



**Financing
a sustainable future**

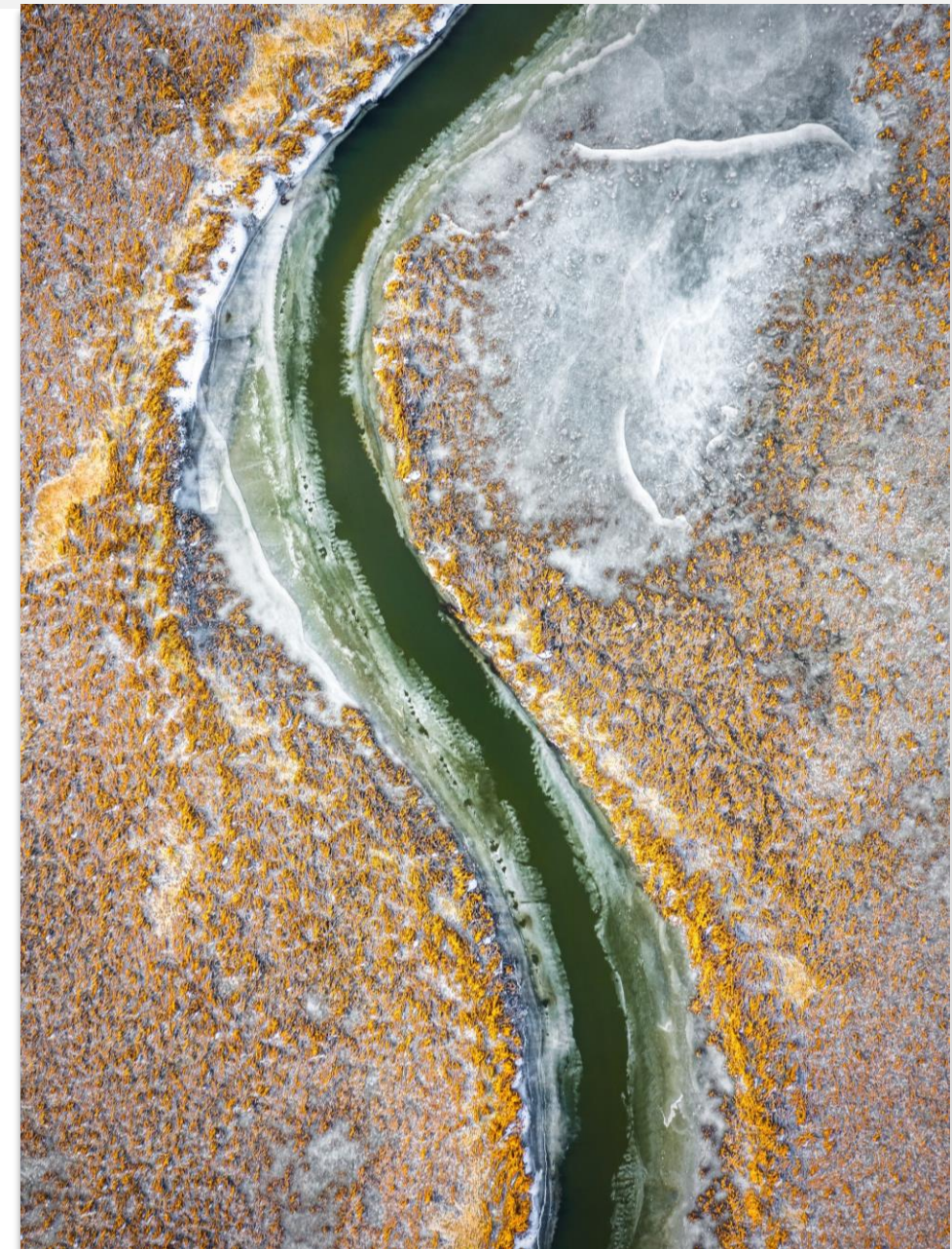
DE▲ETER

ESG & Impact Report

2023

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Editorial

2022 was an exceptional year for the ecological transition and for private equity. Demeter, a pioneer in investment for the ecological and energy transition, once again demonstrated its leadership role by investing in 26 new companies, making 44 reinvestments and 4 exits, including a spectacular one.

A sharp acceleration in investment for the ecological transition

In France, €54 billion will be deployed as part of the France 2030 investment project, to accelerate in high-stakes sectors such as energy and climate, as described by Bruno Bonnell (*on page 5*). In 2022, private equity players set a new record by investing in 123 deals in the CleanTech sector for a total of €3.4 billion*.

On a global scale, the events of 2022, in particular the war in Ukraine, the food and energy crises, extreme weather events and global supply problems, have called for urgent attention to environmental issues. In the United States, the Inflation Reduction Act (IRA) committed significant public subsidies to CleanTech. In Europe, the Green Deal, aimed at accelerating Europe's transition to renewable energies, has been strengthened.

We invest in the champions of ecological growth

In this context, with more than **€1.2 billion assets under management**, Demeter is making a significant contribution to the development of financing for the ecological transition. Since its creation, **233 companies** have been supported in these sectors, representing a **total turnover of €1.4 billion by 2022**.

All the funds we have launched since 2021 are classified as Article 9 in the SFDR and have an environmental objective. In 2023, we are stepping up the pace by launching new funds, including the **Innovation for Adaptation and Mitigation fund (IAM)** in the summer.

We are proud and happy to have supported Deepki since its first fundraising at the seed stage in 2015. In just a few years, Deepki has become the world leader in the low-carbon transition in the real estate sector, and has raised **€150 million in 2022** to accelerate its growth and continue its international roll-out, giving Demeter the opportunity to achieve an exceptional performance.

We have a positive contribution to the climate and decarbonation

We are affirming our management model, which combines financial performance, the development of innovative ecological solutions and a strong ESG commitment. In 2022, our portfolio companies have avoided the emission of **7.6 million tones of CO2 and energy consumption of 37 TWh** (respectively +50% and +61% vs. 2021). In addition, **1,900 patents** have been filed by our portfolio companies since 2005, including 160 patents filed in 2022.

We are strongly committed to **decarbonisation and the protection of biodiversity** by supporting notably the Climate Dividends, as described by Brune Poirson (*on pages 4 and 25*).

With our entire ecosystem, increased capital under management and the launch of new SFDR Article 9 funds, we are determined to pursue our main objective: **supporting the champions of ecological growth**.



The Managing Partners of Demeter

*Philippe Detours,
Lionel Cormier,
Stéphane Villecroze,
Sophie Paturle,
Eric Marty.*

Viewpoint

"Private equity can and must play a key role in directing investments towards companies that make a positive contribution to the environment"

Brune POIRSON

Chief Sustainability Officer - Accor
President of Climate Dividends
Former Secretary of State for the Minister of
Ecological Transition and Solidarity



In your opinion, what are the priorities to focus on today to achieve the decarbonization of the economy and reach the "Zero net emissions" objective by 2050?

Brune Poirson - All sectors of the economy need to contribute much more actively to decarbonizing the economy if Europe is to meet its climate targets. There are, of course, the major emitting sectors, such as construction, transport, industry, and above all agriculture, which is far from having begun its transition. But I am convinced that to achieve this, the question of method is crucial, and is often underestimated. We need a profound change in method.

First of all, I am convinced that transforming our tax system is a priority. We urgently need to build a consensus on how we use public money, so that the transition does not fall on low-income households. This requires not only the emergence of new ways of making decisions, but also the planning of the necessary transformations through a much closer partnership between the State, companies, financial players and citizens.

Secondly, we need a clear, long-term investment plan commensurate with the challenges we face. Today, France and Europe have the most ambitious regulatory framework in the world, but no financing strategy, leaving economic players with no visibility. Europe needs to propose a long-term plan for the public funding it needs to put on the table, so that its legislation can be translated into concrete action.

Last but not least, I believe it is essential to integrate the issue of adaptation to global warming into public policymaking without delay. Scientists are unanimous: we can no longer pretend that the climate will remain the same as it is today. And yet, until very recently, the subject has remained unaddressed. Integrating adaptation into political, economic and financial decisions must become a reflex.

How can the private equity sector help tackle the climate crisis?

Brune Poirson - It's a fact that the ecological transition needs financing to succeed. According to the French Environment and Energy Management Agency (ADEME), the share of climate-friendly investments in the country's total investment will have to double by 2050. Private equity can and must play a key role in directing investments towards companies with a positive contribution to the environment, which is not yet sufficiently the case. To achieve this, investors must be willing to support and value activities that are potentially less profitable in the short term, but which have a strong potential for decarbonization. This means recognizing the "climate value" created by a company and adopting a more long-term approach. Decarbonizing businesses can be more resilient and better adapted to future market developments, which can make them potentially more profitable.

