



# ESG and climate report

YEAR 2024

 **LBO** FRANCE



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# Foreword

At LBO France, we are firmly convinced that ESG and climate issues are not the realm of experts and specialists, but that they are integral to our action as investment professionals. True to our spirit, we acted as pioneers when we published our first Engagement charter in 2011.

We are aware of the current environmental and social challenges, and we firmly believe that investor action can meet them and that ESG and climate performance delivers concrete and significant value creation opportunities. We have a significant potential to deliver lasting positive impact, notably through our Digital health, Proptech, and African investment strategies.

We view ESG and climate as highly potent value creation levers, and as operational improvement opportunities rooted in the business realities of our companies, rather than compliance topics.

With this ambition, we have operated since 2022 with a profoundly renewed approach on ESG and climate. Our ambitions are straightforward: mobilize all stakeholders, contribute to a collective commitment, and put investment teams at the forefront of ESG and climate action. To materialize this ambition, we built a collective approach, joining the forces and expertise of our investment, operational, and ESG teams, under the steering of our ESG and climate committee.

In 2024, as in previous years, we saw our approach bearing fruit. Our investment teams resolutely implemented our ESG and climate approach in all our deals. In strong partnership with our stakeholders, we leveraged on ESG and climate analysis backed by robust and complete data to implement tailored and relevant action plans. We saw that ESG and climate action is a source of satisfaction for our teams and our partners: these encouraging results motivate us to strengthen our efforts across our platform.

We worked on the ground with our portfolio companies to help them deliver on their ESG and climate roadmaps. We increased transparency and accountability and provided our investors and stakeholders with detailed ESG data, but also with context and feedback to make ESG and climate as meaningful as possible.

We must, and will continue to ramp up our efforts to foster ESG and value creation and help our investments deliver. I hope you find this report meaningful!

**Stéphanie Casciola, CEO**

At LBO France, teamwork and partnership are keystones. ESG and climate action requires continuous action and significant engagement from our teams and portfolio company managers – but this hard work brings real benefits. Way beyond “meter-reading”, the reporting of ESG and climate data and the monitoring of action plans empowers ESG and climate performance, reinforces value creation, and creates opportunities for our companies and assets. We see those opportunities bear fruit with our companies’ and assets’ clients, users, and investment partners.

We are proud to present the ESG and climate performance of our investments across all our platform’s strategies. All our investments since 2022, and 77% of investments in our most recent funds, deploy an ESG and climate progress journey.

We are aware that we still have great opportunities to progress on ESG and climate, notably by delivering on climate reduction pathways. Building upon our achievements since 2022, we fully intend to increase our efforts and continue improving to deliver ESG and climate impact.

**Stanislas de Kertanguy, Head of ESG**





# Key figures and highlights

# LBO France's platform strategy

**20+**  
years

**€2,5bn**  
Consolidated CUM<sup>(1)</sup>

## Pioneer

We set up our investment platform as early as 2003, enriching private equity with Small cap and real estate.

## Bold developments

Since 2016, we are building a multi-specialist platform strategy in France and Italy with high-growth segments such as venture digital health, Proptech, and public equity. We are also growing with impact-themed investment activities in Africa.

# LBO France's 2024 highlights

**62**

Employees in **France** and **Italy**

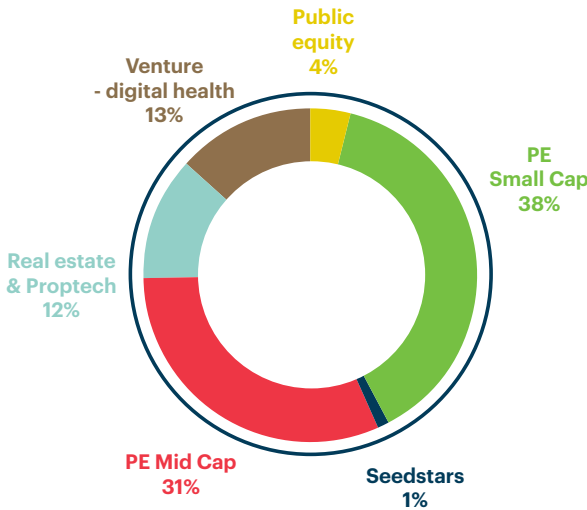
**30%**

Women in investment teams

**38%**

Women at Board

# CUM Breakdown as of 31/12/2024 <sup>(2)</sup>



(1) Perimeter including Polis and CGF  
(2) Excluding subsidiaries. Capital under management: total commitment amount of managed or advised funds during the investment period, asset value of managed or advised funds during the divestment period.

# ESG and climate highlights in 2024

**ESG and climate governance**  
with a high-level **Committee**

**ESG and climate policy and tools,**  
putting **investment teams first**

**100%**

New funds classified under **SFDR 8 or 9**

**100%**

LBO France team members trained  
on **ESG and climate issues**

**77%**

Companies with  
an **ESG and climate action plan**

**91%** (companies)

**100%** (real estate)

**Response rate to ESG and climate reporting**

**UNPRI Rating**

Policy, governance and strategy

**87/100**



**LBO France wins the 2024**

Transparency Awards for best private  
equity fund reporting.



**TRANSPARENCY  
AWARDS  
2024**





# Our values and our driving forces

## Our values

For more than 35 years, LBO France has operated according to its strong and structuring values:

- **Alignment of interests with stakeholders:** LBO France makes it a point of honour to entertain a trustful relationship with all its stakeholders. We always look towards the alignment of interests by combining financial performance, transparency, and social and environmental responsibility. This is how we create partnerships that stimulate excellence.
- **Support to portfolio companies in their development:** We want to be a determined and enthusiastic partner for our portfolio companies. Driving on our highly experienced multidisciplinary teams, we act as stewards of their long-term success and we develop their innovation capabilities.
- **A targeted qualitative approach:** Relying on our multi-specialist platform model, we develop actual deep expertise in niche markets where we identify high growth potential. We have a firm knowledge of the entrepreneurial strength of the territories where we operate in France, Italy and Africa, and we firmly believe in their potential for value creation.
- **Entrepreneurship and pioneering spirit:** As an independent management company, LBO France has stood out thanks to its entrepreneurial spirit, its collective strength, and its agility. As a pioneer in Private equity and in the development of a platform strategy, LBO France also committed early towards ESG and climate, which have become true strategic priorities.

## Our driving forces

### Pioneering spirit



### Collective action



### Agility







Our conviction:  
Responsibility  
and sustainability  
are central to our  
action as an investor

We have positioned our investment teams at the heart of our action to make ESG and climate issues meaningful and to leverage on their value creation potential

## Our investment teams at the centre of ESG and climate action

Investment teams of all strategies systematically perform pre-investment ESG analysis with the support of our Head of ESG. Investment Committees review and approve in-depth ESG and climate analysis when deciding on an investment. For each of our investment strategies, ESG and climate follow-up meetings are organized every semester.

