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2024
SUSTAINABILITY
REVIEW

Publication Sept. 2024

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*“We are
the architects
of the future
alongside our
entrepreneurial
partners”*

Eric Bismuth, CEO



2024 SUSTAIN- ABILITY REVIEW

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FOREWORD

by **Daniel ELALOUF**,
Managing Director - Partner

Within the space of just twenty years, Montefiore Investment has become a leading investment company for SMEs and mid-cap service companies in Europe.

Montefiore Investment is more than just an investor; it is the preferred partner of visionaries and forward-thinkers who are keen to transform their ideas and ambitions into actions that will benefit a wide range of people. To date, we have supported more than 50 entrepreneurial adventures, each of which has a unique story to tell about their growth, resilience and success.

We firmly believe that success is not only measured in financial terms, but also in terms of its contribution to society, the creation of human value, integrity and commitment to our partners. This is why we strive to make the right choices alongside the leaders we support. These strategic choices promote sustainable growth, place people at the heart of every decision, and combine a long-term vision with immediate results.

With a team of more than 50 dedicated professionals, we devote our expertise, experience and passion to every adventure we embark upon and support.

By formulating medium-term objectives and creating a roadmap for 2030, we are able to reach our ambitious targets to promote the transformation and sustainable attractiveness of our economy.

We are committed to providing our portfolio companies with tailor-made support, reflected in the implementation of a strategic plan and actions whose challenges and objectives we prioritise with the management. Montefiore Investment is committed in this context to strengthening its reporting tools, in order to ensure ever more rigorous monitoring, accurately assess the progress made and demonstrate the real impact of the actions carried out.

This report is, therefore, intended to reflect our commitment to a sustainable vision of investment that is transparent, responsible and pragmatic. It presents and highlights our strategy and the key measures we are taking to accelerate the integration of ESG issues into our investment processes, contribute to the creation of economic value and strengthen companies' positions by developing sustainable competitive advantages. ESG has become a major strategic focus, which drives transformation, anticipates trends and strengthens resilience and team cohesion.

We are convinced that the integration of CSR into our investment processes, beyond the ethical values that we uphold, is now essential in terms of creating economic value and guaranteeing sustainable financial performance. This conviction guides all of our daily actions and every decision we make, and makes Montefiore Investment a notable player in Responsible Investment.

“ESG has become a major strategic focus, which drives transformation and anticipates trends”