How can we maximize the commitment of all players in the French economy - businesses, individuals, local authorities and investors - to decarbonizing the economy?

Brune Poirson - Firstly, we need a new social contract. Without fairness, we will not achieve the ecological transition. The State must therefore initiate new forms of consultation. For it is urgent to overhaul the tax system in line with the ecological transition, to rethink the way companies share value, and to create new financial instruments to massively redirect investment towards environmental and social projects. This cannot be done in silos. New methods of consultation are needed. It's up to the State to orchestrate the consultation required for this transformation. Secondly, we need to re-establish trust within society, and in particular between the State and citizens, as well as businesses. This requires better evaluation of environmental actions and the budgets allocated to them. It also requires the development and widespread use of common, transparent indicators for carbon intensity and net environmental contribution.

Viewpoint

“With France 2030, we see decarbonization not as a constraint but as a tremendous opportunity to raise the growth potential of our economy.”

To what extent will France 2030 support societal transformations ?

Bruno Bonnell - Since its launch in October 2021, *France 2030* has already committed nearly €13 billion (as of March 31, 2023) and the government supported more than 1,700 projects for the benefit of more than 2,300 winners. Faced with the accelerated mutations in companies and the social, digital and ecological transition, it is essential to strengthen our human capital. The level of employee skills is now a strategic issue for the sovereignty and resilience of our country. In order to meet these challenges, the State invests in the skills and professions of the future. 2.5 billion euros of *France 2030* have been allocated to human capital to achieve this ambition. This is what we are doing through the "*Skills and professions of the future*" project, which aims to meet the needs of companies in terms of training and new skills for the jobs of the future. The program has already financed the opening of nearly 15,000 places at the start of 2023, in initial and continuing education.

What are the priorities of France 2030 to meet the ecological challenges and bring out the future champions of our sectors of excellence?

Bruno Bonnell - With *France 2030*, we have set 10 objectives and 6 clear levers that will enable us to produce better, live better and understand the world better. Half of these 10 objectives directly concern strategic sectors for decarbonizing our economy, such as energy, transport, agriculture and food. Our action is based on support for new innovative nuclear reactors, for renewable energies such as floating wind power and photovoltaics, and for electric mobility. Our action also consists in tackling the industrial and transport sectors that are more complex to decarbonize, thanks in particular to the development of the decarbonized hydrogen sector. To do this, we are supporting innovation in all its forms, from fundamental research to the implementation of the first plants. We also have a target of devoting 50% of our spending to so-called emerging players. Finally, to succeed, we also have a strong territorial focus with 60% of the plan's funds allocated to carriers based in the region.

Bruno BONNELL

General Secretary for Investment,
Head of *France 2030*



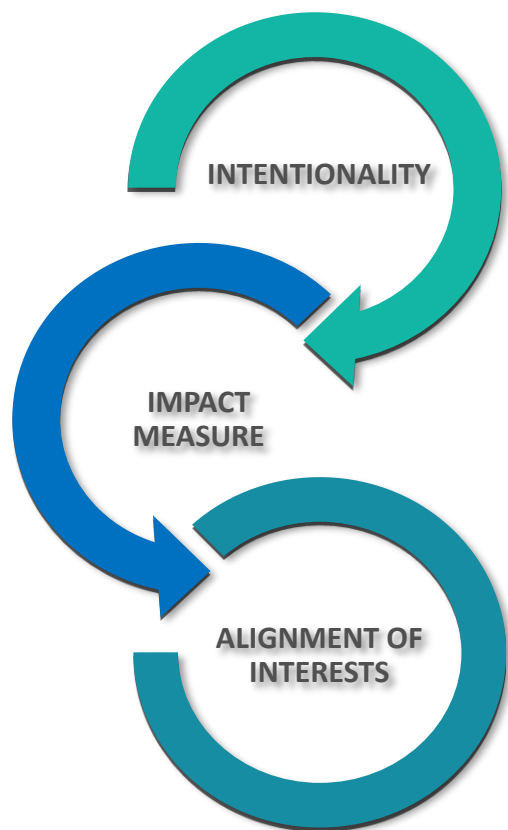
Better production, better living, better understanding of the world. What are the key success factors to reach our goal of being carbon neutral in 2050?

Bruno Bonnell - With *France 2030*, we see decarbonization not as a constraint but as a tremendous opportunity to raise the growth potential of our economy. To do this, we are accelerating decarbonization in industrial sectors, concentrating resources in particular on the 50 industrial sites with the highest emissions. These sites account for half of France's industrial emissions, or 10% of France's total emissions. We have secured a cumulative emission reduction of 50 Mt of CO₂ over the next 8 years. This brings us closer to our objective of a 25Mt CO₂ reduction per year by 2030.

The decarbonization of these sectors is therefore a key challenge for achieving the objectives of the National Low Carbon Strategy. *France 2030* is devoting €5.6 billion to this. We also need to develop our industrial production capabilities in key areas of the low-carbon economy, such as the development of gigafactories for the manufacture of electric vehicle batteries. For decarbonated hydrogen, we are aiming at 6.5 GW/year, and we have already secured 2GW/year by 2027, i.e. one third of our target. We are taking risks and encouraging the development of innovative decarbonization solutions, often led by emerging players.

We are also taking action to strengthen collaboration between research, the private sector and public players, and by coordinating decarbonization efforts at the European and national levels, as well as at the local level. Finally, we are looking for impact solutions that will improve the lives of our fellow citizens. better.

Our vision: investing for a low-carbon future



We invest exclusively in companies with a positive environmental impact.

All our new funds since 2021 are classified Article 9 in the SFDR while previous funds are Article 8.

We implement innovative and in-depth impact measures tailored to each of our funds.

We analyse and set objectives for improvement for the **environmental, social and governance performance** of our portfolio companies.

Our commitments and initiatives reflect our core purpose which is to support the champions of the **ecological and energy transition**.

We align our interests with all our stakeholders, notably by linking remuneration to ESG performance.



Key figures - 2022

+€1.2bn

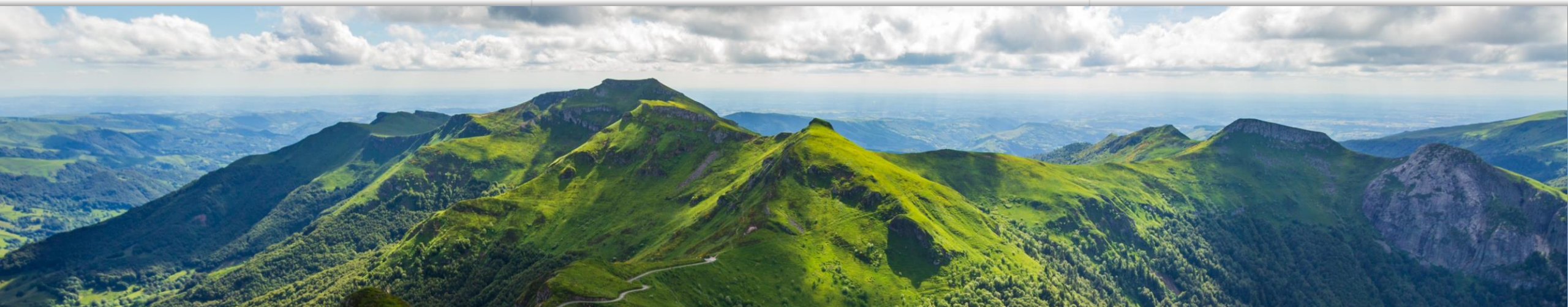
**assets under management
focused on the ecological and
energy transition**

€55m

**invested
in 26 new companies**

€57m

**reinvested
in 44 portfolio companies**



7.6Mt

of CO₂ emissions avoided (1)

*Equivalent to the annual emissions of
3.5 million cars (2)*

37 TWh

of energy consumption avoided

*Equivalent to the electricity consumption of
8 million French households (3)*

160

**patents registered by our
portfolio companies**

(1) Calculation carried out by Carbone 4 on companies in the Paris Fonds Vert portfolio and 6% of companies in other funds managed by Demeter that have calculated their avoided CO₂ emissions.

