

SUSTAINABILITY REPORT



2024

ANNUAL REPORT ON YEAR

sparing
CAPITAL

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INTRODUCTION



EDITORIAL

Supporting resilience and sustainable innovation

Dear partners,

At Sparring, we are convinced that transforming a company to make it more sustainable cannot be separated from transforming it to make it more efficient, agile, and resilient. This conviction guides our approach from the very first day of investment.

From the investment stage, we support our portfolio companies in their sustainable transformation through a structured and systematic methodology. This methodology is implemented by a team of three dedicated experts and relies on a shared strategic tool: the X-Matrix. This matrix enables us to jointly define, with management teams, a clear and actionable trajectory, integrating both operational performance objectives and sustainability priorities. By aligning ESG and business goals from the outset, we help companies strengthen their fundamentals while addressing their most pressing environmental and social challenges.

In early 2025, we also took a decisive step forward by launching our biodiversity policy, setting a new standard for our commitment to sustainability — its key pillars are presented in this report.

This hands-on, integrated approach is at the heart of our value creation strategy. It ensures that ESG is not a parallel track, but a core lever for transformation, innovation, and long-term competitiveness. By embedding biodiversity into our methodology — through the identification of impacts and dependencies along the value chain — we reinforce industrial resilience and further align sustainability with operational excellence.

Through this report, we want to share how this proactive and collaborative approach translates into concrete progress, measurable impact, and lasting change across our portfolio. It also reflects our deep conviction that sustainability and operational excellence go hand in hand.

Thank you for your continued trust.

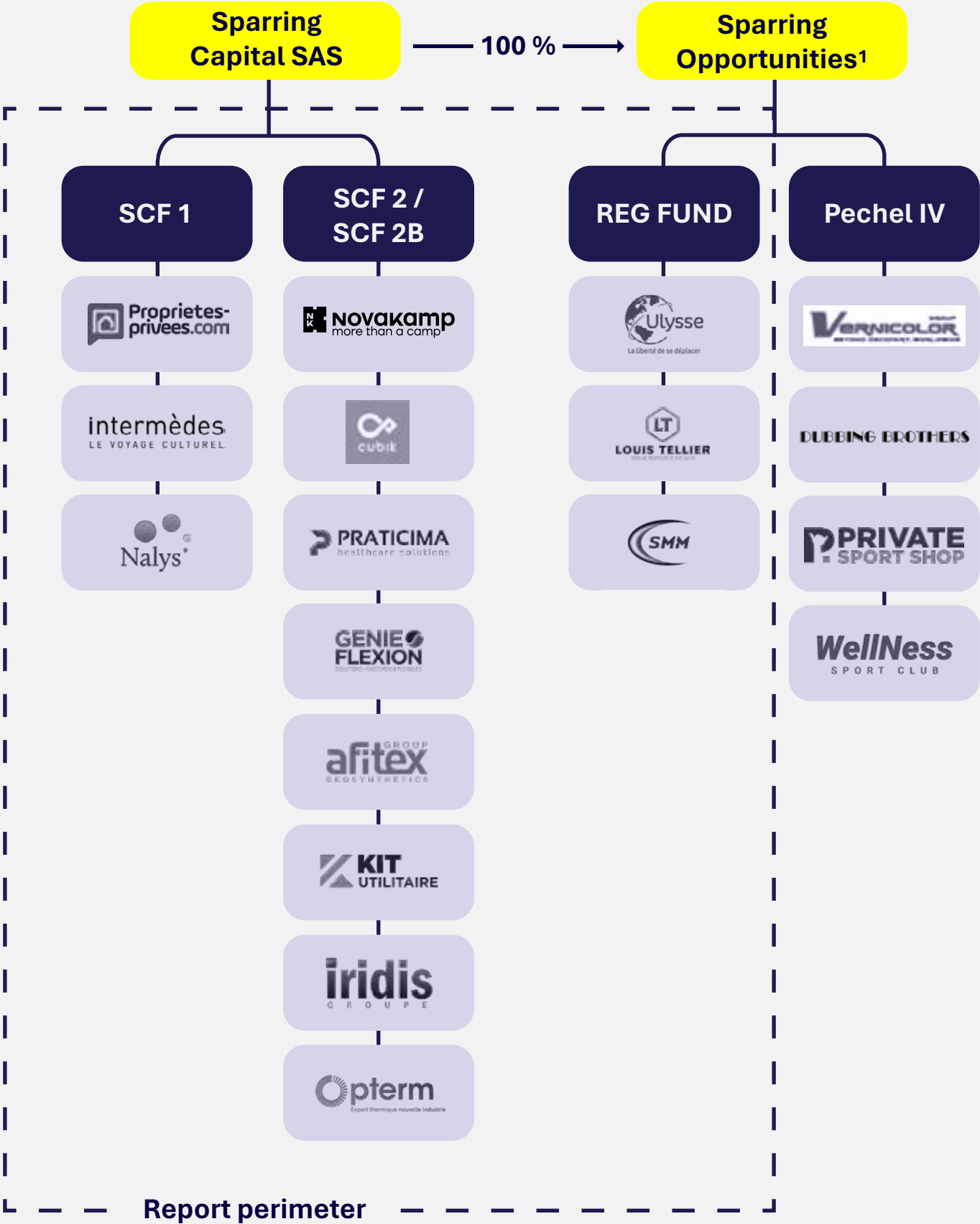
Johann Le Duigou
*Managing Partner, in charge
of ESG*



Arnaud Leclercq
CEO



SUSTAINABILITY REPORT PERIMETER AS OF DECEMBER 2024



- Management companies
- Investment funds
- Portfolio companies

All data presented relate to the report perimeter,
as of 12/31/2024, unless otherwise specified

1: Previously Pechel Industries Partenaires SAS, a subsidiary of Sparring Capital

SPARRING AT A GLANCE



WHAT WE DO

2002

CREATION

14

COMPANIES IN
PORTFOLIO

PRI Principles for
Responsible
Investment

SIGNATORY
SINCE 2010

17

EMPLOYEES

€1.3bn

RAISED SINCE
INCEPTION

sparring
CAPITAL

SCF 1

2015
Buy-out
Fund Size €110m
Lower Midcap

sparring
CAPITAL

SCF 2¹

2019
Buy-out
Fund Size €173m
Lower Midcap

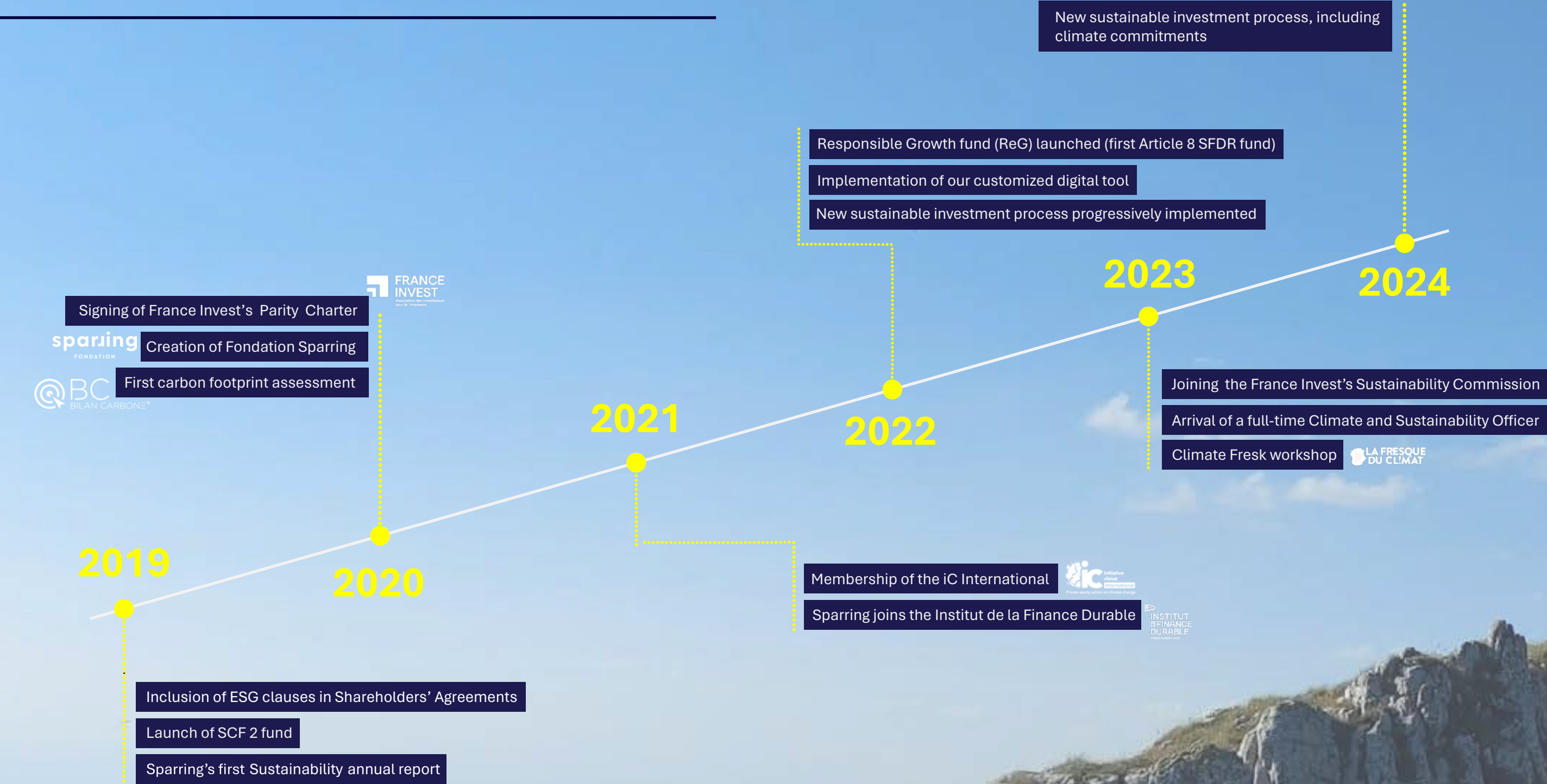
sparring
OPPORTUNITIES

REG

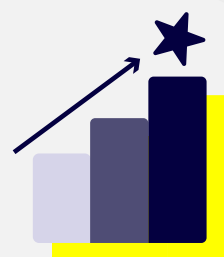
2022
Growth / Buy-out
Fund Size €25m
Small cap

1: Including SCF 2 and SCF 2B funds

SPARRING’S LAST 5 YEARS ESG MILESTONES



THE VALUES WE EMBODY AMONG OURSELVES AND WITH OUR STAKEHOLDERS



Ambition

Within Sparring, ambition acts as a common driving force, cheering every team member to surpass their individual boundaries and embrace challenges as opportunities for growth
Ambition also sustains collaboration among team members driving them to collaborate towards the common goal of steering growth and success of Sparring and its portfolio companies and achieve greatness

Agility is the cornerstone of Sparring’s approach, empowering the team to tackle complex challenges as real opportunities, by adapting swiftly to each situation
By valuing agility, Sparring has developed a mindset of efficiency, flexibility, ingenuity and continuous improvement, allowing to stay ahead in a competitive environment



Agility

With strong trust embedment within our team, we have developed significant faith in each other’s abilities to reach Sparring’s shared goals
Within the team, an efficient and comprehensive transparency empowers effective task delegation, enhances productivity and fosters stronger collaboration and relationships



Responsibility

Sparring’s team embodies the value of responsibility, promoting a culture of trust and integrity. Strong and continuous involvement from each team member ensures that individual and collective commitments are fulfilled
With this shared sense of responsibility and personal involvement, we effectively collaborate and strive for excellence

At Sparring, we work together in a positive and inspiring atmosphere that relies on enthusiasm and fosters collaboration and creativity
This shared enthusiasm drives Sparring’s collective spirit, with each member passing on their ambitions and aspirations to their colleagues, allowing to embrace each obstacle with passion and energy



Enthusiasm

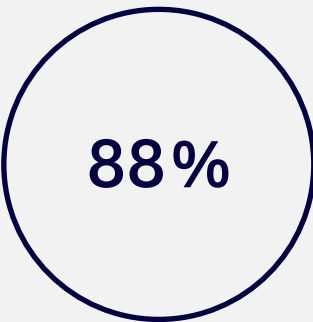


Trust

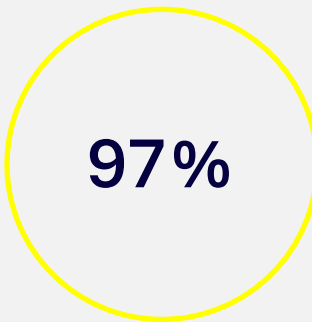


KEY 2024 SUSTAINABILITY HIGHLIGHTS

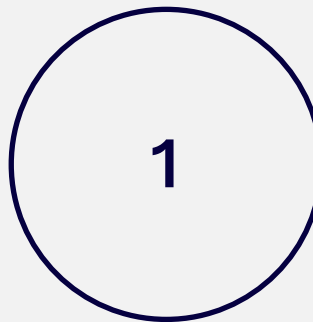
SPARRING



PRI score in the Policy Governance & Strategy assessment



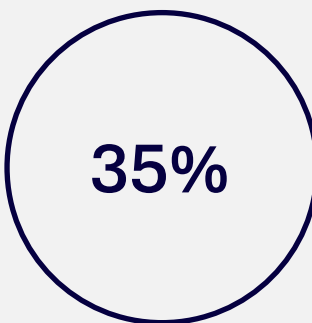
PRI score in the Direct Private Equity assessment



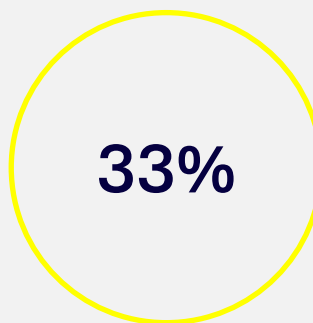
Full-time Climate & Sustainability Officer



Recruitments in 2024, including one woman

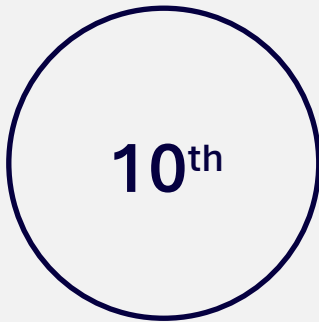


Women in Sparring team

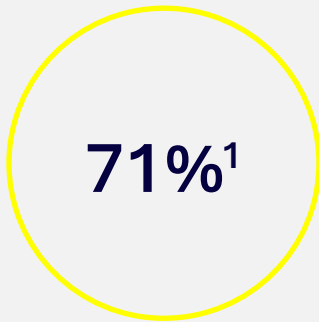


Women in investment team

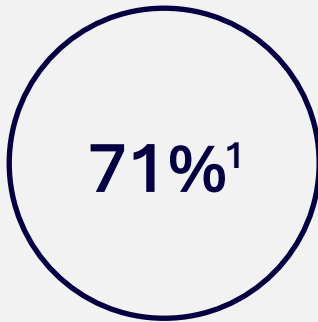
PORTFOLIO



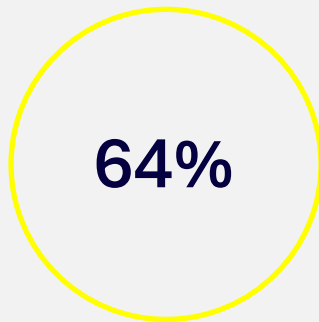
EcoVadis medals



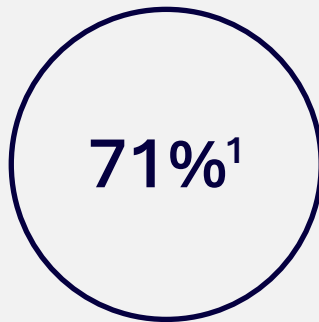
Measured their carbon footprint



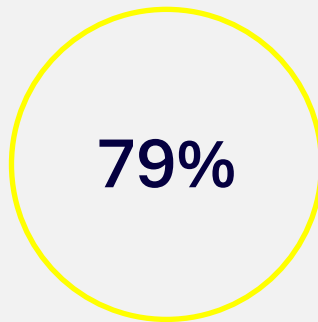
Designed a carbon reduction action plan



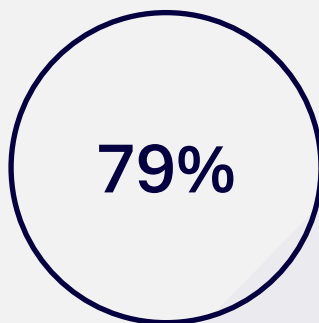
Have established a specific environmental policy



Designed an ESG action plan



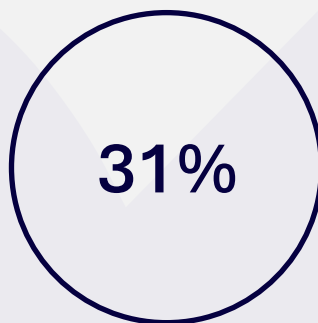
Have included an ESG clause in their stakeholder agreement



Have designated an ESG Leader



Net job creation²



Women in the workforce³

1: as of 06/30/25 - 2: since 2016 - 3: on average in portfolio

SPARRING SUSTAINABILITY APPROACH



GOVERNANCE FRAMEWORK FOR DRIVING SUSTAINABILITY EXCELLENCE

We have set up an **internal structure** that ensures the **involvement of all team members** in the deployment of our Sustainability Policy, both within Sparring and in our portfolio companies



Integrated Sustainability Governance

The Partners supervise our Sustainability Policy at both management company level (including yearly action plan validation) and portfolio company level, while the Sustainability Committee oversees tracking its implementation. With the support of the CSO, **all members of the deal teams are involved** in the day-to-day implementation of the Sustainability Policy. Our CSO and deal teams work closely with our transformation team, ensuring a **seamless collaboration between sustainability and transformation** throughout the lifecycle of each deal



Awareness and training

Raising awareness about ESG issues to all employees is crucial for our organization. In a spirit of sharing best practices and latest research in sustainability, a quarterly **Climate & Sustainability Meeting** is attended by all team members and led by our CSO. Investment teams receive regular training on sustainability issues



Remuneration policy

Proper implementation of the Sustainability Policy is integrated into the employee evaluation process and is a factor considered in determining variable compensation



OUR VISION OF SUSTAINABILITY

WITH OUR PORTFOLIO COMPANIES,
WE ACT TO BUILD THE WORLD OF TOMORROW

In a world in transition, we support our portfolio companies in adapting their growth models to make them more innovative, more eco-friendly and more resilient

We work together to integrate the principles of the circular economy into their operations, to use resources more efficiently, to reduce their emissions and to promote a sustainable value chain that encompasses ethical, social and environmental issues

Their teams are committed to successfully carrying out these transformations with our support and the expertise of our specialists