Investment teams are also tasked with validating ESG and climate action plans of portfolio companies and assets and ensuring their proper monitoring at Board level.

## Our governance of ESG and climate

### ESG and Climate Committee



**Stéphanie Casciola**  
CEO, Head of Real Estate



**Sophie Chateau**  
Head of Investor Relations



**Jacques Franchi**  
CIO



**Stanislas de Kertanguy**  
Head of ESG

Stéphanie Casciola has been appointed as CEO in June 2022 and has created the ESG and climate committee. This committee is the strategic steering body for ESG, climate and biodiversity.

The ESG and Climate committee met frequently in 2024 and weighed in to ensure that LBO France abides by the principles of the Engagement Charter and implements the relevant ESG and climate policies and methodologies.

Notably, the Committee reviewed the formalization of the monitoring of ESG and climate action plans at Board level, and formalized ESG and climate performance review criteria for our teams.

LBO France's Head of ESG coordinates the deployment of the ESG and climate policy, advises investment teams, ensures the sharing of information and best practices within the team and among portfolio companies. He performs a cross-activity monitoring of ESG and climate issues.

In addition to best practice sharing, the Head of ESG provides regular training on ESG and climate to LBO France teams.

## Our responsible investor ambitions

1

Rally all our stakeholders, notably our portfolio companies and assets, our people and our investors to make ESG and climate issues meaningful and to leverage on their value creation potential;

2

Put investment teams at the centre of our ESG and climate framework;

3

Encourage information-sharing and cross-teams work, in coherence with our approach as an investment platform.





# Our engagement charter

First issued in 2011 and regularly updated, this Charter sets out our commitments towards our investors, our portfolio companies and their managers, and our people

## Commitments towards our investors

The priority for LBO France is to meet its investors' expectations. We fully accept the idea that value creation should be financial but also extra financial. We therefore undertake to:

- Ensure that our investors' and our staff's interests are aligned, more particularly by requiring our teams to commit their own resources in the funds they manage;
- Communicate using the best practices, in both financial and extra-financial terms. We undertake to describe our ESG activity systematically in our reporting, as well as during the meetings between investors and representatives of the portfolio companies. Our team devoted solely to investor relations is intended to answer their questions on all subjects, whether financial or non-financial;
- Comply with the investment criteria laid down by our investors in terms of ESG. Under this ethical approach to our funds, we have defined an exclusion policy (detailed at p. 28).

## Commitments towards our investments and our projects

Our raison d'être is to invest in high potential companies and real assets. Our goal is to support our investments as they develop in both financial and non-financial aspects. For this purpose, we undertake to:

- Carry out pre-investment analysis of the ESG aspects of each investment opportunity;

- Define an action plan and supervise ongoing improvements in our portfolio companies' and projects' extra-financial performances;
- Deploy best governance practices within our investments in companies. To this effect, we focus particularly on the implementation of well-run governance bodies, on the development of management teams, and on the roll-out of robust business ethics frameworks;
- For our real assets, work towards energy and climate transition, using actionable levers such as works, energy consumption, certification, etc.;
- Ensure the strict application of environmental and social standards by our portfolio companies and assist them in deploying environmental and social best practices consistent with their strategy in order to mitigate risks and foster growth. We notably focus on climate action;
- Build up a long-term relationship of trust with our portfolio company managers who are key drivers of value creation. In this respect we are particularly proud to see them investing in our funds..

## Commitments towards our teams

The way we develop talented teams is the source of our success. Proud of our values, we undertake to:

- Recruit staff from diverse professional backgrounds and develop their skills throughout their working life in our company;
- Enable our staff to invest along with our investors in the funds we manage;
- Make our staff aware of ESG issues and encourage them to become involved, both as investors and as part of our management company, notably by developing eco-gestures.





# Our ESG strategy





# Our ESG journey to date

In our society that has grown aware of new stakes, value creation cannot be blind to the future of mankind and its environment and must pay attention to both. With the power and means to act and steer decisions, the investor-shareholder is vested with specific responsibility.

At LBO France, environmental, social, and governance criteria steer investment decisions, guide action plans, and bind collective projects.

## LBO France: an ESG pioneer since 2011



Private Equity 99/100  
Listed Equity 94/100  
Real Estate 90/100  
Governance and Strategy 87/100



Signatory since 2015



Active member of Sustainability and Talent & Diversity Committees

Signatory to the Gender parity charter in 2020



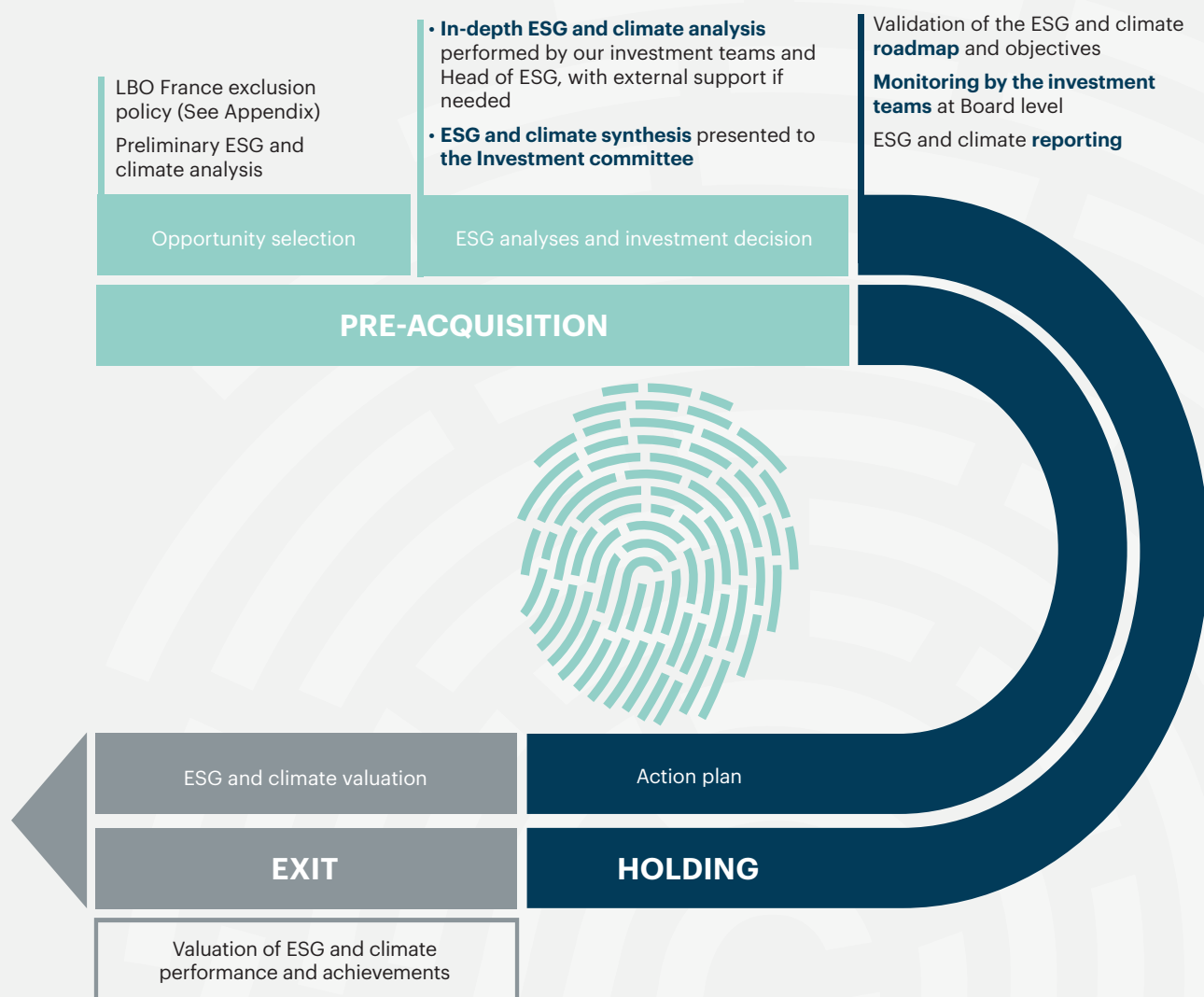
Signatory since 2016 (Real estate)

