

A photograph of a large volcano, likely Mount Merapi, with smoke or ash rising from its crater. The sky is a mix of orange and blue, suggesting a sunset or sunrise. The text is overlaid on the image, with 'andera' in a large, white, serif font, and 'PARTNERS' in a smaller, white, sans-serif font below it.

andera

PARTNERS

ACTION FOR CLIMATE
AND SUSTAINABILITY

2021
SUSTAINABILITY REPORT

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EDITORIAL

As an active investor with a 20-year track record of transforming the companies we invest in, Andera Partners must now be a major contributor to the challenges posed by climate change and the biodiversity crisis. Our ambition for sustainable growth has been continuously strengthened over the past 10 years.

Each of the companies in our portfolio can, at its own level, contribute to providing sustainable solutions to preserve the ability of our societies to live on our planet.

We act on two main levers of contribution in our business:

Within all our funds, transforming the companies we support towards more sustainable model

Through thematic funds, to generate positive impact on society:

- Investing in the energy transition
- Investing in innovation for health

We are therefore very pleased to share with you our 2nd annual Sustainability Report to transparently communicate our progress and challenges for the coming years.

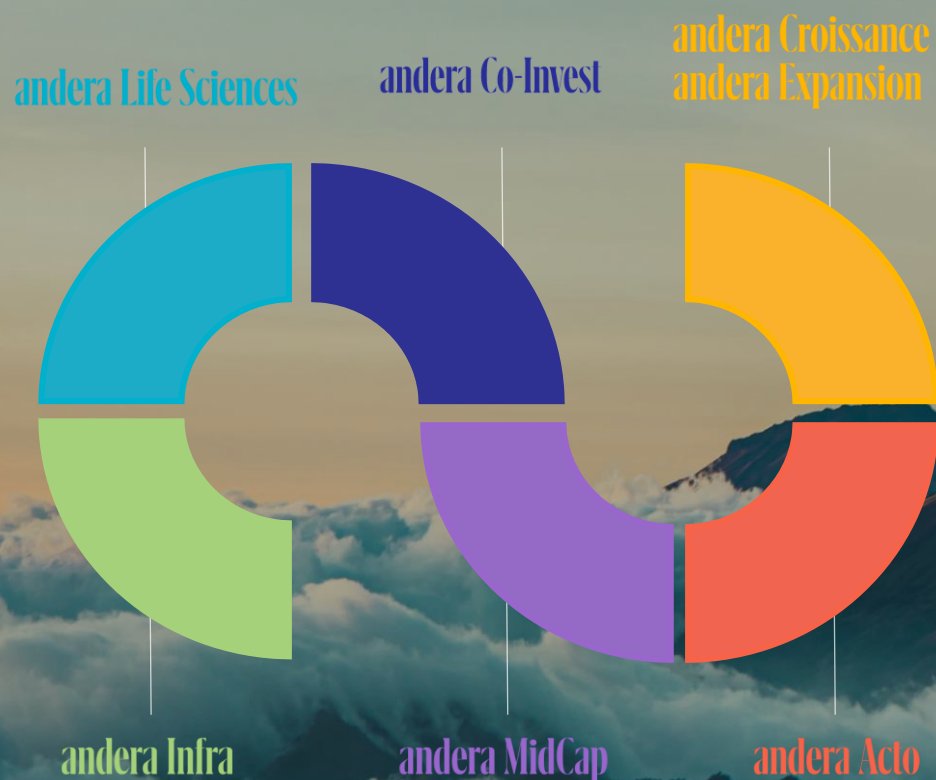
Sylvain Charignon & Raphaël Wisniewski

Managing Partners of Andera Partners



ANDERA PARTNERS

OUR ACTIVITIES



OUR KEY NUMBERS

+20 years

Andera Partners is a major player in unlisted investment in France and internationally. Created more than 20 years ago, its teams offer their expertise to provide tailor-made solutions to the challenges faced by managers.

+90 employees

Our 85 employees share the same core values: commitment, reliability, excellence and team spirit. From these values stems a strong conviction that is central to everything we do: individual commitment only makes sense if it serves a collective performance.

€3,6bn Under management

We currently manage nearly €3.6 billion invested in around 100 companies in Europe and the United States. Our investments finance the development of these companies, their innovation and R&D projects, external growth and international expansion.

HIGHLIGHTS OF 2021-2022

ANDERA PARTNERS



Chair of the France Invest Sustainability Commission

- 12%

reduction in CO2eq emissions
(compared to 2019)

42%

of **executives** are
women

100%

of **employees**
have received **CSR** training



United Nations Global Compact signatory

80%

of the **latest funds** raised
(or in the process of being raised)
are **Article 8 or 9**

2021-2022

PORTFOLIO

≈ 90%

ESG reporting
response rate

≈ 70%

of the **companies** in our
portfolio have undergone a
climate and biodiversity
analysis

100%

of portfolio companies have
measured their CO2 emissions
(scope 1, 2 and 3)

31%

of **companies** have included
CSR at the agenda
of the Board of
Directors/Supervisory Board

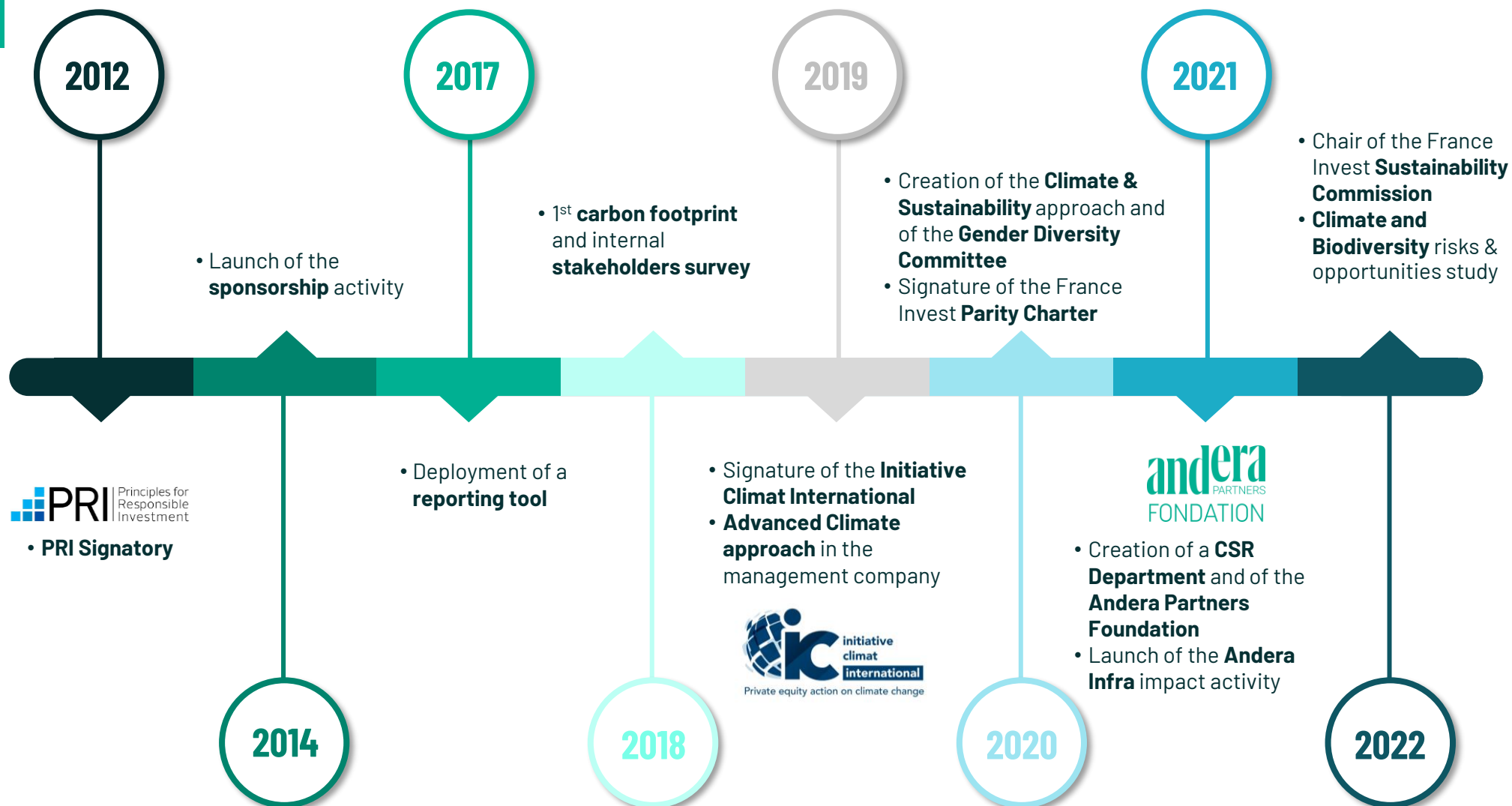
53%

of companies have
formalised a
code of ethics

ACCELERATING OUR SUSTAINABILITY APPROACH



10 years of commitment



Our governance

■ The governance of Andera Partners is collegial, composed of a Management Board (two members), Managing Partners (11 members representing Andera Partners' main activities) and a Supervisory Board (three professionals with experience in the sector, as independent members).

■ A CSR team, attached to the Management Board, is responsible for defining and deploying a CSR strategy for the management company and its portfolio companies.



Noëlla de Bermingham
Chief Sustainability Officer



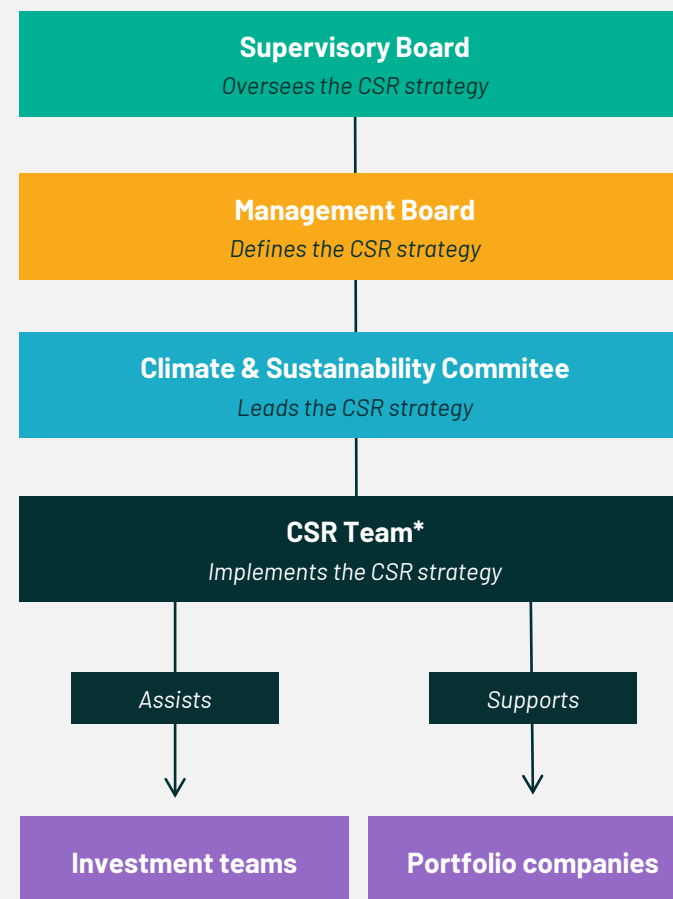
Elsa Baillet
Sustainability Mission Officer

CSR TEAM

CLIMATE &
SUSTAINABILITY COMMITTEE

Mayeul Caron - **Partner**
Sofia Ioannidou - **Partner**
Laurent Tourtois - **Partner**

CSR Governance Organisation



*The CSR team is composed of two FTEs, which accounts for 2.61% of Andera Partners' FTEs

The fundamentals of our CSR strategy

Responsible investment policy

This policy describes Andera Partners' approach to addressing sustainability risks and opportunities, and principal adverse impacts at the heart of the investment cycle. In particular, it enables us to meet the obligations of the Disclosure Regulation and Article 29 of the French Energy-Climate Act.