OUR 3 PILLARS OF SUSTAINABILITY



OUR COMMITMENTS TOWARDS CLIMATE

Climate change mitigation & adaptation
at the core of Sparring's Sustainable strategy

*We consider combating & adapting to climate change as a key success factor
both for the management company and for portfolio companies*

Our commitments at Management Company level

- **Measure our CO₂ emissions**, including **financed emissions**
- Implement **actions to reduce GHG emissions**, including:
 - Promotion of low carbon travel and commute
 - Reduction of energy consumption
 - Reduction of waste production
- **Monitor progress** regularly and **communicate** transparently
- Public commitment to **iCI initiative**
- Active membership in France Invest Sustainability Commission thanks to involvement in **Climate Working Group**

1: Following TCFD recommendation (see page 100) – 2: if relevant

Our commitments at Portfolio level

Work collaboratively with portfolio companies and **deploy systematically** the following **resources**:

- **Climate risks & opportunities** analysis
- **Carbon footprint** at acquisition and annual monitoring
- Sustainability roadmaps integrating **decarbonization levers**
- **Annual reporting** on roadmap progress, including climate indicators

Performance tracking and transparency

Communicate regularly and transparently on the following KPIs (within our annual sustainability report¹):



At portfolio level

- Financed emissions
- % of the portfolio with a carbon footprint assessment (scope 3)
- % of the portfolio with a decarbonization plan



At company level

- GHG emissions (absolute & intensity)
- Change in GHG emissions since acquisition
- Avoided GHG emissions²
- Alignment with the EU Taxonomy²

OUR COMMITMENTS TOWARDS BIODIVERSITY

**From awareness to action:
biodiversity is now a core pillar of Sparring's sustainability
strategy**

In the face of the **rapid erosion of biodiversity** which threatens ecosystem balance, food security, human health and economic activities, urgent action is needed

The **Kunming-Montreal Global Biodiversity Framework**, adopted in 2022, sets a clear collective ambition: **to halt nature loss by 2030 and initiate a path of restoration by 2050**

This framework outlines concrete global targets aimed at protecting ecosystems, promoting the sustainable use of natural resources and mobilizing all actors—public and private alike

Aware of our responsibility and the role we can play, Sparring is committed to **placing biodiversity preservation at the heart of its responsible investment strategy**

Our ambition is to actively contribute to ecosystem protection, the fight against biodiversity loss and the promotion of sustainable economic development across our portfolio

Through this biodiversity policy, we commit to **embedding nature preservation into our investment decisions, assessing the pressures our activities exert on natural ecosystems and strengthening dialogue** with stakeholders to **co-develop tailored progress roadmaps** for each portfolio company

These commitments are designed to align with and complement our climate-related actions, **as biodiversity and climate are inextricably linked and require a joint, systemic, and ambitious response**

Our commitments towards biodiversity

We have taken a pragmatic approach to biodiversity matters and, since June 2025, have implemented a biodiversity policy that integrates TNFD recommendations in alignment with our existing tools and the maturity level of the private equity market

Our commitments at Management Company level

- Integration of biodiversity into the **investment cycle** (see next page)
- Regular training of investment teams on biodiversity-related issues
- **Monitor progress** regularly and **communicate** transparently

Active membership in France Invest's Sustainability Commission through our involvement in the Biodiversity Working Group

- In 2024, we contributed to the **publication of four key deliverables** to support management companies and portfolio companies in identifying tools for biodiversity integration - both in investment analysis and in the implementation of dedicated strategies
- In 2025, we are further strengthening our commitment by being appointed **co-leader** of the Biodiversity Working Group. Our roadmap now focuses on **raising awareness, building capacity and encouraging concrete action** among portfolio companies

1: Following TNFD recommendation

Our commitments at Portfolio level

Work collaboratively with portfolio companies and **systematically deploy** the following **resources**:

- Cover 100% of our portfolios with a qualitative analysis of nature-related impacts and dependencies using the UN-backed ENCORE tool
- For the most exposed portfolio companies, assess biodiversity impacts using **a quantitative approach** (such as GBS) and craft a tailored strategy
- Incorporate biodiversity considerations into sustainability **action plans** when the issue is material

Performance tracking and transparency

Communicate regularly and transparently on the following KPIs (within our annual sustainability report¹):



At portfolio level

- % of portfolio analyzed with ENCORE
- % of portfolio that has conducted a footprint measurement like GBS
- PAI 7 (share of portfolio companies with sites and operations located in or near biodiversity-sensitive areas)



At company level

- Nature of impact and dependency
- KPIs defined case by case according to impacts and dependencies

Integration of biodiversity into the investment cycle

Sparring relies on the LEAP methodology (Locate, Evaluate, Assess, Prepare), developed by the TNFD, to progressively structure the integration of biodiversity issues throughout the investment cycle. This approach helps identifying nature-related risks and opportunities at each stage of an investment's life, guiding more informed and strategic decision-making.

Internal analysis

- **Geographical approach**

Identification and mapping of biodiversity-sensitive areas (e.g. Natura 2000 sites, IUCN Red List, etc.) located near the operational sites of a given company



Due-diligence

- **Holistic approach**

Assess nature-related risks alongside climate risks, including pressures and dependencies
When exposure is significant, a biodiversity focus is included in ESG due diligence



Holding period

- **Qualitative & sector-based approach**

Assess nature-related risks by identifying dependencies on 25 ecosystem services and 13 pressures on nature. Prioritize areas for **deeper analysis** (including **quantitative** approach) - if need be

- **Dialogue** with management teams and **awareness-raising** on biodiversity issues

- On a case-by-case basis, **action plans** will be implemented for companies identified as having **significant nature-related issues**



Exit

Reporting on implemented initiatives and ongoing sustainability pathways



LOCATE

EVALUATE

ASSESS & PREPARE

FOCUS ON OUR SUSTAINABLE PERFORMANCE PROGRAM



From silos to synergy: unlocking resilience through sustainable transformation

In response to the transformation challenges faced by our portfolio companies, we made the strategic decision to **bring together sustainability and operational performance expertise** within a single team dedicated to **sustainable transformation**

This decision is grounded in a strong belief: **operational performance and sustainability are inseparable** when it comes to building resilient, responsible, and value-generating growth paths over the long term

Our goal is to **serve a single purpose** — that of **sustainable transformation** — by breaking down silos. This has led to the **convergence of our frameworks**, enabling the coherent and systematic integration of ESG topics, operational performance, governance, digitalization and innovation into a **common management tool: the X-Matrix**

Rolled out annually across our portfolio, this framework relies on a **co-construction process between Sparring, the company's management team, PerfOp experts and our CSO**. It enables:

- Translation of investment theses into a strategic and durable transformation medium-term roadmap
- Translation of the medium-term roadmap into concrete operational projects tracked with KPIs
- **Deep integration of sustainability and performance topics into day-to-day management**

This shared framework, validated at the strategic committee level, fosters **ownership** by management teams, ensures **yearly tracking of progress and impact** and strengthens **strategic alignment between Sparring and its portfolio companies** for long-term shared value creation



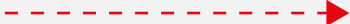
Focus on our Sustainable performance program

 Sparring

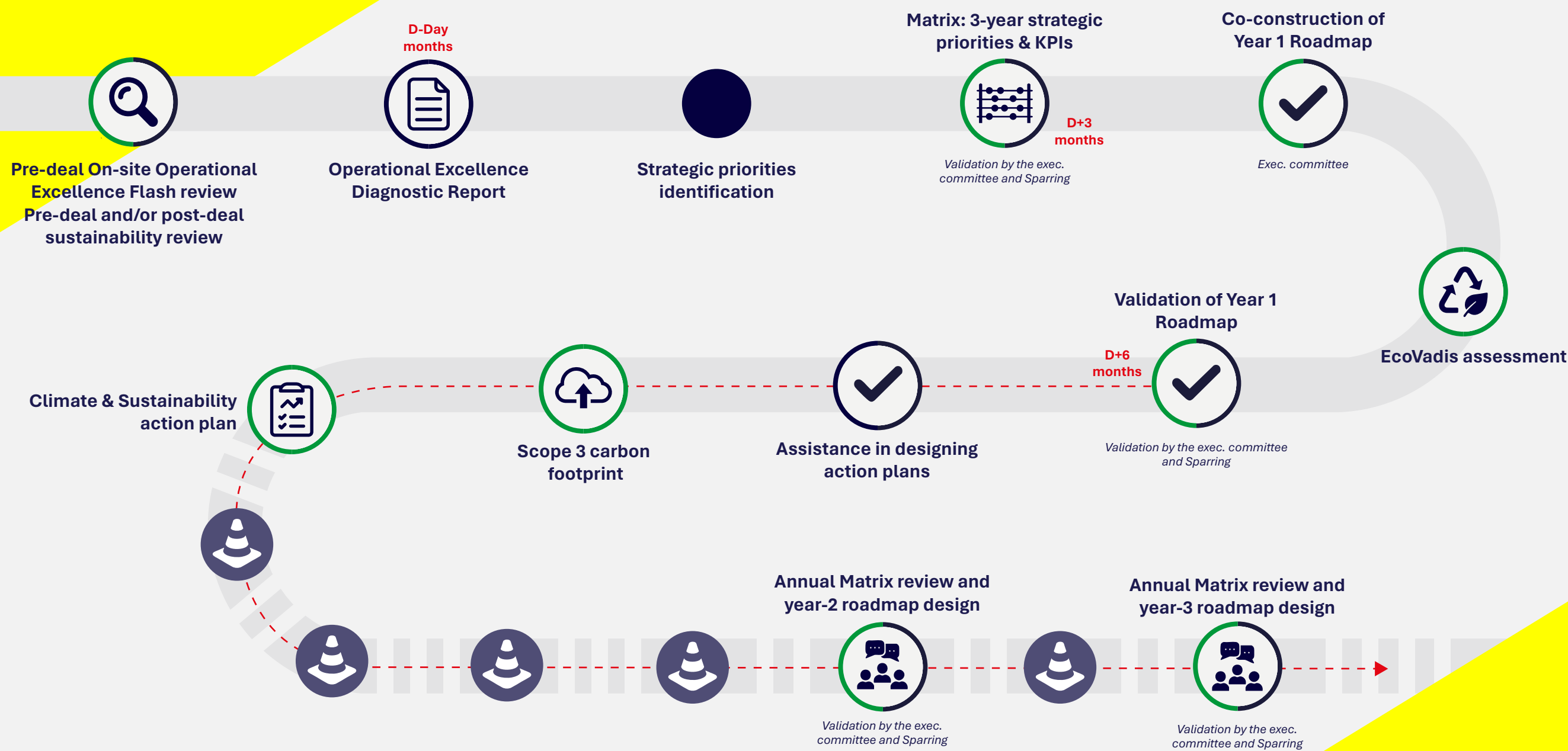
 Ad hoc project monitoring

 Operational Excellence

 Climate & Sustainability



Monthly monitoring & support for the Exec. Com. - review of the dashboard & action plans



Focus on REG fund

A fund dedicated to the transition toward a low-carbon & inclusive society, both through its investment criteria and its demanding requirements

1 Three investment verticals inherently positive

1- Design to Green - Invest in enablers of the environmental transition

- Decarbonate, preserve resources and restore biodiversity
- Match consumer and government demand for eco-designed products and sobriety
- Meet regulatory requirements and counteract increasing costs of energy, raw materials and transport

2- Industrial Sovereignty - Invest in industry, local excellence and “savoir-faire”

- Grow a strong and independent economy: create value locally, even trade balance, re-industrialize
- Preserve local production, know-how and innovation capacities as well as social ties and jobs in territories
- Reduce transportation costs and energy consumption

3- Sustainable Societies - Invest in companies that foster inclusion, health and education

- Answer to increasing public and private demand for health infrastructures and services
- Maintain social bonds and ensure that no one is left behind
- Build strong and cohesive societies
- Give access to a better health, education, work. Foster adaptation of skills and self-sufficiency for all citizens

2 A climate & decarbonation strategy applied to the entire ReG's portfolio

ReG Fund is committed to steering 100% of its portfolio companies on a decarbonization trajectory covering scopes 1, 2, and 3 of their carbon footprint and even considering scope 4 when applicable, to account for avoided emissions through sustainable innovations and enabler activities

Objective #1



Objective to reduce Scope 1 and 2 emissions for all portfolio companies

Objective #2



Measurement and support in the reduction of Scope 3 emissions for all portfolio companies

Objective #3



Positive climate contribution through investments in companies within the « Design to Green » vertical

3

A tailored framework, deployed systematically as part of our Sustainable Operational Performance Program and developed in collaboration with our Sustainable transformation team to guide and implement sustainable process transformation

COLLECTIVE INITIATIVE

Faced with the imperative of transforming the real economy and aware of the crucial role of investment professionals in this transition, we are stepping up our commitment and joining public initiatives to contribute collectively to this goal



France Invest is a **professional organization** bringing together French management companies and consulting firms. France Invest supports **unlisted companies**.

We are signatories of the **France Invest Gender Equality Charter**. Thus, we are committed to promoting gender equality within our portfolio companies

We have also been members of **the Sustainability Commission** since 2023 and are **co-lead** of working group on **Biodiversity**. We are also involved in the working group on **Climate**



iCI is an initiative launched in 2015 by a group of French private equity firms with the methodological support of PwC, aimed at responding to and working towards the objectives of the Paris Agreement. It received the support of the PRI in 2018.

The iCI initiative publicly commits us to **combating climate change** and promoting a **transition to a low-carbon and resilient economy**



The Principles for Responsible Investment (PRI) is an international network of financial institutions supported by the United Nations, working together to implement six ambitious principles that integrate environmental, social and governance factors into investment practices.

We are committed to **integrating ESG criteria into our investment decisions** and promoting responsible investment practices
PRI thus provide a globally **recognized framework** to guide our sustainable investment approach

SCORECARD PRI

POLICY & GOVERNMENT STRATEGY



CONFIDENCE BUILDING MEASURES



DIRECT - PRIVATE EQUITY



SUSTAINABILITY IN OUR PORTFOLIO



OUR SUSTAINABILITY TRANSFORMATION FRAMEWORK

We implement **dedicated** and **systematic** support for our portfolio companies by integrating sustainability issues at **every stage in the life cycle of our investments**



* Included in shareholder agreement

1: If sufficient data is available - 2: On top 3 products, if relevant - 3: In the event of an auction sale

IMPLEMENTATION OF THE 20 SPARRING'S CHECKPOINTS

One year into deployment, our ESG transformation monitoring framework has proven its value

Since 2024, we have been using a set of 20 common checkpoints to monitor the ESG transformation of all our portfolio companies, irrespective of size or sector. Now in its second reporting cycle, this tool gives us a clear view of the progress in both performance and maturity across the portfolio. These checkpoints enable us to measure the implementation of ESG actions and to assign each company into maturity categories, based on its their progress. The categories are detailed in the table below, while the 20 checkpoints appear in the adjacent table².

Category	# of checkpoints completed
LAGGERS	< 4 checkpoints completed
BEGINNERS	5 to 7 checkpoints completed
ADVANCERS	8 to 11 checkpoints completed
ACHIEVERS	12 to 15 checkpoints completed
LEADERS	> 16 checkpoints completed

1: on top 3 products/services, if relevant - 2: The maturity assessment of Sparring checkpoints is based on a binary scoring system: each validated checkpoint is marked as 1 point, otherwise 0 point, regardless of the implementation status or achievement of related KPIs. For a transversal overview of the KPIs collected across the portfolio, please refer to page 54

GLOBAL SUSTAINABILITY APPROACH

1. Appoint a CSR leader

2. Conduct an external CSR evaluation

3. Conduct a post-deal CSR review

4. Conduct an operational performance diagnostic
5. Set up a sustainable performance action plan

6. Conduct carbon footprint (scope 3)

7. Set up a decarbonization pathway & implement reduction initiatives

OFFER

8. Conduct LCA¹

9. Conduct biodiversity impacts /dependencies analysis & formalize action plan (if material)

10. Implement eco-design approach¹

11. Implement waste management policy

PEOPLE

12. Implement a health & safety policy

13. Implement a code of conduct / ethics

14. Implement a training & skills development plan

15. Implement an anti-discrimination policy

16. Implement a value sharing mechanism

VALUE CHAIN

17. Implement a responsible purchasing policy

18. Implement an anti-corruption/anti-bribery policy

19. Set up CSR assessment in the supply chain

20. Implement a whistleblowing policy

Examples of KPIs

GLOBAL SUSTAINABILITY APPROACH

tCO2e/€m rev. / Total energy consumption / % from renewable sources

OFFER

% products with LCA

R&D budget in % rev.

Quantity of waste

PEOPLE

Frequency rate of workplace accident

% women in workforce / top management

Unadjusted average gender pay gap

Training rate

VALUE CHAIN

% employee trained on corruption

% suppliers evaluated on CSR

% suppliers adhering to responsible charter

IMPLEMENTATION OF THE 20 SPARRING’S CHECKPOINTS ON OUR PORTFOLIO AS OF 12/31/2024

		GLOBAL APPROACH							PILAR #1 - Offer			PILAR #2 - People					PILAR #3 - Supply Chain						
		Appoint a CSR leader	Carry out a external CSR certification / evaluation	Carry out a post-deal CSR diagnostic	Carry out a post-deal operational perf diagnostic	Set up an CSR action plan	Carry out a carbon footprint assessment	Set a decarbonization pathway	Carry out a LCA	Carry out a biodiv. impacts & dep.analysis	Implement eco-design approach	Implement a waste management policy	Implement a health & safety policy	Implement a code of conduct / ethics	Implement a training & skills dev. plan	Implement an anti-discrimination policy	Implement a value sharing mechanism	Implement a Responsible purchasing policy	Implement an anti-corruption/anti-bribery policy	Set up CSR assessment in the supply Chain	Implement a whistleblowing policy	Total 2024	Total 2023
		#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	#13	#14	#15	#16	#17	#18	#19	#20		
SCF 1	Propriétés Privées													✓					✓			2	2
	Intermèdes															✓			✓		✓	3	1
	Nalys		✓	✓		✓							✓	✓	✓	✓			✓		✓	9	7
SCF 2	Novakamp	✓	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	16	13
	Cubik	✓	✓	✓		✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓		✓	15	9
	Praticima	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓			✓	✓	✓	✓	16	13
	Genie Flexion	✓	✓	✓		✓	✓	✓				✓	✓	✓	✓	✓			✓	✓		13	12
	Afitexinov	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓		✓		✓	✓				13	10
	Kit Utilitaire	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	18	7
	Iridis	✓	✓										✓		✓		✓				✓	6	0
	Opterm	✓	✓		✓							✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13	0
ReG	Ulysse	✓	✓		✓	✓	✓	✓				✓	✓		✓	✓					✓	11	10
	Louis Tellier	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	17	10
	SMM	✓		✓	✓	✓	✓	✓			✓		✓						✓	✓		8	4
Total		11/14	10/14	9/14	7/14	10/14	9/14	9/14	1/14	1/14	6/14	9/14	12/14	9/14	10/14	9/14	6/14	7/14	10/14	5/14	10/14	11 ¹	7 ¹

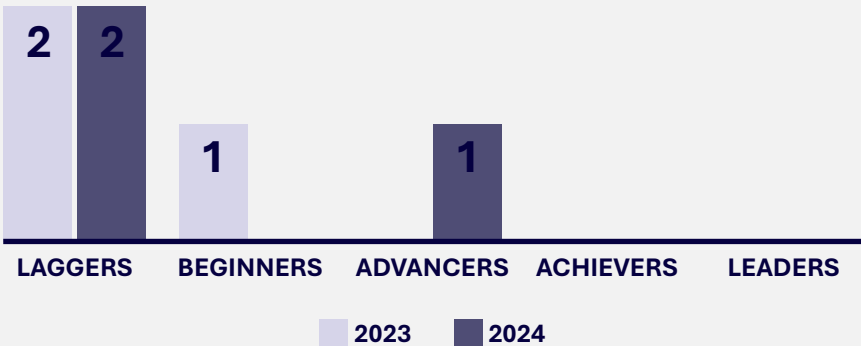
1: average

PORTFOLIO PERFORMANCE ON THE 20 SPARRING’S CHECKPOINTS

The graphs below presents the performance of each portfolio company across Sparring’s 20 checkpoints, highlighting the maturity levels achieved along their ESG journeys. As at December 31, 2024, 4 companies in SCF 2 and REG had reached the “Leaders” category, and 11 out of 14 have progressed to at least the “Advancers” level — reflecting the tangible impact of our structured approach.