Since 2011, we have undertaken commitments and achieved results. We signed the Principles for responsible investment (PRI) in 2011 and the AFIC (France Invest) Charter in 2014. Since 2015, we have performed ESG analyses for our private equity investments and we have deployed ESG performance dashboards.



# Our method

Since 2022, our investment teams implement our Toolkit for all strategies.



Our ESG and climate policy and our principal adverse impacts statement are available at <https://www.lbofrance.com/esg>



# Our main themes for ESG and climate analysis

## Companies (PE and venture)

- Governance and organization, risk management
- Business ethics
- Human resources management
- Gender equality and diversity
- Environmental compliance and direct environmental impacts
- Greenhouse gas emissions and climate action
- Biodiversity
- Environmental and social impacts in the value chain
- Integration of ESG and climate issues in product and services design and use

We use industry-standard resources as well as our own expertise to determine the materiality of ESG and climate issues and related risks and opportunities for each company in which we invest. We perform benchmarks, using robust sources of ESG data that we select and curate with our expertise. These benchmarks help us evaluate the performance of our companies and tailor our action plans.

### Focus: Digital Health

For our Venture Digital Health strategy, we consider the impact of our investments on 4 interconnected dimensions:

- Patients (e.g. increase in quality of life)
- Healthcare professionals (e.g. more efficient delivery of care)
- Healthcare systems (e.g. lower costs for a social benefit)
- Innovation (e.g. development of AI solutions).

## Real assets

For real assets, our ESG and climate analysis covers the 19 themes identified by the Observatoire de l'immobilier durable (Green Building Observatory – GBO). We specifically focus on the following:

- Energy and Climate
- Water
- Biodiversity
- Mobility and transportation
- Users' health & safety
- Comfort and wellbeing
- Services provided to users

### Focus: Proptech

For our Proptech fund Newstone, a sustainable fund classified under SFDR 9, we invest in companies that demonstrate a contribution to at least one of the following objectives:

- Energy and ecological transition: contribute to reducing the environmental and climate impacts of the real estate sector
- Inclusivity: Remove barriers to housing access and act for inclusivity in real estate employment
- Sustainable urbanism and infrastructure: Increase the well-being of building users and support new building uses



# Our 2024 results

## 100%

**2024 investments**  
with an **ESG and climate**  
due diligence carried out  
**prior to the investment**

## 77%

**Companies with an ESG**  
action plan  
(Scope: most recent funds)

3 key themes for direct  
engagement and  
experience sharing  
with portfolio companies  
**- Ethics Charter**  
**- Supplier Standards**  
**- Carbon Footprint**

## 91%

(companies)  
On a perimeter of **35 companies**

## 100%

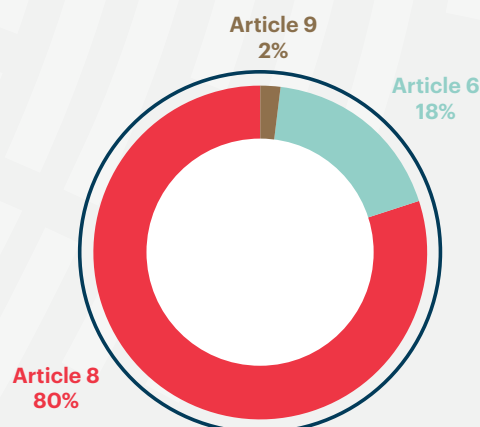
(real estate)

**Response rate to ESG and climate reporting**

In 2024, all investment teams were provided with robust and easy-to-use tools and methods on ESG and climate and, with the help of our new Head of ESG, performed a detailed ESG due diligence on all investments.

We also focused on updating and strengthening the ESG and climate action plans of companies in our most recent funds. We provided companies with resources and guidance to help them address ESG and climate issues relevant to their business and their stakeholders.

## SFDR breakdown



Based on capital under management as of December 31 2024. Excluding subsidiaries



# Climate and Biodiversity strategy and ambition





# Climate Strategy

As a member of the Initiative Climate International (iCI), LBO France is committed to integrating climate change analysis into investment processes. LBO France recognizes that some of its portfolio companies and assets may cause climate change impacts and be exposed to physical and transition risks. iCI members collectively undertake to contribute to the objective of The Paris Agreement to limit global warming to well-below two degrees Celsius.

## Our 2024 progress

In 2024, LBO France has significantly increased its engagement with portfolio companies on their climate change positioning and strategy, focusing on investments in our most recent funds. We provided resources and guidance to companies in order to evaluate their Scopes 1, 2 and 3 carbon footprint and, starting from there, investigating reduction trajectories.

## Scope 3 Carbon footprint progress (percentage of companies)

### Midcap



Completed **83%**  
In progress **17%**

### Small Caps



Completed **64%**  
In progress **9%**  
Starting up **27%**

### Venture Digital Health



Completed **44%**  
In progress **33%**  
Starting up **22%**

## Operational action: energy consumption

We also work alongside portfolio companies to act on their energy supply and consumption – these decarbonization levers are major opportunities for operational value creation. Notably, we encourage the installation of on-site renewables, especially when coupled to new developments or refurbishments, and the roll-out of certified energy management systems.

**39%**

Companies using renewable energy

**2**

Companies with ISO 50001 (energy management) certification

**4**

Companies having installed on-site renewables

*Scope of all indicators: most recent funds*



# Climate Strategy

## Engage with partners in the value chain to act on Scope 3 emissions

For many companies in our portfolio, upstream value chain emissions represent the majority of their Scope 3 carbon footprint. We provide them with support to initiate a quantified eco-designed approach and with tools and guidance to engage with their suppliers on the ways to reduce their Scope 3 emissions.