Code of Ethics

Annexed to the Internal Regulations, this Code sets out ethical provisions including policies and procedures, and covers in particular the aspects of loyalty, confidentiality, fair treatment, conflicts of interest and competences.

Business Relations Code of Conduct

This Code of Conduct reflects Andera Partners' commitment to prevent any risk or violation of ethical principles, human rights, human health and safety as well as the environment throughout its value chain.

Shareholder engagement policy

Through the formalisation of this policy, Andera Partners presents its strategy for shareholder dialogue and engagement as well as for long-term investment.

CSR reporting

Each year, Andera Partners assesses the CSR approaches and commitments of its portfolio companies to measure progress and define areas for improvement.

OUR TOOLS



Pre-investment analysis grid

Analysis of the materiality of CSR issues and potential contribution to the UN Sustainable Development Goals

Biodiversity materiality analysis

Andera Partners uses a tool to analyse the dual materiality of the biodiversity risks to which Portfolio companies are exposed



Climate risk and opportunity analysis

Andera Partners uses tools to assess the climate-related opportunities and risks (physical and transitional) of the analysed companies.

Taxonomy tool

We have developed a tool to calculate the eligibility and alignment of turnover, CAPEX and OPEX of our portfolio companies



PRE-INVESTMENT PHASE

HOLDING PHASE

Our sustainability priorities

Andera Partners focuses its CSR strategy on 3 pillars: the **promotion of responsible investment practices** through the deployment of a responsible framework at the heart of its investment business and a strong commitment within its ecosystem, the **fight against climate change and biodiversity loss** through the measurement and implementation of action plans, as well as **the contribution to an inclusive and shared economy** both at the management company level, and within our portfolio companies.

Driving and promoting responsible investment



At the heart of our investment business

- CSR integrated **at each stage** of the investment process
- Financing of **innovation in health** and the **energy transition**

Within our ecosystem

- Presidency of the **France Invest Sustainability Commission**
- Member of the **PRI Private Equity Advisory Committee**

Accelerating our action against **climate change** and for the **preservation of biodiversity**



Within the management company

- Signatory of the **IC International**
- Calculation of the management company's carbon footprint since 2019

Within our ecosystem

- Initiator of the "Biodiversity" Working Group of the France Invest Sustainability Commission

Within portfolio companies

- Measuring the **carbon footprint** of our companies (scope 1, 2 and 3) and defining emission reduction plans
- Analysis of **climate-related risks and opportunities**, as well as **biodiversity impacts and dependencies**

Contributing to an **inclusive and shared economy**




At management company level

- Signatory of the **France Invest Parity Charter**
- Creation of the Andera Partners **Gender Diversity Committee** (GDC)
- 44% of employees are shareholders and 100% of the capital is held by employees

At portfolio companies level

- Systematic encouragement of employee ownership, free share plans



**CONTRIBUTING TO A
MORE RESPONSIBLE
FINANCE IN OUR
ECOSYSTEM**

Mobilising the profession to multiply the impact

Chair of the France Invest Sustainability Commission

For over 10 years, France Invest has been promoting an approach based on the evolution of corporate business models to generate sustainable and responsible growth. The association supports its members in this process via the Sustainability Commission, which brings together all types of players and combines all asset classes.

Created by pioneers, developed by believers, and accelerated collectively by committed contributors, it is now reaching a new stage with external developments and growing internal support.

The Sustainability Commission, currently chaired by Noëlla, is structured around 3 main areas which are the subject of working groups that are intended to be a place for exchange, work and conviviality: Understanding, Acting and Monitoring the sustainability challenges of the private equity sector.



Noëlla de Bermingham
Chief Sustainability Officer



Commission Sustainability



Member of the UN PRI Private Equity Advisory Committee

In December 2019, Noëlla de Bermingham joined the PRI Private Equity Advisory Committee (PEAC) as a representative of French private equity.

This Committee is responsible for advising the executive on the PRI strategy with respect to Private Equity.

The PEAC is composed of signatories that demonstrate leadership in the implementation of the Principles of Responsible Investment in the private equity industry.

Engaging with our ecosystem



Initiative Climat International (iCI)

Since 2019, Andera Partners has been a signatory of the iCI under the aegis of the UN PRI, which today has over 160 signatories worldwide.

The iCI is a global community of private market investors seeking to provide leadership to improve the sector's understanding and management of climate change-related risks and opportunities. The iCI was originally launched under the name iC20 in 2015, by a group of French private equity companies.

France Invest Parity Charter

Since 2020, Andera Partners has been a signatory of the France Invest Parity Charter.

Through this initiative, Andera Partners commits to:

- Adopting more inclusive practices;
- Implementing measures to retain female talent;
- Monitoring gender balance within its portfolio companies.

IMPACT Platform

Launched by the State Secretariat for the Social, Solidarity and Responsible Economy, the IMPACT platform allows companies to publish and measure environmental, social and good governance data.

With the aim of sharing our know-how and making our ESG actions known, we joined the IMPACT platform as one of its first users in 2021.

United Nations Global Compact

NEW

Launched in 2000, the United Nations Global Compact aims to encourage companies to adopt, support and implement a set of core values in the areas of human rights, labour standards, the environment and anti-corruption.

By joining the Global Compact, Andera Partners commits to adopt a responsible approach based on the 10 principles of the Global Compact and to contribute more broadly to the implementation of the UN's sustainable development goals.

Lending credibility to our approach



GREENFIN LABEL TOWARDS GREENER FINANCE

Created by the Ministry of Ecological and Solidarity Transition, the Greenfin label guarantees investors that the financial products to which it is awarded effectively contribute to financing the energy and ecological transition.

The label criteria based on three pillars - green share and exclusions, ESG criteria and positive impacts - are an assurance of the quality and transparency of the labelled fund's management process and of its effective contribution to the transition.

Our Andera Smart Infra 1 fund has been awarded the Greenfin label, a guarantee of credibility for its green investments. Launched in February 2021, Andera Infra finances green and innovative infrastructures combining financial and ecological performance.



RELANCE LABEL BUILDING THE FRANCE OF TOMORROW

The "Relance" label rewards funds that undertake to rapidly mobilise new resources to support the equity and quasi-equity of French companies (SMEs and ETIs), whether listed or not.

The objective is to direct financial flows towards these investments, which meet the financing needs of the French economy following the health crisis.

Two funds have been labelled "Relance" at Andera Partners: Expansion 3 and Andera Smart Infra 1. These funds comply with a set of ESG criteria, including a ban on financing coal-fired activities and the monitoring of an ESG rating or indicator.

The background image is a full-page photograph of a mountain landscape. In the foreground, a dark, rugged mountain peak rises from a valley. The middle ground is filled with a vast, undulating sea of clouds, which are illuminated from below by a warm, golden light, likely from the setting or rising sun. The sky above the clouds is a clear, pale blue. The overall mood is serene and majestic.

INTEGRATING CSR INTO OUR CORE BUSINESS

CSR at each stage of our investment process

Exclusions

- Application of sectoral and normative exclusions

Preliminary analysis of the opportunity

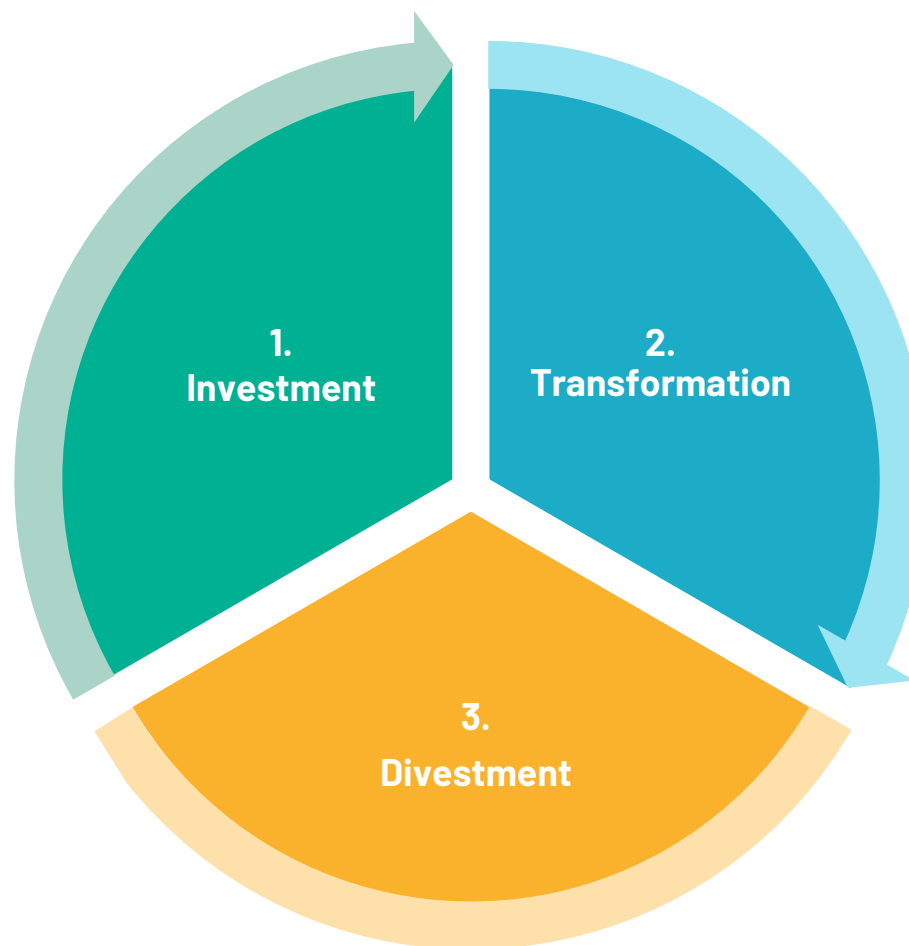
- Materiality analysis of CSR issues and potential exposure to the Sustainable Development Goals
 - Study of eligibility for the European Taxonomy

Pre-acquisition due diligence

- Internal or external analysis of sustainability risks and opportunities as well as key negative impacts
- Integration of a summary of the analysis in the investment notes for discussion in the Investment Committee

Shareholder agreements

- Incorporation of CSR clauses



Support with the implementation of a CSR approach

- Personalised support for the implementation of CSR procedures
- Carrying out a carbon footprint measurement within portfolio companies and drawing up an action plan to reduce it

Monitoring

- Annual ESG reporting including the measurement of the principal adverse impacts of investments (SFDR 'PAIs' indicators)
- Annual sustainability risk mapping
- Production of annual reports including the consolidation of ESG data for each fund as well as a summary sheet for each company to identify areas for progress and improvement

Transmission

- Provision of relevant CSR information at the time of divestment in order to value the efforts made during the holding period by the portfolio company.