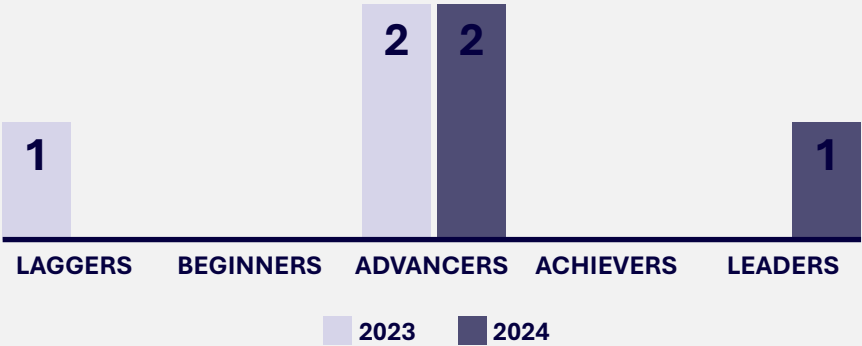
SCF 1

The SCF 1 portfolio displays a varied level of performance, as Sparring’s sustainability policy had not yet been implemented at the time some of these investments were made. However, the portfolio companies are progressing at their own pace along their ESG journey.



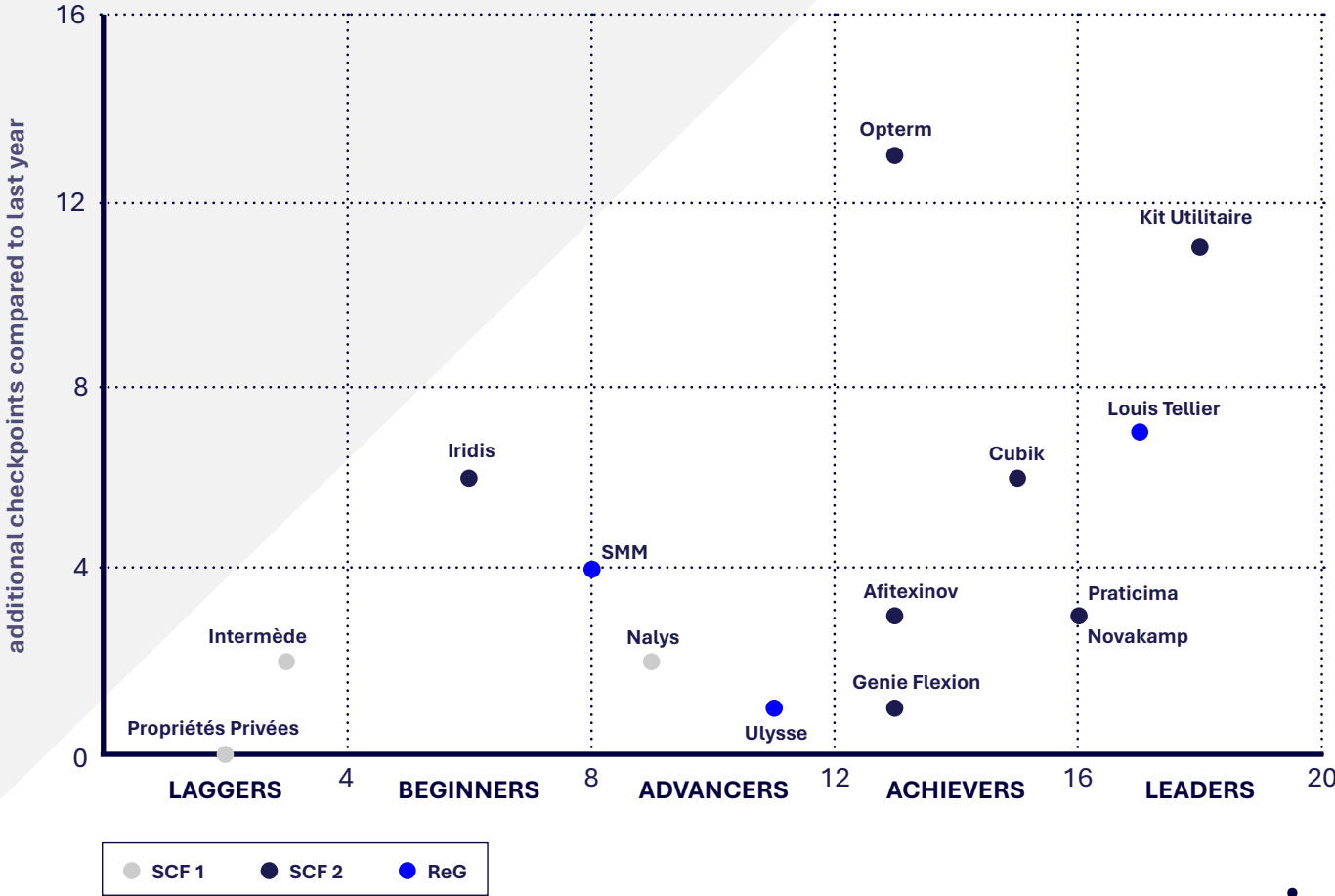
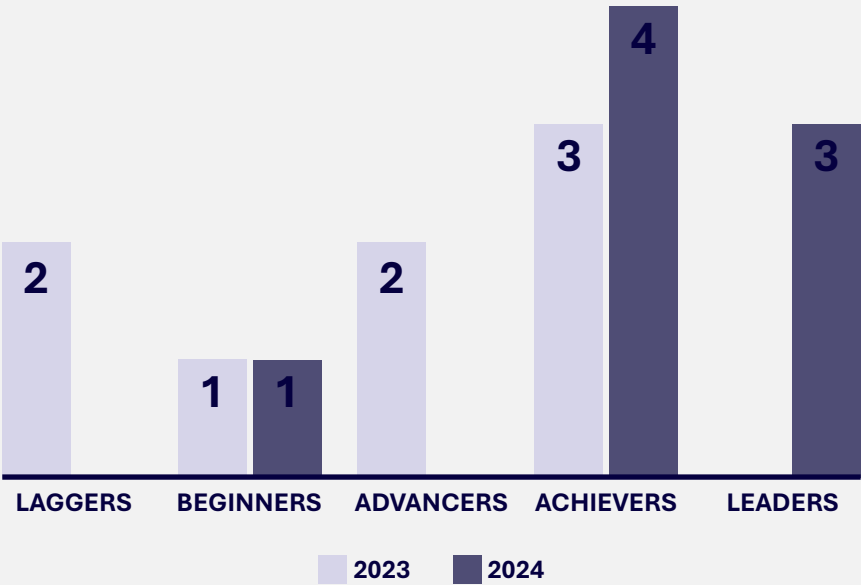
REG

The ReG portfolio likewise exhibits a consistently high level of maturity, with all companies having reached at least the “Advancers” category. Louis Tellier stands out this year by reaching the “Leaders” level.



Within the SCF 2 portfolio, all portfolio companies advanced since last year and have reached at least the “Achievers” category — except the recently acquired, Iridis, which is currently formalising its ESG approach and whose progress will become visible soon.

SCF 2



PORTFOLIO COMPANIES’ MAIN ESG KPIs

AS OF 12/31/2024

				Sustainability Rating	FTE responsible for CSR	Carbon Scope 1 + 2 (tCO2e) ¹	Carbon Scope 3 (tCO2e) ¹	Carbon footprint intensity (tCO2e/€M revenue) ¹	% of valorized waste ²	#FTEs	FTEs Permanent (%)	Job creation since investment	Employee retention rate (%)	Frequency rate of workplace accidents ⁴	Training Rate (%)	% Women	Share of Executive Women (%)	Unadjusted gender pay gap (%)
SCF 1	Propriété Privées	Real estate digital network	62.9	-	0.0	875	3 660	72	-	150	0%	130	n.a.	0.0	56%	83%	64%	n.a.
	Intermèdes	Cultural travel agency	27.6	-	0.0	89	26 790	973	-	54	0%	5	n.a.	0.0	n.a.	n.a.	71%	n.a.
	Nalys	Consulting group for technological projects	24.4		0.0	122	1 638	72	-	203	0%	(45)	n.a.	0.0	n.a.	24%	0%	8%
SCF 2	Novakamp	Supplier of power systems for industry and field operations	48.1		2.0	173	92 234	1 923	-	117	80%	17	86%	19.4	n.a.	15%	0%	n.a.
	Cubik	Consultant in Management	25.5		0.3	212	1 795	79	-	112	97%	15	72%	0.0	n.a.	43%	44%	n.a.
	Praticima	Healthcare equipment and furniture	32.2		0.5	418	4 312	147	68%	97	92%	(5)	66%	21.4	22%	46%	0%	37%
	Génie Flexion	Specialist of hydraulic pipes repair	19.4		1.0	630	2 279	150	92%	177	99%	12	66%	3.6	31%	5%	20%	n.a.
	Afitexinov	Experts in drainage, waterproofing and soil reinforcement	30.6	-	2.0	215	27 691	911	70%	81	95%	7	90%	12.45	61%	25%	35%	3%
	Kit Utilitaire	Designer of equipment for professional and leisure vehicles	14.4		0.3	13	1 341	94	1%	49	94%	17	51%	1.5	51%	31%	17%	n.a.
	Iridis	Service provider for kitchen equipment	20.4		1.0	314	10 892	551	-	74	100%	8	82%	17.62	51%	22%	n.a.	n.a.
	Opterm	Insulation solutions for industrial sites	47.9		2.0	635	8 566	192	100%	372	60%	28	92%	10.5	48%	5%	50%	4%
ReG	Ulysse	Transport services for people with reduced mobility	19.2		0.0	1 888	305	114	0%	240	100%	18	69%	n.a.	63%	n.a.	0%	0%
	Louis Tellier	Manufacturer of pastry moulds and utensils	20.7		0.3	7	2 085	101	78%	104	93%	(3)	96%	76.6	12%	52%	0%	1%
	SMM	Designer of composite parts for the marine industry	7.4	-	0.3	81	1 366	195	15%	48	71%	18	87%	118.0	40%	21%	n.a.	1%
Portfolio average ³					0.7	-	-	-	53%	1 879	70%	222	81%	20.8	43%	31%	25%	8%

Source: Tennaxia – 1: data based on carbon assessments carried out by the portfolio company or sectoral proxy otherwise - 2: monitoring indicator implemented in 2023/2024 - 3: except for the « #FTE » and « Net job creation » where it's a sum - 4: The calculation methods for this indicator may vary from one company to another. Results are therefore not directly comparable

Sustainability in our portfolio

NOVAKAMP



• Business description

Originally specialized in providing equipment, maintenance and day-to-day operation to secure electrical supply for the French Army in foreign operations, the Group has notably diversified in water treatment (also for French Army), engineering assistance in complex areas, and in solar electricity production for logistic platforms in France

Sector: Business and industrial services
Creation: 1985
2024 sales: €48.1m
Investment Date: November 2020

KEY ESG TARGETS

- Integrate energy efficiency issues into the product offering (R&D)
- Work on recyclability & reuse of products
- Improve policies and analyses regarding health and safety risks
- Improve policies and criteria for assessing supplier ESG-related risks

KEY ESG 2024 ACHIEVEMENT

- Continuing R&D efforts to further integrate ESG considerations into the product offering
- eV-Teknology: awarded a B rating by the Carbon Disclosure Project (CDP)
- Update of the group carbon footprint assessment to reflect perimeter changes
- Formalization of a responsible purchasing policy, as well as a waste management policy and a training plan

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Completion of the carbon footprint assessment and formalization of a carbon reduction trajectory aligned with international GHG reduction targets
- Ongoing formalization of key ESG policies, with the aim of consolidating them into a single reference document
- Completion of the ongoing assessment of chemical substances used throughout the value chain
- Implementation of a water management and protection system

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	1923	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
YES	YES	n.a.

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
117 +3 FTE vs.2023	80% +1 bps vs.2023	86%
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+53 FTE	YES	n.a.
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	19.4	YES
% Women	% Executive women	Unadjusted gender pay gap (%)
15% +3 bps vs.2023	0%	n.a.
		Implemented a mechanism for value creation sharing
		NO

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	n.a.	YES
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
YES	100%	YES

Specific KPIs

- R&D Expenditure Dedicated to Energy Transition and Efficiency: 80% in 2024 (vs 40% in 2023)
- Turnover – Taxonomy eligibility: 44% in 2024 (vs 19% in 2023)
- Turnover – Taxonomy alignment: 6% in 2024 (vs 0% in 2023)
- Capex – Taxonomy eligibility: 50% in 2024 (vs 40% in 2023)

CUBIK



• Business description

Specialized in sustainable performance training and consulting services, Cubik has a diversified client portfolio with c. 500 customers per year. Cubik also operates a training school that replicates a factory where targeted trainings are given in addition to consulting services, using a relevant and distinctive training style.

Sector: Business and consulting services
Creation: 2008
2024 sales: €25.5m
Investment Date: May 2021

KEY ESG TARGETS

- Commit to a carbon trajectory
- Combating discrimination and promoting equal opportunities
- Promote quality of life at work
- Protect the personal and/or confidential data of stakeholders
- Formalize a Responsible Purchasing Charter and an Ethic Charter

KEY ESG 2024 ACHIEVEMENT

- Implementation of a waste management policy
- Implementation of a training & skills development plan
- Implementation of an anti-discrimination policy
- Implementation of a responsible purchasing policy

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Build a group-wide ESG strategy integrating the two recently acquired entities
- Obtain an EcoVadis medal at the group level

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	79 +2% vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
NO	YES	n.a.

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
112 +50 FTE vs.2023	97% -1 bps vs.2023	72% +3 bps vs.2023
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+60 FTE	Ongoing	n.a.
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	0	YES
% Women	% Executive women	Unadjusted gender pay gap (%)
43% +4 bps vs.2023	44% = vs.2023	n.a.
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	50%	YES
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
NO	n.a.	YES

Specific KPIs

- 100% of employees trained in harassment prevention
- 15% of employees trained in preventing discrimination risks in HR processes

Sustainability in our portfolio

PRATICIMA



• Business description

Leading European manufacturer of organizational solutions (i.e. medication circuit and care flows equipment) for healthcare establishments, especially hospitals, clinics and nursing homes. Praticima notably owns a strong potential PDA¹ solution, operated through a SaaS model. The Group is well-known for the innovativeness of its products, which are elaborated in partnership with healthcare professionals and designed and integrated by an engineering department

Sector: Medication circuit equipment
Creation: 2012
2024 sales: €32.2m
Investment Date: April 2022

KEY ESG TARGETS

- Reduce the environmental footprint by minimizing waste and reducing electricity and gas consumption
- Reduce emissions related to business travel (by greening the fleet) and outbound freight
- Formalize a Responsible Purchasing Charter and an Ethic Charter
- Develop the local presence and strengthen the relationship with stakeholders (Increase the local share of suppliers)

KEY ESG 2024 ACHIEVEMENT

- Implementation of a Responsible purchasing policy and set up of CSR assessment in the supply chain
- Ongoing development of reusable packaging solutions, with five models deployed upstream between Praticima and its suppliers
- Development of a reusable packaging prototype for downstream operations, designed for the trolley product line

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Deployment of the reusable cover for trolleys
- Ongoing R&D to extend the solution to other product lines
- Achieve an EcoVadis Silver medal

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	147 = vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
YES	YES	68% -9 bps vs.2023

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
97 +5 FTE	92% -3 bps vs.2023	66% -7 bps vs.2023
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+45 FTE	YES	22% n.a
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	21.4 -16.5% vs.2023	NO
% Women	% Executive women	Unadjusted gender pay gap (%)
46% +6 bps vs.2023	0% = vs.2023	37% +7 bps vs.2023
		Implemented a mechanism for value creation sharing
		NO

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	20%	YES
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
YES	17%	YES

Specific KPIs

- Upstream: Number of suppliers using reusable packaging : 3 in 2024 (vs 2 in 2023)
- Downstream : Number of product lines with reusable packaging: 0 in 2024 (Prototype phase)
- % of the vehicle fleet powered by petrol, hybrid, or electric engines (vs diesel): 56% in 2024 (vs 47% in 2023)
- Electricity generated from photovoltaic sources 12.76 MWh in 2024 (vs 0 MWh in 2023)

Sustainability in our portfolio

GENIE FLEXION



• Business description

Génie Flexion is specialized in hydraulic hoses and cylinders repair services with a particular focus on on-site interventions. The company holds a strong leading regional position in Ile-de-France and Hauts-de-France thanks to a dense distribution / logistic network, and a relevant business model through the combination with a counter model.

Sector: Business services
Creation: 2001
2024 sales: €19.4m
Investment Date: May 2022

KEY ESG TARGETS

- Reduce the environmental footprint by minimizing waste and resource optimization
- Formalize the commitments towards stakeholders and formalize the responsible purchasing policy
- Promote an active HR & talent management (improving field technician recruitment and onboarding, conducting annual internal satisfaction surveys, replacing interim contracts with permanent positions)
- Perform a climate change-related risk analysis and identification of an adaptation plan

KEY ESG 2024 ACHIEVEMENT

- Implementation of a training & skills development plan
- Conduction of an in-house employee satisfaction survey

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Launch of a third-party employee satisfaction survey to identify areas for improvement
- Enhance the company's attractiveness and talent retention

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	150 +2% vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
NO	YES	n.a.

