

An aerial photograph showing a dense forest of green trees on the left, with a few bare, white trees interspersed. The forest meets a body of dark blue water on the right. The text is overlaid on the water portion of the image.

andera
PARTNERS

ACTION FOR CLIMATE
AND SUSTAINABILITY

2020 Report



EDITORIAL

CONTENTS

4

A LEADING PRIVATE EQUITY
PLAYER

5

AN APPROACH GATHERING
PACE

6

A STRENGTHENED GOVERNANCE

7

ANDERA PARTNERS, A COMMITTED
COMPANY

15

ANDERA PARTNERS, A
RESPONSIBLE INVESTOR

"Andera Partners' mission is to work alongside companies and their managers to support them on the road to strong and sustainable growth.

The concept of responsibility is an essential component of this mission.

We are convinced that our role as shareholders is key to forging new business models that meet social and environmental challenges. There is now a clearly established link between CSR performance, attractiveness, value creation and business competitiveness.

The crises we are experiencing, whether economic, health or climate-related, show us the absolute necessity of redefining the scope of our business to boost its impact."

**Sylvain Charignon &
Raphaël Wisniewski**

**Members of the Management
Board of Andera Partners**



A LEADING PRIVATE EQUITY PLAYER

The power of and

Our expertise allows us to offer various investment strategies.
We have 5 activities:

andera Life Sciences

andera MidCap

andera Expansion/Croissance

andera Acto

andera Infra

€2,8

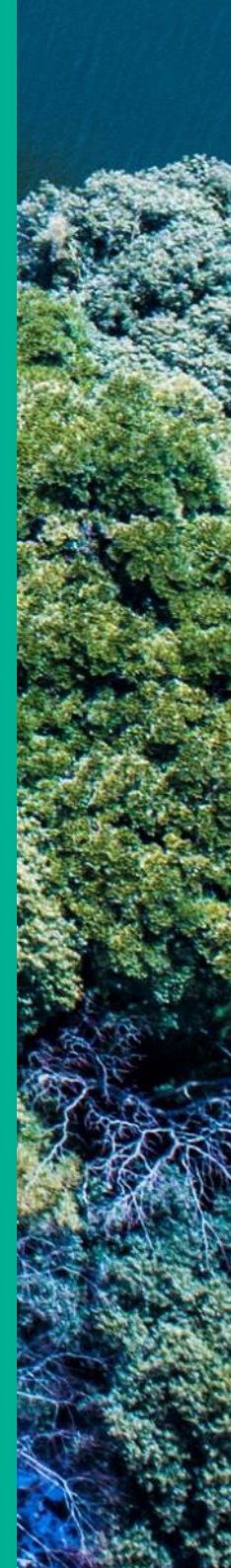
billion
under management

80

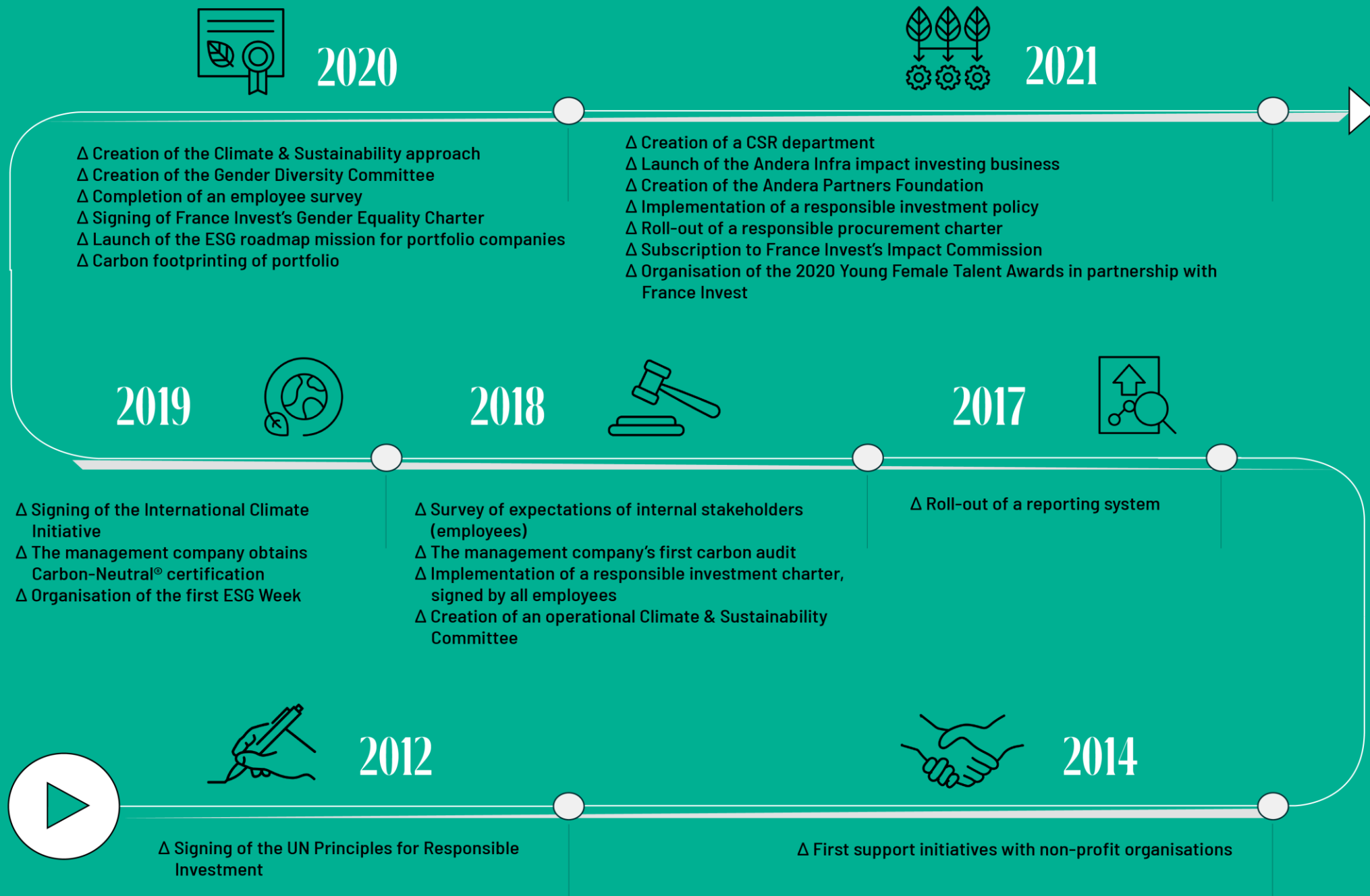
professionals

261

companies supported
for more than 25 years



AN APPROACH GATHERING PACE



A STRENGTHENED GOVERNANCE



Noëlla de Bermingham -
Chief Sustainability Officer



Comité Climate & Sustainability

Mayeul Caron – Partner
Sofia Ioannidou – Partner
Laurent Tourtois – Partner

Andera Partners has a collegial governance system comprising a Management Board (2 members) and a Board of Partners (10 members) representing the firm's main activities.

In 2020, Andera Partners further strengthened its governance by appointing three independent directors to its Supervisory Board.

As of 2021, Andera Partners has a Chief Sustainability Officer who reports to Management and, working closely with the Climate & Sustainability Committee, is responsible for developing and deploying a CSR strategy for the firm and its portfolio companies.

2021 : Creation of a CSR department

2019 : Creation of the Climate & Sustainability Committee

An aerial photograph of a serene lake scene. The water is a deep, calm blue, reflecting the sky. Several small, forested islands are scattered across the lake. The shoreline is densely packed with green trees, and a few houses are visible nestled among the foliage. A winding road follows the edge of the forest. The overall atmosphere is peaceful and natural.

ANDERA PARTNERS A COMMITTED COMPANY

ANDERA PARTNERS, A COMMITTED COMPANY

THE MANAGEMENT COMPANY SETS AN EXAMPLE

In 2018, Andera Partners set up an operational Climate and Sustainability Committee bringing together its investment and back and middle office teams to implement best environmental, social and governance practices across the asset management company, in particular by phasing out the use of plastic, conducting a carbon audit and initiating sponsorship projects.

To ensure adoption and dissemination, our teams receive regular training on CSR issues, including sessions on specific topics, meetings with entrepreneurs and workplace well-being workshops, many of which take place during the annual ESG Week.

