest to an endowment fund that can support their philanthropic actions.

FOR COMPANIES

Gradual build-up of an **endowment fund** to support:

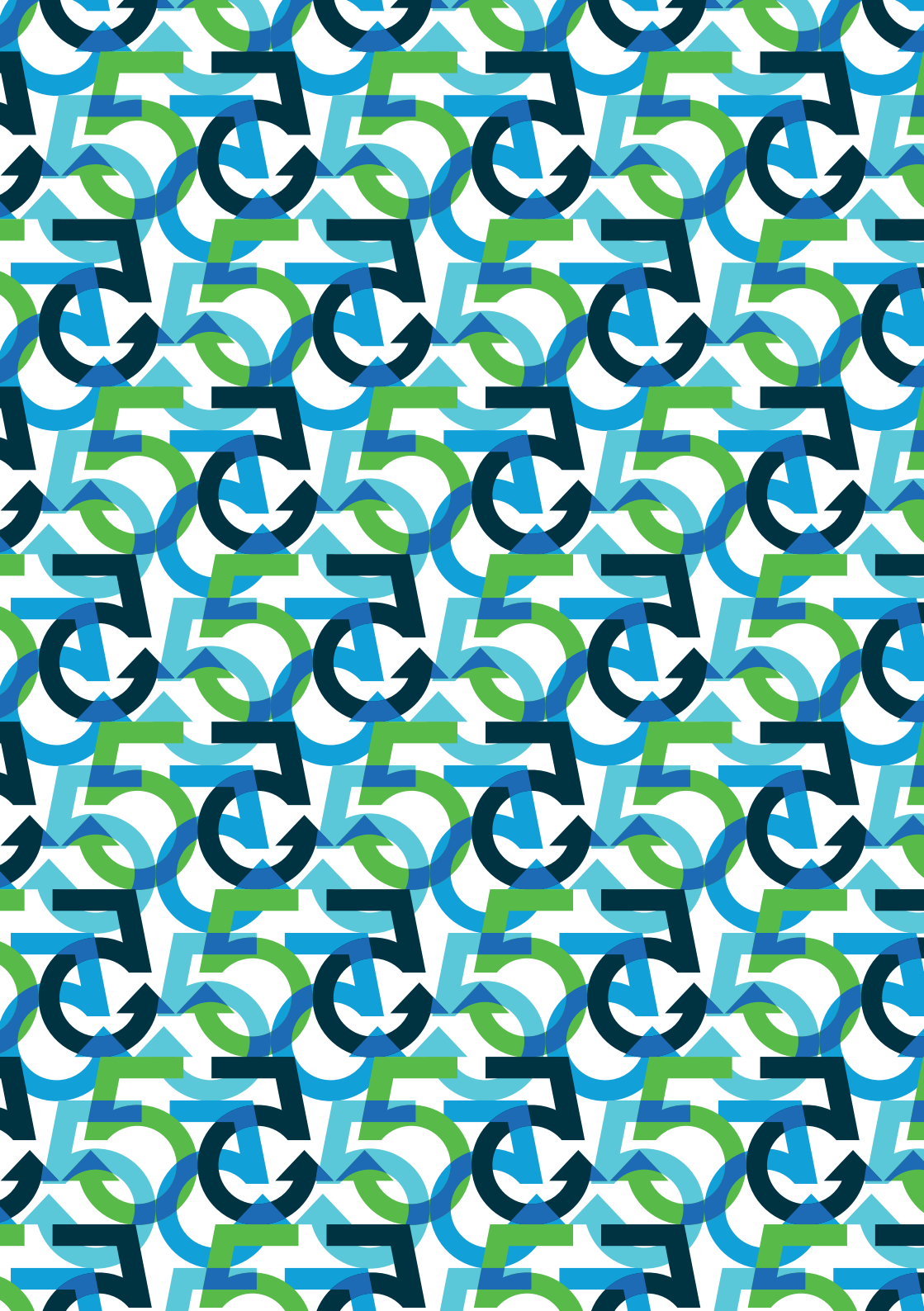
- **employment** in disadvantaged areas;
- getting early school leavers **back into employment**;
- responding to **business needs**.



EVERGREEN MEANS BEING IN COMMAND OF YOUR OWN TIME.

THIS KEY ASSET
OF ENTREPRENEUR CAPITAL
IS A SOURCE
OF UNDENIABLE ADVANTAGES
FOR OUR VARIOUS
STAKEHOLDERS.