# 8

**Companies deploying  
an eco-design and low  
carbon-design approach  
in 2024\***

## Case study: Zato

Zato, an Italian portfolio company in our Small Caps strategy, is an international leading player in the design and manufacture of plants and machinery for the recovery and recycling of ferrous and non-ferrous metals. Zato's solutions help clients achieve very high recycling rates (>95%).

Beyond its impact in enabling circular economy flows and helping avoid emissions in its downstream value chain, Zato is committed to reducing the carbon footprint of its operation and products. As part of its 2025 ESG and climate strategy, Zato is attached to continuing its progress by organizing its steel supply to reach 50% recycled metal in the assembly of its products.



# -58%

CO2 impact of recycled steel compared  
to virgin steel  
(French environment agency)

Yet, at this stage, LBO France has not set a quantitative objective on the reduction of Scopes 1, 2 and 3 emissions across its whole portfolio.

\* The companies concerned are Dutscher, Bexley, Zato, Serapid, Moustache, Eurotab, Baobag and Bluclad



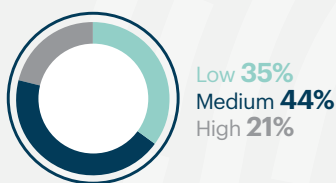
# Biodiversity Strategy

LBO France acknowledges that its portfolio companies have pressures and dependencies on biodiversity. The risks and opportunities analysis on biodiversity will be integrated to the ESG and climate analysis described in the previous section, notably through the review of themes such as raw materials consumption, the use of natural or agricultural resources, land, and environmental discharges, when these themes are relevant.

For the year 2024, LBO France conducted a high-level review of biodiversity topics on its most recent funds (midcap, Small Caps, Digital Health), using the ENCORE tool (Exploring Natural Capital Opportunities, Risks, and Exposure), which enables a double materiality analysis of biodiversity risks based on dependency and pressure.

## Portfolio analysis:

### Level of dependence on biodiversity:



### Level of pressure on biodiversity:



Eurotab's activity was classified as very high pressure. The company is actively pursuing life cycle assessments to evaluate and reduce the impacts of its products in the use phase..

### Case study: Bexley (menswear)

Bexley offers high-quality menswear and shoes using natural and agricultural raw materials such as cotton, wool, and leather. The availability of these raw materials depends on ecosystemic services.

Bexley secures its supply chain for raw materials and wherever possible selects suppliers and materials according to market-leading certifications such as RWS (Responsible Wool Standard), LWG (Leather Working Group) and organic cotton.

In addition, Bexley is expanding its use of linen, a fiber with significantly lower biodiversity and climate impacts than alternatives.

The cross-analysis identified the portfolio companies with a high biodiversity footprint, which will enable LBO France to engage with these companies on developing action plans to minimize their footprint.

Yet, at this stage, LBO France is not able to set an alignment strategy on long-term biodiversity objectives or to quantify its contribution to the Convention on biological diversity objectives.

Scope: most recent funds

Note: the ENCORE methodology was substantially revised in 2024 and the results presented on companies' dependencies and pressure in this report cannot be compared with the information presented in last years' report.





# LBO France in 2024



# Our people



32%  
Women in the team

38%  
Women at Board

30%  
Women in investment teams

63%  
Share of women in 2024 recruitments

15%  
Gender pay gap (2023 data)



Promotion of flexible work

Support to the development of talented  
women at LBO France

Encouragement of cross-teams  
experience sharing

Regular team and firm-wide meetings

## Our team

With a staff of about sixty, LBO France dedicates independent human resources to each of its activities. Each team therefore grows its own expertise and is fully responsible for the management of its area of excellence. The circulation of information, the sharing of experience and best practices are permanent sources of inspiration, performance, and collective efficiency.

All LBO France staff share the same spirit: entrepreneurial, open-minded, collective-oriented, nimble, and driven by the will to serve our projects, our portfolio companies, their managers and their teams.



100%  
Trained employees (notably on compliance, ESG and climate)





# Our operations

We conducted our management company's carbon footprint in 2023. This exercise allowed us to gain a more precise view of our principal sources of emissions and prepare operational measures to reduce our footprint.

## 635 tCO<sub>2eq</sub>

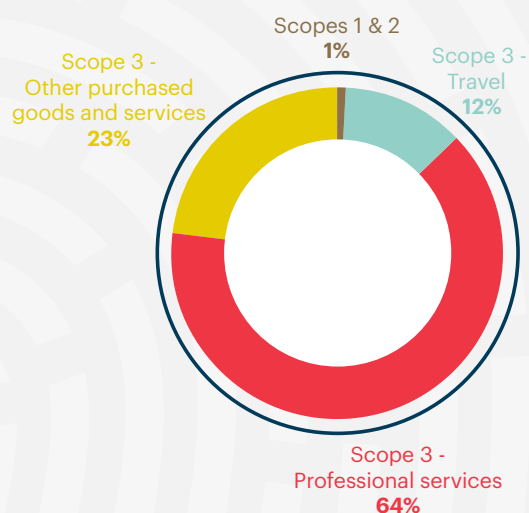
Our total carbon footprint

Professional services, notably consulting and legal fees, are the most significant source of Scope 3 CO<sub>2</sub> emissions.

## Our action

- We engage with our main service providers to collect information on their own CO<sub>2</sub> emissions reduction trajectories.
- We give preference to rail over air and videoconferencing over face-to-face meetings wherever possible

## Emissions breakdown





# 2024 ESG and climate results

# ESG and climate transparency and reporting

## Perimeter

Companies and assets concerned by the reporting are specified for each strategy in the following pages. As a rule, companies are expected to report on their whole activities, sites, and subsidiaries and to fill in data for the complete reporting year.

## Process

LBO France's ESG and climate reporting framework is based upon sectorial recommendations issued by France Invest and by the Green building Observatory.

LBO France uses a market-leading online reporting platform where contributors can fill in and review information. For companies, the reporting campaign was opened from January to April 2025. LBO France investment teams are responsible for ensuring that companies respond to the reporting request and, with the support of the Head of ESG, for answering queries from portfolio companies, providing guidance on the interpretation and application of indicators, and for reviewing data.

## Data sources, consolidation, and controls

For PE and venture, ESG and climate data points are filled in by company contributors using internal information and databases such as employee payroll, mandatory health and safety declarations, production management systems, or financial systems.

The reporting platform allows companies to provide attachments or links in order to document their reporting submissions (e.g. internal policies, supplier invoices).

Consistency controls are performed by the investment team and the Head of ESG (comparisons with previous years where available, identification of abnormal or inconsistent values, etc.) All entries and subsequent corrections are recorded in the reporting platform. However, no third-party review was performed on the reported data points and indicators.