The management company's four major action areas



Meeting with Emery Jacquillat, Chairman of Camif, at the latest ESG Week

ESG Week

An ESG awareness week for employees and our ecosystem, including conferences, training sessions, workshops, workplace well-being initiatives, group challenges, etc.



ANDERA PARTNERS, A COMMITTED COMPANY

SOCIAL COMMITMENTS: EMPLOYEE WELL-BEING AND DIVERSITY

3 GOOD HEALTH AND WELL-BEING



- ▷ **90% response rate in the employee survey** carried out in 2020
- ▷ **86%** of employees believe that Andera Partners is a **great place to work**
- ▷ **85%** say **they are proud to work** at Andera Partners

Great
Place
To
Work®



Commitments and initiatives

In 2020:

- ◆ **Teleworking** agreement
- ◆ **Private nursery place** scheme
- ◆ Great Place To Work **employee survey**

In 2021:

- ◆ **Welcome guide** to help new hires settle into the company
- ◆ **Programme for co-opting** interns

- ▷ **65%** 2020 new hires were women
- ▷ **37-point increase between 2019 and 2020 in Andera's gender equality index score** (from 40/100 to 77/100)

5 GENDER EQUALITY



Commitments and initiatives

In 2020:

- ◆ Signing of **France Invest's Gender Equality Charter**, aimed at promoting gender equality in French private equity companies and their investees
- ◆ Creation of the **Gender Diversity Committee (GDC)**
- ◆ Implementation of initiatives for a better **work/life balance** (teleworking, subsidised private nursery scheme)
- ◆ **Mentoring** with Level 20 and specific training programmes



ANDERA PARTNERS, A COMMITTED COMPANY

ENVIRONMENTAL COMMITMENTS: RESPONSIBLE PROCUREMENT & CLIMATE CHANGE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- ▷ More than **700 kg** of plastic avoided since 2018
- ▷ Inclusion of **CSR criteria** in consumables procurement
- ▷ Gradual replacement of combustion vehicles by **hybrids**

Commitments and initiatives

In 2021:

- ◆ Andera Partners has drawn up a formal Business Relations Code of Conduct, which will be gradually rolled out during the year.

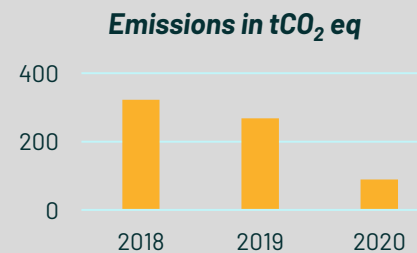
This code defines the principles that will ensure ethical and sustainable business relations between the company's employees and its goods and services suppliers and subcontractors.

13 CLIMATE ACTION



- ▷ **89 tonnes of CO₂ emissions** in 2020

-72% compared with 2018



Commitments and initiatives

In 2019:

- ◆ Andera Partners joined the **Initiative Climat International** alongside a large number of French and international private equity players. This commitment reflects Andera Partners' determination to actively contribute to the fight against climate change.
- ◆ Andera Partners reached an important milestone in its approach to combating climate change by obtaining **Carbon-Neutral® certification**.



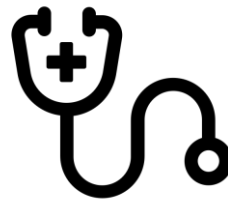
ANDERA PARTNERS, A COMMITTED COMPANY

SOCIETAL COMMITMENTS: THE ANDERA PARTNERS FOUNDATION

Andera Partners has been ramping up its sponsorship activities since 2018, culminating in the **creation of the Andera Partners Foundation** in 2021. This initiative is born from Andera Partners' desire to have a greater impact on its ecosystem and to unite its communities and teams around sustainable challenges. The Foundation acts at different levels, mainly by providing financial and skills-based support through sponsorship, but also through its teams' direct involvement in actions on the ground.