5 YEARS OF
ENTREPRENEUR
CAPITAL

THE GENE0 COMMUNITY



Our community, which has been strongly involved and committed from the outset, is the backbone of the GENE0 Capital Entrepreneur model. Over the years, it has continued to grow and to embody the Builders network, which works alongside the portfolio companies to support their growth projects.

A PLACE OF INSPIRATION AND ORIGINATION

A MULTI-SECTOR AND MULTI-REGIONAL COMMUNITY, ACTIVE IN ORIGINATION AND SUPPORT

- A Community of values, to reconcile performance and meaning.
- A Community that co-invests.

A HIGH-QUALITY TEAM

- A team of 4 people responsible for the GENE0 community, ensuring smooth and high-quality communication with shareholders.

SHARING EXPERIENCE AND BUSINESS NETWORKS

- Connecting shareholders and holdings as part of the Growth Book.
- Digital and in-person events in Paris, Lyon, Annecy, Strasbourg, Mulhouse, Nantes, Quimper, Rennes, Toulouse, Bordeaux, Lille and Brest.
- **GENE0business**: discussions between investment managers and the investor community.
- **GENE0camps**: discussions between investment managers on their common challenges.
- **The Impact Club**: discussions between the holdings' Impact managers.
- **The Digital Club**: discussions between the holdings' Digital & Innovation managers.
- **An Entrepreneur Capital School**: training investors and their families in the fundamentals of Private Equity and Positive Finance.



220⁺

INVESTOR
MEMBERS
OF THE GENE0
COMMUNITY

OF WHICH

150⁺

ENTREPRENEURS

40⁺

FAMILY OFFICES

10⁺

PRIVATE
EQUITY
PROFESSIONALS

NEARLY 20

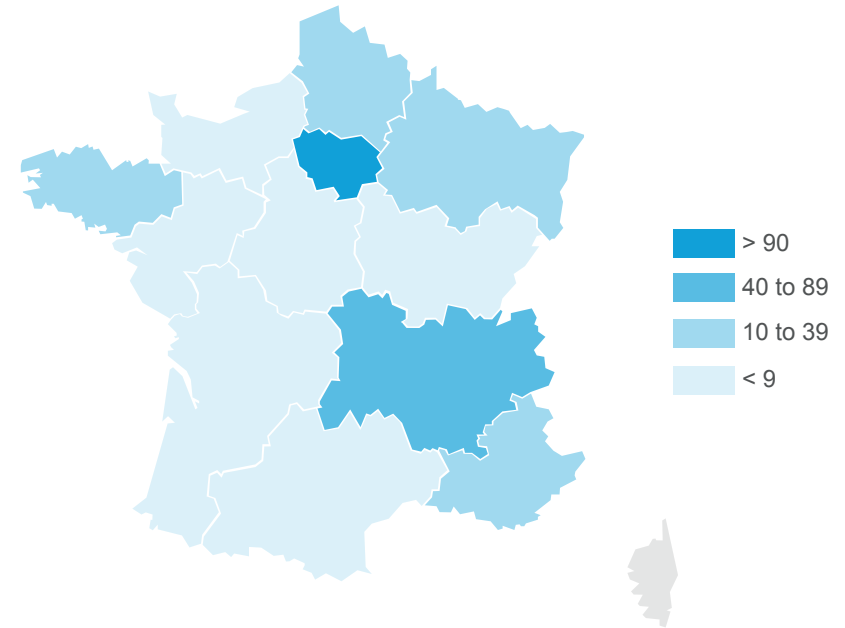
INSTITUTIONAL
PLAYERS

“
90% OF THE GENE
COMMUNITY IS
COMPRISED OF
EUROPEAN FAMILIES

ALONG WITH
INTERNATIONAL FAMILIES.