Consolidated indicators are calculated using the most relevant method:

- Workforce, movements (hirings and leaves), energy consumption, waste generation, CO<sub>2</sub> emissions are summed across the portfolio;
- Gender pay gap, frequency and severity rates, absenteeism and training rates are consolidated using a weighted average according to each company's workforce, in order to avoid bias;
- Deployment indicators (e.g. formalization of a code of conduct) are expressed as a percentage on the whole portfolio.

For real estate, data points on energy consumption are extracted from automated building management systems or provided by property managers. Information on building characteristics such as environmental and occupant well-being performance is centralized by the investment team. Focus on climate reporting: Scope 1 and Scope 2 CO<sub>2</sub> emissions are calculated from the energy and fuel consumption data points, using emission factors from recognized sources (GHG Protocol, ADEME – French environment agency).






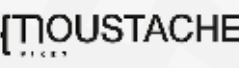
# Private Equity Mid Cap

## Investment strategy

The White Knight funds acquire majority stakes in companies with an enterprise value above € 100 million. The Mid Cap team favours growing companies, expanding both domestically and abroad, through new customer acquisition and/or penetration of new markets.

LBO France operates with a partnership-based and pragmatic approach alongside management teams, notably through financial, human and operational support.

## ESG reporting perimeter as of 31<sup>st</sup> December 2024

Portfolio company	Description
 ALLIANCE MARINE	Alliance Marine is the leading distribution group in professional and leisure marine equipment in Europe, serving more than 10,000 clients and customers. ● Revenue: c. €293m ● Number of references: >120,000 of which 12,000 own-brand
 Bexley	Bexley is an online and in-store retailer of men's shoes and apparel, recognized for its fairly-priced high-quality products. ● Revenue: c. €75m ● Number of stores: 41
 Dutscher	Dutscher is Europe's leading independent distributor for lab supplies and equipment. ● Revenue: c. €397m ● Number of references: 400,000
 HEROIKS	Heroiks is a leading French media agency, with specific know-how in media campaign optimization and SEO referencing strategies. ● Revenue: c. €71m ● Number of clients: >500
 idmarket.com <small>Le meilleur prix en 1 clic!</small>	Created in 2012, ID Market and Sourcidys are today leaders in France in the design and online sale of Home & Garden products. ● Revenue: c. €184m ● Number of references: >2,000
 MOUSTACHE <small>BIKES</small>	Moustache Bikes designs, builds and distributes premium e-bikes with distinctive styling and performances. ● Revenue: c. €89m ● Number of models on offer: 55

# Private Equity Midcap

## Governance KPIs

### ESG Governance

83%

Companies with a formalized global sustainability policy

### Business ethics

83%

Companies with a formalized Code of Ethics

### External certification



No certification **33%**  
Ecovadis **67%**

### Supplier engagement

50%

Companies with a formalized Supplier charter

50%

Companies evaluating the social and environmental performance of suppliers

## Environmental and climate KPIs

### Environmental certification

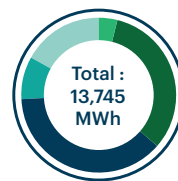


No certification **67%**  
ISO14001 **33%**

69%

Percentage of waste recycled

### Energy consumption



Fuel oil **4%**  
Diesel & gasoline **33%**  
Grid electricity **38%**  
Renewable electricity **9%**  
Natural gas **17%**

### CO<sub>2</sub> emissions

1,543 tCO<sub>2e</sub>

Scope 1 CO<sub>2</sub> emissions

509 tCO<sub>2e</sub>

Scope 2 CO<sub>2</sub> emissions

149,920 tCO<sub>2e</sub>

Scope 3 CO<sub>2</sub> emissions



## Social KPIs

### Workforce and career

2251

Total workforce

18%

Turnover

76%

Access rate to training

### Health and safety

12

Accident frequency rate

0.38

Severity rate

4.8%

Absenteeism

### Gender equality: women in...

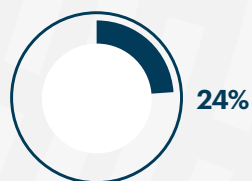
Total workforce



Management



Top Management (executive Committee)



89/100

Average Equality Index

12%

Gender pay gap

# Private Equity Small Cap

## Investment strategy

Small Caps Opportunities funds acquire majority stakes in companies with an enterprise value of less than 100 million euros with great potential for value creation.

In Paris and Milan, the Small Caps team of LBO France helps French and Italian SMEs in their development, especially internationally, by combining both organic and external growth.

LBO France is the preferred partner of family-owned companies whose shareholder base evolution is often accompanied by a change in operational management or is the occasion for a new strategic thinking.

## ESG reporting perimeter as of 31<sup>st</sup> December 2024

Portfolio company	Description
	Baobag is a distributor of flexible intermediate bulk containers, also known as “big bags”. ● Revenue: c. €46m ● 15 manufacturing partners in France and Asia
	Astidental BQuadro, established in Asti (Piedmont), is a leading Italian distributor of equipment and materials for the dental care sector. ● Revenue: c. €71m ● 121 employees
	Demas Group is a leading Italian player in the distribution of veterinary products. ● Revenue: c. €235m ● Workforce: 239 employees
	Eurotab is a leader in design and manufacturing of household products tablets (washing, disinfection, humidity absorbers). ● Revenue: c. €87m ● Production capacity >2.5 bn tablets/year
	Origine designs, produces and sells online high-end mechanical bikes made in France. ● Revenue: c. €20m ● 85 employees
	Piex is a pharmaceuticals distributor focused on sub-Saharan francophone Africa. ● Revenue: c. €171m ● More than 1,000 references in 35 countries
	Prenax is a leading company in media subscription management. ● Revenue: c. €272m ● 250,000 subscriptions managed
	Serapid provides rigid chain-based systems for the transfer of heavy loads. ● Revenue: c. €32m ● Workforce: 125 employees
	Size Factory specializes in men's plus-size fashion online and in its dedicated shops. ● Revenue: c. €28m ● 35 points of sale in France
	Xolutions develops, produces, and distributes i) high value-added electroplating products for metal accessories and ii) alloys, master alloys and additive manufacturing for the jewelry space. ● Revenue: c. €75m ● Workforce: 107 employees
	Zato is an international leading player in the design and manufacturing of metal and scrap metal recycling plants for ferrous and non-ferrous materials. ● Revenue: c. €45m ● Presence in more than 25 countries

# Private Equity Small Cap

## Governance KPIs

### ESG Governance

45%

Companies with a formalized global sustainability policy

### Business ethics

82%

Companies with a formalized Code of Ethics

### External certification



No certification **64%**  
Ecovadis **27%**  
Other CSR certification **9%**

### Supplier engagement

30%

Companies with a formalized Supplier charter

36%

Companies evaluating the social and environmental performance of suppliers

## Environmental and climate KPIs

### Environmental certification

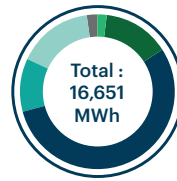


No certification **63%**  
In progress **9%**  
Environmental certification **27%**