The SFDR classification of our funds

Since March 2021, Andera Partners has classified 5 of its last 6 funds raised as Article 8 or 9 under the Sustainable Finance Disclosure Regulation (SFDR), a European regulation that aims to establish harmonised rules for financial market participants regarding transparency on the integration of sustainability risks and the consideration of negative sustainability impacts in their processes and communication.

The management company is convinced of the importance of integrating sustainability issues throughout the investment cycle. The Andera Smart Infra 1 fund has been classified as Article 9 according to SFDR, considered the highest level of regulation, as it aims to contribute to the financing of the energy transition.

SOME RATIOS

30%

Assets under management take into account **environmental, social and governance criteria** in the **total amount of assets under management** (classified as Article 8 and 9 under SFDR)

100%

Funds being raised are **classified as Article 8 or 9** under **SFDR**

OUR ARTICLE 8 AND 9 FUNDS

andera Infra

Andera Smart Infra 1
Article 9 Fund

andera Co-Invest

Andera Co-invest
Article 8 Fund

andera Expansion

Andera Expansion 3
Article 8 Fund

andera Life Sciences

Bio Discovery 6
Article 8 Fund

andera MidCap

Andera Midcap 5
Article 8 Fund

INTEGRATING CSR INTO
OUR CORE BUSINESS

Carbon footprint and climate commitments

A TRAJECTORY IN LINE WITH THE PARIS AGREEMENTS

Since 2018, Andera Partners has put in place the tools necessary for the collection and monitoring of data enabling the measurement of management company's carbon footprint as well as that of its portfolio companies.

Calculating the emissions of our portfolio is essential to placing ourselves on a decarbonisation trajectory aligned with the Paris Agreement, which aims to maintain the increase in global temperature at a level below two degrees Celsius.

Resolutely committed to fighting climate change, Andera Partners is actively working to develop an action plan to define a carbon strategy aligned with the Paris Agreements by 2023.

■ Portfolio Companies

1 134 080

Tons of CO₂eq emitted by all our portfolio companies, including **scope 1, 2 and 3** of emissions generated

16,9

Tons of CO₂eq emitted, per million euros of turnover generated by the Andera Partner companies (carbon intensity)

■ Andera Partners

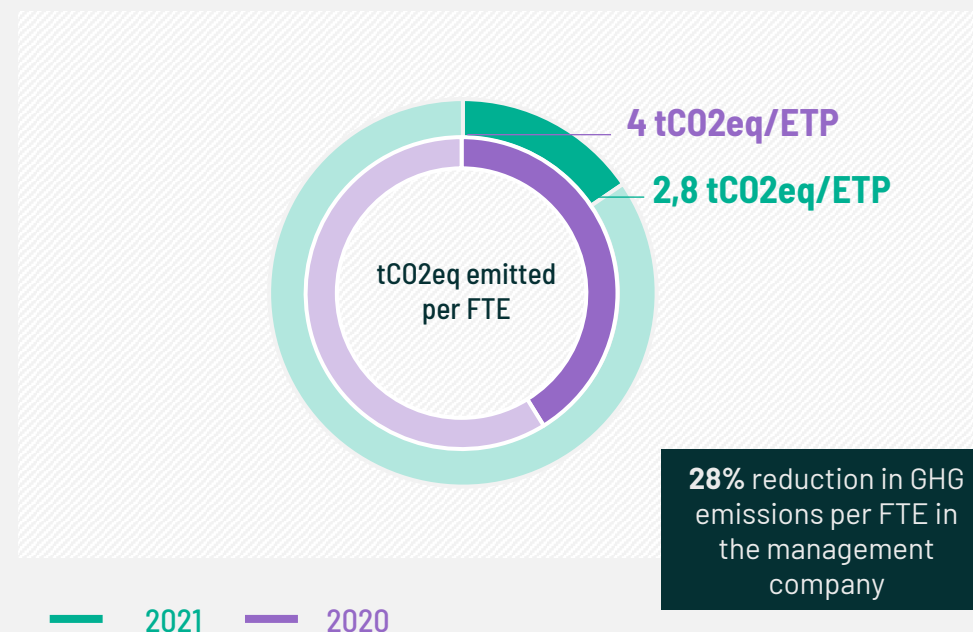
236

Tons of CO₂eq generated by the management company, including scope 1, 2 and 3 of our emissions (excluding emissions generated by our portfolio companies)

-12%

Of CO₂eq emissions compared to 2019 (excluding emissions generated by our portfolio companies)

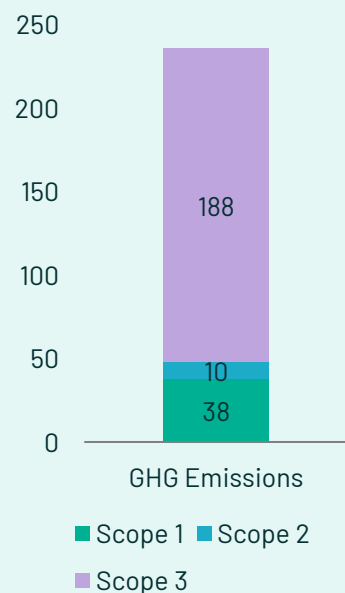
The 12% reduction in Andera Partners' carbon footprint between 2019 and 2021 was achieved while the management company was increasing its workforce by 22%.



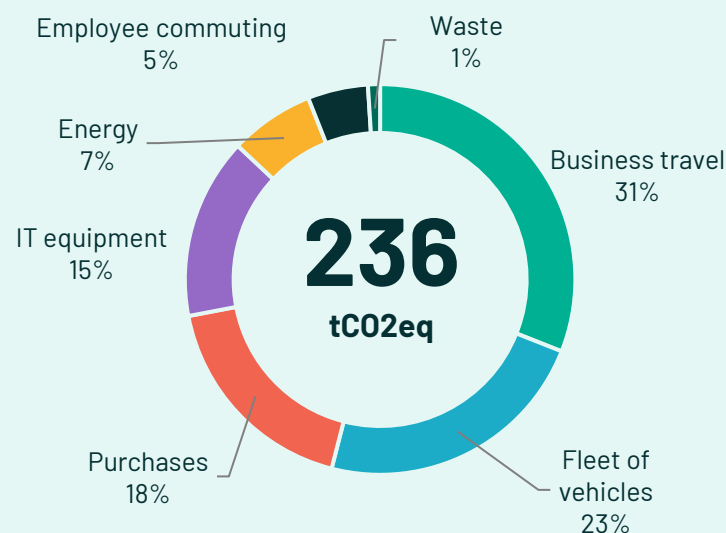
Andera Partners' 2021 Carbon Footprint

SOURCES OF CARBON EMISSIONS AND EVOLUTION BY ITEMS

BREAKDOWN OF GHG EMISSIONS BY SCOPE



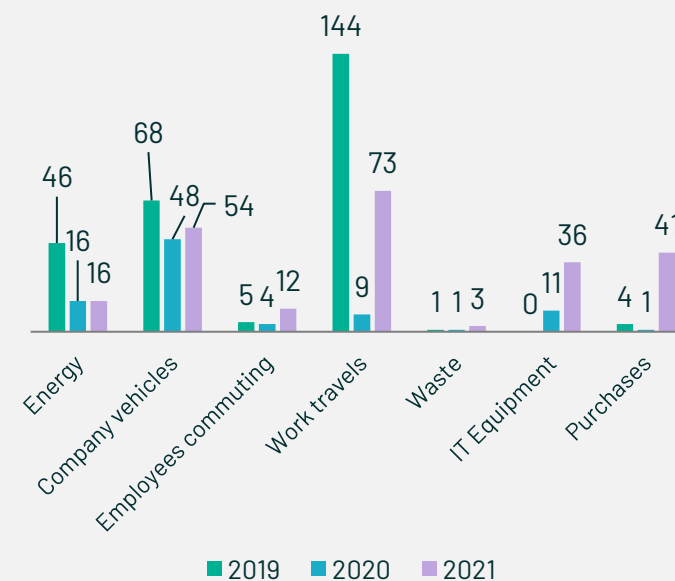
EMISSIONS BREAKDOWN BY ITEM



■ Scope 1 emissions come from the **fuel consumption** of company vehicles and account for **16%** of Andera's carbon footprint. Scope 2 emissions are generated by the **electricity** consumption of buildings, **air-conditioning** and **heating** and account for **4%** of GHG emissions. Finally, scope 3 emissions account for most of Andera's carbon footprint (**80%**) and primarily come from **the company's business travel, purchases and IT equipment**.

■ Between 2019 and 2021, the management company significantly reduced its energy consumption (new buildings awarded the BREEAM Excellent and HQE Excellent labels) and its business travel, in particular through the strict application of a transport policy restricting the use of flying for business travels.

EVOLUTIONS OF ANDERA PARTNERS' GHG EMISSIONS SINCE 2019



Methodology of the climate risks and opportunity analysis

To continuously improve our practices as responsible investor, we deployed for the first time in 2021 a Climate analysis covering almost all our portfolio companies. The aim of this analysis is to measure the companies’ exposure to the physical and transition risks as well as opportunities related to climate change, based on the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), in order to have a consolidated vision as well as an analysis for each fund. Finally, this analysis will subsequently allow the deployment of the action plans to address the challenges identified.

Analysis Methodology

74

Companies analysed

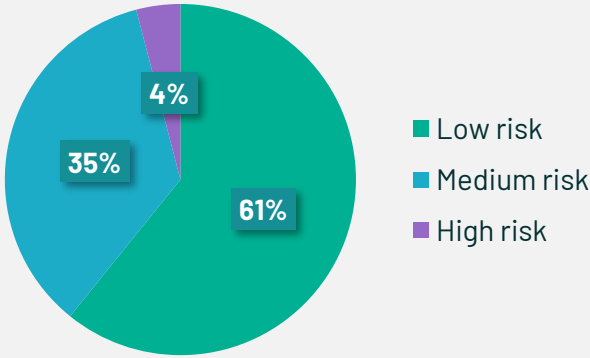
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Investment strategies

RISKS ANALYSED		OPPORTUNITIES ANALYSED	
Transition risks	Policies and regulations	Resource efficiency	
	Technological	Energy source	
	Market	Products and services	
	Reputational	Market	
Physical risks	Acute		
	Chronic	Resilience	

The methodology used is based on the recommendations of the TCFD and the methodology for the analysis of Climate risks developed by an external consulting firm. The analyses were conducted in May 2022 on the bases of data collected over the last eight years. This analysis is a static view of the impact of climate change on portfolio companies as 31 December 2021, excluding companies in the Life Sciences fund, whose size and sector of activity make the impact of climate change of little relevance.