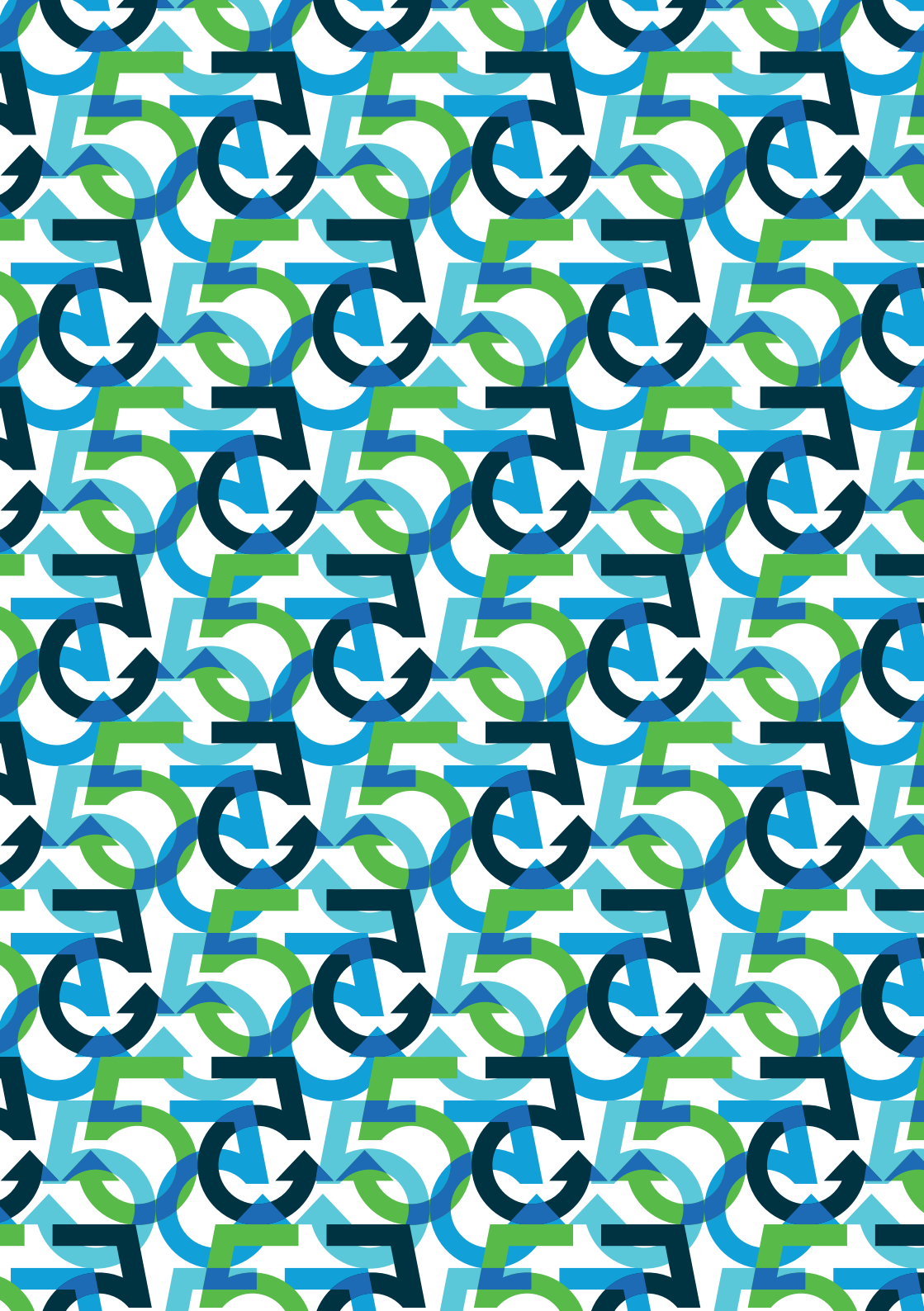
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THE GENE COMMUNITY IN FRANCE



GENEO COMMUNITY PRESENCE IN 8 COUNTRIES WORLDWIDE





5 YEARS
OF IMPACT

EVOLVING NATURALLY INTO A COMPANY WITH A MISSION



ADOPTING THE COMPANY WITH A MISSION STATUS
IS A NATURAL NEXT STEP IN GENE0 CAPITAL
ENTREPRENEUR'S GROWTH

After 5 years of existence, after the inclusion of our corporate purpose 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.



AN INTEGRATED APPROACH TO RECONCILE PERFORMANCE AND MEANING



THROUGH THE DEVELOPMENT OF A POSITIVE
IMPACT PLAN, OUR AIM IS TO ACCELERATE
A POSITIVE IMPACT STRATEGY TO INTENSIFY
SOCIETAL INNOVATION AND THE TRANSITION
OF OUR COMPANIES' BUSINESS MODELS

The positive impact plan is based on 3 components to enhance the Growth Book.

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. SER progress plan

OBJECTIVE

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

GENEO TOOLS

SER and impact **self-diagnosis**, progress plan co-construction workshops.

3. Human impact rating

OBJECTIVE

Advance the consideration of the human element at work.