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
177 +10 FTE	99% +1 bps vs.2023	66% -27 bps vs.2023
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+12	YES	31% -8 bps vs.2023
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	3.6 +41% vs.2023	YES
% Women	% Executive women	Unadjusted gender pay gap (%)
5% -1 bps vs.2023	20% +20 bps vs.2023	n.a.
		Implemented a mechanism for value creation sharing
		NO

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	100%	YES
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
Ongoing	Ongoing	NO

Specific KPIs

- # of agencies equipped with protective resin: 3 in 2024 vs 0 in 2023
- Accident severity rate: 1.51 in 2024 vs 2.54 in 2023
- Number of workplace accidents: 22 in 2024 vs 29 in 2023

Sustainability in our portfolio

AFITEXINOV



• Business description

Leading European manufacturer and distributor of geosynthetics, mainly for the reinforcement and drainage of soils and surfaces. The Group enjoys a worldwide presence, with 8 entities and 4 production sites in France (2), Algeria and Canada. Afitexinov owns strong innovation capabilities thanks to an internal R&D team, and c.30 patents to date.

Sector: Industry
Creation: 2019
2024 sales: €30.6m
Investment Date: December 2022

KEY ESG TARGETS

- Promote eco-design and reduce product's environmental footprint by integrating lower-emission materials into the manufacturing chain of Afitexinov's products
- Reduce the amount of waste generated per sqm of products sold and increase the rate of operational valorized waste
- Ensure health, safety, and employee well-being
- Promote social responsibility and develop sustainable procurement
- Enhance energy efficiency

KEY ESG 2024 ACHIEVEMENT

- Initiation of a R&D project to substitute lower-emission materials in product manufacturing
- Implementation of an operational waste recovery policy
- Formalization of a responsible purchasing policy formalized
- First employee satisfaction survey

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Conversion of the Champhol site from PET to 100% PP
- Introduction of recycled PET in the products at the Cessieu site
- Achieve an EcoVadis medal
- Formalization of an ethic code

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES	NO	YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	911 +15% vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
YES	YES	70% +5 bps vs.2023

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
81 +6 FTE vs.2023	95% -5 bps vs.2023	90% +3 bps vs.2023
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+7 FTE	YES	61% +10 bps vs.2023
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	12.45	Ongoing
% Women	% Executive women	Unadjusted gender pay gap (%)
25% +6 bps vs.2023	35% +5 bps vs.2023	3% = vs.2023
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
NO	NO	Ongoing
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
Ongoing	Ongoing	Ongoing

Specific KPIs

- Number of products switched from PET to PP: 2 out of 26 products in 2024 (vs. 0/26 in 2023)
- Number of PET product lines with an alternative containing recycled PET: 2 out of 7 at end 2024 with 10% recycled PET (weft yarn only) vs 0 out of 7 product lines at end 2023
- Percentage of waste recovered: 70% at end 2024 (44% at Champhol, 95% at Cessieu) vs 65% at end 2023

CROSS INTERVIEW - When CSR, R&D and Industrial Performance Align

At AFITEXINOV, integrating environmental issues into product strategy is a powerful lever for transformation. We spoke with Amandine Louis (Quality and Environment Engineer), Mathilde Riot (Head of Products and R&D), and Éric Desgages (Operational Performance Expert at Sparring)

Why did you launch this project to substitute virgin PET in your inputs ?

Mathilde: It all started with our desire to recycle as much of our production waste as possible. Currently, products made of multiple materials are harder to recycle than monomaterial ones. Switching to 100% polypropylene (PP) allows us to eliminate virgin polyester (PET), which is less environmentally friendly.

Amandine: Additionally, the carbon footprint assessment we carried out confirmed that our raw materials and their end-of-life represent a significant share of our greenhouse gas emis-

sions. To act effectively, we needed to rethink the very composition of our products. This has led us to explore alternative materials with lower environmental impact.

Mathilde: This project also stemmed from our desire to strengthen resilience by diversifying our supply sources. Since the beginning, we have used virgin PP from the carpet industry — a repurposed material that we want to retain and use even more in our products. In parallel, we're also developing recycled PET and PP materials with the ambition of maintaining technical performance while reducing our carbon footprint.

What results have you achieved?

Amandine: Implementing 100% PP in our products has proven very promising. It offers significant environmental advantages but also industrial benefits: faster production speed, reduced material usage, and less production waste. Reduced material mixing results in greater product homogeneity, improved production flow and minimized residue accumulation in machinery. The result is clear: with equivalent performance, we achieve a better cost price. It's often said there's a trade-off between ecology and economy — here, it's clearly a convergence.

Éric: From a production line perspective, the technical characteristics of this material indeed reduce clogging during production and result in a 6 to 8% efficiency gain. It's also important to note that manually unclogging fibers from the line is a tedious and accident-prone task. Reducing it significantly improves working conditions. This project is a very telling example of what we aim to

implement in our portfolio companies: transformation that is both sustainable and operationally sound. Thanks to close collaboration between CSR, innovation, and production, decisions made have led to measurable environmental gains while also improving the company's competitiveness. This work also allows us to diversify our supply sources, thus limiting dependency risks.

How did you coordinate your work between CSR and R&D?

Amandine: It's a collaborative dynamic: driven by strong environmental values, the R&D department has already laid the foundations of sustainable development in the design and improvement of products. CSR helped formalize, structure, and implement the action plan that had been started.

Mathilde: This collaboration pushed us to integrate eco-design criteria right from the early stages. The first step was having a clear definition tailored to our business. Also, in a company of our size, there are more projects than resources, so it's important to have a clear overview, to prioritize, and to validate each step of new product development. This is what we do with a performance management tool: the Obeya, our product roadmap planning room.

Tell us more about your eco-design approach.

Mathilde: We worked with teams to build an internal definition of eco-design — something concrete and operational. The goal is to have shared reference points to guide decision-making from the development stage. In the long term, our aim is to develop an internal eco-score, enabling us to objectively assess products based on multiple criteria: source and type of materials, manufacturing processes, energy consumption, recyclability, carbon impact, durability, etc. This eco-score will be a decision-making tool in our development process and will offer clients the option of choosing a more sustainable alternative.

In conclusion, what are your key takeaways from this project?

Éric: It's a strong demonstration that sustainability and performance go hand in hand. Provided you have the right method, shared management tools, and — most importantly — close collaboration across functions, you can create value on all fronts.

Amandine: This project has strengthened the role of CSR as a driver of transformation. Not in a supervisory role, but as an active partner of other key company functions.

Mathilde: Product innovation can no longer happen without factoring in environmental impacts. It's not a constraint — it's an opportunity. And today, we are putting in place the tools to make it happen.



Sustainability in our portfolio

GROUPE K



• Business description

Groupe K includes 2 activities with (i) Kit Utilitaire which designs and market fits kits (mainly in wood) and exterior equipment for professional vans, and (ii) MyKitVan, which provides fitting services for leisure vans. The group operates through a fables model.

Sector: Vehicle interior fitting
Creation: 2008
2024 sales: €14.4m
Investment Date: January 2023

KEY ESG TARGETS

- Promote eco-design and reduce the product's environmental footprint by optimizing resource management, adapting the product to environmental challenges (making it lighter, using less material, and enhancing recyclability)
- Strengthen waste management
- Collaborate with suppliers to develop eco-friendly products
- Ensure health, safety, and employee well-being
- Increase employee awareness and provide training
- Enforce ethics and ensure compliance in the value chain

KEY ESG 2024 ACHIEVEMENT

- Realization of a complete life cycle analysis of a wooden interior design and identification of eco-design pathways
- Realization of a scope 3 carbon footprint assessment and the development of a CO₂ emissions reduction plan
- Realization of an ESG review and implementation of an ESG action plan

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Implementation of the eco-design approach based on the findings from the Life Cycle Assessment and the carbon footprint analysis
- Implementation of a responsible purchasing policy

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	94 -2% vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
YES	YES	5%

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
49 +5 FTE vs.2023	94% +1 bps vs.2023	51% -11 bps vs.2023
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+17	YES	51% +17 bps vs.2023
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	2	YES
% Women	% Executive women	Unadjusted gender pay gap (%)
31% +11 bps vs.2023	17% = vs.2023	n.a.
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	100%	Ongoing
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
YES	0%	YES

Specific KPIs

- # of product lines offering an eco-designed alternative: Prototyping in progress using a material that reduces the weight of the kits
- # of sites equipped with production waste recovery systems: Ongoing implementation at the Couëron site of material-specific recycling (wood/plastics/cardboard/non-hazardous industrial waste)

CROSS INTERVIEW - Reducing Impact, Reinforcing Resilience: Eco-Design at Kit Utilitaire

At Kit Utilitaire the eco-design approach goes far beyond addressing environmental concerns is fully embedded in the company's industrial strategy and resilience planning. A joint reflection with Pierre-Yves Buisson (CEO), Frédéric Stoll (Operational Performance Expert at Sparring), and Charlotte Allard (Chief Sustainability Officer at Sparring).



Pierre-Yves Buisson,
CEO

Why did you launch a dual approach combining the Décarbon'Action and Eco-conception diagnostics?

Pierre-Yves: As soon as we joined Sparring's portfolio, we began structuring our climate roadmap. The Bpifrance Décarbon'Action diagnostic helped us identify the most significant sources of emissions. At the same time, we launched the Eco-conception diagnostic to take our environmental product analysis further, since our main impact lies within the products themselves.

Charlotte: These two diagnostics were performed simultaneously to ensure a multi-faceted analysis: a carbon footprint approach at the company level, and a life cycle analysis at the product level. The aim was to build a robust eco-design strategy focused on environmental, technical, and economic performance.

What key eco-design actions have emerged?

Pierre-Yves: Two main priorities stood out. First, reducing the weight of our kits directly impacts emissions across manufacturing, transport, and usage in our customers' vehicles. Second, we're currently identifying new material solutions, such as plywood using bio-based glue and composites combining plant-based elements with recycled PVC. These would significantly improve the kits' overall environmental profile without compromising performance.

Beyond the environmental impact, this work also led us to diversify our supplier base.

Why is supplier diversification important in a sustainability context?

Pierre-Yves: In the course of year 2024, we started a program aiming at diversifying our supplier base. Such a program helped the company not only to open new industrial options but also to diversify the geographical origin of the wood we use in our products and thus to tackle a climate related risk.

Frédéric: This is exactly where sustainability and operational performance intersect. By diversifying sourcing, we reduce risks, secure supply chains, and incorporate more responsible materials. It's not just a marginal gain: it's a strategic lever.

How did you align sustainability, technical and performance dimensions?

Charlotte: One of Kit Utilitaire's strengths is placing environmental impact reduction at the core of product design from not just as a carbon accounting exercise. Life cycle analyses, alongside the carbon footprint assessment, helped us understand the broader impact of the products: not only on carbon emissions but across other environmental dimensions too. Most importantly, it made the issues tangible and concrete for the teams, as they were directly tied to the products. Thanks to a shared methodology, clear governance, and tools like the strategic matrix, we could turn insights from the diagnostics into actionable decisions.

Pierre-Yves: We also learned how to define environmental criteria from the very beginning of the design process. This gives us a solid foundation for embedding this mindset into all future product developments.

What are the key takeaways from this approach?

Pierre-Yves: This marks a real turning point for us. We've moved beyond a corrective approach toward sustainable design from the ground up. It gives us greater industrial agility, stronger resilience, and a more competitive market positioning. This approach proves that eco-design is a strategic driver, not a constraint.

Frédéric: Kit Utilitaire demonstrates that by linking sustainability, technical know-how and industrial performance, it's possible to build sustainable, realistic and value-generating transformation pathways at every level.

Sustainability in our portfolio

IRIDIS

iridis
G R O U P E



• Business description

Service provider for kitchen equipment dedicated to the fast-food industry, specialized in repair, maintenance, spare parts sales and distribution. The group has developed a large client base with franchisees / own restaurants made of major international as well as local chains (Starbucks, McDonalds, etc.)

Sector: Professional kitchen equipment service
Creation: 1975
2024 Sales: €20.4m
Investment Date: January 2024

KEY ESG TARGETS

- Implementation of a decarbonization roadmap
- Development of an eco-design strategy, including the launch of a second-hand equipment
- Expansion of the repair and maintenance business, which contributes to a circular economy model and qualifies under the EU Taxonomy for sustainable activities

KEY ESG 2024 ACHIEVEMENT

- Initiate its first scope 3 carbon footprint assessment with Bpifrance's Diag Décarbon'action

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Finalization of a scope 3 carbon footprint assessment and the development of a CO2 emissions reduction plan
- Conducting an ESG review and implementing an ESG action plan
- Conducting a new EcoVadis assessment

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		NO
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
Ongoing	551	NO

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
NO	NO	n.a.

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
74 +8 FTE vs.2023	100%	82%
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+8	YES	51%
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	17.62	NO
% Women	% Executive women	Unadjusted gender pay gap (%)
22%	n.a.	n.a.
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
NO	n.a.	NO
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
NO	n.a.	YES

Specific KPIs

- The specific KPIs will be defined during the CSR review and the co-construction of the CSR action plan

Sustainability in our portfolio

OPTERM



• Business description

Comprehensive range of insulation solutions for industrial and nuclear sites, with a complete offering of tailor-made solutions for all kinds of fluids. The group is involved in both plant construction and modernization, and maintenance works, contributing to the protection of industrial facilities and the improvement of energy efficiency

Sector: Thermal insulation solutions for industrial and nuclear sites
Creation: 1985
2024 Sales: €47.9m
Investment Date: January 2024

KEY ESG TARGETS

- Implementing its own decarbonization roadmap
- Supporting clients in reducing their emissions and measuring and promoting avoided emissions
- Strengthening health and safety on worksites
- Enhancing talent attraction and retention
- Promoting inclusion through local employment and workforce diversity

KEY ESG 2024 ACHIEVEMENT

- Conducting first EcoVadis assessment (silver Medal) for ITB perimeter

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Conducting EcoVadis assessment for Tchoulfian perimeter
- The realization of a scope 3 carbon footprint assessment and the development of a CO2 emissions reduction plan
- Conducting an ESG review and implementing an ESG action plan

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		NO
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
Ongoing	192	NO

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
NO	NO	100%

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
372 +58 FTE vs.2023	60%	92%
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
+58	YES	48%
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	2	YES
% Women	% Executive women	Unadjusted gender pay gap (%)
5%	50%	4%
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
YES	100%	YES
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
YES	100%	YES

Specific KPIs

- The specific KPIs will be defined during the CSR review and the co-construction of the CSR action plan

ULYSSE



• Business description

Ulysse is a leading French network specialized in the transport of persons with reduced mobility (PRM), through a network of own agencies and franchises:

- Transportation of PRM to and from school or specialized centers, as well as on-demand transportation
- Fleet management with the rental and sale of specialized vehicles
- Internal trainings in PRM mobility assistance for drivers

Sector: Transport
Creation: 1996
2024 sales: €19.2m
Investment Date: March 2022

KEY ESG TARGETS

- Promote social inclusion and improve accessibility (core mission)
- Reduce the environmental impact of fleet management
- Ensure health and safety
- Enhance employee training and support well-being
- Strengthen governance and oversee franchise operations

KEY ESG 2024 ACHIEVEMENT

- Reduction of 5.3% in greenhouse gas emissions
- Increase in the proportion of women in the workforce (+2 bps) and among franchisees (+1 bps)

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Continued efforts to reduce the company's greenhouse gas emissions
 - Continuation of the progressive electrification of the fleet
- Continue increasing gender diversity among employees and franchisees

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES		YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	114 -11% vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
NO	YES	n.a.

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)	
240	100% = vs.2023	69%	
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)	
+18	YES	63%	
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy	
YES	n.a.	YES	
% Women	% Executive women	Unadjusted gender pay gap (%)	Implemented a mechanism for value creation sharing
n.a.	0%	n.a.	NO

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
NO	0%	NO
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
NO	NO	YES

Specific KPIs

- 2 400 000 commutes per year
- Number of waterless cleanings: 8 690 in 2024 (vs 8 030 in 2023)
- Nb electric vehicles: 33 in 2024 (vs 33 in 2023)
- Women inworkforce: 24% in 2024 vs 22% in 2023
- % of women among franchisees: 34% in 2024 (vs 33% in 2023)

Sustainability in our portfolio

LOUIS TELLIER



• Business description

Leading manufacturer of kitchen and pastry utensils for professionals and individuals. The Group owns 2 historical and highly renowned brands: Louis Tellier and Gobel (high quality and made in France products). Louis Tellier's production sites are recognized as "Entreprise du Patrimoine Vivant".

Sector: Kitchen and pastry utensils
Creation: 1887/1947
2024 sales: €20.7m
Investment Date: April 2022

KEY ESG TARGETS

- Promote a responsible value chain
- Reduce energy consumption and CO2 emissions
- Maintain and develop production and employment in France

KEY ESG 2024 ACHIEVEMENT

- Installation of photovoltaic trackers at the Joué-les-Tours site
- Formalization of a responsible purchasing policy
- Deployment of an ESG questionnaire to all suppliers
- Formalization of a code of conduct / ethics
- Deployment of PFAS-free product lines

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Continued development of eco-design initiatives (use of recycled materials, product reparability)
- Measure and reduce the company's greenhouse gas emissions
- Offer at least 65% of products of French origin

GLOBAL APPROACH

Appointment of a CSR Leader YES	External CSR evaluation 	Post-deal CSR review and action plan in place YES
Scope 3 Carbon Footprint assessment YES	Carbon footprint intensity (tCO ₂ e / €m of revenue) 101 = vs.2023	Set a decarbonization pathway YES

PILAR #1

Implement an eco-design approach YES	Implement of waste management policy YES	% of valorized waste 78% -3 bps vs.2023
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PILAR #2

#FTEs 104 +5 FTE vs.2023	% permanent FTE 93% = vs.2023	Employee retention rate (%) 96%
Net job creation since investment -3	Implement a training & skills dev. Plan NO	Training rate (%) 12% +3 bps vs.2023
Implemented a health & safety policy YES	Frequency rate of workplace accidents 76.6 +88% vs.2023	Implement an anti-discrimination policy YES
% Women 52% -5 bps vs.2023	% Executive women 0%	Unadjusted gender pay gap (%) 1% -12 bps vs.2023
		Implemented a mechanism for value creation sharing YES

PILAR #3

Implemented a code of conduct & ethics YES	% sensitized employees 5% +5 bps vs.2023	Implemented a responsible purchase policy YES
Set up CSR assessment in supply chain YES	% evaluated suppliers n.a.	Implemented a complaint / whistle-blowing procedure YES

Specific KPIs

- Total energy consumption (gas and electricity): 1,124 MWh in 2024 vs 802 MWh in 2023
- % of hybrid or electric fleet: 55% in 2024 vs 50% in 2023
- 64% of products sourced from France in 2024
- Code of conduct shared with 63% of suppliers

Sustainability in our portfolio

SMM



• Business description

Leading French designer and manufacturer of large size composite models and molds for all industries, notably nautical and naval industries. SMM has developed a unique know-how in large molds which allows the Group to meet the inherent requirements of sailing competition and ocean racing (Vendée Globe, America's Cup, etc.). The Group is also involved in maritime transport decarbonation (weight reduction and wind propulsion system).