+4,5 €bn
Assets under management

50+
Entrepreneurial adventures supported since 2005

42 Portfolio companies

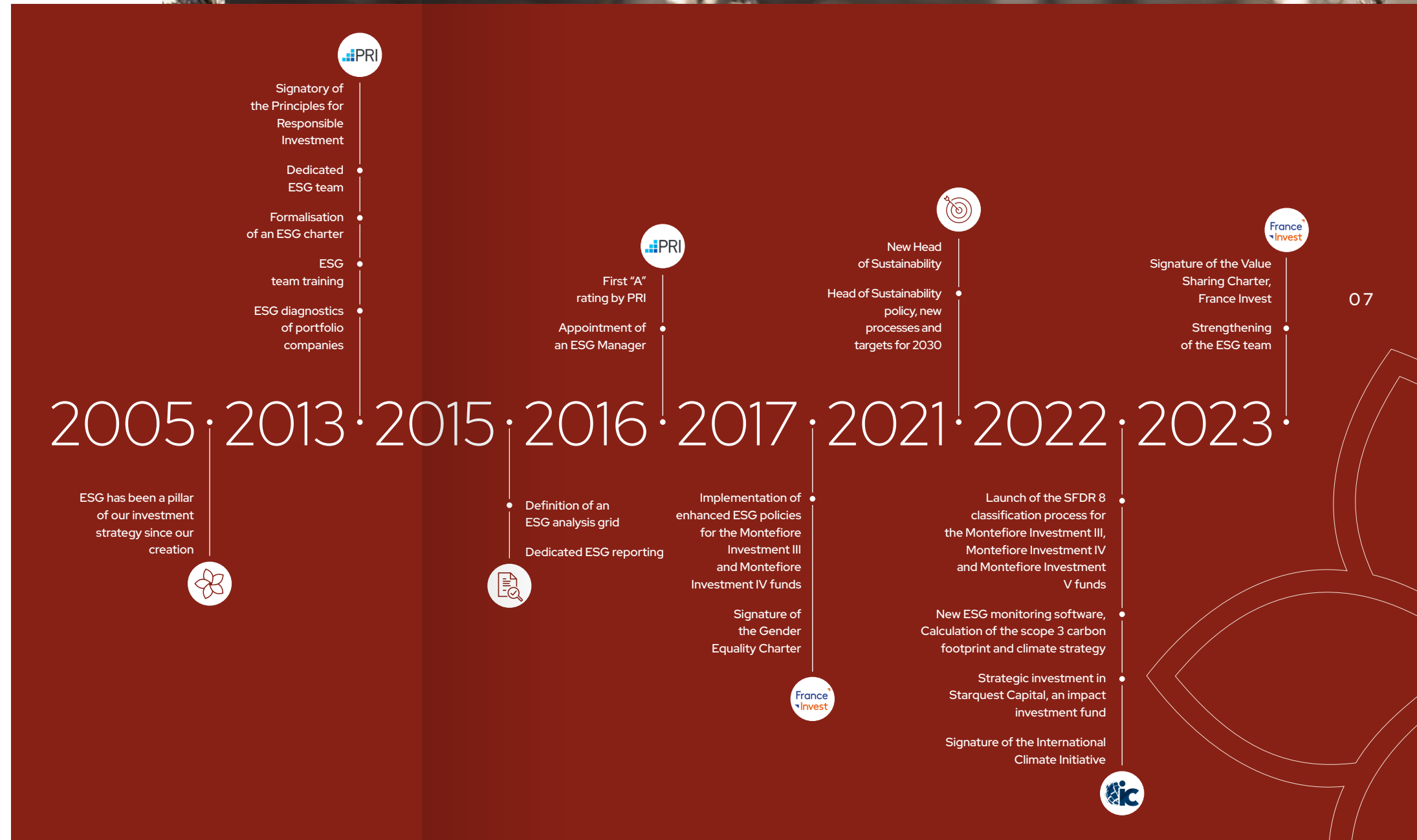
06

Investment pillars

- Focus**
Sector specialisation in services
- Growth**
Acceleration of profitable growth

Offices

A 19-YEAR COMMITMENT



07

A RESPONSIBLE INVESTOR

Montefiore Investment supports profitable and growing companies, who are leaders in their market, and promotes high-performance and sustainable trajectories to develop European champions.

Montefiore Investment is pursuing sustainable action in two ways: as a responsible investor in SMEs and mid-sized companies operating in the services sector, on the one hand, and as a leading player in its sector, on the other.

This commitment addresses sustainability through three dimensions:

01

Economic:

- > Ensuring the growth and profitability of our portfolio companies
- > Strengthening their sustainability and that of their ecosystems.

02

Social:

- > Creating sustainable jobs
- > Encouraging employee participation in value creation
- > Promoting inclusion and respect for ethical values.

03

Environmental:

- > Assessing environmental risks so that they can be mitigated more effectively
- > Identifying new business opportunities and implementing innovative approaches.

Our funds

Our last three generations of funds are classified SFDR Article 8

- Montefiore Investment IV
- Montefiore Investment V
- Montefiore Investment V Co-invest
- Montefiore Investment VI
- Montefiore Investment Expansion
- Montefiore Nov Tourisme



ROADMAP: OUR 2030 TARGETS

Montefiore Investment has set itself a series of sustainability targets to be achieved by 2030, with interim targets for 2025.

These commitments stem from fruitful discussions between all of the Company's employees, conducted with the support of external experts, and is related to both the portfolio companies and the management company itself.

The Sustainability Committee, made up of nine internal employees, is tasked each year with assessing the progress made against the defined targets.

8 DECENT WORK AND ECONOMIC GROWTH

Job creation

8 DECENT WORK AND ECONOMIC GROWTH

Involvement in value creation

5 GENDER EQUALITY

Gender parity

13 CLIMATE ACTION

Climate

Portfolio companies

Job creation, net and in terms of external growth, in France and Europe

Year	Net	Gross
2022	3300	5200
2023	4200	6900
2030 target	9000	18000

Companies that have established mechanisms for contributing to value creation

Year	% of portfolio companies
2022	79%
2023	75%
2030 target	80%

Gender parity within the Executive Committees

Year	% of portfolio companies
2022	32%
2023	36%
2030 target	35%

Calculation of the carbon footprint across the 3 scopes and emission reduction trajectory

Year	% of portfolio companies
2022	24%
2023	29%
Target	70%

Management Company

Turnover

< 5%
2030 target already achieved (<5%)

Employees benefiting from a value sharing mechanism

> 95%
2030 target already achieved (>95%)

Women in investment teams

Year	Investment team	Investment Committee
2022	26%	0%
2023	22%	12,5%
2030 target	40%	25%

Net Zero Carbon Strategy

- Complete carbon assessment carried out since 2021
- Implementation of a climate strategy

2030 target: Implementation and audit of a climate strategy that contributes to a Net Zero trajectory.

OUR SUSTAINABILITY APPROACH

Montefiore Investment takes environmental and social risks and opportunities into account on three levels.