GENEO TOOLS

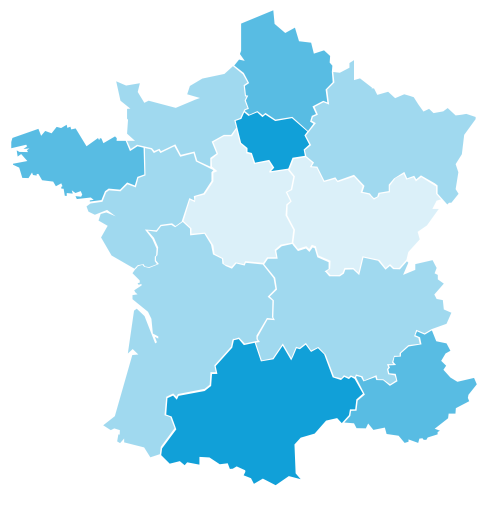
Calculate and report the rating, enabling the company's social performance to be assessed and relevant action plans to be identified.

SIGNIFICANT INITIAL RESULTS IN TERMS OF IMPACT

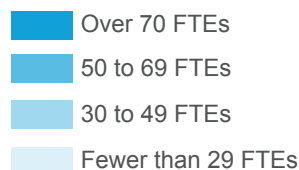


IN TERMS OF JOB CREATION

NET JOB CREATIONS⁽¹⁾ IN GENE0 PORTFOLIOS
(EQUITY AND MEZZANINE) IN 2023⁽²⁾



OVER
652
NET JOBS CREATED
IN FRANCE



FIGURES AT A GLANCE

+ 789

net FTEs created
in 2023⁽²⁾

+ 1,379

FTEs joined
investee companies through
acquisitions in 2023⁽²⁾

+ 14,683

FTEs in GENE0 portfolios
in 2023

(1) Net job creations are linked to the organic growth of companies and therefore exclude acquisitions.

(2) Consolidated figures excluding Safic-Alcan.

IN TERMS OF DECARBONISATION

MAIN RESULTS IN TERMS OF IMPACT

89%

OF INVESTEE COMPANIES⁽²⁾

HAVE DEFINED AND/OR DEPLOYED
MEASURES TO REDUCE
THEIR CARBON FOOTPRINT

OF WHICH

OVER
95%
OF PORTFOLIO
COMPANIES⁽²⁾

HAVE CALCULATED
THEIR SCOPE 1, 2 AND 3
CARBON FOOTPRINT

100%
OF COMPANIES
HAVE:

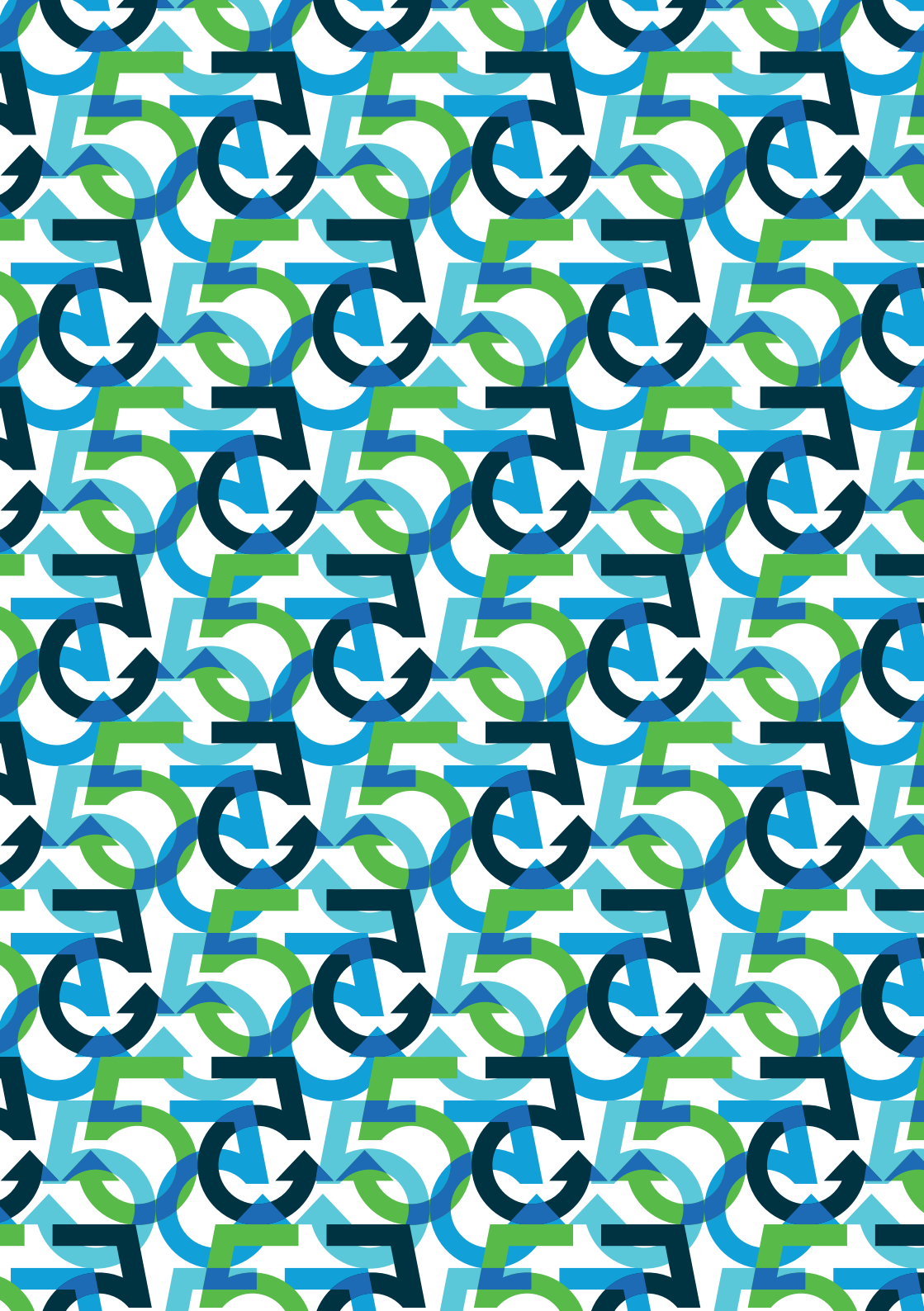
- AN IMPACT PLAN
- A DECARBONISATION PLAN
- AN SER DIRECTOR
- AN ANNUAL PROGRESS REVIEW