Key results: Overall exposure of the portfolio

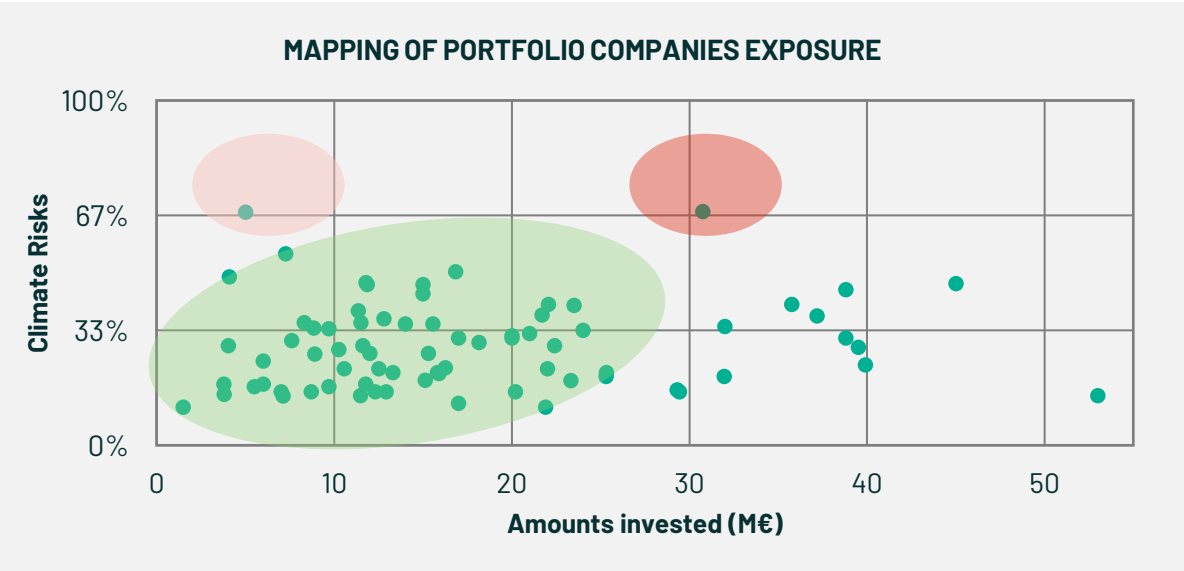
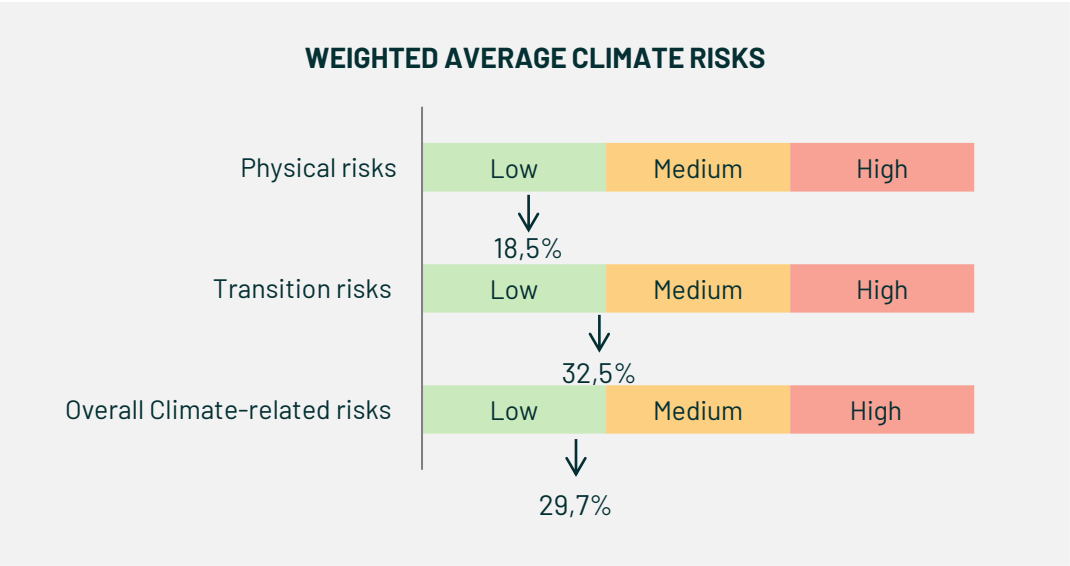


The average risk of the portfolio in 2021 **is low**. The majority of companies have **little exposure** to climate change risks. Indeed, only 3 companies face strong climate-related challenges, notably political and regulatory risks, but which, in return, present significant market opportunities for these companies.

Analysis of climate risk exposure

■ This graph represents the exposure of Andera Partners' portfolio, weighted by the amounts invested in the companies (i.e. the weight of the companies in the portfolio).

Thus, the investments made by Andera Partners have a low exposure to climate risk as they have very low exposure to the physical risks of climate change and low exposure to transition risks.



■ This graph shows us that 2 companies within the Andera Partners portfolio are more heavily exposed to climate risks, but that Andera Partners has low or medium investments in them.

DEFINITIONS

Physical risks are risks related to climate change such as "extreme events" (cyclones) or "chronic events" (sea level rise).

Transition risks are risks resulting from the effects of the implementation of a low-carbon economic model on economic actors.

Here, the risks included in the 'transition risks' category are **regulatory risks**, which arise from potential changes in regulation, **technological risks**, which arise from a substitution of products or services by low-carbon alternatives and which lead to a decrease in competitiveness and then demand, **market risks** related to potential changes in the value chain leading to increased costs or scarcity of products and reduced production capacity, and finally, **reputational risk**, which is caused by changes in the perception of a company by its customers or society, forcing the company to reposition its activities.

Analysis of climate-related opportunities

The climate change challenges facing our planet do not only present risks for our portfolio companies, but also **opportunities**. At Andera Partners, we believe that we have a role to play in helping our companies transition to a more sustainable model and that this transformation presents real opportunities for them. By anticipating and measuring risks, as well as mitigating them, we have identified climate-related opportunities that Andera Partners endeavors to help its companies exploit.

Climate change-related opportunities

- The necessary transition to a low carbon emission economy presents significant opportunities for organisations focusing on climate change mitigation and adaptation solutions. These are what we will refer to in this report as Climate opportunities.

62%

During our analysis, we identified Climate **opportunities for 62% of our portfolio companies.**

The companies in our portfolio were, in the majority of cases, identified as presenting opportunities relating to the **development of new products and services** that are either low carbon or address Climate-related challenges.

Andera Infra is our strategy presenting the most Climate-related opportunities, since this strategy focuses on infrastructures in the energy transition sector.

Analysis methodology

- Each of the companies has been analysed based on its activity to determine whether it presents Climate-related opportunities.

We have identified five types of opportunity:



Resource efficiency: reduction of operating costs through the use of more efficient transport, processes and buildings, recycling and reduction of consumption of key inputs ;



Energy source: production/use of alternatives to fossil fuels, use of positive policy incentives and new technologies, and participation in the carbon market ;



New products and services: development of new low-carbon products and services, capacity to diversify commercial activities and anticipate the evolution of consumer preferences



New markets: access to new markets and use of public sector incentives



Supply chain resilience: participation in renewable energy production programmes, adoption of energy efficiency measures and substitution/diversification of resources



Our commitments to biodiversity conservation

Committing to the objectives of the Convention on Biological Diversity

Andera Partners is committed to the objectives of the 1992 Convention on Biological Diversity, with the main objectives being:

- the conservation of biological diversity;
- the sustainable use of biological diversity;
- and the fair and equitable sharing of benefits arising from the use of genetic resources.

In 2021, we initiated the creation of a Biodiversity Working Group within the France Invest Sustainability Commission to **accelerate the definition of a methodology and approach adapted to Private Equity**.

Integration of biodiversity risk in the portfolio management

The impact of human activities on biodiversity is still difficult to measure. There are numerous methodologies under development that are not widely used by companies and financial actors. However, the crisis affecting biodiversity is real: for this reason and for the first year, Andera Partners conducted a sector study on the impact and dependencies on biodiversity of almost all its portfolio.

The impact factors on biodiversity are activities that contribute to biodiversity loss.

Five categories of impact factors have been identified by IPBES, the intergovernmental science and policy platform on biodiversity and ecosystem services: changes in land and sea use, the direct exploitation of certain organisms, climate change, pollution and, finally, invasive alien species. These impact factors are the direct causes of biodiversity loss.

The analysis of the impacts that companies can have on biodiversity essentially makes it possible to detect which actors are exerting the greatest pressure on nature and to try to deploy solutions to address them.

The concept of ecosystem services refers to the notion of “value of nature”: this is the goods and services provided by nature to humanity to contribute to its well-being and development. Our societies, economies and indeed humanity as a whole cannot exist without sustainable ecosystems with lasting balance.

The analysis of portfolio dependencies allows Andera Partners to understand which companies' activities are strongly linked to the provision of a service provided by nature, and therefore to estimate its exposure in case of disruption or depletion of this ecosystem service.

Biodiversity analysis methodology

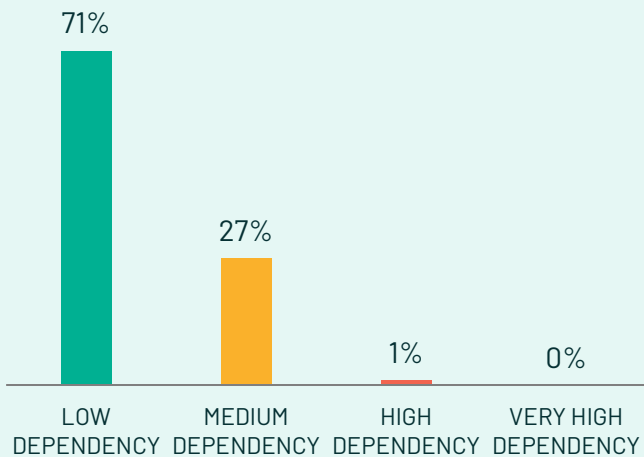
In 2021, Andera Partners **performs its first sectoral analysis of biodiversity** for almost all of the companies in its portfolio (excluding Life Sciences funds, where the size of the companies makes the biodiversity issue less relevant). Now that the observation has been made and during the pre-acquisition phase, Andera Partners will systematically carry out an analysis of the issues related to the erosion of biodiversity for each company studied. For this purpose, we use the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool developed by the Natural Capital Finance Alliance in partnership with UNEP-WCMC (UN Environment Programme World Conservation Monitoring Centre). This tool allows a dual materiality analysis of biodiversity risks: from the perspective of dependence on ecosystem services and potential impacts on biodiversity loss.