Under the aegis of the Fondation de France, the Andera Partners Foundation will provide support in four focus areas identified by Andera Partners as priorities for its sustainable development engagement:

PROTECTING THE
ENVIRONMENT



HEALTH



EDUCATION

COMBATING
DISCRIMINATION



andera
PARTNERS
FOUNDATION

Fondation
de
France

La Fondation
de toutes les causes

ANDERA PARTNERS, A COMMITTED COMPANY

SOCIETAL COMMITMENTS: THE ANDERA PARTNERS FOUNDATION



PROTECTING THE ENVIRONMENT



**FONDATION
RESCUE OCEAN**

SOUS L'ÉGIDE DE LA FONDATION CNRS

Action : Protecting the seas and oceans

Andera Partners' contribution: General support for campaigns (awareness-raising in schools, clean-up initiatives) and, more specifically, funding an application to measure waste collected worldwide.



EDUCATION



Action : Working with disadvantaged young people

Andera Partners' contribution: Support for the association's initiatives aimed at every year helping more than 300 young people aged 12 to 21 in the Paris region to rebuild self-confidence, define a career plan and obtain an internship, a work-study position or a job.

DÉJÀ **136,862** TONNES
DE DÉCHETS SAUVAGES SORTIS DE L'OcéAN



**FONDATION
RESCUE OCEAN**

SOUS L'ÉGIDE DE LA FONDATION CNRS

GO !

ET TOI, COMBIEN VAS-TU RÉCOLTER ?

ILS NOUS SUPPORTENT

andera
PARTNERS

Réalisé par

**Open.
Studio**

ANDERA PARTNERS, A COMMITTED COMPANY

SOCIETAL COMMITMENTS: THE ANDERA PARTNERS FOUNDATION



HEALTH



Action: Leukaemia prevention

Andera Partners' contribution: Support for the association's three main missions of promoting paediatric and adult medical research into leukaemia, running donation campaigns and helping patients and their families.



Action: Providing all-round practical support to women in difficulty

Andera Partners' contribution: Funding of the assistance and support centre for female victims of violence, a unique and innovative care facility.



COMBATING DISCRIMINATION



Action: Providing mentoring and coaching to entrepreneurs with disabilities

Andera Partners' contribution:

- Helping to implement the "H'UP Académie" 2019, 2020 and 2021 acceleration programmes, at programme definition level and through support for individuals
- Participation in a number of business creation projects: obtaining guarantees, loans and premises, forming the legal entity, defining the business offer and carrying out market research, etc.

ANDERA PARTNERS, A COMMITTED COMPANY

COMMITMENTS TO OUR ECOSYSTEM

A major priority for Andera Partners is helping to develop corporate social responsibility in its profession. It does this firstly by being actively involved in key industry bodies, but also more broadly through its membership of:



Member of the **Private Equity Advisory Committee** of the PRI

Member of the French Operational Committee of the **Initiative Climat International**



Member of the Steering Committee of **France Invest's** ESG Commission

Member of the **France Invest's** Impact Commission

One of the first members, or 'pioneers' of the **IMPACT platform** launched by the **State Secretariat for the social, solidarity and responsible economy**



An aerial photograph of a mangrove forest. The image shows a dense network of green mangrove trees interspersed with dark, winding water channels. Several large, light-colored, sandy or silty areas are visible, some of which are partially submerged. The overall scene is a mix of vibrant green, deep blue, and light grey/tan. A semi-transparent teal rectangular box is positioned in the center-right of the image, containing white text.

ANDERA PARTNERS A RESPONSIBLE INVESTOR

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

HELPING MAKE FINANCE MORE RESPONSIBLE

As a responsible investor, Andera Partners aims to help develop approaches that benefit companies and all their stakeholders alike.

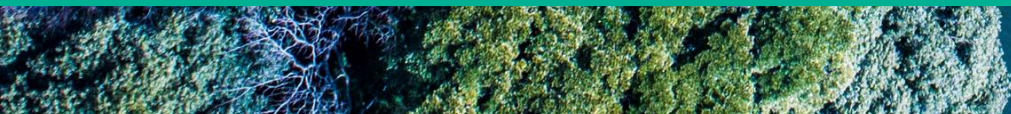
Andera Partners has been a signatory of the **UN Principles for Responsible Investment (UNPRI)** since 2012.

Our goal as a responsible investor is to help develop our portfolio companies' longevity in a world of increasing social, societal and environmental stakes, in order to make CSR a strong strategic priority, a source of innovation and value creation and a competitive advantage.