(2) Source E-rse.net: a car emits 2 tonnes of CO₂ per year. (3) Source <https://prix-elec.com/energie/comprendre/statistiques->

I

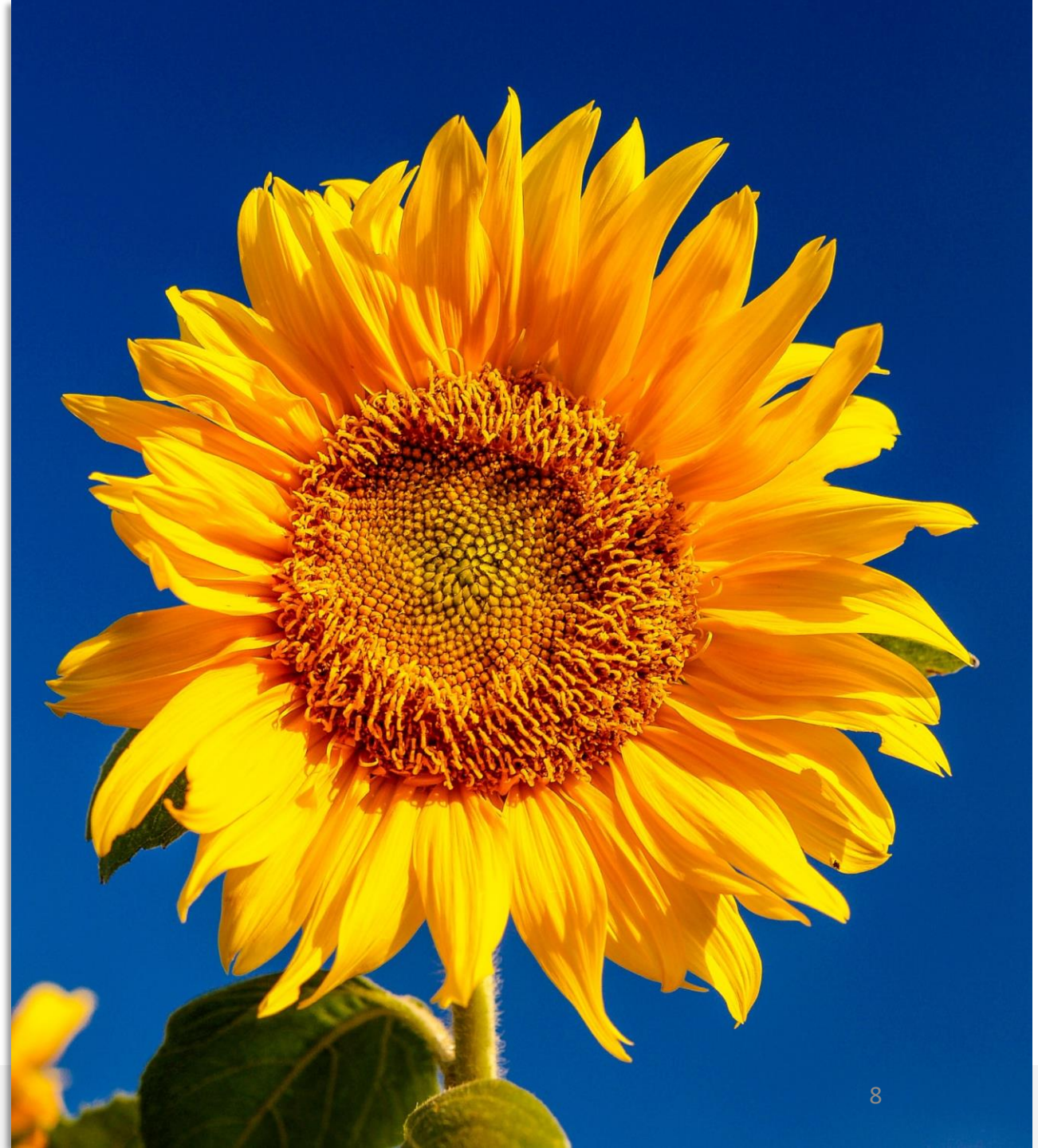
Demeter, pioneer and investment leader in the ecological and energy transition sectors

1) Our identity and our investment sector

- Our identity
- Our investment sectors
- Our investments in 2022

2) Our awards and labels

- Growing commitments since 2005
- Our ESG awards and distinctions
- “French Tech” and “GreenFin” label
- Focus on the “B Corp” label



Overview: our identity

Key indicators

+ € 1.2 bn
assets under
management

38
associates

233
investments *

4
countries



France
Germany
Spain
Canada

Our 3 activities

PRIVATE EQUITY

VENTURE CAPITAL

INFRASTRUCTURE

Demeter invests in companies at all stages of their development: innovative start-ups, fast-growing SMEs and ETIs, and infrastructure projects.

Our investments

*"Supporting the champions
of ecological growth".*

4
funds classified as Article 9 in the SFDR

27%
of assets under management invested
in Article 9 funds in the SFDR

100%
of our assets classified
Article 8 or Article 9 in the SFDR

**Our investment
sectors**

**ENERGY
EFFICIENCY**

**SUSTAINABLE
MOBILITY**

**SUSTAINABLE
AGRICULTURE**

**RENEWABLE
ENERGIES**

**SUSTAINABLE
INDUSTRY**

**CIRCULAR
ECONOMY**

DEMETER investments in 2022 ⁽¹⁾

By 2022, Demeter has **invested €55 million in 26 new companies** in the various sectors of the ecological and energy transition.

PRIVATE EQUITY



COURSIER-FR

Green delivery service



Ventilation, thermal comfort, fire protection and centralised extraction.

VENTURE CAPITAL



Innovative microalgae synthesis process



Alternative solution to chemical herbicides



Monitoring crops to safeguard the food chain



Intelligent irrigation management system



Reforestation and ecosystem monitoring service



Precision management for vineyards



Monitoring and forecasting harmful organisms



Plant-based alternatives to seafood

INFRASTRUCTURE



Recovery of waste heat from computer servers



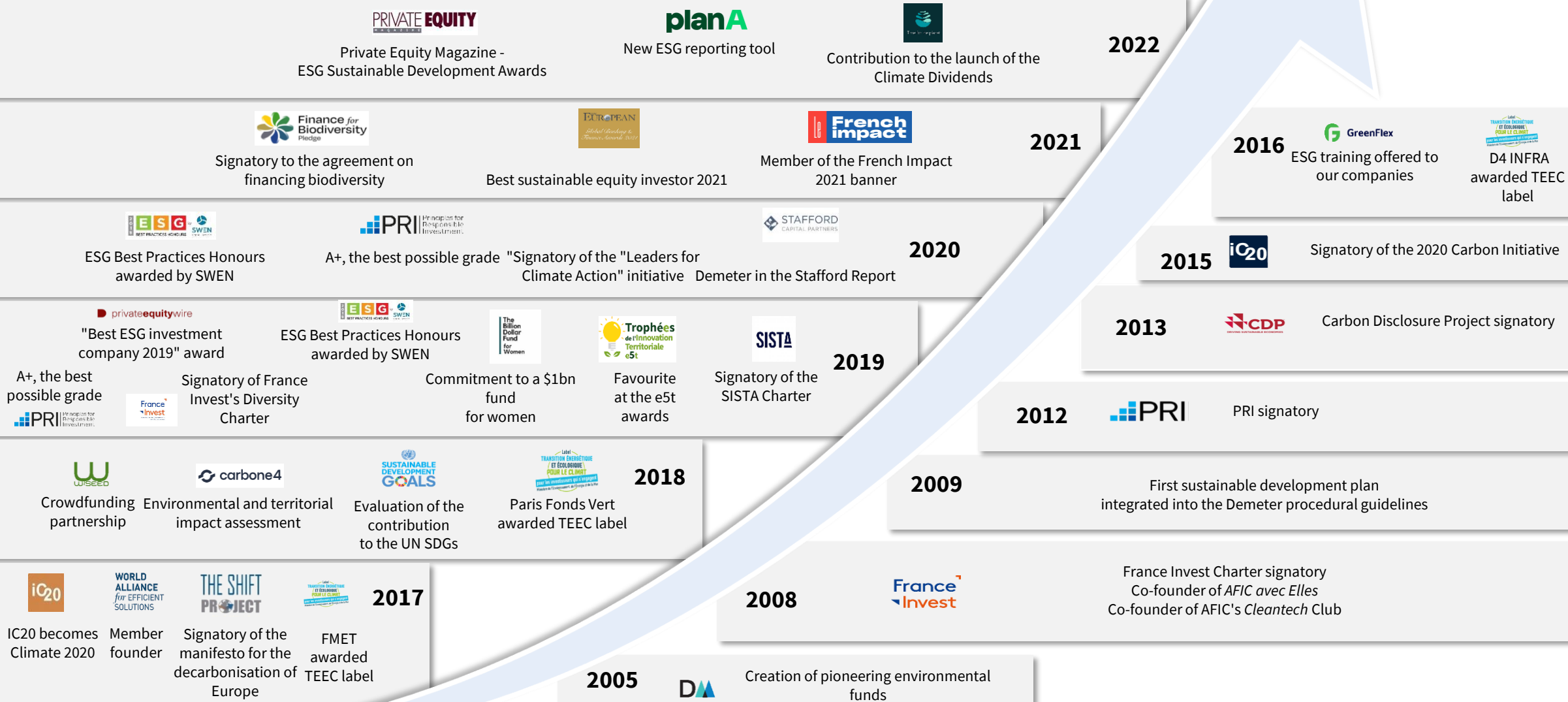
Energy efficiency of lighting



Green hydrogen station in Belfort Danjoutin

(1) Excerpt from our portfolio for illustration purposes

DEMETER's growing commitment since 2005



Our awards and labels in 2022



22 June 2022 - Paris

Demeter has been awarded the ESG and sustainable development prize by Private Equity Magazine. This award recognises the **most active investment and advisory teams on the French market**.