IMPACT FACTORS ANALYSED	ECOSYSTEM SERVICES ANALYSED		SCOPE OF THE STUDY
Disturbances	Ground and surface waters	Flood protection	<div>79</div> <div>Companies analysed</div>
Terrestrial ecosystem use	Plant and animal-based resources	Storm protection	
Freshwater ecosystem use	Animal-based energy	Ventilation	
Marine ecosystem use	Bioremediation	Pollination	
Other resource use	Filtration by organisms and ecosystems	Maintain nursery habitats	
GHG emissions	Dilution by atmosphere and ecosystems	Pest control	<div>5</div> <div>Investment strategies</div>
Non-GHG air pollutants	Mediation of sensory impacts	Disease control	
Soil pollutants	Mass stabilisation and erosion control	Decomposition and fixing processes	
Water pollutants	Buffering and attenuation of mass flows	Chemical condition of water	
Solid waste	Water flow maintenance		
Water use	Climate regulation		

Analysis of the potential dependencies on ecosystem services

KEY RESULTS

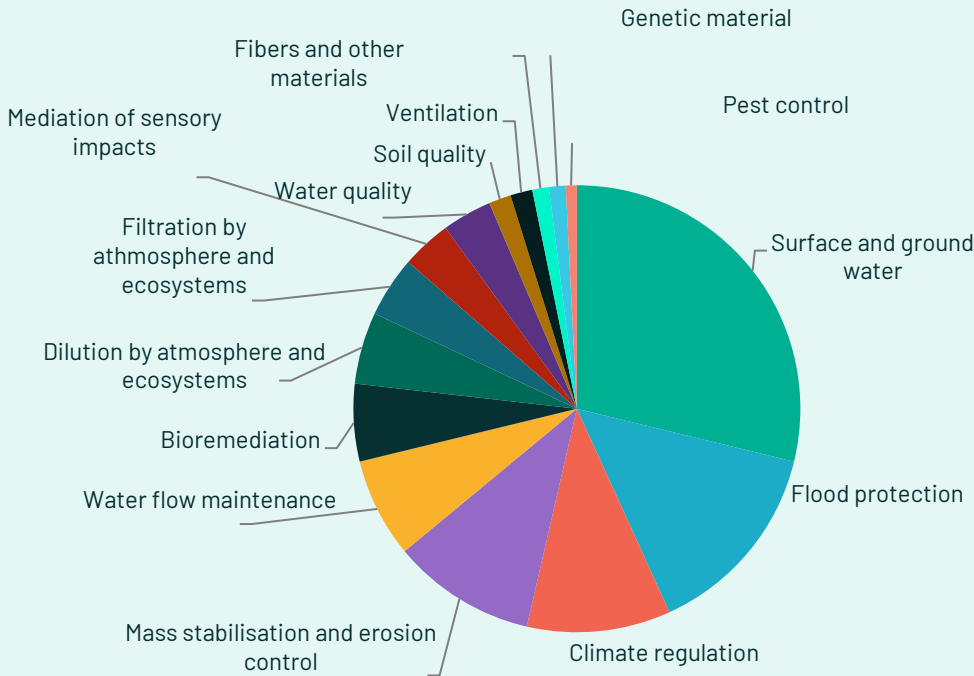
BREAKDOWN OF COMPANIES BY DEGREE OF DEPENDENCE ON ECOSYSTEM SERVICES



No portfolio companies have dependencies on ecosystem services that are considered very high.

On of Andera’s portfolio companies, active in the construction sector, is considered to have a high level of dependence on ecosystem services, particularly due to the sector’s exposure to climate change as well as to floods and storms caused by the disappearance of the sheltering, buffering and attenuation effects permitted by the natural vegetation.

BREAKDOWN OF DEPENDENCIES BY TYPE



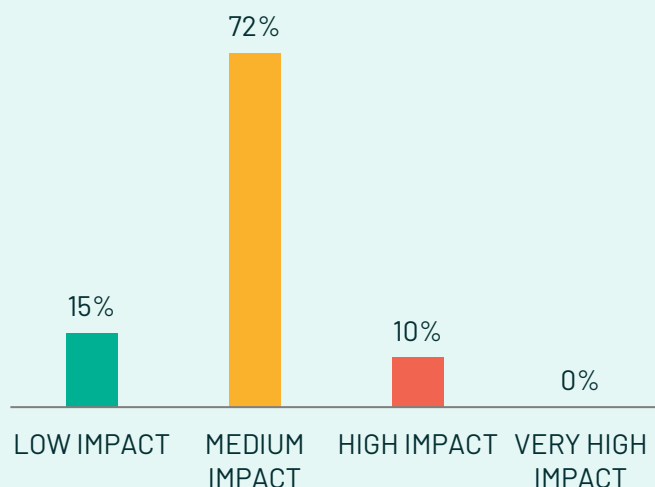
The most material dependencies of Andera Partners’ portfolio in 2021 (according to the GICS classification of companies by production process) are **dependencies on water resources** (surface and ground water) from precipitation, runoff and snowmelt and **on natural protection against floods and storms**.

Analysis of the potential impacts of the portfolio on biodiversity

The methodology allows to assess the impacts and dependencies of companies on biodiversity according to the **production processes** used by the companies in the context of their activities. Indeed, the classification of activities was carried out in accordance with the Global Industry Classification Standards (GICS) system, which comprises four tiers with 11 sectors, 24 groups of industries, 68 industries and 157 sub-industries. The sub-industries were then subdivided by production process in order to capture the dependencies within each process that cannot be captured at the sub-industry level. This only allows to analyze the **"potential" impacts** of companies, as the methodology is based on the usual production processes of the sectors of activity analyzed, and not on the actual practices of each company.

KEY RESULTS

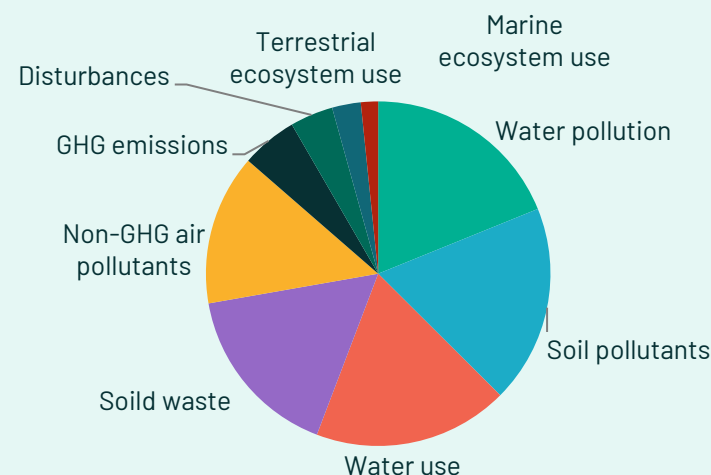
**BREAKDOWN OF COMPANIES
BY DEGREE OF SECTORAL IMPACT**



No portfolio companies have production processes considered to have a very high impact on biodiversity.

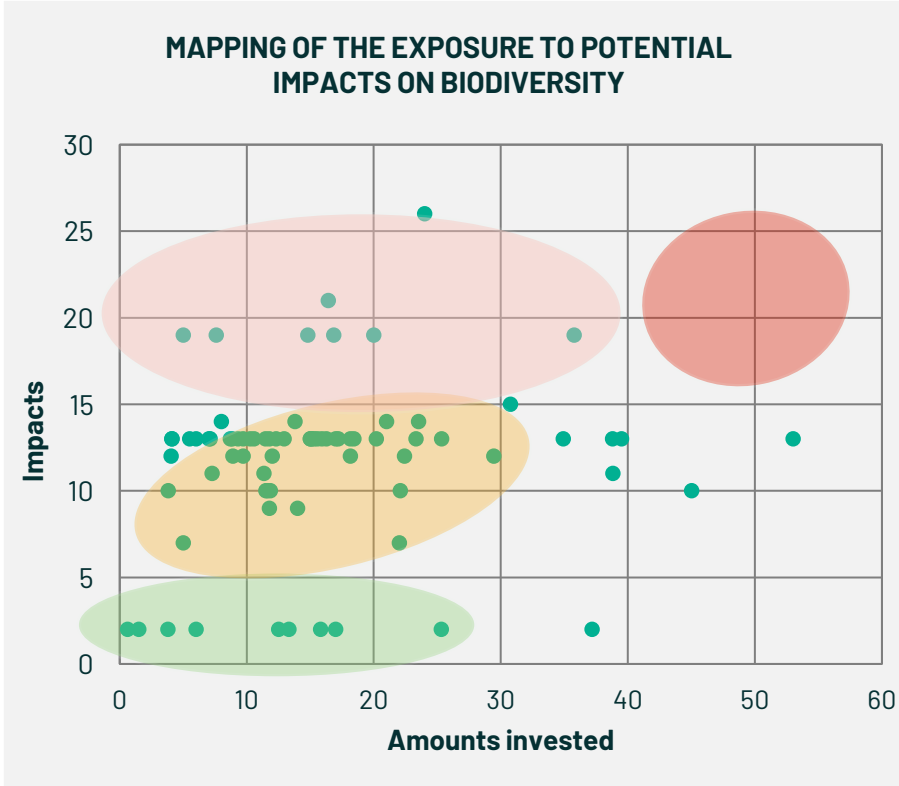
Only 8 portfolio companies, in the construction sector, the airline services sector and the machinery, parts and equipment production sector, are considered to have a potential high impact on Biodiversity according to the sectors of activity in which they are active.

BREAKDOWN OF IMPACTS BY TYPE



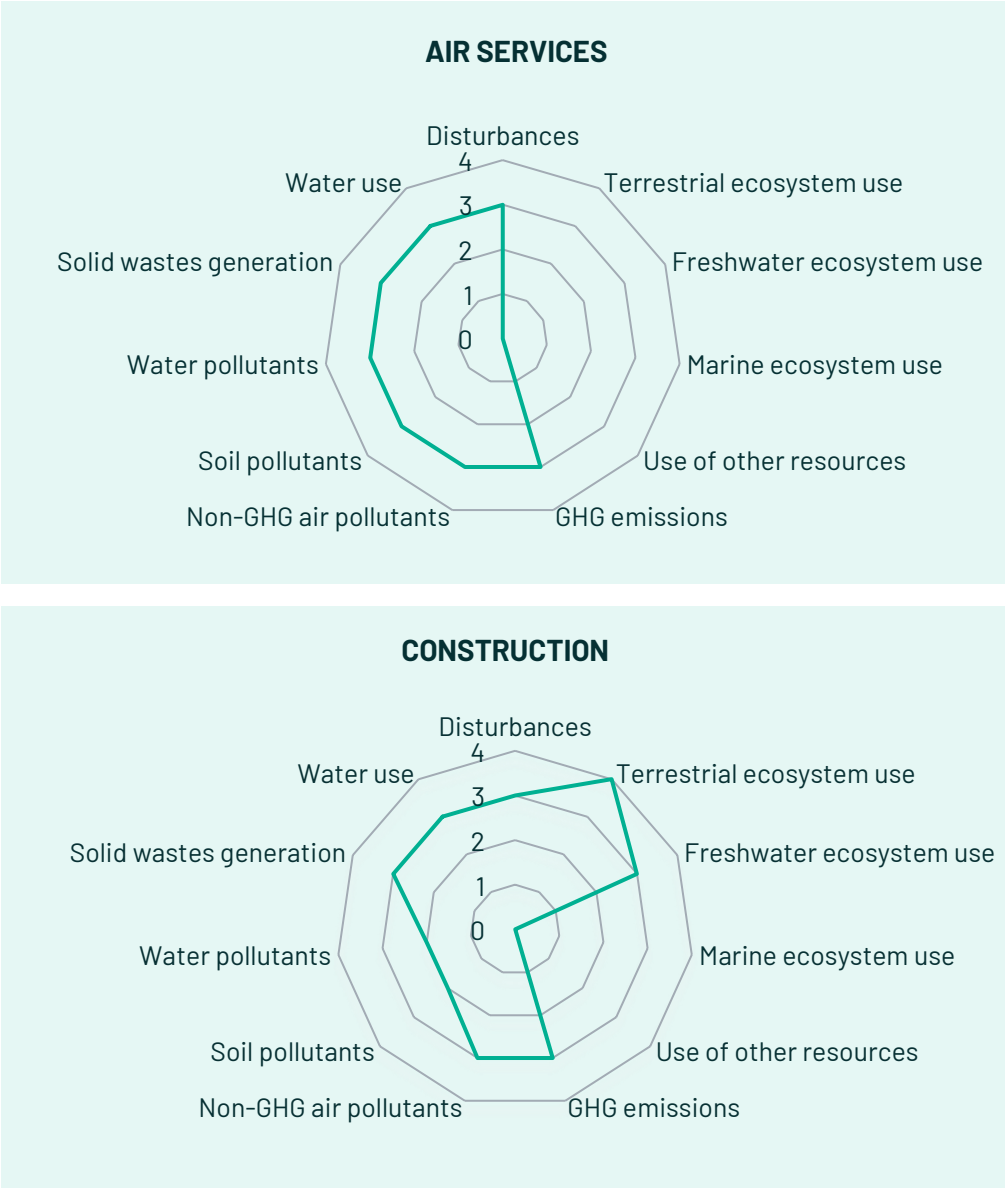
The most material potential impacts of Andera Partners' portfolio in 2021 (according to the GICS classification of companies by production process) are **water and soil pollution, water use and the generation of solid waste.**

Potential pressures of our companies on biodiversity



The graph presented above shows us that 8 companies in Andera Partners' portfolio have production processes considered to have a greater impact on Biodiversity, but that the amount invested by Andera Partners' in these companies are small or moderate.