THE PRINCIPLES FOR RESPONSIBLE INVESTMENT

1. Incorporate ESG issues into investment analysis and decision-making processes
2. Be an active owner and incorporate ESG issues into ownership policies and procedures
3. Seek appropriate disclosure on ESG issues by the entities in which we invest
4. Promote acceptance and implementation of the Principles within the investment industry
5. Work together to enhance our effectiveness in implementing the Principles
6. Report on our activities and progress towards implementing the Principles



ANDERA PARTNERS, A RESPONSIBLE INVESTOR

PUTTING CSR AT THE HEART OF OUR BUSINESS

Andera Partners has undertaken to integrate CSR at each stage of the investment process, particularly in the **pre-acquisition phase**:

- ◆ **Identification of investment opportunities:** application of ESG exclusions

Exclusion rules for controversial sectors and activities

Exclusion of companies with very high sustainability risk that could negatively affect the investment's value

- ◆ **Due diligence: ESG assessment**

Analysis of sustainability risks and ESG opportunities

- ◆ **Legal documentation (shareholder agreements):** integration of ESG clauses

COMMITMENTS AND INITIATIVES

Formally defining key policies to include ESG considerations in the investment phase:

2018

Code of ethics

2020

Voting and shareholder engagement policy

2021

Responsible investment policy

Exclusion policy

Single procedure for integrating CSR into due diligence

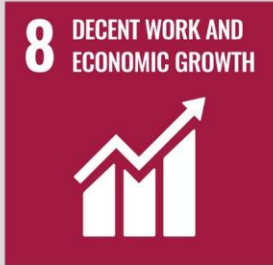
Launch of three Article 8-classified funds and one Article 9-classified fund under the European Sustainable Finance Disclosure Regulation (SFDR)

ANDERA PARTNERS, A RESPONSIBLE INVESTOR



UNDERSTANDING THE PORTFOLIO'S PRIORITIES AS THEY RELATE TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

TOP PRIORITY



HIGH PRIORITY



MODERATE PRIORITY



LOW PRIORITY



Methodology



ANDERA PARTNERS, A RESPONSIBLE INVESTOR

MEASURING OUR PORTFOLIO'S ENVIRONMENTAL, SOCIAL AND SOCIETAL IMPACT

Within the companies that responded to the CSR Reporting in 2020:

18 CSR managers (vs. 9 in 2018)

9 United Nations Global Compact signatory companies (vs. 6 in 2018)

Nearly **60%** of employees received training in 2020

12% of employees are shareholders

13 companies took action to protect biodiversity

17 companies implemented an action plan to reduce carbon emissions


16 responsible procurement charters (vs. 7 in 2018)

Our portfolio's impact indicators for 2020

- ◇ More than **170,000 MW** of energy
- ◇ More than **18,000 employees**
- ◇ Nearly **120,000 m3** of water
- ◇ More than **€4 million** spent on training
- ◇ Approximately **13,000 tons** of waste
- ◇ Nearly **20,000 suppliers**

Commitments and initiatives

In 2020:

- ◇ 12 ESG & Climate roadmaps completed
- ◇ More than 70 interviews carried out by  **Sirsa**
 - ✓ 80% reporting response rate
 - ✓ 150 indicators

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

FOCUS: MAKING THE FIGHT AGAINST CLIMATE CHANGE A KEY PART OF OUR PORTFOLIO TRANSFORMATION

In 2019, Andera Partners joined the Initiative Climat International, which has been co-signed by a large number of French and international private equity players. This commitment reflects Andera Partners' determination to actively contribute to the fight against climate change.

As part of this initiative, the company is playing an active role in the 2°C Alignment Working Group.

Andera Partners builds the climate dimension into its investment process, in particular by calculating scope 1 and 2 emissions for all its portfolio companies, with scope 3 calculations progressively being rolled out. It monitors these indicators every year to assess the emission reduction trajectories followed by portfolio companies.