26%

Percentage of waste recycled

### Energy consumption



Fuel oil **2%**  
Diesel & gasoline **14%**  
Grid electricity **55%**  
Renewable electricity **11%**  
Natural gas **16%**  
Other **2%**

### CO<sub>2</sub> emissions

978 tCO<sub>2e</sub>

Scope 1 CO<sub>2</sub> emissions

1,259 tCO<sub>2e</sub>

Scope 2 CO<sub>2</sub> emissions

270,618 tCO<sub>2e</sub>

Scope 3 CO<sub>2</sub> emissions

## Social KPIs

### Workforce and career

1,415

Total workforce

-25

Net job creation (constant perimeter)

15%

Turnover

49%

Access rate to training

### Health and safety

14

Accident frequency rate

0.3

Severity rate

4.1%

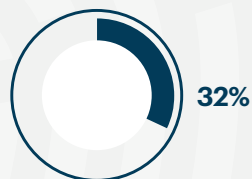
Absenteeism

### Gender equality: women in...

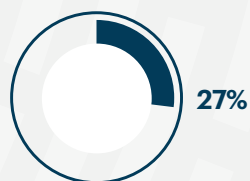
Total workforce



Management



Top Management (executive Committee)



84/100

Average Equality Index

8.5%

Gender pay gap



## Investment strategy

Bring to life the innovative ideas carried by real entrepreneurs. This is the ambition the LBO France Venture team.

Today in the digital health segment, LBO France is helping to write inspiring entrepreneurial stories, the challenge of which is both to transform health systems and to accelerate medical R&D.

As a true long-term partner committed alongside the founders and managers, the Venture team, now the European leader in digital health, identifies and supports young companies in the sector developing ambitious projects with international footprints.

## ESG reporting perimeter as of 31<sup>st</sup> December 2024

Portfolio company	Description
 antidote	Antidote is a digital patient engagement company, which connects patients and pharmaceutical or medtech companies for clinical trials.
 INCEPTO	Incepto is one-stop platform that provides radiologists access to a portfolio of AI algorithms to support clinical decision and workflow improvement.
 diabeloop	Diabeloop provides insulin delivery solutions, specifically in the closed loop segment, aimed at diabetic patients.
 Impress	Impress designs invisible aligners and provides orthodontic care in its network of clinics.
 kayentis	Kayentis is a global supplier of electronic clinical outcomes assessment solutions for the pharmaceutical sector.
 Meditect	Meditect develops solutions for data analysis and traceability for the pharmaceutical sector, especially in Western Africa.
 QuantifiCare	Quantificare is a global leader in 2D/3D imaging systems and services aimed at Contract research organizations (CROs).
 SiVIEW	SiVIEW has developed a unique artificial intelligence technology that enables reliable, accurate and fast eye examinations to be performed.
 tribun	Tribun Health develops solutions for clinical decision-making using digital pathology.

# Venture Digital health

**WANDERCRAFT**

Wandercraft designs an exoskeleton for lower legs, allowing patients suffering motor deficits to recover mobility.



**BioSerenity**

BioSerenity combines high-tech engineering, medical development and Big Data analysis by developing patient diagnosis and monitoring solutions based on intelligent and connected wearables.

*Induction Healthcare (a UK listed company), and Meditect are not covered in the ESG reporting.*

## Governance KPIs

### ESG Governance

22%

Companies with a formalized global sustainability policy

### Business ethics

55%

Companies with a formalized Code of Ethics

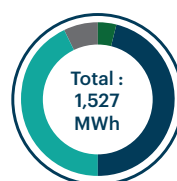
### Information security

100%

Companies with a formalized Information systems policy

## Environmental and climate KPIs

### Energy consumption



Diesel & gasoline **4%**  
Grid electricity **46%**  
Renewable electricity **43%**  
Other **7%**

### CO<sub>2</sub> emissions

26 tCO<sub>2e</sub>

Scope 1 CO<sub>2</sub> emissions

85 tCO<sub>2e</sub>

Scope 2 CO<sub>2</sub> emissions

Perimeter : 9 companies

Scope 3 CO<sub>2</sub> emissions will be consolidated  
when the completion rate of individual companies'  
footprint is sufficient

## Social KPIs

### Workforce and career

1390

Total workforce

+45

Net job creation (constant perimeter)

24%

Turnover

73%

Access rate to training

### Health and safety

2.66

Accident frequency rate

0.02

Severity rate

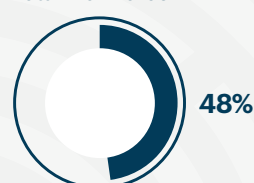
4.3%

Absenteeism

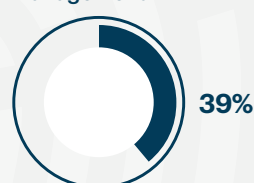
Perimeter : 9 companies

### Gender equality: women in...

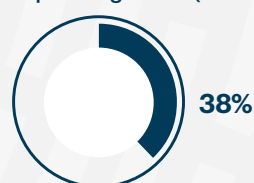
Total workforce



Management



Top Management (executive Committee)



93/100

Average Equality Index

15.4%

Gender pay gap

Reporting scope: Most recent fund (DH2)



## Investment strategy and ESG and climate integration

LBO France has been investing in the French Real Estate market for over 20 years, both in the commercial and residential segments. LBO France has adopted an opportunistic approach covering a wide and comprehensive range of transactions, i.e. acquisition of assets, refurbishments, restructurings, new projects development, urban development, and acquisition of Real Estate players.

The in depth understanding of the markets where it operates being crucial, the team focuses on French investments. It also focuses on operations with an investment volume ranging between €50m and €250m. Real estate is the first investment strategy for which LBO France implemented an ESG approach starting in 2003, through strong environmental expectations and the selection of first-rate partners (architects, developers, contractors, etc.)

In October 2016, LBO France signed the Charter for energy efficiency in public and private tertiary buildings issued by the Plan Bâtiment durable (Sustainable Buildings Plan). LBO France joined forces with major investors and users of tertiary buildings in France and officially committed to an active approach to energy savings in its assets under management. The Sustainable Buildings Plan, in line with the commitments of the Grenelle II Act, aims at mobilizing real estate players around a common goal: increase energy efficiency of buildings, notably through renovation, and increase the well-being of building users.

## ESG and climate reporting perimeter (assets) as of 31/12/2024

### Offices

#### Grand angle

Renovated office building in Saint-Denis, next to the future Grand Paris Express transport hub

#### Highland (Tour Marchand)

Major refurbishment of an existing building in La Défense area

#### Network I and Network II

New state-of-the-art office buildings in a rapidly developing tertiary quarter south of Paris, completed in September 2020 (Network I) and January 2023 (Network II)

### Residential

#### Codomus

Portfolio of 28 houses renovated and operated by Colonies as co-living spaces

## ESG and climate results - assets

### Energy and climate



#### Certification and performance



Breeam Excellent **66%**  
Breeam Very Good **34%**



Energy-efficient assets  
(within the top 15%  
of their category) **81%**

LBO France is committed to ambitious environmental standards, notably through certification against best market practices (BREEAM and BREEAM in-use, Haute qualité environnementale).