"Only what is measured can be improved. Adopting an accurate roadmap to assess the progress made year after year, as well as the road ahead, is the best way to achieve tangible results, both in our portfolio companies and within Montefiore Investment itself. Sustainability is a major challenge: the targets we have set for ourselves are not an end in themselves, they are simply a stage of the journey."

Olivier Nataf,
Head of Sustainability
and Impact.

01
— Sustainable investment

02
— Internal Operations and Governance

03
— Industry initiatives and philanthropy

OUR SUSTAINABLE INVESTMENT STRATEGY

01

Sustainable investment

Fostering sustainable transformation through investment

Montefiore Investment is committed to systematically integrating sustainability issues and external factors in its investment processes for all its funds.



Montefiore Investment systematically refuses to invest in activities that are on its exclusion list. Further information can be found at: montefiore.eu

02

Internal Operations and Governance

Promotion of sustainability practices within the management company

- Implementation of the sustainability strategy and policy overseen by Montefiore Investment's Sustainability Committee.
- Decentralised approach to sustainability: roles and responsibilities are shared between investment and support teams.
- Awareness-raising and training of all teams (stepping up internal initiatives by creating a newsletter, conducting mentoring campaigns, raising awareness about carbon impact and recycling).
- Inclusion of sustainability criteria in the annual assessment of team members (10% taken into account in the annual bonus).

03

Industry initiatives and philanthropy

Promoting sustainable initiatives within the investment sector

- | | |
|---|--|
| <p>Participation in the following initiatives and charters:</p> <ul style="list-style-type: none"> • Principles for Responsible Investment (PRI). • France Invest Responsible Investor Charter. • France Invest Gender Equality Charter. • International Climate Initiative (ICI). • Value sharing charter. | <p>Commitment to various charities:</p> <ul style="list-style-type: none"> • Around €1 million will be devoted to training young people in the tourism and hospitality sector where there is a shortage of labour. • Specific support for jobs in the tourism industry. |
|---|--|



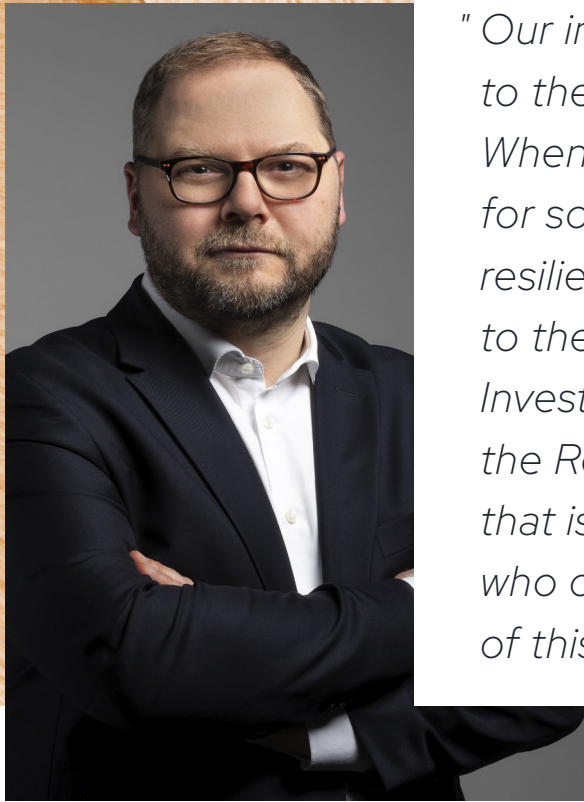
We lead the France Invest working group on the correlation between sustainability and value creation & protection, together with PwC. This work has led to the publishing of a white paper.

ASSESSMENT OF OUR ACTIONS

within Montefiore Investment

"Our investors are increasingly sensitive to the major challenges facing our society. When making their investments, they look for solid evidence of performance and resilience that will make a positive contribution to the economy of the future. At Montefiore Investment, we fully embrace this vision of the Responsible Investor. ESG is a mindset that is fully supported by all our teams, who contribute to the implementation of this approach every day."

Johann Greissler,
Head of Investor Relations.



An authentic, ambitious and pragmatic ESG approach

As a shareholder and strategic partner, we are fully committed to the transformation of our model by incorporating social and environmental responsibility. We have a fundamental role to play, both financially and in the support we offer in structuring and implementing the ESG approach.

Montefiore Investment has chosen to become a committed player in the energy and climate transition. While our last three generations of funds are classified Article 8, our current goal is to advance our portfolio companies in order to best respond to environmental, social and governance issues.

We also set up a strategic partnership in 2022 with Starquest, a leading greentech player investing in innovative companies whose latest fund is an impact fund (Article 9).