1.3 million tonnes of CO₂ emitted by portfolio companies in 2020

Comprehensive **carbon footprinting carried out** for the whole portfolio (estimated or real)

INTERNATIONAL CLIMATE INITIATIVE COMMITMENTS

1. Recognise that climate change will have an impact on the economy, which presents both risks and opportunities for businesses
2. Join forces to contribute, at their level, to the objective of COP21, to limit global warming to 2 degrees
3. Contribute to reducing the greenhouse gas emissions of portfolio companies and ensuring sustainability of performance



Private equity action on climate change

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

HELPING OUR PORTFOLIO COMPANIES BUILD A MORE RESPONSIBLE MODEL

andera MidCap



Extract from the roadmap co-built by the company and Andera Partners:

- ◆ 100% of subcontractors have signed the “Clean Work Site Charter”
- ◆ 100% of logistics operations delivered during the year are BREEAM and BiodiverCity-certified
- ◆ 100% of planning applications filed included the installation of photovoltaic panels
- ◆ 100% of transactions with carbon impact measurement

BREEAM®



andera Expansion



Extract from the roadmap co-built by the company and Andera Partners:

- ◆ Creation of a CSR committee and formal definition of a CSR Charter
- ◆ Business ethics training for employees
- ◆ Improvement of waste recovery
- ◆ Implementation of an eco-driving approach

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

HELPING OUR PORTFOLIO COMPANIES BUILD A MORE RESPONSIBLE MODEL

andera MidCap



Pusterla is **at the forefront of innovation in terms of the eco-design** of packaging produced in Europe

- ◆ **Ruinart "Second skin"**: development of 100% recyclable packaging, 9x lighter and with a 60% smaller carbon footprint
- ◆ **Caléco** : development of a solution to replace plastic wedges

Pusterla 1880 became **the first company in the European packaging sector** to issue a **Sustainability-Linked Euro PP**

andera Expansion



99 Advisory, a Finnegan group subsidiary, is a management and organisation consulting firm whose services include **providing companies with CSR transformation support**.

The company is also very active in its own transformation:

- ◆ Ecovadis certification: Silver
- ◆ Proportion of women in the firm's senior management: 44%

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

SUPPORTING INITIATIVES THAT GENERATE A POSITIVE IMPACT



- ◆ Sirsa is a **sustainable transformation consultancy** specialised in using data proactively to prompt organisations to increase their transparency and impact
- ◆ Ellisphere is a **pioneering French business data firm** with more than 100 years' expertise in collecting and managing B2B data in France and internationally

2021: Launch by Ellisphere and Sirsa of a new joint CSR assessment offer

The Sirsa Reporting 21 tool adds a CSR dimension to Compliance for Business, Ellisphere's third-party data assessment solution. By integrating CSR into the third-party data collection and assessment process, the Ellisphere-Sirsa partnership offers a comprehensive solution that meets today's demands for reliability, transparency, compliance and corporate societal and environmental responsibility.

ANDERA PARTNERS, A RESPONSIBLE INVESTOR

INVESTING IN COMPANIES THAT MAKE A POSITIVE CONTRIBUTION TO MAJOR SOCIETAL CHALLENGES



andera Life Sciences

Sustainable Development Goal targets to which portfolio companies make a particular contribution

3.2

By 2030, end preventable deaths of newborns and children under 5 years of age, with all countries aiming to reduce neonatal mortality to at least as low as 12 per 1,000 live births and under-5 mortality to at least as low as 25 per 1,000 live births.



3.3

By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.



3.4

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.



andera Infra

FOCUS: MAKING THE FIGHT AGAINST CLIMATE CHANGE A KEY PART OF OUR INVESTMENT BUSINESS

2021: Creation of the impact investing activity

Fund classified as Article 9 under the European Sustainable Finance Disclosure Regulation (SFDR)

Andera Infra's activities are focused on **energy transition infrastructures** with value-added potential (renewable energy production and storage, mobility solutions and green data centre sectors).

Through its "Andera Smart Infra 1" fund, dedicated to infrastructure developers, Andera Infra combines financial performance and environmental performance with 20 impact indicators to be achieved, verified by an external auditor with a penalty on the remuneration of the team in the event of non-achievement of its objectives.

Certification obtained by Andera Smart Infra 1 Fund



An impact measurement methodology based on 9 objectives



The image features a high-angle, aerial photograph of a dense, lush green forest. The trees are tightly packed, creating a complex, textured canopy. A solid teal vertical bar runs along the left edge of the frame. Overlaid on the center of the forest is the company logo, which consists of the word 'andera' in a large, white, lowercase serif font, with the word 'PARTNERS' in a smaller, white, uppercase sans-serif font positioned directly beneath it.

andera
PARTNERS