#### Energy Performance Certificate



B **29%**  
C **57%**  
D **14%**



C **58%**  
D **31%**  
E **7%**  
F **3%**

For our residential assets, we aim at reaching an EPC rating of D or higher after renovation works. Specific action will be taken for the houses with an EPC of E or F.



#### Energy efficiency equipment



### Environmental good practices



#### Water consumption reduction equipment



#### Vegetalized roofs or facades



**86%**



#### Easy access by public transportation



#### Bike equipment



Depending on the specific assets, energy efficiency equipment includes LED lighting, automatic temperature regulation, or extinction timers; and water consumption reduction equipment includes flow rate regulators and rainwater harvesting. Proximity to public transportation: 500 m or less. All percentages are calculated on asset values.

## ESG and climate results - assets

### Well-being of building users

#### Actions for air quality



#### Actions for sound comfort



#### Access to green spaces



#### Spaces for conviviality



## ESG and climate results - companies

Our portfolio company Honotel deploys an ambitious ESG program named "Committed Hospitality". Notably, hotels evaluate their environmental label based on the ADEME referential and implement an action plan. To affirm its positioning as a responsible employer, Honotel has obtained the Great place to work® certification.

### Governance KPIs

- Formalized ESG policy: Yes

### Social KPIs

#### Workforce and career

128

Total workforce

90%

Access rate to training

### Climate KPIs

3.3 tCO<sub>2e</sub>

Scope 1 & 2 CO<sub>2</sub> emissions

1,767 tCO<sub>2e</sub>

Scope 3 CO<sub>2</sub> emissions (including hotels)

## ESG and impact results - Newstone

At LBO France, we are convinced that investors must take their full part in financing the environmental, energy, and social transition. We know that the real estate sector has considerable opportunities to contribute to these transitions – and needs massive funding to achieve these contributions. Relying on their combined knowledge of real estate and private equity, our highly experienced teams leverage their capabilities to select project managers and work with them. We have set up NewStone to meet the financing and support needs of companies that deliver positive impacts and deploy the best CSR standards.

Consistently with our sustainable investment objective and the transparency requirements of SFDR Article 9, we have set up a specific ESG and impact analysis and reporting methodology which is presented in NewStone's ESG and impact charter. A specific ESG and impact report is made available to fund investors.

	Contributing to the environmental and climate transition in the real estate sector	Remove the barriers access to housing in particular and be a player in inclusion in the property industry	Propose solutions designed to improve comfort of occupants and meet their needs by adapting to new uses
	<p>Hemea contributes to the French objectives and European energy renovation projects.</p> <p><b>KPIs: Projects with energy improvement work</b> <b>2024: 38% (-4% vs 2023)</b></p>	<p>All companies contribute to the sustainable creation of jobs in the real estate sector.</p> <p><b>KPIs: Permanent Job Creation</b> <b>2024: -12 FTE</b></p>	<p>Hemea contributes to well-being of users by facilitating renovation works.</p> <p><b>KPI: Number of completed projects</b> <b>2024: 364 construction sites (+9% vs 2023)</b></p>
	<p>Teamoty's solutions help construction customers plan and manage their construction sites.</p> <p><b>KPI: Number of customers and construction sites</b> <b>2024: 103 customers and 540 construction sites (+12% vs 2023)</b></p> <p>Teamoty offers a specific solution for management and recycling of construction waste</p> <p><b>KPI: Number of construction sites</b> <b>2024: 3 projects</b></p>		



# Real estate and PropTech

	Contributing to the environmental and climate transition in the real estate sector	Remove the barriers access to housing in particular and be a player in inclusion in the property industry	Propose solutions designed to improve comfort of occupants and meet their needs by adapting to new uses
	<p>Vestalis contributes to the functional economy by reusing furniture elements and optimising their life cycle through refurbishment.</p> <p><b>KPIs: share of furniture used in two or more rentals</b>  <b>2024: 15%</b></p> <p><b>KPIs: Proportion of products refurbished by Vestalis teams (out of total breakdowns)</b>  <b>2024: 40%</b></p> <p>Vestalis contributes to the sustainable furniture value chain.</p> <p><b>KPI: share of furniture bought second-hand</b>  <b>2024: 2%</b></p> <p><b>KPIs: Share of furniture manufactured in France</b>  <b>2024: 20%</b></p>		<p>Vestalis is part of the development of new uses of real estate (co-living, short-term rentals, etc.)</p> <p><b>KPI: share of rental activity in Vestalis' total activity (on the number of equipped lots)</b>  <b>2024: 48%</b></p>
	<p>Cold Pad develops mechanical fastening systems using adhesive bonding, which are strong (up to several tonnes) and durable, offering an alternative to welding or drilling for the construction industry.</p> <p><b>KPI: Number of anchors sold</b>  <b>2024: 1229 anchors (vs 1092 in 2023)</b></p>		

## ESG and impact results

In the African venture landscape, we see a unique opportunity to back high-growth companies that address essential needs such as access to energy, healthcare, education, and financial services through our fund Seedstars Africa Ventures. By integrating ESG and climate considerations into every stage of our investment process, we aim to support resilient, inclusive businesses that create

long-term value. Our role is not only to provide capital, but also to work alongside teams, helping them implement strong governance, develop impactful practices, and scale sustainably.

		Create sustainable employment	Contribute to value creation in Africa and serve the economic, social, and environmental needs of beneficiaries
	<p>BPS provides a SaaS solution to utility companies in Africa. The solution enables end-to-end management of the grid by aggregating data from meters, network nodes and bottom-up data sourcing. In providing the software tools necessary to adequate monitoring, payments and facility management, it allows utilities to have appropriate operational management tools.</p>	<p>552 employees</p> <p><b>32% of women in total headcount</b></p>	<p><b>7.4 million Households served</b></p>
	<p>Bizao allows online merchants to accept multiple forms of payment (mobile money and cards) with a single API integration across francophone Africa (currently 8 countries), and to monitor payments on a simplified back office, allowing merchants to overcome the fragmentation of the payment market in the region. In addition, the Company offers a Direct Carrier Billing (DCB) solution to online content service providers, allowing endusers to pay for digital content using airtime, providing an alternative payment mechanism.</p>	<p>60 employees</p>	<p><i>Under evaluation</i></p>