FOCUS ON THE SECTORS WITHIN THE PORTFOLIO WITH A HIGH IMPACT ON BIODIVERSITY

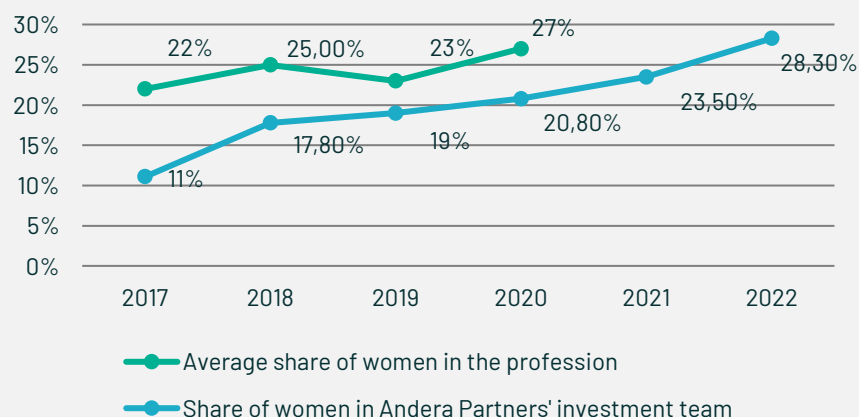


Contributing to an inclusive and shared economy at Andera Partners



DIVERSITY WITHIN THE MANAGEMENT COMPANY

COMPARISON OF THE SHARE OF WOMEN IN ANDERA PARTNERS' INVESTMENT TEAMS WITH THE INDUSTRY AVERAGE



*The situation in 2022 is an estimated projection to 30 June 2022

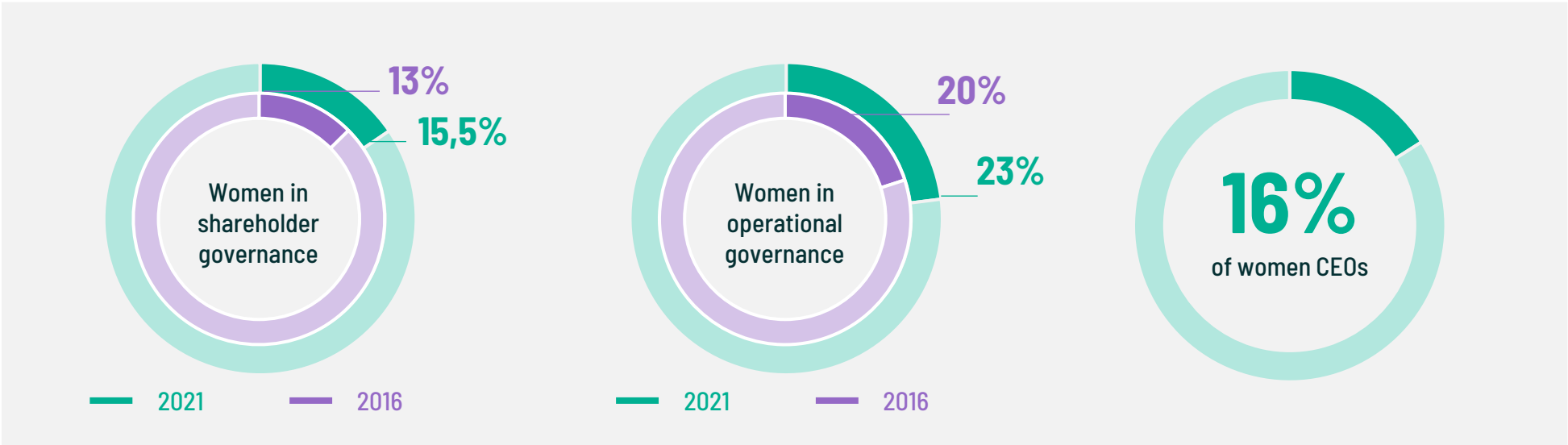
Gender Diversity Committee

In 2020, Andera Partners created the Gender and Diversity Committee in order to raise diversity issues at the level of governance bodies and to deploy concrete measures. The signing of France Invest's Gender Charter also set the tone for the direction taken by Andera Partners over the past two years. The committee's missions are multiple:

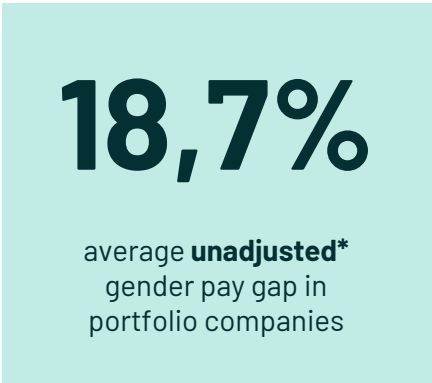
- Strengthen the position of women in investment functions by highlighting them and working towards a positive perception among the entire female and male population;
- To increase the number of women at all levels of the hierarchy through recruitment or internal promotion;
- Raise awareness among employees of the need to combat cognitive bias;
- Offer a more dynamic HR policy on parenthood;
- Create more social links between employees.

Contributing to an inclusive and shared economy within our portfolio companies

WOMEN IN THE GOVERNANCE BODIES OF OUR PORTFOLIO COMPANIES



WAGE GAPS



The **unadjusted pay gap*** is the difference in gross hourly earnings between men and women, relative to the gross earnings of men in our portfolio companies. This corresponds to the gender pay gap for all positions combined, not for equivalent positions.

VALUE SHARING



An aerial photograph of a volcanic landscape. In the foreground, a dark, rugged volcanic cone slopes down towards a small, calm lake nestled in a crater. The lake's water is a deep blue-green, contrasting with the dark sand and ash of the surrounding terrain. In the background, several snow-capped volcanic peaks rise against a pale sky. The snow is patchy, revealing dark volcanic rock in some areas. The overall scene is one of stark, natural beauty and geological grandeur.

TRANSFORMING BUSINESSES TOWARDS A MORE SUSTAINABLE MODEL

Supporting the responsible transformation of our companies

It is the responsibility of Andera Partners to support its portfolio companies in their transition towards more sustainable and resilient business models. In this sense, the year 2021 brought many projects:

- **The renewal of our responsible investment policy** in order to meet the requirements of the new regulations in force and to strengthen our ambitions as a responsible investor, particularly in the integration of CSR in each phase of our investment process.
- **The creation of personalized and pragmatic CSR roadmaps**, considering the specificities of each company.
- **The launch of the biodiversity impact and dependency analysis** for all our portfolio companies (excluding companies in the Life Sciences funds). This has allowed us to target the most at-risk companies where actions will be deployed to mitigate biodiversity-related risks.
- **The analysis of physical and transition climate risks** for approximately 70% of our portfolio. Having identified the most exposed companies in our portfolio, we now plan to define climate roadmaps with the aim of supporting our portfolio companies in adapting and mitigating these risks.

2021 IN FEW KEY FIGURES

+2000

CSR actions recommended in
the last **4 years**

26

Formalised CSR roadmaps
(or in the process of being
formalised)

31%

of companies have **included
CSR on the agenda**
of the Executive Board
/Supervisory Board

≈70%

of our portfolio **companies**
have undergone a **climate and
biodiversity analysis**

+8

CSR projects conducted
in **2021**

Managing the CSR performance of our companies

Andera Partners is committed to maximizing its environmental and social impact by supporting its portfolio companies on these issues. In 2021, we have redefined our ESG reporting framework in order to adapt it to changes in the materiality of environmental and social issues facing companies and to French and European regulatory requirements.

The first pillar of CSR, the implementation of responsible governance, reflects the integration of CSR into the company's overall strategy. At Andera Partners, approximately 1 company out of 2 has structured its CSR governance.

More than half of the companies have formalized a CSR charter and/or commitments in order to meet the performance challenges they face.

56%

OF COMPANIES HAVE
FORMALIZED THEIR
CSR COMMITMENTS

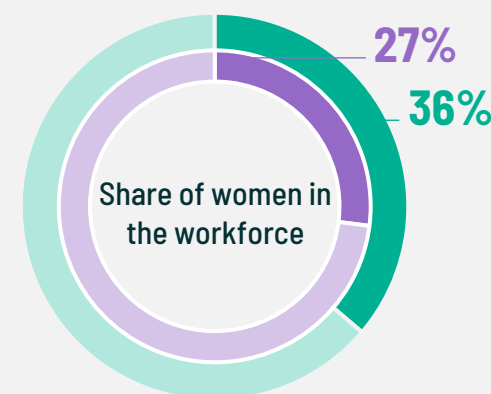
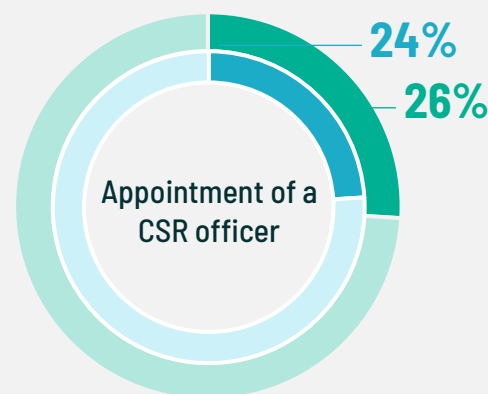
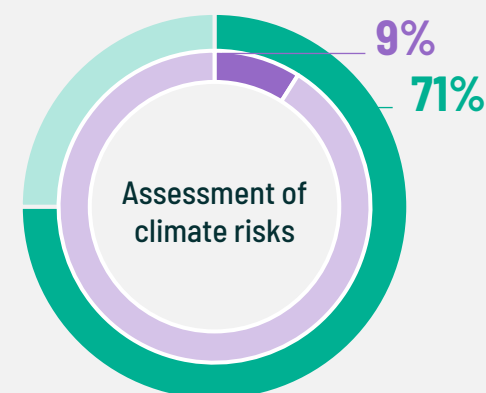
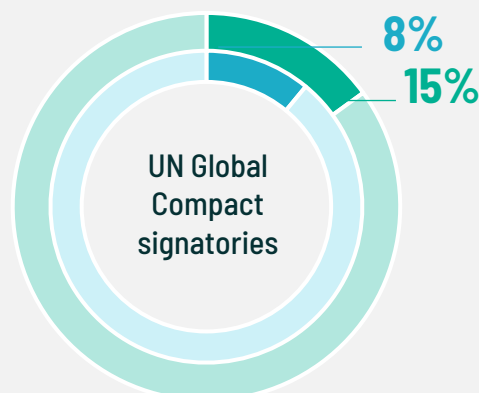
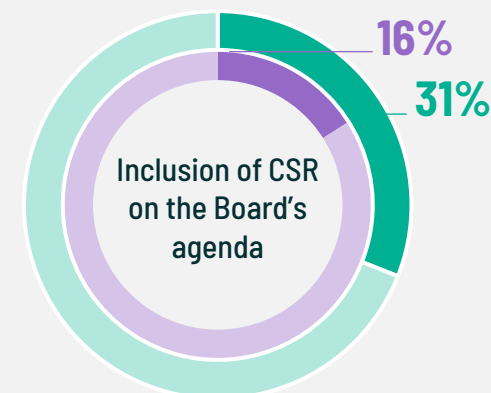
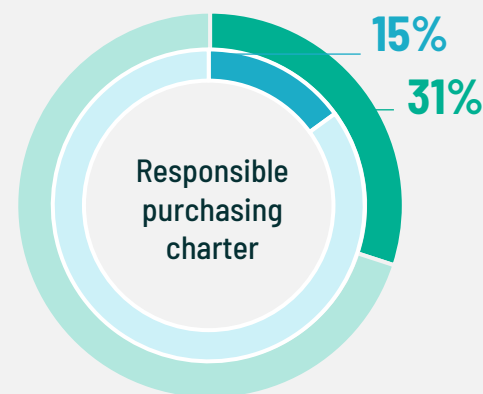
49%

OF COMPANIES HAVE
ESTABLISHED CSR
GOVERNANCE



Eager to contribute more to the challenges of tomorrow's world, 33% of our portfolio companies have decided to align their CSR approach with the UN's SDGs.