10 November 2022 - **European Investor of the Year 2022**

The European Investor of the Year award recognises an investor who has committed to **excellence in sustainable innovation** and has achieved **positive and growing results across all its activities**.



A+
UN PRI
HIGHEST SCORE

A PRI signatory since 2012, Demeter has received the highest rating, A+, for the second year running, in recognition of its overall **responsible investment strategy and commitment**.



Created by the French Ministry of Ecological Transition and Solidarity, the **GreenFin** label is one of the public policy initiatives resulting from the August 2015 law on the energy transition for green growth.

3 of our funds have the GreenFin Label. A trusted third party (Novethic and EY) enables us to guarantee our investors the quality of the environmental information.



PARIS FONDS VERT

FMET

French Tech initiatives

In 2014, the French government launched the French Tech initiative to showcase France's entrepreneurial resources. Today, this unique ecosystem includes a whole community of start-ups, investors and decision-makers. To highlight and promote the diversity of solutions and technologies that exist within French Tech, numerous networks have been created, such as French Tech 120, Next40 and, more recently, the Green20 ranking.

Demeter is proud to have **8 companies** in its portfolio (compared to 7 last year) that feature in these French Tech rankings, including **3** in the **Green20 ranking**.



ITEN



Focus : B Corp Label

Certified



Our 5 portfolio companies that have already received B Corp certification



B Corporation (or “B Corp”) is a private certification which assesses social and environmental performance of companies. B Corp certification is conferred by B Lab, a global non profit organization. It requires companies to meet social sustainability and environment performance standards, and to be transparent on their activities. B Corp certification applies to the whole company across all product lines and issue areas.

B Corps allows companies to demonstrate their **commitment to using business as a force for a more sustainable development, to meet the growing demand from consumers and investors for more socially and environmentally responsible business practices.**

As an asset management company committed to sustainable development, we strongly encourage our companies to obtain the B Corp label.

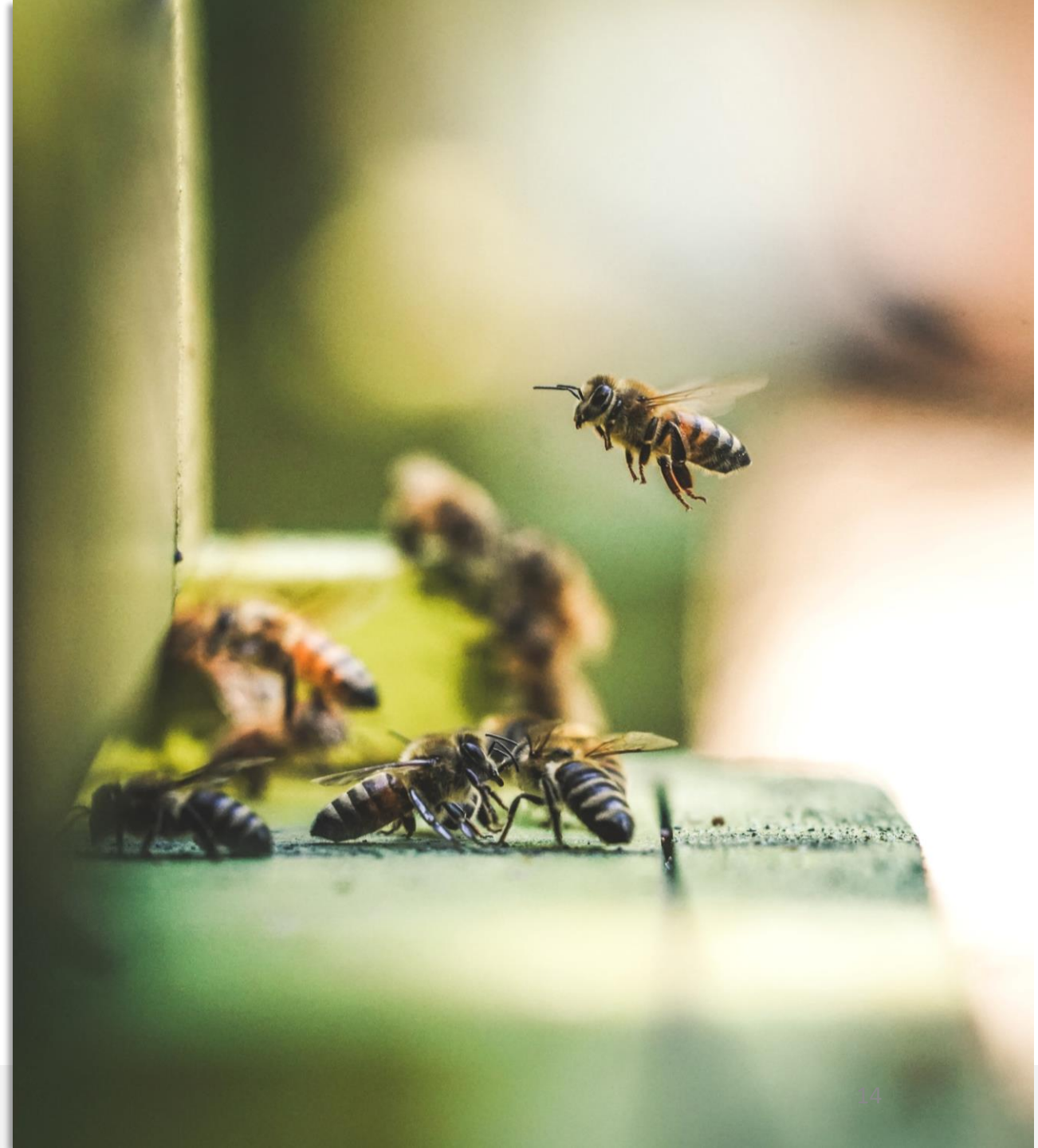
Our 5 portfolio companies in the process of acquiring the B Corp certification



II

A clear intention: investing for the ecological transition


- 1) **Demeter pioneer in SFDR Article 9 funds**
 - Our 4 Article 9 funds
 - 2023: launch of a new Article 9 fund, IAM
- 2) **Our contribution to decarbonation & to the Climate Dividends**
- 3) **Our contribution to the UN's Sustainable Development Goals**
- 4) **Our contribution to biodiversity**



FONDS D'AMORCAGE INDUSTRIEL METROPOLITAIN

TERRITORIAL INVESTMENT FUND FOR SUSTAINABLE INDUSTRY



Fund size and activity	Target fund size of €80 millions. Seed and venture capital investments in Lyon and Saint-Étienne metropolises
Investment sectors	<ul style="list-style-type: none"> ○ Clean energy ○ Green chemistry ○ New materials ○ Medical devices ○ Optics and Electronics ○ Textile ○ Food 
Missions	<ul style="list-style-type: none"> • Support sustainable industry solutions to respond to ecological, social and territorial economic self-reliance challenges and to create local, quality and sustainable employment. • Development of innovative industrial technologies such as carbon dioxide capture and storage, the design of filters for biogas production, methanization and battery recycling. • Encourage industrial change to integrate the challenges of the ecological transition.













Our funds classified Article 9 in the SFDR (2/4)

VITIREV INNOVATION

INNOVATING FOR THE ECOLOGICAL TRANSITION OF THE WINE GROWING INDUSTRY



Fund size and activity	€70 million fund Seed and venture capital investments in France and Europe
Investment sectors	<div> <div>Biocontrôles  Biofertilisants </div> <div>Agriculture numérique et OAD  Distribution/clients </div> <div>Robotique  Data / IOT / IA </div> <div>Procédés  Biotech </div> <div>Sécurité & traçabilité  Economie Circulaire </div> </div>
Missions	<ul style="list-style-type: none"> • Taking into account ecological issues such as climate change acceleration, reduction of environmental impacts, replacement of inputs and protection of natural resources. • Development of digital and biological technologies using multiple sensors, new tools and artificial intelligence, and development of more advanced biotech interfaces. • New expectations of wine growers and consumers, such as recognition of the need for sustainable wine growing, consumer health issues, new consumption habits and new distribution alternatives.