# Seedstars Africa Ventures

		Create sustainable employment	Contribute to value creation in Africa and serve the economic, social, and environmental needs of beneficiaries
	<p>A provider of fixed Internet to low &amp; middle-income communities in Nairobi.</p> <ul style="list-style-type: none"> <li>• Poa! offers a pre-paid subscription model at affordable price, implementing an asset-light wireless telecom infrastructure capable of delivering fixed Internet at a fraction of CAPEX required by traditional fixed Internet operators.</li> </ul>	377 employees	<p>63,739 active customers</p> <p><b>68 schools with Internet</b></p>
	<p>Agro-input distribution network for farmers where franchised agrodealers ("Digishops") benefit from shop management software, one-stop procurement of quality products, delivery of supplies, as well as branding and training.</p> <ul style="list-style-type: none"> <li>• The company uses a digital platform to onboard shops and maintain a good distribution network.</li> <li>• The company takes above market rate margin on product sales. It has developed Buy Now Pay Later and market linkages, enabling farmers to sell their produce.</li> </ul>	<p>694 employees</p> <p><b>55% of women in total headcount</b></p>	<p><b>292 number of franchise shops</b></p> <p>61,381 farmers connected</p> <p><b>10% organic and Climate Smart Products</b></p>
	<p>XENO is a retail fund management and technology company that assists individuals, groups, and businesses to invest their savings to meet their financial goals.</p> <p>Using its proprietary technology, XENO's platform assess the financial situation and risk appetite of a client and then provides them with a suitable saving plan to achieve their goals through investments in XENO's various unit trusts which can be deployed on the platform instantly. XENO can be accessed by its clients via the web, mobile app and USSD.</p>	<p>34 employees</p> <p><b>35% of women in total headcount</b></p>	<p>44,000 accounts</p> <p><b>41% women customers</b></p>

Average % of women at executive committee



Women in permanent FTE



Companies subsidizing health insurance



Companies having a sustainable policy



# Public equity

## Investment and engagement strategy

LBO France's Small caps Public equity funds invest as minority shareholders in French listed companies with a market capitalization of between €50m and €3bn. Our approach combines the expertise of listed equities management with those of the Private Equity. The goal is to create long-term value by being an active and constructive shareholder.

Our portfolio construction benefits from the combined expertise of a major private equity investor in French small and midcap companies as well as a recognized franchise in listed equities. All of our holdings are validated by a Strategic Committee which brings together private equity experts and the head of the Public equity funds, making our approach concrete.

Being a stable shareholder in a company requires performing an in-depth review prior to investing. Governance analysis helps selecting companies that meet criteria for the establishment of a constructive dialogue. In order to commit, we must ensure that the company's activities are sustainable over the medium term on social, societal, and environmental grounds.

The ESG and climate analysis performed on issuers within the investment universe relies on a proprietary LBO France methodology relying on publicly disclosed ESG and climate information and ad-hoc requests.

During the holding phase, LBO France's Small caps Public equity funds have an engagement policy aimed at creating constructive dialogue:

- Constant committed dialogue with Managements and Boards, notably on potential ESG improvements;
- Systematic dialogue prior to AGMs.

In 2024, as committed shareholders, our funds initiated five dialogues with issuers on environmental, social and governance (ESG) issues. The aim of these dialogues is to raise awareness among issuers of the need to improve governance, which is essential for ensuring compliance with social and environmental objectives.

## 2024 results



Coverage of portfolio ESG rating

5

Dialogues initiated with issuers on ESG issues



# Glossary

## ESG Glossary

	Theme	Indicator	Explanation
Governance	ESG and Business Ethics Approach	Formalized ESG policy	This refers to a document taking ESG criteria into account, published or shared with the company's employees and stakeholders.
		External ESG certification or evaluation	External evaluations: Ecovadis or equivalent.
		Formalized Code of ethics	Means a standalone document endorsed by Management and communicated to employees.
		Formalized Supplier Charter	Means a standalone document endorsed by Management that serves as the basis for engagement with suppliers (selection, audit, etc).
Social	Employement	Workforce	Workforce is expressed in Full Time Equivalents (FTE), taking into account part-time workers. Interim workers are not taken into account.
		Job creation	Net evolution of FTE over the past year.
		Turnover	Turnover measures the rhythm of workforce renewal and is calculated with the formula (Departures + Arrivals)/2/FTE.
	Diversity	Percentage of women among Top Management / Management / Employees	Top Management: ExCo or equivalent level. Management: all employees with a team leading role and/or autonomy in their jobs. Employees: whole workforce.
		Gender pay gap	Unadjusted formula: (Average hourly wage M - Average hourly wage F)/ (Average hourly wage M).
		(French companies) Professional equality index	Calculated and published for French companies >50 employees, this index (out of 100) measures gender performance on several topics such as compensation and career advancement.
	Health, safety, and well-being	Frequency rate	An international measurement of H&S performance, the frequency rate is expressed in number of accidents with lost time per 1,000,000 hours worked. The lower the number, the higher the H&S performance.
		Severity rate	The severity rate is expressed in number of days lost per 1,000 hours worked.
		Absenteeism	Ratio of hours of absence (illness, sick leave, workplace accident). Maternity / paternity, holidays, and other authorised absences are not taken into account.
	Career	Training rate	Percentage of employees who had access to at least one training over the past year.
Environment	Environmental management	Environmental certification	The most common are ISO 14001 (general environmental management) and ISO 50001 (energy management).
	Energy and climate	Scope 1 CO <sub>2</sub> emissions	Emissions associated with direct combustion of fuels in company-controlled equipment (boilers, turbines, vehicles...).
		Scope 2 CO <sub>2</sub> emissions	Emissions associated with electricity and other purchased energy (district heating, cooling...).
		Scope 3 CO <sub>2</sub> emissions	Emissions associated with the company's value chain (upstream and downstream).
	Waste	Percentage of waste recycled	Measured on total waste generation.





# Appendix: LBO France Exclusion policy

LBO France enforces an exclusion policy consistent with its values and its ethical approach. We do not want to finance activities or companies that harm human health and mental health, the environment, or biodiversity, and that do not comply with certain fundamental principles.

## Products and sectors systematically excluded

- Direct management of gambling activities
- Production and distribution of tobacco products
- Pornography and prostitution
- Production and distribution of coal and energy generation from coal

## Products and sectors excluded based on specific criteria

### GMOs:

- Authorized for research or therapeutic aims only

### Production and distribution of oil and gas:

- Only allowed for companies that present a Net Zero 2050 transition plan and with less than 20% revenue exposure to unconventional fossil fuels

### Defense:

- Systematic exclusion of controversial weapons (antipersonnel mines, biological and chemical weapons)
- Exclusion of activities linked to defence systems when there are unmitigated risks of corruption, misuse, or massive and serious violations of human rights. Companies compliant with EU and NATO rules can be financed

### Alcoholic beverages and spirits:

- Exclusion of spirit production activities (in the meaning of Regulation EU 2019/787)

## Exclusions based on behaviours

- Companies severely violating UN Global Compact principles
- Companies that do not comply with ILO Fundamental conventions
- Corruption and money-laundering practices
- Activities harmful to the rights of Indigenous and/or vulnerable groups



**For any question regarding this report's content, please contact [esg@lbofrance.com](mailto:esg@lbofrance.com)**

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