Sector: Composite molds manufacturing
Creation: 1984
2024 sales: €7.4m
Investment Date: March 2023

KEY ESG TARGETS

- Contribute to the decarbonization of maritime transport and the production of green electricity
- Increase in the use of recycled and recyclable materials
- Substitution of natural fibers for carbon fibers where possible

KEY ESG 2024 ACHIEVEMENT

- ESG assessment and identification of ESG issues (risks and opportunities)
- Formalisation of an ESG action plan
- Avoided emissions calculation for SolidSail project

KEY ESG OBJECTIVES FOR 2025 AND BEYOND

- Formalize an ESG policy covering all material topics
- Implementation of a responsible purchasing policy
- Reduce greenhouse gas emissions from operations
- Reduce product-related emissions
- Avoided emissions calculation for Poweend project

1 : Calculations carried out in 2024 by I Care concluded that the SolidSail project (including 2 Silenseas cruise ships and 1 Neoline cargo vessel) will avoid 474 ktCO₂e over the 25-year lifespan of the ships

GLOBAL APPROACH

Appointment of a CSR Leader	External CSR evaluation	Post-deal CSR review and action plan in place
YES	Ongoing	YES
Scope 3 Carbon Footprint assessment	Carbon footprint intensity (tCO ₂ e / €m of revenue)	Set a decarbonization pathway
YES	195 = vs.2023	YES

PILAR #1

Implement an eco-design approach	Implement of waste management policy	% of valorized waste
YES	NO	15% +15 bps vs.2023

PILAR #2

#FTEs	% permanent FTE	Employee retention rate (%)
48 +14 FTE vs.2023	71% 24 bps vs.2023	87%
Net job creation since investment	Implement a training & skills dev. Plan	Training rate (%)
14	NO	40% +16 bps vs.2023
Implemented a health & safety policy	Frequency rate of workplace accidents	Implement an anti-discrimination policy
YES	118 +156% vs.2023	NO
% Women	% Executive women	Unadjusted gender pay gap (%)
21% = vs.2023	n.a.	1% = vs.2023
		Implemented a mechanism for value creation sharing
		YES

PILAR #3

Implemented a code of conduct & ethics	% sensitized employees	Implemented a responsible purchase policy
NO	NO	NO
Set up CSR assessment in supply chain	% evaluated suppliers	Implemented a complaint / whistle-blowing procedure
NO	NO	NO

Specific KPIs

Contribution to the avoidance of 316 tCO₂e over the lifetime of rigging systems sold in 2024 vs 158 in 2023¹

OUR IN-HOUSE SUSTAINABILITY ACTIONS



FOCUS ON OUR CARBON FOOTPRINT

Our actions to reduce carbon footprint at management company level

1. Reduce GHG emissions linked to travel and commuting

- Whenever feasible, prioritize train transportation over air travel, particularly for journeys covering short distances
- Encourage public transportation, bicycles, or walking as means of commuting to work instead of personal cars
- When face to face meeting brings no additional advantage, strongly encourage the use of videoconference tools

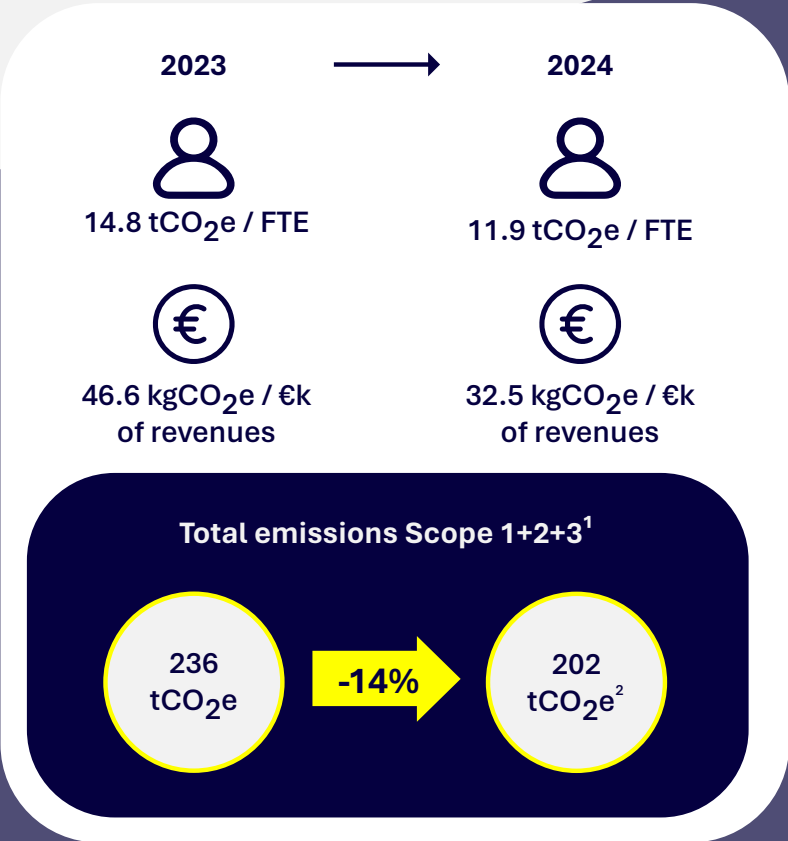
2. Reduce energy consumption

- Promote moderate use of air conditioning

3. Reduce waste production

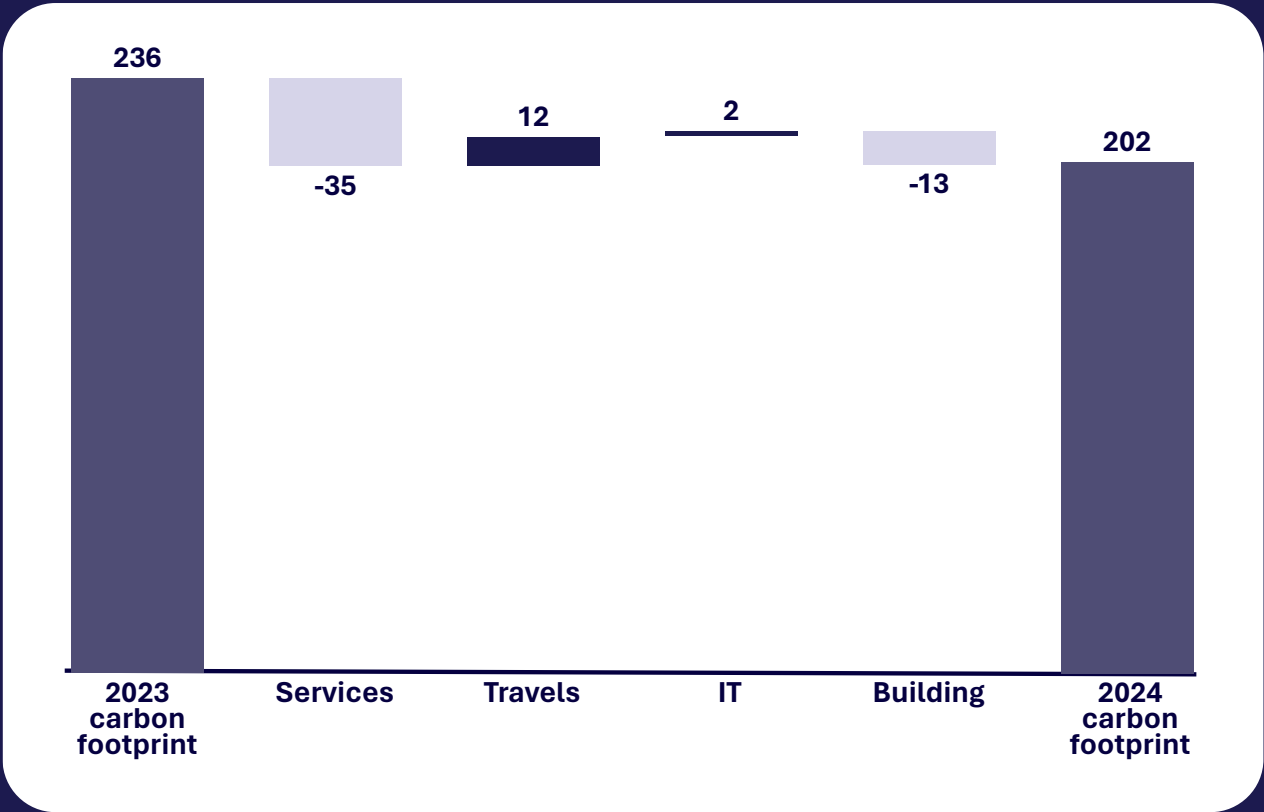
- Paperless policy: minimize the use of printing, encourage use of digital tools, encourage recycling and reuse & use electronic signatures for documents whenever possible
- Water fountains are installed, and reusable water bottles are available for employees. We no longer use plastic water bottles, neither within our teams nor in meeting rooms
- Coffee machines with organic and fair-trade coffee beans and reusable coffee mugs are used to reduce usage of coffee pods and single-use coffee cups
- Reusable containers are available for teams for takeaway lunches
- Selective sorting bins are available for employees

These measures have already allowed us to reduce our total emissions² by 14% compared to 2023, and we anticipate further progress in the coming years.



1: Excluding financed emissions - 2 : The data have been adjusted to exclude the impact of our office relocation, which accounts for approximately 53 tCO₂e (including construction work, fit-out, and equipment purchases) and, according to the GHG Protocol, is fully accounted for in the year of occurrence.

Breakdown of carbon footprint reduction



Financed emissions are detailed in the Climate Report on page 112

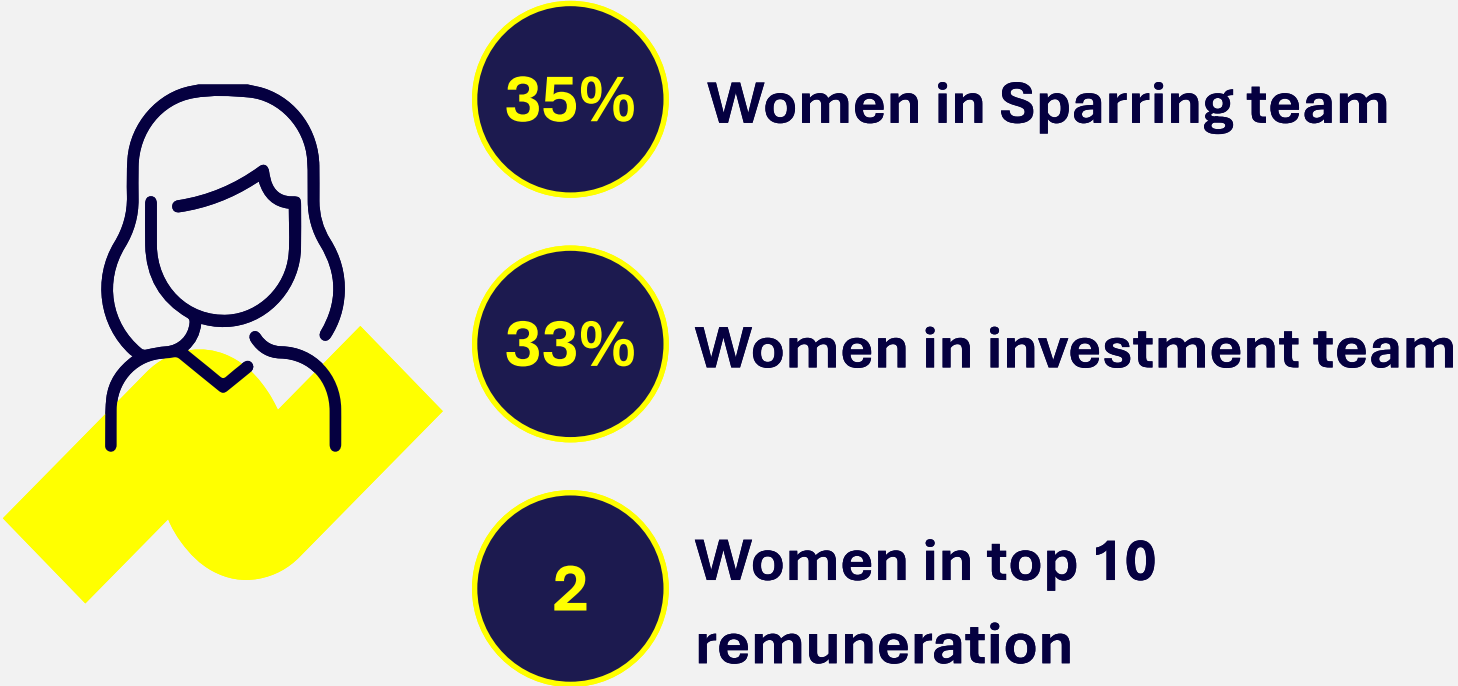
The significant decrease in emissions from **services** (-35 tCO₂e) between 2023 and 2024 reflects a higher number of transactions (investments/divestments) in 2023 that required external support services.

Emissions from **travel** increased slightly (+12 tCO₂e) in 2024, mainly due to a business trip to Algeria related to one of our participations (not substitutable by train), as well a wider team attending the IPEM event in Cannes.

Regarding **buildings**, emissions decreased (-13 tCO₂e) following our relocation to a new building where electricity is the sole energy source, replacing the previous natural gas heating system. This transition has contributed to improved energy efficiency and a lower carbon footprint.

Overall, the 2024 carbon footprint stands at 202 tCO₂e, reflecting progress in reducing our environmental impact while accounting for operational changes and necessary business activities.

FOCUS ON OUR SOCIAL KPIS¹



Professionals with an average age of 40 years old



new joiners in 2024 (1 man & 1 woman)



Of employees received at least one ESG training in 2024



Days of remote work per year for all team members



1: as of December 2023

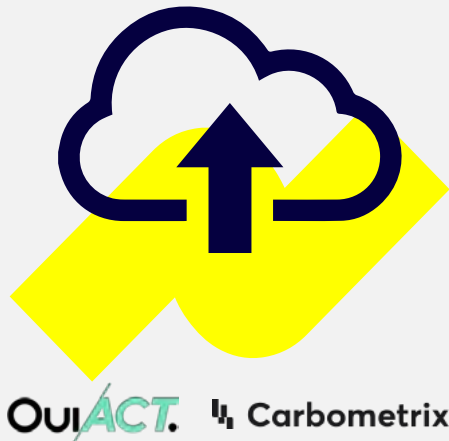
TRANSPARENTLY REPORT ABOUT OUR SUSTAINABILITY PERFORMANCE

Transparency and communication play a key role in our Sustainability Strategy. We ensure that all our stakeholders are regularly informed about our strategy, our progress and our results



Incorporation of ESG data into our funds' periodic report

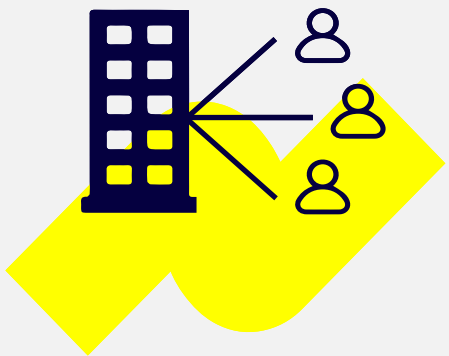
Since 2024, we have systematically included ESG data in the quarterly reports of our funds. The year-end periodic reports also include elements related to SFDR regulation for the Article 8 funds



Carbon footprint & Life-Cycle Analyses

We partner with OuiAct to assess environmental impacts (GHG & LCA), of all our portfolio companies
This allows us to standardize our calculation methodologies and align towards a common level of ambition for all our portfolio companies
To assess Management Company's GHG emissions, including financed emissions, we work with Carbometrix, a carbon data specialist for financial institutions

OuiACT. Carbometrix



Annual ESG data collecting and scoring

Each year, we conduct an ESG data collection campaign aligned with France Invest's market questionnaire, gathering about 100 data points for each portfolio company, including PAIs and KPIs linked to our three pillars of sustainable development
For our 2023 ESG campaign, we've utilized Tennaxia to collect and consolidate ESG data across all our portfolio companies, enabling scoring, benchmarking, and providing feedback to them



Publication of an annual sustainability report

Since 2019, the management company has been publishing a sustainability report that informs stakeholders about our sustainability approach. The report also provides details on the ESG performance of the management company and its portfolios



USE COMMUNICATION TO PROMOTE RESPONSIBLE AND SUSTAINABLE PRACTICES



Regular communication with our investors

We also commit to regularly communicating with our investors. Any ESG issues requiring communication outside of our standard time-frames are addressed on a case-by-case basis, depending on their importance.



Regular communication with our portfolio companies

Monitoring of the sustainability roadmap allows us to maintain an effective communication channel with all our portfolio companies. In addition to these formal interactions with management teams, the investment team also **actively promotes awareness regarding sustainability issues** during day-to-day interactions

Raise awareness regarding sustainability among stakeholders

Engagement Events: we regularly organize internal or external events to foster dialogue on sustainability issues (such as Climate Fresk, roundtable discussions, etc.)

Communication campaigns: we use communication tools such as newsletters or social media platforms (LinkedIn) to communicate with our stakeholders about sustainability issues or initiatives

Feedback mechanisms: we solicit feedback from our main investors on our performance after each reporting campaign. Conversely, we use tools provided by Tennaxia to provide feedback to our portfolio companies



Frameworks and market recommendations supporting our communication approach



FONDATION SPARRING



FONDATION SPARRING

CREATION & MANIFESTO

Founded by Sparring Capital in 2020 and sheltered by the Fondation Agir Contre l'Exclusion (FACE), Fondation Sparring aims at supporting initiatives at the crossroads of environmental preservation and social inclusion. Fondation Sparring is designed to extend our approach as a responsible investor and to unite the managers we support around a common philanthropic project

THE SELECTION PROCESS

Fondation Sparring provides financial support to organizations that stand out for the originality of their approach to tackle exclusion through projects with a distinct environmental dimension. Projects are selected by the management company teams. They are then submitted to the Executive Committee, which also includes FACE

FUNDING

Fondation Sparring is financed by the Sparring Capital and Sparring Opportunities management companies, the companies in their portfolios and the members of the investment teams. The participation of the companies we support is determined at the time of our entry into the capital and takes the form of an annual commitment. The foundation's budget is c.120k€ per year, and is bound to increase as the number of investments in the management companies' portfolios grows. c.2/3 of the Fondation Sparring's funding comes from the companies in our portfolio, with 13 companies which have participated since the inception of Fondation Sparring, and c.1/3 from the management companies and their teams

Projects supported to date



Réseau Éco habitat

Fights against energy insecurity and educates energy consumption with the renovation of homes.