Our funds classified Article 9 in the SFDR (3/4)

CIRCULAR INNOVATION FUND

DEVELOP AND EXTEND INNOVATIVE CIRCULAR SOLUTIONS WORLDWIDE



Fund size and activity	Target fund size of €150 millions. Management Demeter advised by a Joint Venture formed by Demeter and Cycle Capital. Contribution from L'Oréal as anchor investor. Direct and indirect venture capital investments
Investment sectors	<div>  New Materials  Circular Packaging </div> <div>  Eco-efficient Processes  Logistics  Recycling </div> <div>  Waste Innovation  Circular by Design </div>
Missions	<ul style="list-style-type: none"> • Develop a large-scale circular economy by supporting entrepreneurs developing innovative circular economy solutions worldwide. • Contribute positively to climate change mitigation and the circular use of resources through technology and innovation on a global level. <p>Regions covered : North America and Europe</p>



Our funds classified Article 9 in the SFDR (4/4)

CLIMATE INFRASTRUCTURE FUND ENERGY EFFICIENCY INFRASTRUCTURES




Fund size and activity	Target fund size of €250 millions. Investment in infrastructure projects in Europe		
Investment sectors	<div>Industrial process</div> <div>Storage</div> <div>Social infrastructure</div> <div>Heating & cooling networks</div> <div>Waste recovery</div>	<div>Sustainable city</div> <div>Intelligent networks</div> <div>Green data centres</div> <div>Self-consumption</div> <div>Water networks</div>	<div>Biomass & biogas</div> <div>Hydrogen</div> <div>Geothermal</div> <div>Solar</div> <div>Wind</div>
Missions	<ul style="list-style-type: none"> • Decarbonise industry, the service sector and local and regional authorities by focusing on energy efficiency projects, including in particular energy optimisation of industrial processes, heating and cooling networks, sustainable buildings, green hydrogen, green data centres and off-grid production. • Promote the integration of renewable energies in innovative off-grid production and storage systems • Facilitate the emergence of second-generation biofuel production projects 		



INNOVATION FOR ADAPTATION AND MITIGATION

BUILDING A LOW CARBON AND RESILIENT ECONOMY



Fund size and activity	Target fund size of €150 millions. Seed investment in France and in Europe
Investment sectors	<ul style="list-style-type: none"> • Energy • Agriculture • Nature-based solution • Smart buildings • Data / IA • Resilience 
Missions	<p>Building a low-carbon and resilient economy, with a focus on:</p> <ul style="list-style-type: none"> ▪ Energy technologies, including carbon capture and sequestration, supply chain optimisation, new energy sources and energy efficiency. ▪ Agriculture and nature-based solutions, including new farming methods, input and water control, energy production, crop improvement and protection. ▪ Solutions for intelligent and resilient infrastructures, including clean mobility, air and water quality, energy storage and risk forecasting.





Decarbonisation - Case study 1



World leader in the low-carbon transition of the real estate sector

Deepki has developed a SaaS solution that uses AI **to help real estate players in their** zero-carbon transition. By combining its **technology** and **expertise**, Deepki designs effective strategies on all dimensions of ESG: **energy, water and waste consumption, social impact and best governance practices** in order to accelerate the positive impact, and help its customers improve the performance of their assets and maximise the value of their assets.

+180k

tonnes of CO2 savings detected

+400M

m² of controlled surface area for over 300 customers by 2022

100%

growth per year since 2015

+150

employees

Deepki raised a further €155 million in 2022 to:

- accelerate its growth and international expansion through acquisitions,
- recruit over 200 new employees,
- implement a new office in the United States.



With this latest round of financing, **Demeter has achieved an exceptional performance, once again demonstrating the strength of its strategy, based on the combination of financial and ESG performance.**



Re-inventing the food chain

Ynsect, a **Next40** and **Bcorp** certified company, is the world's leading producer and processor of insects for food use. Ynsect transforms insects into **high quality, high value-added ingredients** for animals, fish, plants and humans. Its ecological, healthy and sustainable solution meets the **growing global demand for protein and plant-based foods**.

5

tonnes of fish flour saved per
tonne of insect protein

40x

fewer CO2 emissions than
traditional agriculture

40x

less water used
compared to traditional
agriculture

Ynsect's worm meal enables to **promote and contribute to the sustainability of the farming system through** three key channels:

- reduce the environmental impact of food production to reduce its carbon footprint;
- reduce the quantity of inputs;
- preserve soil and ecosystems and combat deforestation;
- improve the nutritional benefits of food.





Greener mobility



Walberg Urban Electrics, founded in 2011 and based in Hamburg, Germany, develops and manufactures innovative **folding electric scooters** for private consumers (B2C) and, through specific partnerships, for businesses (B2B). With its **Egret** brand, the company is targeting the lifestyle and premium segments. The brand's quality, design and technology have made Egret one of the most award-winning electric scooters on the market.

Walberg Urban Electrics contributes to 2 sectoral objectives of the Paris Climate Plan:

- **Moving away from diesel-powered mobility**
- **100% renewable transport**

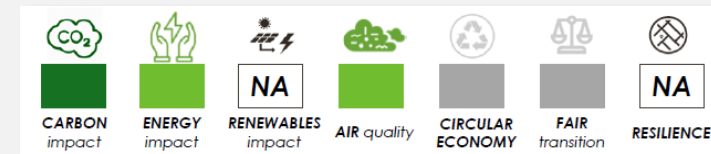
Impact analysis carried out by carbone4

6 000 (+4 000 vs 2021)

tonnes of CO2 emissions
avoided by Walberg in 2022

21 GWh (+ 14.1 GWh vs 2021)

of energy consumption
avoided by Walberg in 2022






Decarbonisation - Case study 4



Decarbonisation through air purification

Aldes creates high-performance, environmentally-friendly solutions to renew and purify indoor air, heat and cool it, produce domestic hot water and protect on a daily basis homes and all living spaces.

Aldes contributes to **8 sectoral objectives of the Paris Climate Plan, including** Renovating 1 million homes by 2050

Impact analysis carried out by 

1,400k

tonnes of CO₂ emissions
avoided by Aldes in 2022

8,200 GWh

avoided
by Aldes in 2022

12,000

litres of air are breathed
by a human being
every day

8x

more pollution in enclosed
spaces than outdoors





Decarbonisation and value creation for the IT servers

Qarnot is a French company that has developed a **technology that recycles the energy produced by IT servers into hot water**. Data centres produce waste heat that is transformed into a resource for other applications. Thanks to this technology, Qarnot is able to **reduce the carbon footprint** far beyond the optimisation of data centres.

20%

of the world's electricity
consumed by data centres
by 2030

26,700 TWh

annual electricity
consumption worldwide

2,800 MWh

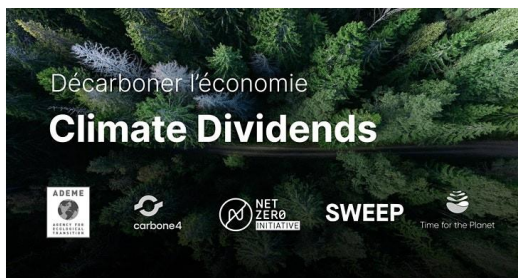
of energy produced by
Qarnot in 2022

In the current context, data centres are becoming an essential infrastructure of the global economy. **60% of the world's economy is digital, and 20% of the world's electricity will be consumed by data centres by 2030.**

In addition, energy prices are soaring and having an impact on end-users, while carbon footprint assessment has become almost mandatory.



Our contribution to the launch of the Climate Dividends



To what extent will extra-financial criteria come to the fore in the years ahead?

Brune Poirson - Today, there is a growing demand from the market and regulators for greater transparency and information on extra-financial impacts. The deadlines for the climate plans (2030-2050) are fast approaching, leading to a proliferation of regulations and obligations to take account of and measure extra-financial impact accurately. It is therefore necessary to develop criteria for complying with these rules and to demonstrate transparently that the stated objectives are being met. Finally, climate change and its impact on companies are becoming increasingly tangible, making it all the more urgent and necessary to measure and anticipate these impacts.

However, there are two major obstacles to the deployment of extra-financial criteria: their lack of uniformity and standardisation, and the fact that they are often perceived (sometimes justifiably) as an additional burden and reporting burden for companies. Fortunately, progress is being made. European advances with the taxonomy and the **CSRD**, as well as the work of the **ISSB**, are helping to harmonise reporting and measurement practices (even if the question of their interoperability remains to be resolved). Consideration is also being given to the broader inclusion of extra-financial criteria, with initiatives such as **Integrated Reporting**, triple accounting and indicators such as **Climate Dividends**, which will enable companies and investors to place greater value on these criteria, particularly '**climate value**'.