■ WITHIN COMPANIES THAT RESPONDED TO THE 2021 REPORTING



2016 2021

2020 2021

Contribute to the UN Sustainable Development Goals

As a committed investor, we believe it is essential to support companies in identifying the most relevant and beneficial SDGs for their financial and operational performance. Indeed, this identification allows companies to allocate the financial resources and capital necessary to make an impact, while meeting their risk and financial return objectives.

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Adopted in 2015 by the United Nations, the SDGs are a global call to action to eradicate poverty, protect the planet and ensure that all human beings live in peace and prosperity by 2030.




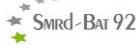










The SDGs are part of the 2030 Agenda, which is characterised by the recognition of the intrinsic links between the different themes and the need to mobilise all actors, both institutional and civil society.



STAKES



Supporting good practices in our portfolio

ENVIRONMENTAL		SOCIAL		GOVERNANCE	
ECODESIGN WASTE CLIMATE PURCHASING ENERGY	 <p>Panhard carries out a life cycle analysis for each of its projects.</p>  <p>Pusterla has trained its teams in eco-design and all its projects are subject to an eco-design rating. Thus, the majority of its products are eco-designed.</p>	WORKING CONDITIONS TRAINING SOCIAL DIALOGUE VALUE SHARING	 <p>Tournus Equipement has implemented accident prevention actions (awareness raising during weekly meetings, training on MSDs)</p> <p>Sogetrel has structured a team of 8 QHSE managers dedicated to the daily deployment of awareness and control actions and to the identification of risks.</p>	CSR MANAGEMENT SYSTEM BUSINESS ETHICS	 <p>Speed has recruited a full-time CSR/QSE manager and decided to devote 1% of its turnover to the implementation of CSR actions.</p>
	 <p>Atlantic Therapeutics manufactures its products from recyclable materials and encourages its customers to return their products at the end of their life so that the electronic components can be recycled.</p>		 <p>Finnegan has trained 100% of its employees in cyber security.</p> <p>MC2 Technologies has set up a 4-year skills development plan for its employees.</p>		 <p>Sarawak formalised numerous structuring policies in 2021, in particular on CSR, environmental, ethical and purchasing aspects.</p>
	 <p>Master Grid is a member of the "Convention des Entreprises pour le Climat", which aims to put forward climate-impacting proposals for implementation in business.</p>		 <p>Ellisphere has developed a health and well-being platform "Goalmap" for its employees.</p>		 <p>HR Path has obtained ISO 27001 certification guaranteeing the confidentiality, integrity and availability of sensitive data.</p>
	 <p>TXCube audits all its suppliers on social and environmental aspects.</p>		 <p>Medlumics has established a value-sharing mechanism for all its employees.</p>		 <p>Orest obtained the ISO 9001 certification in March 2022 and has set up an internal audit system on HSE, quality, Responsible Jewellery Council (RJC) and traceability issues.</p>
	 <p>Erytech is powered by 100% renewable energy.</p>				<p>Sogetrel has trained nearly 40% of its employees in the fight against corruption and influence peddling by 2021.</p>

A photograph of a large, snow-covered mountain peak, likely Mount Fuji, under a clear blue sky with some light clouds. The mountain's slopes are covered in a thick layer of white snow, with some rocky outcrops visible. The sky is a deep blue, and there are some wispy clouds in the upper right corner.

FINANCING THE INNOVATION IN HEALTH AND THE ECOLOGICAL TRANSITION

Developing solutions to meet strong medical needs

Andera Life Sciences supports companies developing **tomorrow's therapeutics and medical technologies**, from preclinical to clinical proof of concept to commercialization.

We invest in companies that are developing innovative therapeutic solutions to **address strong medical needs**. The therapeutic innovations we support are based on sound scientific hypotheses, robust pre-clinical or clinical results and strong intellectual property.

Therapeutic innovations constitute a very dynamic asset whose capacity to improve the management of serious pathologies and to improve patients' lives ensures **an undeniable positive societal impact**.

More than 90% of our companies contribute positively to the United Nations Sustainable Development Goal (SDG) on Health.



andera Life Sciences

2021 KEY FIGURES

€1,2
billion

Raised for innovation in health

74

Programs under development

21

Products (biotech and medtech) on the market since the launch of the activity

+1600

Highly skilled jobs created in the health sector since 2004

40

Ongoing clinical trials

Innovation for patient care

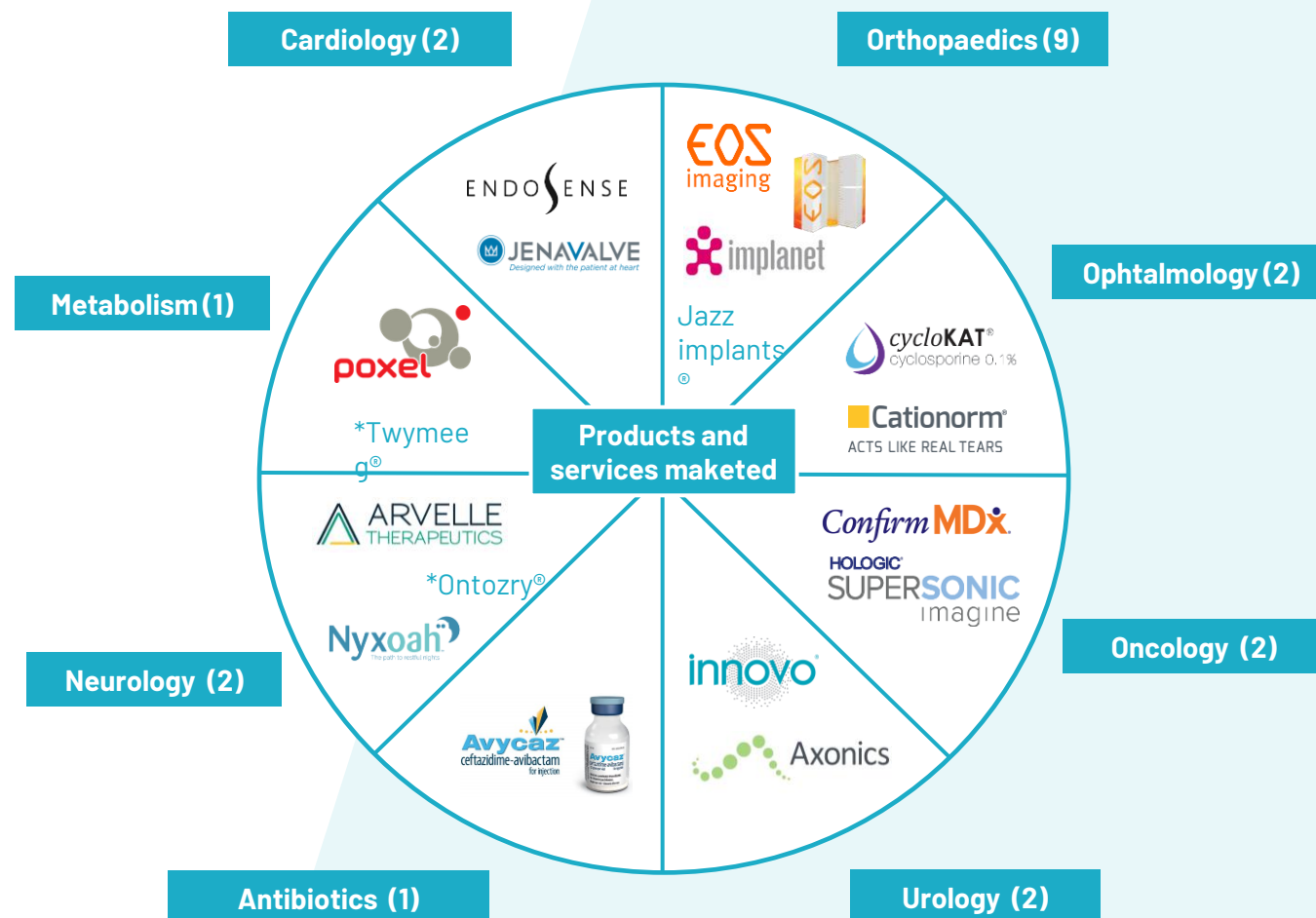
Andera Life Sciences has contributed to the commercialisation of 21 medical products and services since its creation, in order to meet the needs of eight different specialties in the field of health: orthopaedics, ophthalmology, oncology, urology, antibiotics, neurology, metabolism and cardiology.

Its support of companies and their executives has been instrumental for the companies that Andera has been able to assist:

« The partnership obviously includes support from a monetary standpoint and Andera, as the first and lead investor in our project, has been an excellent partner from this standpoint. But more importantly, Andera Partners has been a great support to the management and has helped us to guide the company to become a commercial company treating patients, something we are very proud of »

Raymond W. Cohen , PDG d'Axonics

21 PRODUCTS MARKETED IN VARIOUS HEALTH SECTORS



Driving positive impacts on global health issues, example of two portfolio companies

CASE STUDY

AMOLYT PHARMA COMMITTED TO TREATING RARE ENDOCRINE DISEASES



Amolyt Pharma is a clinical-stage biotechnology company, which aims to develop treatments to improve the lives of patients with endocrine diseases.

Despite the advances in the field of endocrinology, there remains a real need for safe and effective treatments for these diseases caused by abnormalities in the production of certain hormones or abnormalities in the sensitivity of target organs. These abnormalities may lead to delayed growth, puberty and intellectual development, and cardiac complications, infertility...

On 1 June, Amolyt Pharma announced the positive results from the first cohort of its proof of concept clinical trial of AZP-3601 for the treatment of hypoparathyroidism.

This is a very encouraging development for Amolyt Pharma's teams.

CASE STUDY

REVIRAL COMMITTED TO DEVELOPING ANTIVIRAL THERAPIES FOR AT-RISK POPULATIONS



On 7 April, Andera Partners announced the definitive acquisition of ReViral by Pfizer Inc. for a total amount of up to 525 million dollars. ReViral, a clinical phase biopharmaceutical company, focuses on the discovery, development and marketing of new antiviral therapies, with an initial focus on the treatment of respiratory syncytial virus (RSV), for which there are very limited treatment options.