Key figures of the Management Company

Recruitment of a Sustainability Manager



4 Jobs created

35% of women in the workforce

100% permanent workforce

100% of employees trained on ESG issues

OUR PORTFOLIO

Overview of sustainability targets



" We support companies in their transformation. We work hand in hand with the management team for each investment to jointly define realistic ambitions that will be beneficial for their ecosystem. We take into account the complexity of the company so that progress can be made on every issue. Our approach is ambitious, authentic and pragmatic."

Anne-Aurélie Duval,
Sustainability Manager.

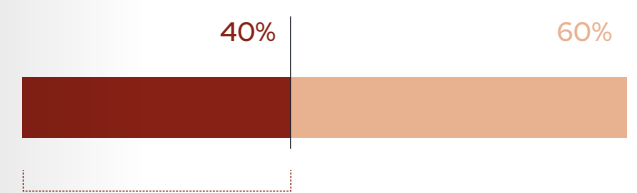
A committed player in the energy and climate transition

As an active investor with almost 20 years of experience in transforming the companies it supports, Montefiore Investment has a duty to make a major contribution to meeting the challenges posed by climate change and the biodiversity crisis.

Measure

53%
of companies have an environmental policy

40%
of companies have carried out a complete carbon assessment vs 35% in 2022



80%
of portfolio emissions are covered by a carbon assessment



We have structured our biodiversity strategy with regards to our portfolio in order to carry out an impact and dependency analysis.

Risk management

100%
of companies have no environmental litigation

98%
of companies declare that they have no direct potential negative impacts on biodiversity

Actions

95%
of companies have implemented initiatives to protect the environment

- 85% are reducing their energy consumption
- 78% are reducing and recycling their waste
- 68% are reducing the use of their resources
- 56% are reducing their air travel
- 51% are reducing their water consumption
- 38% have a responsible purchasing policy

Our aim: to strengthen human capital

We support our investors by helping them to structure and strengthen their teams and by jointly defining a roadmap with ambitious objectives. This approach has a significant impact on employee loyalty and satisfaction, creating a stimulating work environment.

By investing in the skills and well-being of their employees, our portfolio companies can build committed and efficient teams, which are essential for their long-term success.

48%
Trained employees

33%
Turnover

4%
Absenteeism

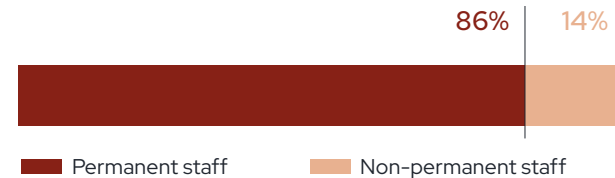
36
Accident frequency index

0,58
Accident severity index

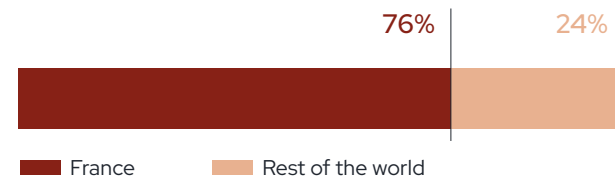
69000+
Gross jobs created since the first investment

42000+
Net jobs created since the first investment

Types of FTE contracts



Geographical breakdown of the workforce



Transparency and ethics at the heart of our values

Montefiore Investment is committed to promoting best practices in governance within its portfolio, taking the specific features of each sector and company into account.

It is also a key factor for motivation, the alignment of interests and talent development within teams.

Formalisation

Percentage share of companies

81%
have a cybersecurity policy

57%
have a code of ethics

38%
have a supplier code of conduct

Gender equality

36%
of Executive Committee members are women

29%
of companies are managed by women

Governance

100%
of new investments are subject to ethical due diligences

75%
of the companies in which Montefiore Investment is a significant shareholder have a value-sharing mechanism

31%
of employees are shareholders

00%
litigation

Once again this year,
Montefiore Investment's
commitment to ESG
value creation is stronger
than ever.

We aim to maximize our positive impact through dedicated ESG development plans, an in-depth risk assessment, the promotion of carbon footprint measurements and new initiatives towards the conservation of biodiversity.

We will pursue our approach by building on our past experience and committing to a culture of innovation and continuous learning, and we are ready to meet the challenges of the future with determination and a visionary approach.

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The information provided covers the year 2023, from 01/01/2023 to 31/12/2023. It was collected between 30 January and 30 March 2024 and is based on data and information provided by the companies in our portfolio.

Montefiore Investment has not independently verified the accuracy or completeness of this information and cannot be held liable for any errors or omissions, or for the results obtained through the use of this information.

Please refer to our Sustainability Policy for further details.

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