Brune POIRSON
Chief Sustainability Officer - Accor
Chair of the Climate Dividends
Former Secretary of State
for Ecological Transition and Solidarity



How will the Climate Dividend initiative you are chairing help to speed up the decarbonisation of the economy?

Brune Poirson - There is a real need for a financing mechanism and extra-financial criteria to reward investment in decarbonisation. That's what the Climate Dividend is all about.

A Climate Dividend is extra-financial information claimed by the shareholders of a company whose activity has a positive climate benefit. In practical terms, **a climate dividend is equivalent to one tonne of CO2 avoided or sequestered**. It's a tangible and transparent indicator, in line with the various regulations, and therefore easily accessible to many players who are sometimes overwhelmed by the proliferation of new rules. Finally, it is **a positive measurement indicator, which promotes investors and low-carbon activities**: it differs from reporting, which takes a negative approach.

Lastly, Climate Dividends enable the creation of climate value to be valued in financial terms, like goodwill. A company's ability to distribute climate dividends can be an indicator that is integrated into the financial valuation of a company. **It is therefore an effective lever for encouraging responsible investment and business model transitions.**

Our contribution to biodiversity

Investments in companies taking initiatives to preserve biodiversity*



Intelligent irrigation management system



Reforestation and ecosystem monitoring service



Alternative solution to chemical herbicides



Monitoring and forecasting harmful organisms

Focus on preserving biodiversity in our infrastructure projects

- We ensure that the renewable energy projects we finance **have no significant negative impact on flora and fauna.**
- For the **H2air project**, we have set up **monitoring to measure turbine noise and assess the impact of the wind farm on birds and bats.** As of 2019, Demeter and H2air have begun monitoring the nesting of hen harriers in order to preserve their reproduction.
- The impact study concluded that the operation will have minimal impact on birds and bats, and is therefore **compatible with biodiversity conservation requirements.**



x



Biodiversity impact assessment for the VitiRev innovation fund

- **VitiRev Innovation** invests in innovations for sustainable viticulture and winemaking. Preserving biodiversity is crucial to this sector.
- VitiRev Innovation has designed an **analysis covering the entire life cycle of the investment, based on audits of the environmental and territorial impact of the activity of these companies, using financial and extra-financial criteria.** This analysis is carried out with the support of the consultancy firm **GreenFlex.**
- The measured indicators relate in particular to the decrease in the use of inputs such as plant protection products and nitrogen fertilisers, which impoverish the soil and work against the preservation of biodiversity.

Support of foundations and programmes committed to protecting biodiversity



SEAFOOD REBOOT

Ensuring the oceans sustainability

Seafood Reboot aims at becoming a major player in the transition to a plant-based diet. Seafood markets alternatives to seafood using microalgae. The company is **revolutionising the approach to food by introducing new and unique flavours while ensuring that the alternative food options it offers are nutritionally comparable to fish. The seafood substitute also help to limit overfishing, which is affecting marine ecosystems and leading to the collapse of fish stocks.**

204 M

tonnes of fish consumed
worldwide by 2030

90%

of fish stocks are either fully
exploited or overexploited

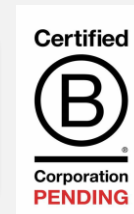
2,270

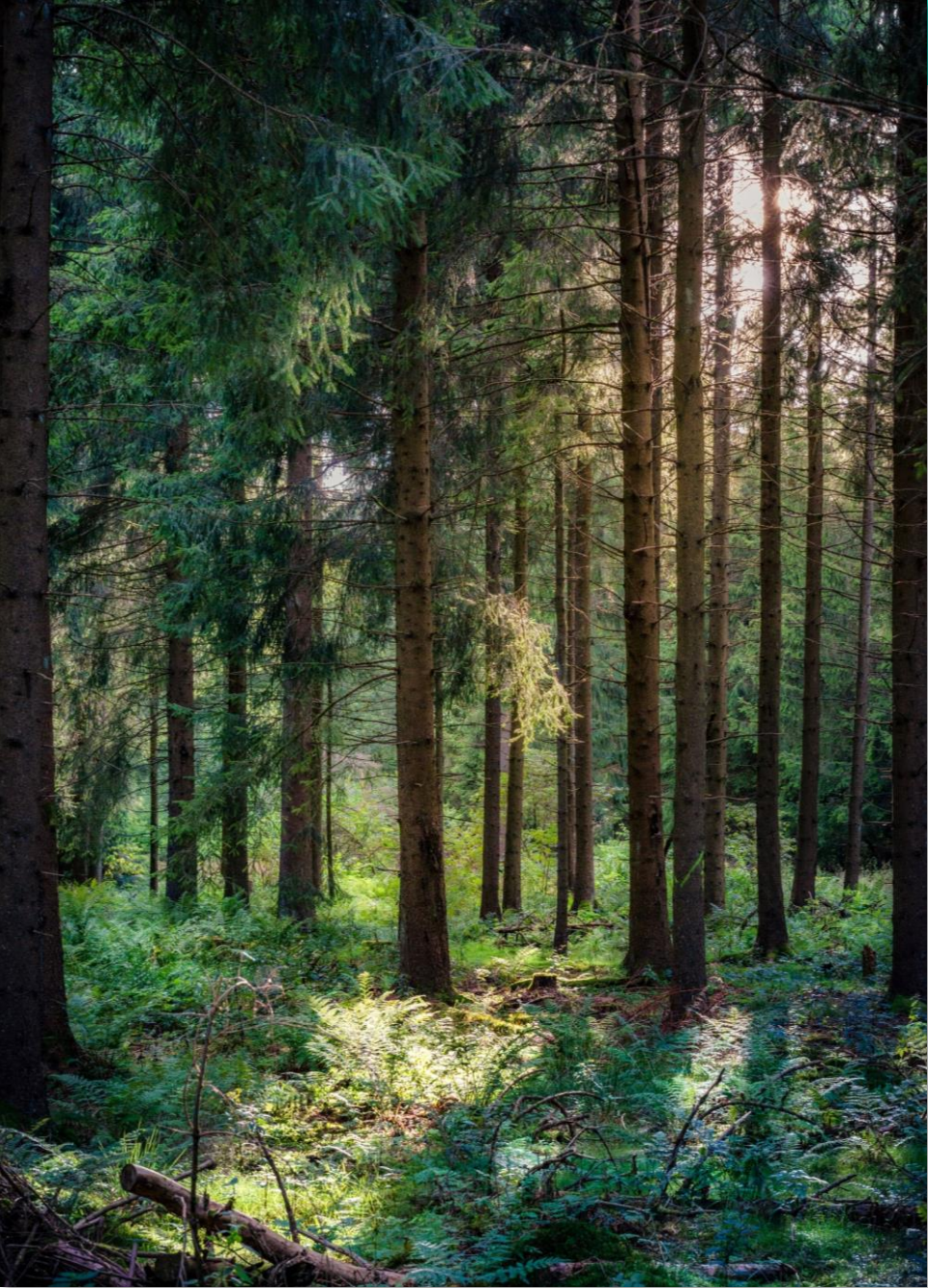
marine species
are threatened

50%

of the oxygen we
breathe comes from
the ocean

Today, oceans and seas cover **70% of our planet** and account for **97% of the Earth's water**. They connect people, provide food and oxygen and **regulate** our climate by absorbing almost a quarter of the CO2 produced.





Decarbonising and restoring biodiversity through reforestation

Morfo has designed a global solution to **restore ecosystems at high speed by planting forests capable of capturing carbon, preserving biodiversity and combating climate change**. Morfo's technology is based on drones combining seed encapsulation, microbiology and computer vision. A single drone can process up to **50 hectares per day**, each capable of **planting 180 capsules per minute** on steep, difficult-to-access terrain.

1.2 bn

People in the world depend
on forests to live

35%

of carbon removal potential
should come from forests,
according to the IPCC

1.2 bn

Objective of trees planted
by 2030, representing
20Mt CO₂ captured

Morfo is a mission company committed for the climate, biodiversity and social impact.

900 million trees are already ready to be reforested in the world without competing with human activities (agriculture and urbanisation). 8 million hectares restored per year today. The UN objectives reach 80 millions hectares per year.





Optimising water consumption

Telaqua offers farmers connected solutions for **optimizing the irrigation of their crops**. The start-up enables farmers to optimize their water consumption via a simple, intuitive application based on artificial intelligence.

"We enable our customers to use connected sensors and a simple, intuitive application to control and monitor their irrigation system remotely. It's a solution that offers smarter and, in some cases, fully automated management of their operations."