« We are grateful to Andera to have funded and supported us since the early days of the company, alongside a group of leading international investors. Andera has been an exceptional partner to work with on our transformation from an early-stage research company to a clinical-stage organization », a said Alex C. Sapir, CEO of ReViral.

Andera Partners is delighted to have supported ReViral's talented team and proud that the work accomplished to date has been recognised by a world-class leader such as Pfizer.

Our tailored methodology for assessing our impact on health

With a genuine desire to quantify and demonstrate the contributions of our companies to health issues, Andera Partners has developed a proprietary methodology that strengthens our approach as a responsible investor in the BioDiscovery 6 fund. The purpose of this methodology is to structure the investment thesis of Andera Life Sciences, which aims to invest in companies that contribute to innovation and to the emergence of solutions in health.

In the pre-investment phase, Andera Life Sciences' investment teams seek to answer the following questions :



Unmet medical needs

Does a **solution** already exist to meet the identified medical need ?



Clinical benefits

What is the **degree of clinical benefit** offered by the product?



Prevalence

How many people are affected by the disease being treated?



Severity of the disease

What is the **level of severity** of the disease being addressed by the product?



Degree of innovation

Is the product **innovative** ?



Potential for health economic benefit

What is the potential for **health economic benefit** ?

In 2022, infrastructure must have a positive impact

In 2021, Andera Partners launched its Andera Infra activity, which focus on investing in **infrastructures within the ecological transition sector**: renewable energy production and storage, mobility solutions and green data centres.

TARGET SECTORS AND PORTFOLIO COMPANIES



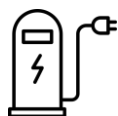
Photovoltaic
roofs



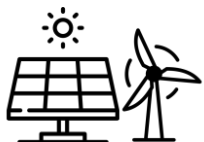
Green
hydrogen



Green
datacentres



Terminals for
electric vehicles



Ground-based
photovoltaic plants
and wind farms



Renewable heat



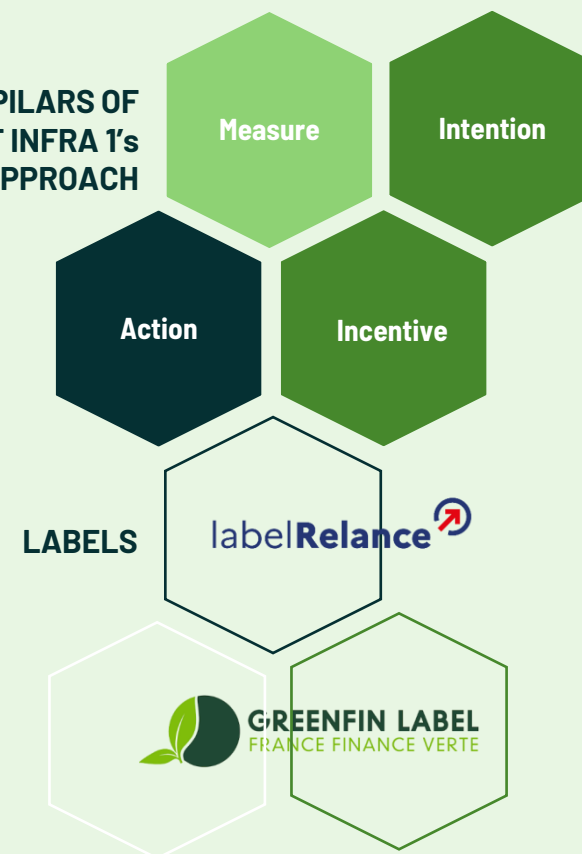
ANDERA SMART INFRA 1

Through its "Andera Smart Infra 1" impact fund dedicated to developers of green infrastructures, Andera Infra combines financial performance and environmental performance with 20 impact indicators to be reached, verified by an external auditor with a malus provision in the event of failure to achieve its targets.



An impact
measurement
methodology based
on **9 UN sustainable
development goals**

THE 4 PILARS OF SMART INFRA 1's IMPACT APPROACH



Watt&Co, a producer and developer of renewable energy



WATT&CO COMMITTED TO DEVELOPING RENEWABLE ENERGY

The Watt&Co Group, created in 2009, develops, constructs and manages diverse renewable energy projects such as power plants, photovoltaic greenhouses or hydroelectricity.

Today, the Group manages over 300 MW under development and over 60 MWc under construction and operation. Over 100 million euros have been invested in renewable energy throughout France.

On 26 January, Andera Partners made the first investment of its Andera Smart Infra 1 fund by taking part in the capital increase carried out by the company, in order to accelerate the growth of the portfolio of Watt&Co projects and finance the construction of its power plants.

To incorporate impact throughout the investment life cycle, Smart Infra 1 establishes KPIs and an action plan at the time of investment, with the assistance of an external company and in collaboration with the companies in which it invests. The KPIs are monitored on a quarterly basis throughout the holding phase.

The impact KPIs monitored for Watt&Co are the following:

1. CO2eq avoided through the deployment of photovoltaic projects
2. Creation of a detailed carbon balance tool, incorporating panel life cycle analysis
3. Financing of a thesis on agrivoltaism
4. Transition of the vehicle fleet to electric
5. Job creation
6. Maintenance of parks with grazing

Thus, in addition to investing in the green transition, Andera Partners uses its role as an investor to maximise the impact of its investments on society.



Lhyfe, an independent producer of green hydrogen



LHYFE LEADING SUPPLIER OF GREEN AND RENEWABLE HYDROGEN

This Nantes-based company, founded by Matthieu Guesné in 2017, is a pioneer in the industrial production of hydrogen from renewable energy. The commissioning in September 2021 of a 1 MW plant – which will shortly produce up to one tonne per day – in Bouin in Vendée, supplied by a wind farm, was a world first, positioning Lhyfe as one of the influential players in a rapidly expanding market.

Lhyfe build its unique offering on a turnkey renewable hydrogen production and supply model, with a short energy circuit approach: its hydrogen is produced locally, on sites supplied by local renewable energy, for consumption that best meets customers' needs. The company focuses in particular on industries, local authorities and transport companies with renewable hydrogen needs that are tangible and growing exponentially.

The impact indicators monitored for Lhyfe are as follows:

1. CO2eq emissions avoided through the production of green hydrogen
2. Improvement of Ethifinance rating (extra-financial rating group)
3. Systematic completion of a full carbon footprint for each new project
4. Ocean reoxygenation process
5. Ecoconstruction of the company's own production sites





**COMMITTING TO A
MORE COHESIVE
SOCIETY**

Andera Partners Foundation

Andera Partners has an accelerated sponsorship approach since 2018, marked by the **creation of the Andera Partners Foundation** in 2021. At the origin of this initiative is Andera Partners' desire to have a greater impact on its ecosystem and to unite communities and its teams around sustainable issues. The Andera Partners Foundation acts at different levels, through financial support and skills sponsorship, but also through the direct involvement of its teams in concrete initiatives.

Sheltered by the Fondation de France, the Andera Partners Foundation mobilizes its support around four themes identified by the management company as priorities for its commitment and sustainable development issues.



2021 KEY FIGURES

5
associations
supported

100k€
in donations

■ OUR AMBITION

For 2022, our ambition is, on the one hand, to continue our support for the associations we support and, on the other hand, to increase the involvement of our employees in the Foundation's four commitments in order to maximize our impact on society.

Foundation governance

The governance of the Foundation is divided between two colleges:

- College A, composed of 5 Andera Partners partners;
- College B, composed of 2 experienced and qualified external experts who support our initiatives.

ANDERA PARTNERS



Mayeul Caron
Partner



Sylvain Charignon
Managing Partner



Laurent Fichter
Partner



Sofia Ioannidou
Partner



Laurent Tourtois
Partner

EXTERNAL



Roxanne Crossley

Currently Chief of staff at Scality, Roxane has been involved in communication, project coordination, public relations and media relations in the environmental and digital sectors for the past 10 years. Roxane has worked for the Goodplanet Foundation and the Nicolas Hulot Foundation.



François Gicqueau

Currently in charge of sponsorship at the Campus de la Transition and with 8 years' experience in the private and voluntary sectors, François has developed solid skills in business development and the creation of strategic partnerships.

Supporting environmental protection

Rescue Ocean Foundation

The Rescue Ocean Foundation is the first foundation to be sheltered by the CNRS Foundation. Its mission is to rethink an economic and societal model for the protection and sustainable reconstruction of the oceans, seas and rivers, in a spirit of developing eco-citizenship and participatory science.

Andera Partners provides financial support to the missions carried out by the association, such as raising awareness of youth to clean up pollution. More specifically, we have also financed the creation of the Rescue Ocean application. Aimed at encouraging eco-citizenship, this positive counting tool measures the amount of waste collected around the world.



FONDATION RESCUE OCEAN

SOUS L'ÉGIDE DE LA FONDATION CNRS

Launched in 2021, the application already counts more than 1556 tons of litter removed from the ocean.



+1556

TONS OF WASTE
COLLECTED



Supporting access to health and education



■ Association CapitaLES

Founded in 1992, CapitaLES is an association whose mission is to help disadvantaged young people get a start in working life.

Andera Partners provides financial support to the association's actions which aim to help more than 300 young people between the ages of 12 and 21 in the Paris region each year to regain their self-confidence, define their professional project, and find an internship, a work-study program or a job.

In 2021, 11 of our employees have volunteered to run workshops on a voluntary basis, to support young people in their professional integration, and to help the association structure new training modules and tools for volunteers.



■ Laurette Fugain

The Laurette Fugain association has been working since 2002 on 3 main missions: supporting paediatric and adult medical research into leukaemia and, more broadly, blood cancers, mobilising the donations of life that are essential to the patient's recovery (blood, platelets, plasma, bone marrow, umbilical cord blood), and helping patients and their families

Since 2021, Andera Partners has financially supported the actions carried out by the Laurette Fugain association, whose mission is aligned with our commitment to health.



■ La Maison des Femmes

Founded in 2016, La Maison des Femmes in Saint-Denis is a shelter for women in difficulty or who are victims of violence. La Maison des Femmes also works in the fields of prevention, education and public health.

For the second consecutive, Andera Partners is financially supporting the assistance and accompaniment of women victims of violence.

Fighting discrimination

■ H'UP Entrepreneurs

Founded in 2008, H'UP supports entrepreneurs with disabilities in the success of their business, with a team of 180 entrepreneurs and volunteer consultants. Since its creation, the H'UP incubator has propelled nearly 200 business creation projects.

Since 2019, Andera Partners has been mobilising every year to carry out the "H'UP Academy" acceleration programme, both in the definition of the programme, and in individual coaching. As part of this support, our employees have been involved in many projects: obtaining guarantees, loans and premises, creating the legal structure, defining the offer, market research for a project, etc.

In 2021, we called upon 3 H'UP entrepreneurs for our Andera Partners events:

- On the occasion of our ESG week, we had the pleasure to welcome a sophrologist.
- Colada Cocktail and Icônoglace have intervened several times in our events.



Ismael Tahri (founder of Icônoglace) and his coach Vincent Bazzocchi (Investment Director at Andera Partners)



In addition to skills sponsorship, Andera Partners also provides the association with services and material goods. For example, H'UP organised its seminar in our premises.



andera

PARTNERS

ACTION FOR CLIMATE AND SUSTAINABILITY

Andera Partners

CSR Department

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