€480,000 raised by the endowment fund
since its creation in 2020 by the GENE0 Community.

GENEO redistributes a significant part of the value
created to local communities and society as a whole
through philanthropic initiatives creating jobs
or reintegrating people into the workforce.

To offer our Community a “societal dividend”,
each member of the GENE0 team has undertaken
to pay a third of their carried interest to the GENE0
Community endowment fund.





5 UPCOMING
YEARS FRAMED
BY NEW
CHALLENGES

A REALISTIC AND AMBITIOUS 2024-2027 BUSINESS PLAN



CONTINUED DEPLOYMENT OF THE EVERGREEN
MODEL IN RESILIENT, HIGH-PERFORMANCE
SMEs AND MID-CAPS



A TRIED AND TESTED INVESTMENT THESIS

- Minority investment.
- Ticket between €3m and €30m.
- Growing SMEs and mid-caps with sales of over €10m and EBITDA of over €1m.



ANNUAL INVESTMENT

Investment
in 5 to 6 new companies
per year.



A STRONG POLICY

A strong policy
of reinvestment and support
for investee companies.

EUROPEAN DEPLOYMENT



CREATION OF A GENEEO ECOSYSTEM
IN EUROPE

The GENEEO method, which has already been launched in a number of regions in France (AURA, Hauts-de-France, Grand Est, Nouvelle-Aquitaine) and Italy, is organised around its Business Community.



CREATION OF A GENEEO COMMUNITY

WITH FAMILIES
AND LOCAL
EXPERTS



FORMING PARTNERSHIPS

WITH LOCAL
M&A SPECIALISTS



COLLABORATION

WITH EVERGREEN
INVESTMENT
COMPANIES



THE LAST WORD



5 years on! Wood, the traditional gift for a five-year anniversary, is a fine symbol of what we are today and what our ambitions are for tomorrow. Flexible, robust, fertile, bearing flowers and fruit, wood – emblematic of the long term – is also the material of noble achievements. Its sap, the vehicle of life, embodies what we aim to bring to the economy through evergreen investment.

Tomorrow, as today, we remain true to our values: the unwavering commitment of our teams and of the entire GENEО Community through the Growth Book; proximity and availability on a daily basis; optimism and tenacity to navigate through cycles; the collective as an incomparable force of traction and attraction; the overall, solid and continuous performance of GENEО and its holdings over time.

Drawing strength from these values, which are our roots, and focusing on the long term, we stay the course to enable GENEО to grow and flourish as a benchmark evergreen and entrepreneurial model that gives meaning to the French and soon European private equity universe.





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