35%

reduced water use
by farmers

50%

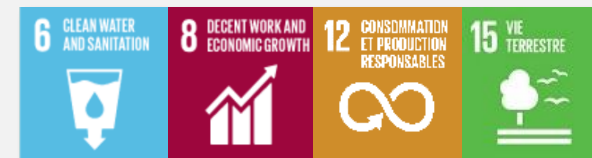
reduced use of high-carbon
emission vehicles (quad bikes,
tractors, etc.)

+ 30%

recycled plastic used in the
manufacture of products

Around **70% of the world's water is used to irrigate farmland and vineyards**. The issue of water use in agriculture has therefore become a global priority.

Telaqua intends to continue its expansion in France and Europe. The start-up is pursuing its technological development in order to provide its customers with ever more functions, always based on the principle of ease of use. To achieve this, it is working with laboratories and universities to continue its work in artificial intelligence. This will enable it to develop more advanced predictive decision-making tools and go further in the use of blockchain for traceability.





Preserving biodiversity and microalgae

CarbonWorks has developed an **industrial platform for capturing CO₂ through micro-algal photosynthesis**. CarbonWorks enables manufacturers to **capture and convert their CO₂ emissions into microalgal biomass** for applications in animal feed, human food, cosmetics and agriculture. This innovative solution replaces synthetic materials with bio-components. CarbonWorks also contributes to the protection of biodiversity by reducing the use of agricultural land and the water consumption.

2 tonnes of CO₂ = 1 tonne of microalgae

the natural ability of microalgae
to capture CO₂

Industrial photosynthesis of microalgae represents a **safe and proven method for capturing CO₂ and recycling** it into high value-added agricultural bio-inputs and nutritional sources for food, feed and aquaculture. Current agricultural models need to evolve radically towards safer and healthier practices. At the same time, the circular use of available resources (CO₂, mineral residues, waste energy, natural potential, etc.) is a new era of innovation in which microalgae, as one of the oldest living and genetically rich photosynthetic micro-organisms, should play a more important role.



Our contribution to the Sustainable Development Goals (1)

As an investor, Demeter contributes to the United Nations Sustainable Development Goals by **investing in companies that create value for the environment and society. Each company in our portfolio contributes to the United Nations Sustainable Development Goals. ***

PRIVATE EQUITY



WALBERG
URBAN ELECTRICS

Premium folding electric scooters



aldes

Ventilation and thermal comfort solutions



COURSIER-FR

Green delivery service



CUCULUS

Infrastructure platform for comprehensive smart city projects



HESUS

Optimised management of site waste



CONSTRUCÍA

Sustainable and circular construction building



INNOVATION



MORFO

Reforestation and ecosystem monitoring service



naii
Technologies

Agricultural robots



planA

Calculating companies' carbon footprints and assisting with ESG strategy



RED HORTICULTURE

Intelligent LED lighting system for optimising greenhouse crops



CarbonWorks

Microalgae synthesis process



Ynsect

Highly nutritious insect-based products



aisprid

Autonomous robots for harvesting fragile fruit



CROP.ZONE
integrated weed management

Alternative solution to chemical herbicides



chouette

Precision vineyard management solution



lixo

Waste management solution



INFRASTRUCTURE



Zeway

Long-term rental service for personal electric scooters



PROVIRIDIS
GREEN POWER

Service stations for low-carbon mobility



VERIKOR

Production of innovative batteries



Easy Charge

Charging infrastructure for electric and hybrid vehicles



SEE YOU SUN

Photovoltaic power generation for electric mobility



QARNOT

Data centre waste heat recovery solutions



h2air

Wind farm



hynamics
GROUPE EDF

Green hydrogen station at Belfort Danjoutin



* Excerpt from our portfolio for illustration purposes

III

Impact measure at the heart of our ESG strategy

- 1) **Integrated, in-depth and innovative ESG impact measurement**
 - ESG in our portfolio's life cycle
 - Our risk scoring and impact measure methodologies
 - An ESG team at the service of our strategy
- 2) **Our portfolio's Environmental performance**
- 3) **Our portfolio's Social performance**
- 4) **Our portfolio's Governance performance**
- 5) **Assessment of Demeter's carbon footprint**



ESG in our investment process



Integrated, in-depth and innovative ESG impact measurement throughout our investment process

Demeter has adopted a policy integrating **sustainability risks, and risks of negative impact on sustainability factors**. At every stage in the life cycle of our investment, we ensure that ESG criteria are **respected, measured and compliant** with the ESG objectives we set. Throughout our investment, we help the companies in our portfolio **make progress in their ESG approach and to add value to it, by identifying ESG-related risks and opportunities for value creation**, and we draw up an ESG action plan and follow its progress at the companies' Board of Directors.

PRE-INVESTMENT

- **A responsible thematic approach:** all our funds are positioned in sectors that have a positive impact on the environment
- **ESG criteria integrated into the analysis of potential investments:** an ESG rating is included in the investment memorandum and extensive environmental impact due diligence are performed in partnership with expert consulting firms for our Article 9 funds (Carbone 4, GreenFlex, PwC, Axa Climate, etc.).
- **Integrated ESG risk scoring:** scoring of negative impacts on sustainability factors and ESG risks measures the level of ESG impact.
- **Exclusion approach included in funds' legal documents** when applicable: defense industry and arms sales, gaming and betting, tobacco and alcoholic beverages, and human cloning are excluded.

IN PORTFOLIO

- **Support and training for our investments** to improve their ESG practices and policies
- **Involvement of the Board of Directors** in the identification of key ESG points and related issues, plus definition and monitoring of an ESG action plan.
- **Annual ESG survey via our Plan A data collection tool**, including the **scoring of negative impacts on sustainability factors and ESG risks**, for all companies in our portfolios.
- **Audit** of environmental impact carried out for Paris Fonds Vert and all Article 9 funds **every year**.

EXIT

- **Evaluation of our portfolio companies' ESG performance.**
- **ESG exit survey.**
- Territorial and environmental impact **audit** carried out by Carbone 4 for Paris Fonds Vert **following the exit**.

Integrated ESG risk scoring

The **SFDR (Sustainable Finance Disclosure Regulation)**, implemented since 10 March 2021, promotes **greater transparency in investment products**.

Demeter **scores the ESG risks** for each invested company with **2 tools**:

1. Assessment of the **NEGATIVE IMPACTS of portfolio companies ON SUSTAINABILITY FACTORS ("Principal Adverse Impacts")**

Demeter measures and tracks the negative impacts on the sustainability factors of portfolio companies ("PAIs"), i.e. **14 mandatory indicators and two optional indicators**, including greenhouse gas emissions (scope 1, 2 and 3), water emissions, hazardous waste, negative impacts on biodiversity, accident rate, board gender mix, etc.

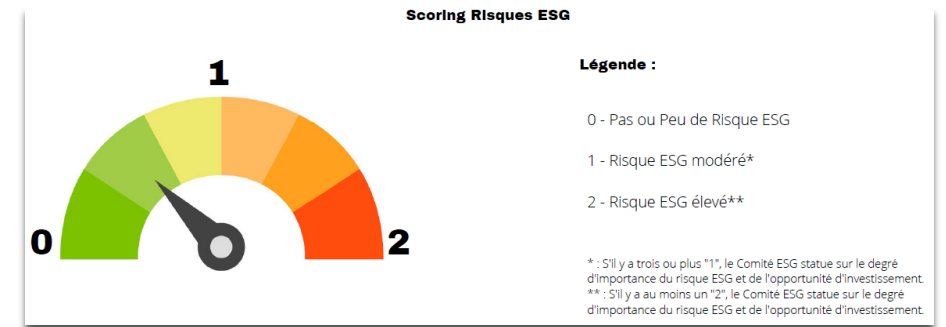
2. Assessment of **ESG RISKS likely to have an impact on portfolio companies**

Demeter measures and monitors the negative impacts of ESG risks on the companies in its portfolio, in particular **vulnerability to climate change** (with regard to regulatory changes, market risks, extreme weather events, global warming, rising sea levels, etc.) or the **sensitivity of its activities to raw materials issues** (scarcity, prices, supply difficulties, etc.).

This risk measurement is carried out pre-investment and then on an annual basis as **part of our annual ESG questionnaire**.

Our rating system includes **a score from Level 0 (no or little risk/impact) to Level 2 (high risk/impact)**, which indicates the company's degree of exposure to these risks or its contribution to the negative impact.

- If a company is rated 3 x Level 1 (moderate risk) or 1 x Level 2 (high risk/impact), the ESG Committee meets to decide on the feasibility of the investment or the corrective measures to be adopted.
- For each Level 1 rating, a roadmap is drawn up with the investment director and the management team to reduce these risks. These recommendations must be implemented over the course of the year for each company, enabling regular monitoring.