Uses of funds: Development of a management software.

API'UP

Manufactures furniture using recycled waste with people in the process of reintegrating the employment market.

Uses of funds: Creation of new eco-materials.



École des semeurs

Teaches school dropouts to the profession of greengrocer specialized in the sale of organic fruit and vegetables.

Uses of funds: Installation of a farm store and a cold room.

Andes

Reduces food waste while improving access to food for individuals and families in poverty.

Uses of funds: Purchase of a cold room to develop a new recovery process.



Projects supported to date



Fermes d'Avenir

Supports the establishment of agroecological farms and facilitates the professional integration of refugees.

Uses of funds: Organization of a 4 days meeting between members.

Ferme de Moyembrie

Helps prisoners at the end of their sentence in their reintegration by allowing them to work at the farm.

Uses of funds: Creation of a position for managing relations with prisons.



Carton plein

Supports social and professional reinsertion by training and guiding people in situations of exclusion towards employment.

Uses of funds: financing a socio-professional educator's position.

Les valoristes bourguignons

Insertion structure that employs people facing social exclusion to collect, sort and recycle waste that is poorly or insufficiently managed, and a support organization for victims of domestic violence.

Uses of funds: sustainability of art therapy workshops.



Banque Solidaire de l'Équipement

Fighting inadequate housing by facilitating access to essential household equipment for people in precarious situations. The organization supports households transitioning into long-term housing after experiencing homelessness or emergency accommodation.

Uses of funds: recover and recycle the furniture used during the Paris 2024 Olympic Games to furnish households in precarious situations.



Sors tes Moutons

Association that promotes urban agriculture as a tool for social inclusion and strengthening community ties. It helps reconnect residents with nature and raises awareness about environmental issues.

Uses of funds: hiring of professionals, while also developing an educational project around educational chicken coops.

Le Moulin de Pont Rû

Community space welcoming and supporting vulnerable individuals (women, youth, children) through immersive programs that promote recovery and reintegration

Uses of funds: specific construction work, including a 30sqm greenhouse, as well as installing composting toilets, a pond and educational beehives.



FOCUS VALORISTES BOURGUIGNONS

• Work-based social reintegration scheme

Presentation

Founded in 2014 and operational since 2017 in Saône-et-Loire, Les Valoristes Bourguignons is a work integration social enterprise that employs individuals facing social exclusion to collect, sort, and recycle waste that is poorly or insufficiently managed in the region. It also provides support services for victims of domestic violence.

The association is accredited by the French State as an Atelier et Chantier d'Insertion (ACI)—a back-to-work integration program—offering 24-hour-per-week employment contracts for a maximum duration of 24 months.



Les Valoristes Bourguignons operates a workshop in Champforgeuil, Saône-et-Loire. Since its creation, the association has supported over 170 individuals and currently has a team of 37 employees on integration pathways.

Project funding:

The association's need focused on ensuring the long-term sustainability of its art therapy workshops—an essential tool to support victims of domestic violence in their personal and professional recovery.



The Sparring Foundation supported Les Valoristes by helping to cover the costs associated with organizing the sessions, purchasing necessary materials, and providing specialized supervision by qualified professionals.

Implementation:

Les Valoristes Bourguignons have implemented these art therapy workshops to help beneficiaries express their emotions, regain self-confidence, and restore the psychological stability needed for their reintegration into the workforce. Through an approach that combines creativity and therapeutic mediation, the workshops offer a supportive and personalized space tailored to everyone's journey. The contribution of the Sparring Foundation helps ensure the continuity of this support, providing beneficiaries with a genuine lever for recovery and empowerment.

CLIMATE REPORT



GOVERNANCE

We consider **climate issues as major sustainability challenges** for our management company and our portfolio companies. They are fully integrated into our sustainability strategy, for which we have set up an internal structure that ensures the involvement of all team members, both within Sparring and in our portfolio companies



Integrated Sustainability Governance

The Partners supervise our Sustainability Policy at both management company level (including yearly action plan validation) and portfolio company level, while the Sustainability Committee oversees tracking its implementation
With the support of the Climate & Sustainability Officer, **all members of the deal teams are involved** in the day-to-day implementation of the Sustainability Policy



Awareness and training in our Management company

Raising awareness about climate & sustainability issues to all employees is crucial for our organization. In a spirit of sharing best practices and latest research in sustainability, a quarterly **Climate & Sustainability Meeting** is attended by all team members and led by our Climate & Sustainability Officer. Investment teams receive regular training on sustainability issues, and in particular on climate (climate risks, GHG emissions, etc.)
All team members participated in the Climate Fresk workshop



Awareness and training in our portfolio

We also leverage our position as an **active majority shareholder** to **raise awareness** of climate issues among our portfolio companies. To this end, we support them in conducting a mandatory carbon assessment with our preferred carbon partner, OuiAct, who systematically organizes a training session on climate issues and GHG emissions. We also make ourselves available to management teams to organize awareness workshops, such as Climate Fresk or Atelier 2 Tonnes, facilitated by our Climate & Sustainability Officer. Finally, we integrate climate issues into at least one board meeting per year for each of our portfolio companies, ensuring that the topic is addressed at the highest level of governance

INTEGRATED SUSTAINABILITY GOVERNANCE

PARTNERS

Supervision of the sustainability strategy

🕒 One meeting a month dedicated to sustainability



SUSTAINABILITY COMMITTEE

Definition and deployment of the sustainability strategy



CSO



PARTNER



PRINCIPAL



ANALYST

🕒 Weekly meetings



Implementation and operational monitoring of action plans



DEAL TEAM



SUSTAINABLE TRANSFORMATION TEAM

🕒 Monthly meetings

👤 ESG LEADER
IN PORTFOLIO COMPANIES

STRATEGY

Climate change mitigation & adaptation at the core of Sparring's Sustainable strategy

We consider combating & adapting to climate change as a key success factor both for the management company and for portfolio companies. Thus, our climate strategy is built on two pillars:

1 A climate commitment at Management Company level

- **Measure our CO₂ emissions**, including **financed emissions**
- Implement **actions to reduce GHG emissions**, including for example:
 - Promote low carbon travel and commute
 - Reduce energy consumption
 - Reduce waste production
- **Monitor progress** regularly and **communicate** transparently
- Public commitment to **iCI initiative**
- Active membership in France Invest Sustainability Commission thanks to involvement in **Climate Working Group**

2 A climate commitment at Portfolio level

Work collaboratively with portfolio companies and **deploy systematically** the following **resources**:

- **Addressing climate-related risks & opportunities**
- **Carbon footprint** measurement and monitoring
- Sustainability roadmaps integrating **de-carbonization levers**
- **Annual reporting** on roadmap progress, including climate indicators

RISK MANAGEMENT

Sparring's Approach to Climate Risk Identification, Assessment and Management



Climate-related risks assessment

Since 2023, the assessment of climate-related risks has been systematically integrated into the investment life cycle. This analysis is based on several key components:

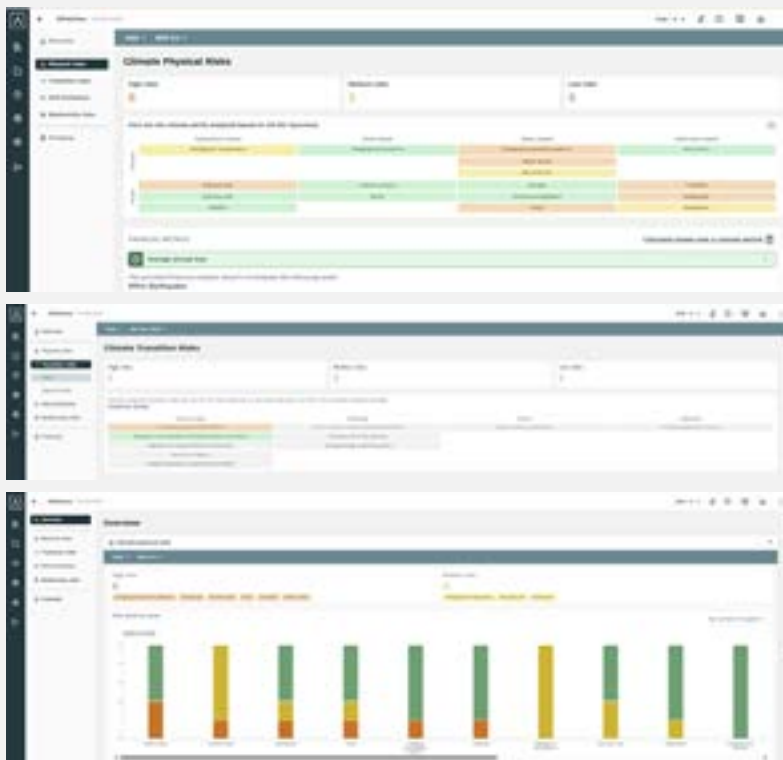
- **A physical risk assessment**, which considers both direct risks (linked to the geographic location of the target company) and indirect risks (affecting its upstream and downstream value chain). It evaluates potential physical damage to assets and operations resulting from climate-related events or hazards, in the short or long term.
- **An evaluation of transition risks and opportunities**, related to the shift toward a low-carbon economy. These include regulatory and legal changes, technological developments, evolving market conditions, and reputational impacts.
- These analysis, are an **integral part of the due diligence process**. Until 2024, they were carried out by specialized firms (such as Sirsa and I Care). Since 2025, they have been **fully internalized and are conducted entirely in-house through Altitude**, the Axa Climate's platform that permit to identify climate and biodiversity-related risks based on a sectoral and geographical approach.

When material risks are identified and the company has not implemented mitigation measures, these elements are incorporated into the ESG roadmap.



Carbon Footprint (scope 3) assessment

- Conducting **a carbon footprint assessment** remains a **key component of the climate risk evaluation process**. It represents a critical first step in identifying and quantifying the climate-related risks a company may face — particularly transition risks linked to the shift toward a low-carbon economy, such as rising carbon costs, increased financing constraints, and other market-related exposures.



RISK MANAGEMENT

Quantifying Climate Risk Exposure Across the Portfolio

Sparring uses the Altitude platform to **assess the exposure of its portfolio to climate-related risks**. This tool enables a systematic identification of both **physical risks** (such as floods, heatwaves, and wildfires) and **transition risks** (such as changes in regulation or shifts in market dynamics) at the company level. Altitude’s geographic and sectoral insights allow Sparring to **better understand how climate scenarios may impact portfolio companies** over different time horizons, and to prioritize actions accordingly. This analysis is an integral part of Sparring’s broader climate strategy, helping to inform investment decisions and **support the resilience of its portfolio in a transitioning economy**.

Portfolio exposure to all climate physical risks per risk level

This analysis provides an aggregated view of the **portfolio’s exposure to physical climate risks**, expressed in terms of Assets Under Management (AUM) and segmented by risk level (Low, Medium, High). The classification relies on the overall physical risk scores per company, based on different climate scenarios. Companies with a score between 1 and 2 are classified as Low risk, between 2 and 4 as Medium risk, and between 4 and 9 as High risk. The focus is placed on the **2030 horizon**, which is more aligned with the investment timeframe of our SCF1, SCF2 and ReG funds.

In 2030, across all three climate scenarios (SSP1-2.6, SSP2-4.5, SSP5-8.5), the portfolio shows a **moderate exposure to physical climate risks**, with **no companies or AUM falling into the High-risk category**. More precisely, **64% of the AUM** are associated with companies rated as **Medium physical risk**, while the remaining **36%** fall under **Low risk**. This distribution is identical across the three scenarios considered, indicating a stable exposure profile regardless of the emissions trajectory. At company level, this reflects a **relatively balanced distribution**, with 7 companies classified as Medium risk and 7 as Low risk. No company is currently assessed as being exposed to High physical risk in 2030. This relatively **favorable exposure profile suggests that the portfolio is not structurally vulnerable to short-term physical climate hazards**. However, the presence of Medium-risk companies calls for continued monitoring and resilience planning, especially as climate hazards may intensify beyond 2030.

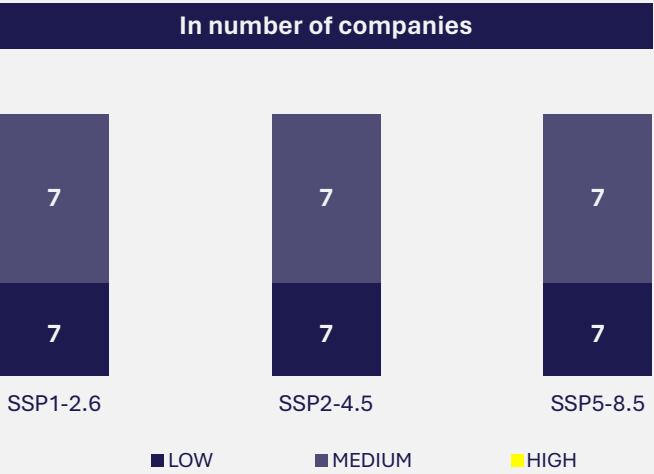
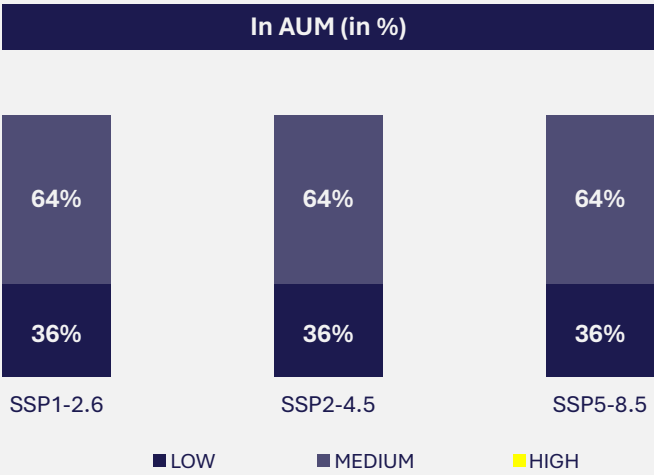
The analysis of physical climate risks across the portfolio reveals exposure to both chronic and acute risks. Under all SSP scenarios, the **most material chronic risk is water stress**, consistently assessed as High across the portfolio. However, it should be noted that none of the companies in the portfolio rely heavily on water for their core production processes. The exposure to this risk is primarily related to the use of water for sanitary purposes, which limits the operational impact in most cases.

Other chronic risks such as changing air temperature are rated Medium, while changing wind patterns, precipitation patterns, sea level rise, and soil erosion remain Low in 2030 under all scenarios.

On the acute risks side, the portfolio shows High exposure to flood and landslide, and Medium exposure to wildfires, storms, and subsidence. All other acute risks, including extreme heat, drought, and extreme precipitation, are rated Low.

This distribution highlights a portfolio vulnerability primarily to localized extreme weather events, rather than systemic climate disruptions.

Portfolio exposure to all climate physical risks per risk level (2030 horizon)



RISK MANAGEMENT



Portfolio exposure to all climate transition risks per risk level

This analysis provides an aggregated view of the portfolio’s decomposition by risk level based on climate transition risks, measured both in terms of Assets Under Management (AUM) and number of companies. Companies are classified as Low risk when their overall score falls within the range [1;2[, Medium risk for scores in [2;4[, and High risk for scores in [4;9[

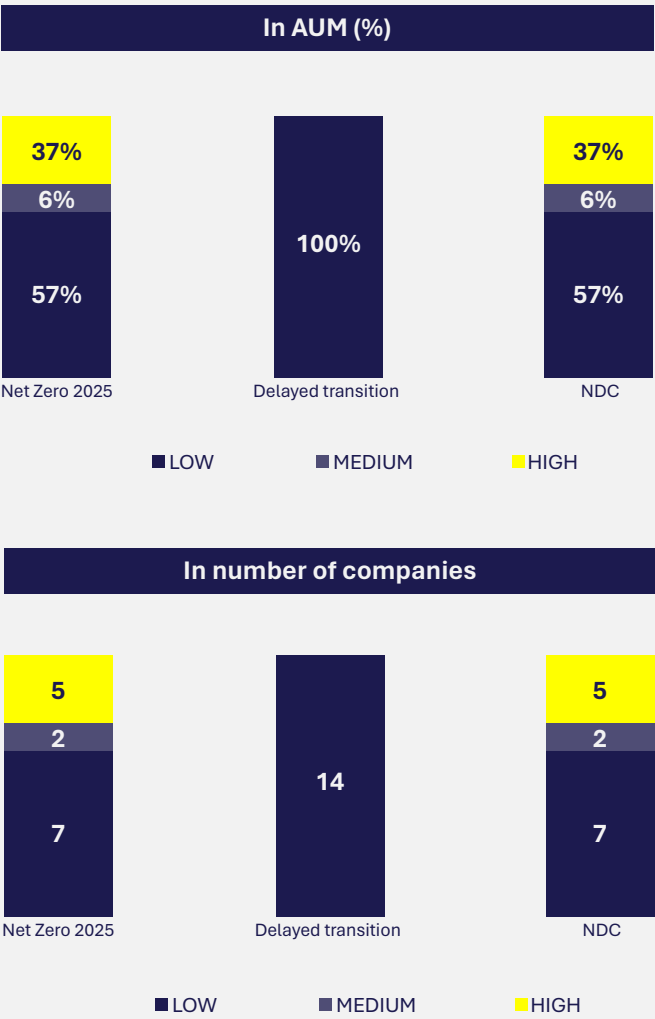
As of 2030, under the **Net Zero 2050 and NDC scenarios**, **57% of the portfolio’s AUM are classified as low risk** with respect to climate transition risks. This indicates that over half of the portfolio is currently assessed to have **limited exposure to potential disruptions** linked to the transition to a low-carbon economy. Meanwhile, **37% of AUM falls into the high risk category**, reflecting a significant portion of the portfolio with **greater sensitivity to transition-related challenges**. A smaller portion, 6% of AUM, is classified as medium risk.

Under the **Delayed Transition** scenario, **the entire portfolio is classified as low risk**, reflecting the absence of immediate transition pressures in this scenario.

At the 2030 horizon, the portfolio’s exposure to transition risks is **primarily concentrated in policy and legal domains, specifically linked to carbon pricing**.

Notably, the companies exposed to higher transition risks are predominantly within the **manufacturing sector**, underlining the sector’s sensitivity to regulatory and market shifts associated with the low-carbon transition.

Portfolio exposure to all climate transition risks per risk level (2030 horizon)



METRICS AND TARGETS

At Management Company level

In line with our climate commitments, we measure our CO₂ emissions at the Management Company level, following the GHG Protocol guidelines. After completing our first carbon footprint assessment in 2020, we expanded our scope in 2024 to include financed emissions. Since then, we calculate these financed emissions annually, with the support of Carbometrix, and publish the results transparently in this report.

At portfolio level

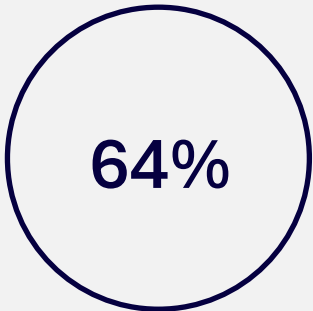
We work closely with our portfolio companies and systematically deploy the following resources:

- **Climate risk and opportunity** analysis
- **Carbon footprint assessments** at acquisition, with annual monitoring
- Sustainability roadmaps that integrate **decarbonization levers**

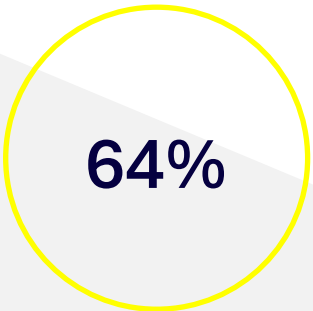
Since 2023, we have been working with the consulting firm OuiAct, which allows us to harmonize our practices, deepen our reflections, and develop appropriate monitoring tools. The investment team and the Climate & Sustainability Officer actively encourage portfolio companies to update their carbon footprints as frequently as possible, either through comprehensive assessments or simplified measurements based on available data. However, our primary focus is on supporting the implementation of concrete actions such as eco-design, waste management policies, and responsible energy consumption.



At portfolio level¹



Measured their carbon footprint



Designed a carbon reduction action plan



Total financed emissions (tCO₂e)



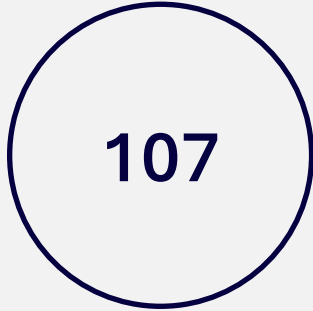
Total investment carbon intensity (tCO₂e/€M invested)



WACI³ (tCO₂e/€M revenue)



PCAF score



ReG investment carbon intensity (tCO₂e/€M invested)



SCF1 investment carbon intensity (tCO₂e/€M invested)



SCF2 investment carbon intensity (tCO₂e/€M invested)

Financed emissions were calculated with the support of Carbometrix, following the PCAF standard. They are based on the attribution factor (share of exposure in a portfolio asset). Indicators include investment carbon intensity (tCO₂e / M€ invested), revenue carbon intensity (tCO₂e / M€ revenues), and WACI (weighted average carbon intensity of portfolio companies by revenues).

1: Based on portfolio as of 12/31/24 excluding Pechel IV - 3 : Weighted Average Carbone Intensity

METRICS AND TARGETS



At company level

The table below presents the environmental performance data of the portfolio, broken down by portfolio SCF1, SCF2, and ReG

The indicators include the total carbon footprint in tons of CO₂ equivalent (tCO₂e), the carbon footprint intensity per revenue (€M revenue), financed emissions as a percentage, as well as each segment's contribution to the portfolio's WACI (Weighted Average Carbon Intensity), both in absolute terms and as a percentage

		Carbon footprint (tCO ₂ e)	Carbon footprint intensity (tCO ₂ e/€M revenue)	Financed emissions (tCO ₂ e)	Financed emissions (%)	Contribution to portfolio WACI (tCO ₂ e/€M revenue)	Contribution to portfolio WACI (%)
SCF1	Propriété Privées	4 535	72	14	0%	0	0%
	Intermédiares	26 878	973	10 464	15%	28	7%
	Nalys	1 760	72	631	1%	1	0%
SCF2	Novakamp ¹	92 407	1 923	31 759	45%	217	53%
	Cubik	2 007	79	705	1%	8	2%
	Praticima	4 730	147	3 360	5%	18	4%
	Génie Flexion	2 908	150	1 294	2%	9	2%
	Afitexinov	27 906	911	9 230	13%	34	8%
	Kit Utilitaire	1 354	94	617	1%	5	1%
	Iridis	11 206	551	5 705	8%	58	14%
	Opterm	9 201	192	5 435	8%	22	5%
ReG	Ulysse	2 194	114	642	1%	3	1%
	Louis Tellier	2 092	101	859	1%	3	1%
	SMM	1 447	195	637	1%	4	1%
Total portfolio		190 626	523	71 350	100%	411	100%

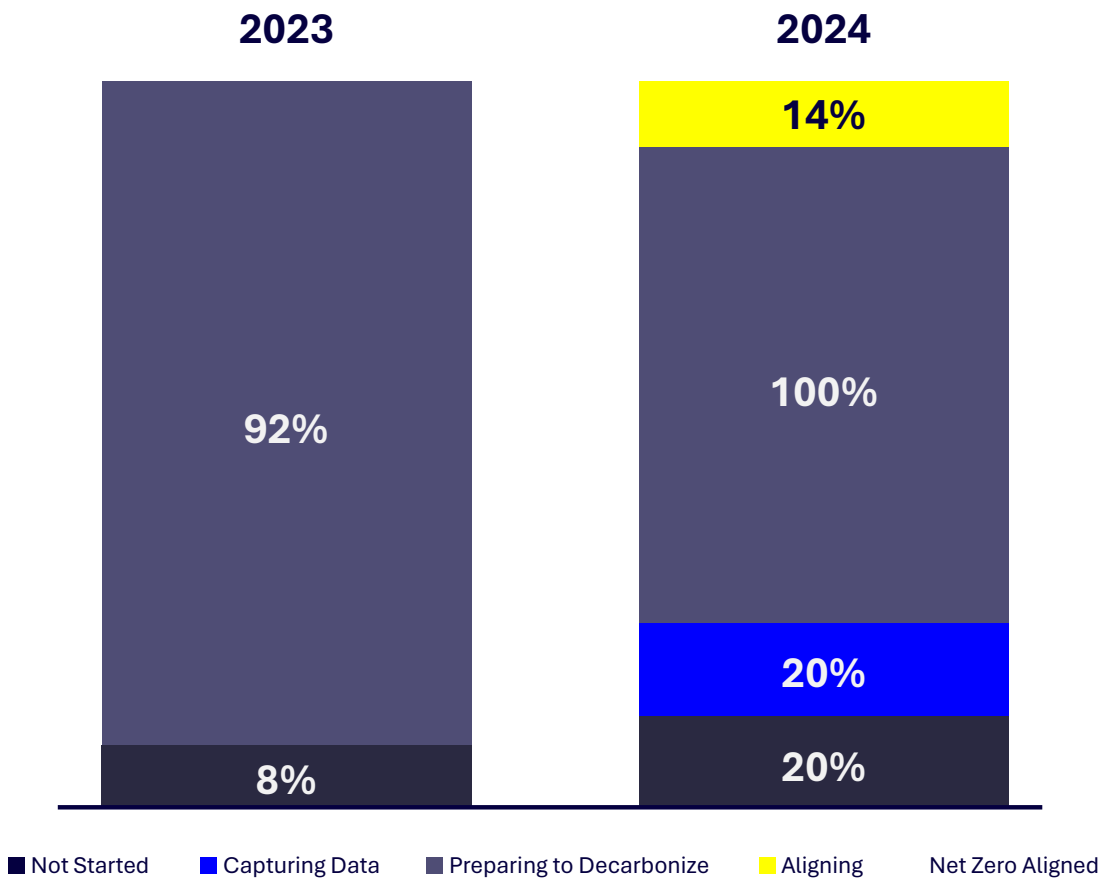
1: The company's carbon footprint is significantly higher than the rest of the portfolio due to the nature of its activities. However, decarbonation is a central focus of Novakamp's strategy, with major R&D efforts Integrate energy efficiency issues into the product offering. These R&D projects not only contribute to lowering the company's emissions but also represent a key business driver, as clients increasingly value low-carbon innovation in the sector.

Private Markets Decarbonization Roadmap (PMDR)

The Initiative Climat International (iCI) and the Sustainable Markets Initiative's Private Equity Task Force have developed the Private Markets Decarbonization Roadmap to help private market firms lead the shift toward a low-carbon economy

Central to this roadmap is the Alignment Scale, a tool for General Partners to categorize where their portfolio companies stand in their decarbonization journey and to monitor their progress over time

The current alignment of the Sparring's portfolios by investment values is set out in the table below:



BIODIVERSITY REPORT



GOVERNANCE

We consider biodiversity loss a major sustainability challenge, which is why we integrate nature-related risks into our investment process and support portfolio companies in addressing them.



Integrated Sustainability Governance

Biodiversity is now explicitly included in our Sustainability Policy, both at the management company and portfolio company levels. The Sustainability Committee oversees the monitoring of this integration. With the support of the Climate & Sustainability Officer, **all members of the deal teams are encouraged to incorporate biodiversity considerations into investment analyses and value creation strategies**, particularly for sectors most exposed to biodiversity risks or dependencies



Awareness and training in our Management company

We are committed to raising awareness about biodiversity among all employees. Biodiversity is regularly addressed during dedicated sessions in our quarterly Climate & Sustainability Meetings, led by our Climate & Sustainability Officer. To further reinforce this approach, we are considering organizing a Biodiversity Fresk session in H2 2025 or Q1 2026, following the model of the Climate Fresk we previously rolled out



Active membership in France Invest's Sustainability Commission through our involvement in the Biodiversity Working Group

In 2024, we contributed to four key deliverables to help management companies and portfolio companies integrate biodiversity, both in investment analysis and in the implementation of dedicated strategies — including an internal analysis guide, a pre-due diligence questionnaire, and awareness materials for portfolio companies
In 2025, **as co-leader of the Biodiversity Working Group**, we are stepping up our efforts with a roadmap focused on awareness, capacity building, and concrete action
We also capitalize on the Group's outputs to continuously improve our own practices

INTEGRATED SUSTAINABILITY GOVERNANCE



STRATEGY

We have taken a pragmatic approach to biodiversity matters and, since June 2025, have implemented a biodiversity policy that integrates *TNFD* recommendations in alignment with our existing tools and the maturity level of the private equity market

Our commitments at Management Company level

- Integration of biodiversity into the **investment cycle** (see next page)
- Regular training of investment teams on biodiversity-related issues
- **Monitor progress** regularly and **communicate** transparently

Active membership in France Invest's Sustainability Commission through our involvement in the Biodiversity Working Group

- In 2024, we contributed to the **publication of four key deliverables** to support management companies and portfolio companies in identifying tools for biodiversity integration - both in investment analysis and in the implementation of dedicated strategies
- In 2025, we are further strengthening our commitment by being appointed **co-leader** of the Biodiversity Working Group. Our roadmap now focuses on **raising awareness, building capacity and encouraging concrete action** among portfolio companies

Our commitments at Portfolio level

Work **collaboratively** with portfolio companies and **systematically** deploy the following **resources**:

- Cover 100% of our portfolios with a qualitative analysis of nature-related impacts and dependencies using the UN-backed ENCORE tool
- For the most exposed portfolio companies, assess biodiversity impacts using **a quantitative approach** (such as *GBS*) and craft a tailored strategy
- Incorporate biodiversity considerations into sustainability **action plans** when the issue is material

Performance tracking and transparency

Communicate regularly and transparently on the following KPIs (within our annual sustainability report¹):



At portfolio level

- % of portfolio analyzed with ENCORE
- % of portfolio that has conducted a footprint measurement like *GBS*
- PAI 7 (share of portfolio companies with sites and operations located in or near biodiversity-sensitive areas)



At company level

- Nature of impact and dependency
- KPIs defined case by case according to impacts and dependencies

1: Following TCFD recommendation

STRATEGY

Sparring relies on the LEAP methodology (Locate, Evaluate, Assess, Prepare), developed by the TNFD, to progressively structure the integration of biodiversity issues throughout the investment cycle. This approach helps identify nature-related risks and opportunities at each stage of an investment's life, guiding more informed and strategic decision-making.

Internal analysis

- **Geographical approach**
Identification and mapping of biodiversity-sensitive areas (e.g. Natura 2000 sites, IUCN Red List, etc.) located near the operational sites of a given company



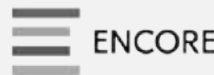
Due-diligence

- **Holistic approach**
Assess nature-related risks alongside climate risks, including pressures and dependencies
When exposure is significant, a biodiversity focus is included in ESG due diligence



Holding period

- **Qualitative & sector-based approach**
Assess nature-related risks by identifying dependencies on 25 ecosystem services and 13 pressures on nature. Prioritize areas for **deeper analysis** (including **quantitative** approach) - if need be
- **Dialogue** with management teams and **awareness-raising** on biodiversity issues
- On a case-by-case basis, **action plans** will be implemented for companies identified as having **significant nature-related issues**



Exit

Reporting on implemented initiatives and ongoing sustainability pathways



RISK MANAGEMENT

Processes used by Sparring to identify, assess and manage nature-related risk

Since 2024, the assessment of nature-related risks has been systematically integrated into the investment life cycle following the **LEAP** methodology (**L**ocate, **E**valuate, **A**ssess, **P**repare), developed by the TNFD



Prior to investment

- **Geographical approach at pre-due diligence stage**

At Sparring, we use open-source platforms such as IBAT to identify sensitive areas from a biodiversity perspective. **IBAT** combines data from the IUCN Red List, World Database on Protected Areas, and KBA to assess potential overlaps between project locations and areas of high biodiversity value. This geographic screening helps identify potential nature-related risks early in the investment process and can be complemented, when needed, by the pre-due diligence questionnaire developed by the France Invest Biodiversity Working Group

- **Holistic approach during due-diligence**

We assess nature-related risks alongside climate risks, using Due diligence module of the platform Altitude by Axa Climate. This tool integrates the TNFD’s LEAP framework and identifies risks based on four dimensions: biodiversity footprint (GBS methodology), proximity to threatened species (GBIF data), proximity to sensitive areas (international biodiversity databases), and ecosystem service dependency (ENCORE database)

When exposure is significant, a biodiversity focus can be included in ESG due diligence performed by an external provider



During detention period

- **Qualitative & sector-based approach**

During the holding period, we apply a qualitative and sector-based approach using the ENCORE tool to assess nature-related risks by identifying dependencies on 25 ecosystem services and 13 pressures on nature, complementing the Altitude tool. We use an internal scoring system that weights each level of dependency, helping to identify companies with higher exposure (see methodology in appendix). When needed, these are subject to further quantitative analysis by a dedicated consultancy

- **Management Engagement & Targeted Action**

We engage in dialogue with management teams to raise awareness of biodiversity issues and, on a case-by-case basis, implement targeted action plans for companies identified as facing substantial nature-related challenges

METRICS AND TARGETS Dependencies

Assessing ecosystem service dependencies with ENCORE

In line with our biodiversity commitments, we conducted an analysis of our entire portfolio using the ENCORE tool

ENCORE identifies, for many sectors (more than 180), their level of dependency on 25 **ecosystem services** (such as pollination, water regulation, soil availability, air filtration, etc.)

For each relevant ecosystem service, ENCORE assigns a dependency level on a qualitative scale with seven levels:

- VH - Very High
 - H - High
 - M - Medium
- L - Low
 - VL - Very Low
 - NA - Not Applicable
- ND - Not Determined

Diverse dependencies, mainly linked to water and regulating services

Out of 25 ecosystem services, 20 show at least one potential dependency across the portfolio. Eight of these are directly or indirectly linked to water, mainly through the supply chain, as none of the companies use significant amounts of water in their production processes. The most frequent dependencies relate to regulating services such as flood mitigation, climate regulation, and water management. These results highlight the diverse ecosystem services supporting portfolio operations, particularly through environmental and supply chain interactions.

Resilient portfolio with low-criticality nature risks

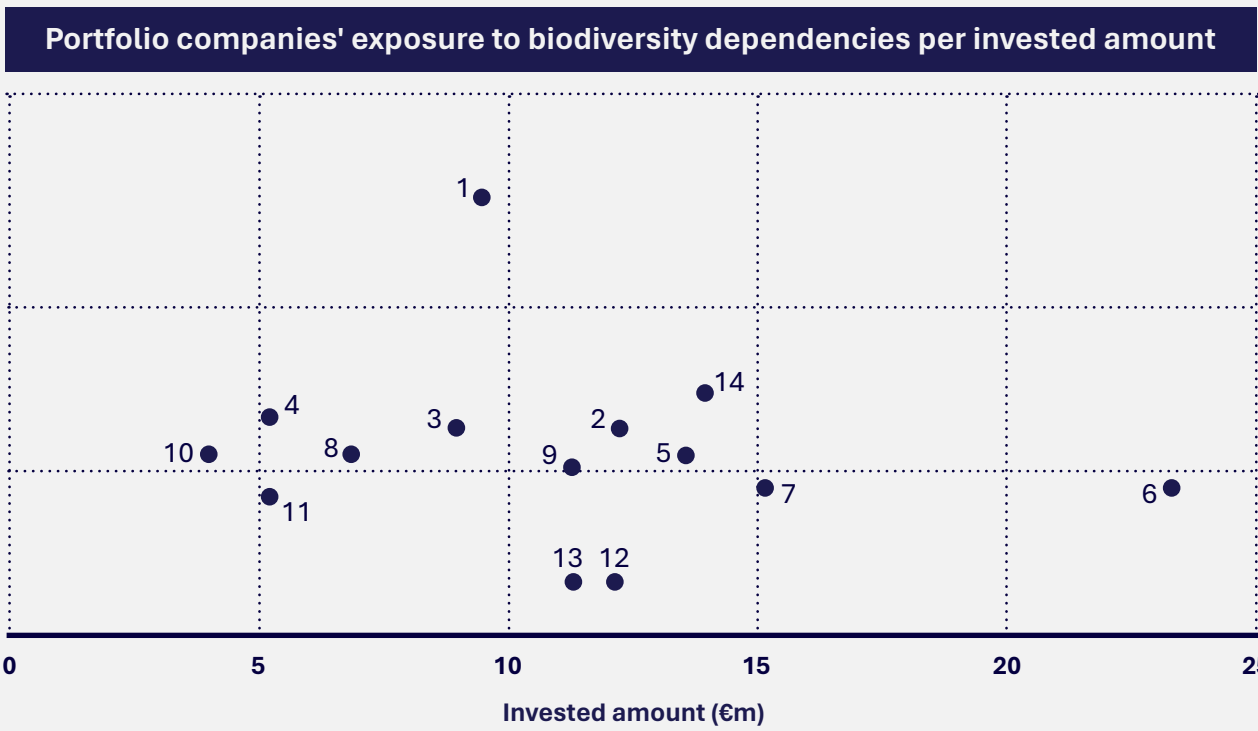
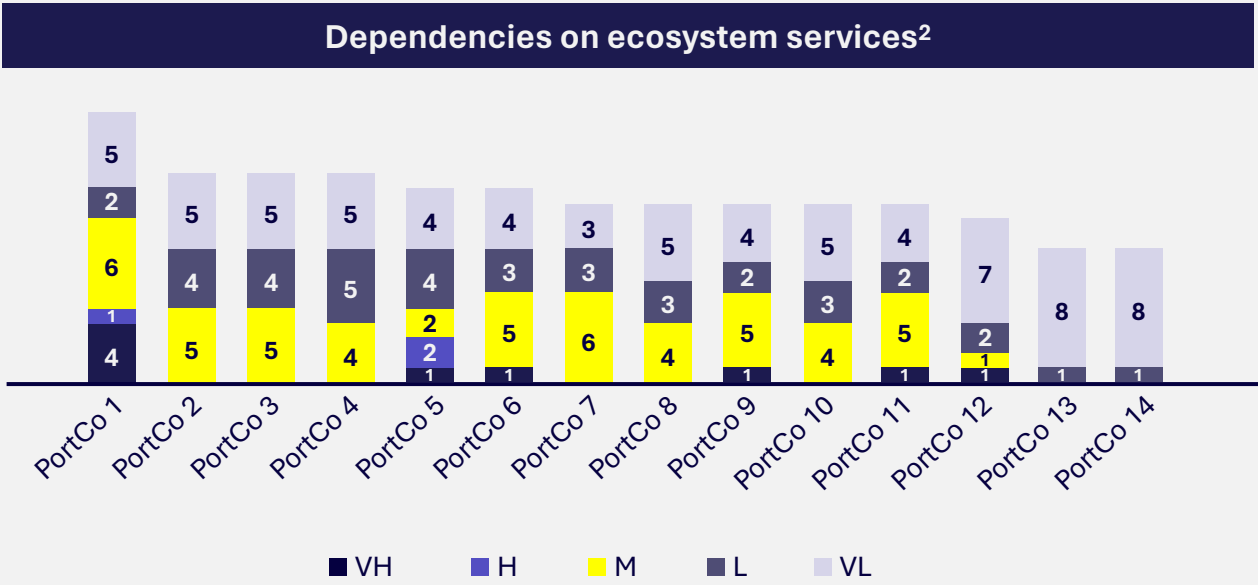
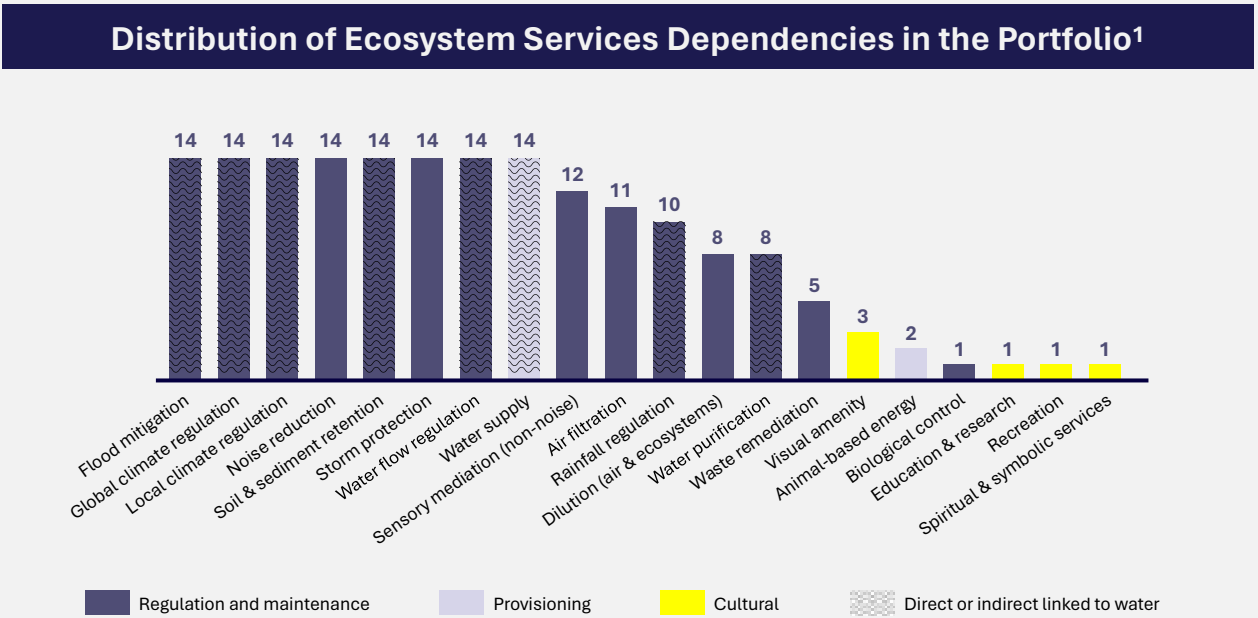
Our analysis reveals that every company in our portfolio presents at least one potential dependency - rated Low or Very Low - on ecosystem service. This universal presence of nature-related dependencies, even at lower levels of criticality, underscores the structural materiality of biodiversity issues across all sectors, regardless of their perceived exposure

Using our internal scoring system, we assessed our portfolio’s overall exposure to nature-related risks in relation to the amount invested (see mapping opposite)

Results show that **we are only marginally exposed** to companies with high potential ecosystem dependencies

The resilience of our portfolios relies on a balanced allocation between investment amounts and moderate levels of dependency

Disclaimer: While the ENCORE tool covers over 180 economic sectors, the analysis is based on sector-level data rather than company-specific information or the particularities of each company’s industrial processes. As such, the results should be considered indicative only. They are intended to help identify areas where potential nature-related risks may be more significant, in order to guide further, site-specific assessments



1: the 5 remaining out of 25 being equal to 0 - 2: For each company, the difference between the number of dependencies and the total of 25 being related to not available / applicable ones

METRICS AND TARGETS

Impacts

Assessing pressures on biodiversity with ENCORE

In line with our biodiversity commitments, we conducted an impact analysis of our entire portfolio using the ENCORE tool. ENCORE helps identify the potential pressure each sector places on nature through five key categories: land use change, climate change, pollution, resource exploitation, and invasive species. Each of the 13 pressures is assessed in terms of its impact on biodiversity and linked ecosystem services, using a qualitative scale with seven levels:

- VH - Very High
 - H - High
 - M - Medium
- L - Low
 - VL - Very Low
 - NA - Not Applicable
- ND - Not Determined

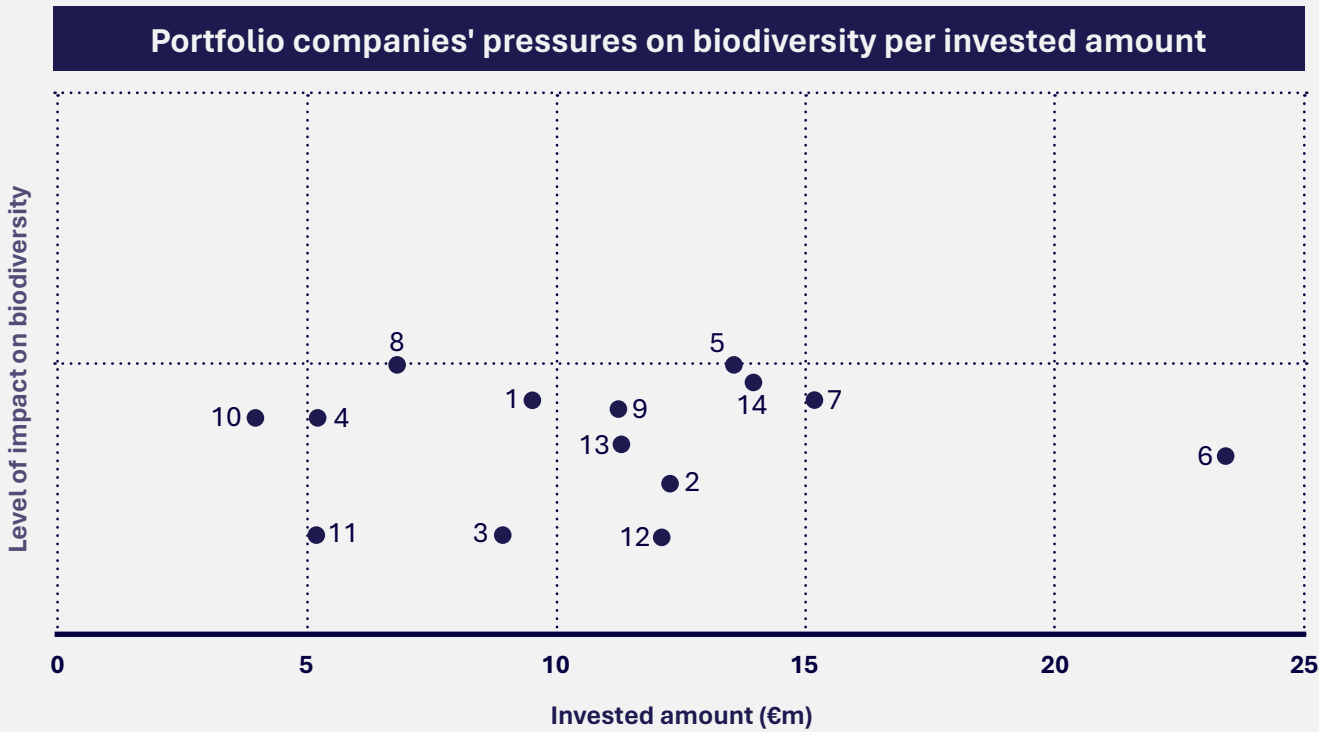
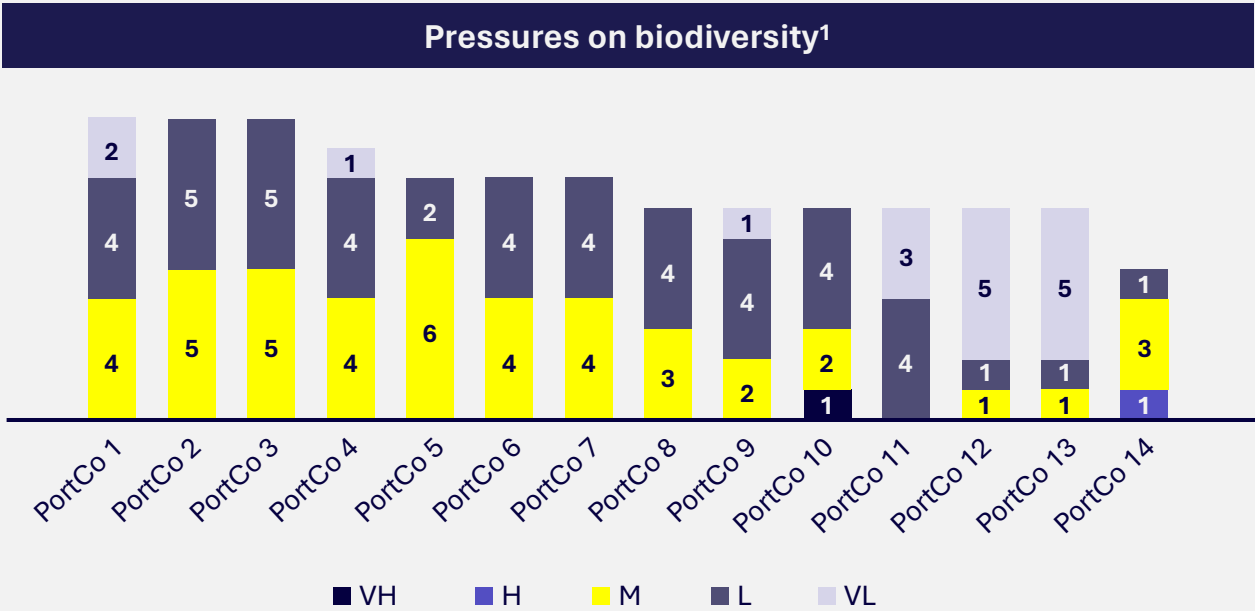
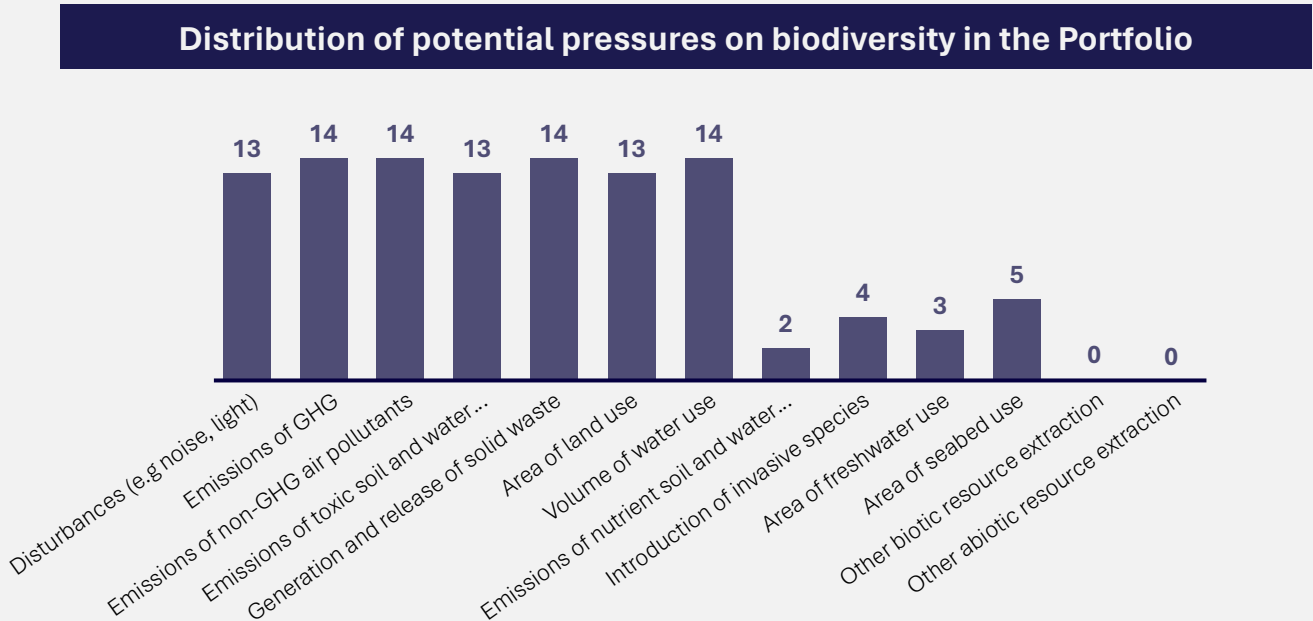
Diverse dependencies, mainly linked to water and regulating services

Our portfolio companies are potentially linked to a broad range of pressures on biodiversity, with GHG emissions, air pollution, water use, land use, and solid waste emerging as the most common ones across the portfolio (appearing in 13 to 14 companies). These pressures are typical of general industrial and service sector activities and suggest a **moderate but widespread potential impact on biodiversity**. Conversely, pressures such as nutrient pollution, invasive species, seabed use, and biotic/abiotic resource extraction are far less represented, indicating that **our portfolio has limited exposure to more intensive or land-and-resource-heavy activities**.

Resilient portfolio with low-criticality nature risks

Our analysis reveals that all companies in our portfolio are associated with some level of potential impact on biodiversity. This reflects the structural relevance of nature-related issues across all sectors, even when companies do not have a direct or significant environmental footprint. Using the ENCORE tool and our internal scoring system, we assessed the portfolio’s overall potential impact on biodiversity, based on the nature and intensity of sector-specific pressures (see mapping opposite) Results show that we are **very marginally exposed** to companies with important potential impacts. **This limited exposure reflects a balanced investment allocation and a focus on sectors with relatively moderate biodiversity pressure profiles.**

Disclaimer: While the ENCORE tool covers over 180 economic sectors, the analysis is based on sector-level data rather than company-specific information or the particularities of each company’s industrial processes. As such, the results should be considered indicative only. They are intended to help identify areas where potential nature-related risks may be more significant, in order to guide further, site-specific assessments



1: For each company, the difference between the number of dependencies and the total of 25 being related to not available / applicable ones

METRICS AND TARGETS



At portfolio level¹

DEPENDENCIES



of portfolio companies analyzed with ENCORE



portfolio companies have been identified as having H or VH dependencies on key ecosystem services



ecosystem services show at least one dependency



ecosystem services directly or indirectly linked to water



of portfolio companies analyzed with ENCORE



portfolio companies have been identified as having H or VH potential impacts on biodiversity



identified pressures on biodiversity

IMPACTS

1: The results presented here cover the SCF1, SCF2 and ReG funds

Methodological note

Assessing nature dependencies via the ENCORE tool

As part of our approach to integrate nature-related issues into ESG risk analysis, we used the ENCORE tool (Exploring Natural Capital Opportunities, Risks and Exposure), developed by the Natural Capital Finance Alliance. This tool helps to better understand how economic activities depend on nature and how they may impact it.

How ENCORE works

ENCORE identifies, for a large number of sectors (more than 180), their level of dependencies on 25 ecosystem services (such as pollination, water regulation, soil availability, air filtration, etc.).

For each relevant ecosystem service, ENCORE assigns a dependency level on a qualitative scale with seven levels:

- VH – Very High
- H – High
- M – Medium
- L – Low
- VL – Very Low
- NA – Not Applicable
- ND – Not Determined

Methodology for dependence score calculation

To summarize and compare the nature dependencies levels of our portfolio companies, we developed an aggregated dependence index. Here is our method:

1. Assigning a coefficient to each dependency level

We converted ENCORE’s qualitative levels into quantitative values using an exponential scale to better reflect the non-linear nature of risk: a "very high" dependency is generally much more critical than a "medium" dependency, both in terms of exposure and vulnerability to ecosystem service disruptions.

Here are the assigned coefficients:

ENCORE Levels	Wording	Assigned coefficients
VH	Very High	10
H	High	7
M	Medium	4
L	Low	2
VL	Very Low	1
NA	Not Applicable	0
ND	Not Determined	0

2. Counting the number of dependencies per level for each investment

For each portfolio company, we:

- identified relevant ecosystem services via ENCORE,
- counted the number of dependencies recorded in each level (VH, H, M, etc.).

3. Calculating the aggregated score

The total dependency score is then calculated using the following formula:

$$\text{Total score} = (\text{nb_VH} \times 10) + (\text{nb_H} \times 7) + (\text{nb_M} \times 4) + (\text{nb_L} \times 2) + (\text{nb_VL} \times 1)$$

Levels NA and ND are not considered in the calculation (score = 0).

This score thus quantifies the overall nature dependency of a given company based on the weighted sum of its dependencies on each identified ecosystem service.

Use of the score

- This score is intended for comparative purposes within the portfolio.
- It helps identify the most exposed investments, thus prioritizing deeper analyses or action plans.
- By crossing this score with other variables (invested amount, sector, decarbonization trajectory, etc.), it contributes to an integrated vision of ESG risks, notably aligned with the TNFD framework or SFDR requirements.