Measuring the alignment with the European Taxonomy

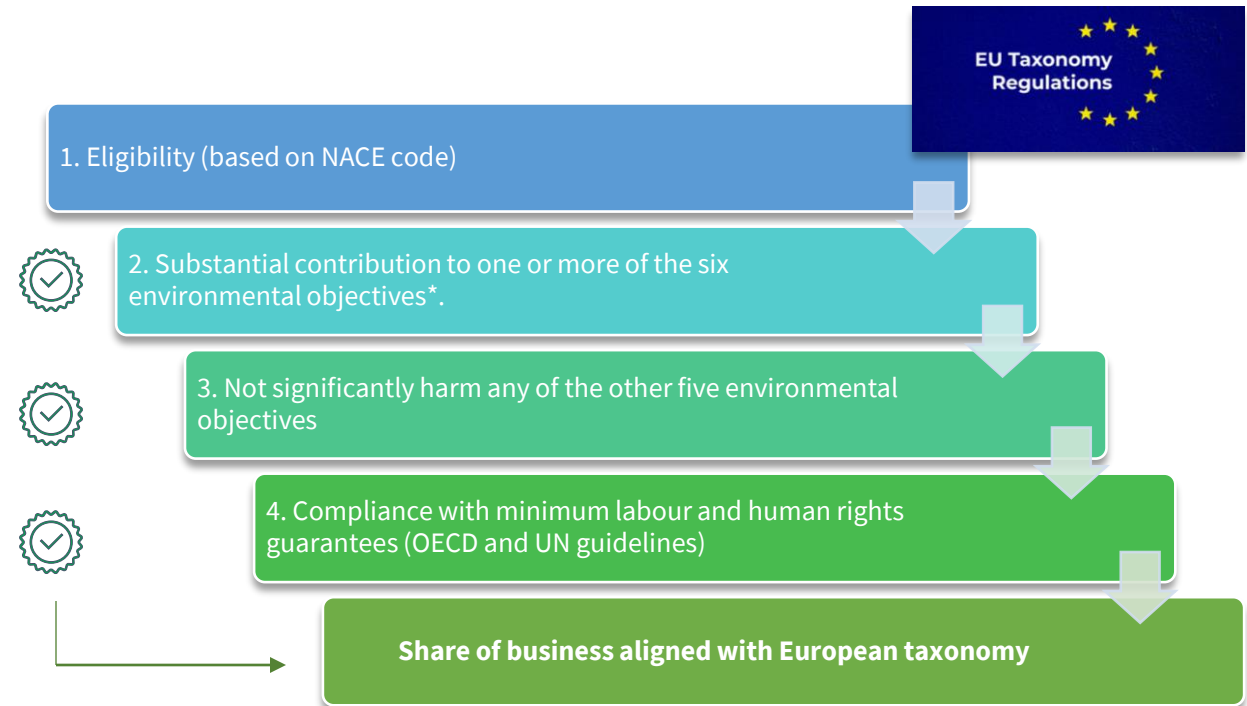
The **European Taxonomy** came into force in January 2022 and aims to **direct capital flows towards new 'green' projects by introducing a single framework for quantifying the ESG impact of companies subject to it.**

Our 4 funds classified as Article 9 in the SFDR, which focus on ecological transition sectors, are committed to achieving a percentage of alignment with the European Taxonomy.

The Taxonomy regulation establishes a precise reference framework for classifying an economic activity as **environmentally sustainable**. It defines and regulates activities that are part of a **low-carbon, resilient and resource-efficient ecological and energy transition**. The regulation defines the four criteria hereafter:



70%
target alignment with the
European Taxonomy *



- * - Climate change mitigation
- Adapting to climate change
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protecting and restoring biodiversity and ecosystems

In-depth and innovative impact measure methodologies

For each of our funds classified Article 9 in the SFDR, **we assess the ESG impact of each company pre-investment, with the support of expert consulting firms that are leaders in measuring environmental impact**, such as **Carbone 4, Axia Climate, GreenFlex and PwC**. Together with these consulting firms, we have developed **impact measurement methodologies tailored to each fund, incorporating a sustainable investment objective as well as qualitative and quantitative indicators** as described below. These indicators are measured pre-investment, annually and at exit.

Sustainable investment objective of the fund

Qualitative and quantitative indicators



Promote the development of a large-scale circular economy by supporting entrepreneurs who propose innovative circular economy solutions worldwide. It also aims at contributing to climate change mitigation and the circular use of resources through technology and innovation on a global scale.

- Tonnes of CO2 avoided
- Tonnes of waste recycled or reused
- Tonnes of recycled or biosourced plastic
- Tonnes of packaging recycled/reused
- Tonnes of petroleum-derived products replaced by bio-based products sold
- Number of permanent jobs created...
- % of female managers...



Investing in young companies that provide solutions for tomorrow's winegrowing in the Nouvelle-Aquitaine region by integrating societal expectations, respect for the environment and adaptation to climate change.

- Impact of innovation on reducing the use of plant protection products
- Impact of innovation on the availability and viability of natural habitats
- Impact of innovation on the spread or control of invasive species
- Impact of innovation on reducing waste and/or food waste...



Investing for sustainable industry:
4 objectives of economic sustainability, inclusion and social justice
2 environmental sustainability and health objectives ;
2 objectives of well-being at work, governance and cooperation ;
2 objectives of the "public perception and positive impact" activity.

- Impact of the companies in the fund's portfolio on energy or waste savings, and/or on resource conservation and/or on improving well-being.
- Number of direct jobs created by companies in the fund's portfolio on exit...



Investing in energy efficiency infrastructure

- Alignment of the fund to the limiting trajectory of the +2°C scenario (measured by Carbone 4)
- Alignment of the fund with the European Taxonomy at 70%

- Alignment of the portfolio to the limiting trajectory of the +2°C scenario (measured by Carbone 4)
- Alignment of the portfolio with the European Taxonomy at 70%

Climate Infrastructure Fund: an in-depth impact assessment



x carbone 4

With the support of the Carbone 4 consultancy firm, Demeter has put in place an in-depth and innovative **impact assessment methodology based on the alignment with the two-degree trajectory** using three criteria: the **carbon footprint** of the project, the compatibility of projects with a **global warming trajectory limited to 2°C** and the **comparison of the climate performance** of a portfolio of assets with temperature trajectory scenarios.

Carbon footprint

Calculated from data disclosed by companies and energy-consumption figures.

Alignment with the 2°C trajectory

According to **Carbone 4's CIARA methodology** and other proxies (depending on the type of activity)

Alignment with the EU taxonomy



Energy efficiency in lighting

700 tCO2e
per year

Aligned

Substantial contribution to the activity
Does not affect the other criteria:
Adaptation
Pollution prevention
Social guarantees



Data center and fatal heat recovery

600 tCO2e
per year

Aligned

Substantial contribution to the activity
Does not affect the other criteria:
Adaptation
Circular economy
Water, biodiversity, pollution
Social guarantees



* For an illustration of our portfolio companies

DE~~A~~ETER



Paris Fonds Vert: an in-depth environmental and territorial impact assessment



With the support of the Carbone 4 consultancy, Demeter has put in place an **in-depth and innovative methodology for assessing the territorial and environmental impact of the Paris Fonds Vert.**

7.5M (+2.5M vs 2021)

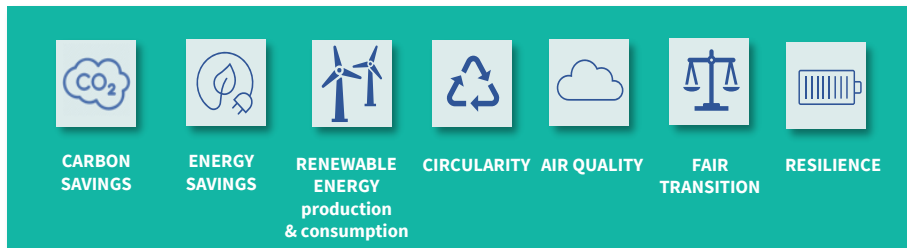
tonnes of CO₂ avoided across the entire business value chain in 2022, including **2.3 million** in Paris (1)

37 TWh (+14.3TWh vs 2021)

of energy consumption avoided in 2022, including **13.9 TWh** in Paris (1)

Before each investment, Carbone 4 carries out an environmental and territorial. Its analysis is based on **measuring the quantitative and qualitative impact of each company** according to the seven criteria mentioned below. In addition to measuring the impact, this due diligence makes it possible to establish specific points to watch and recommendations in order to **identify areas for improvement and define measures.**

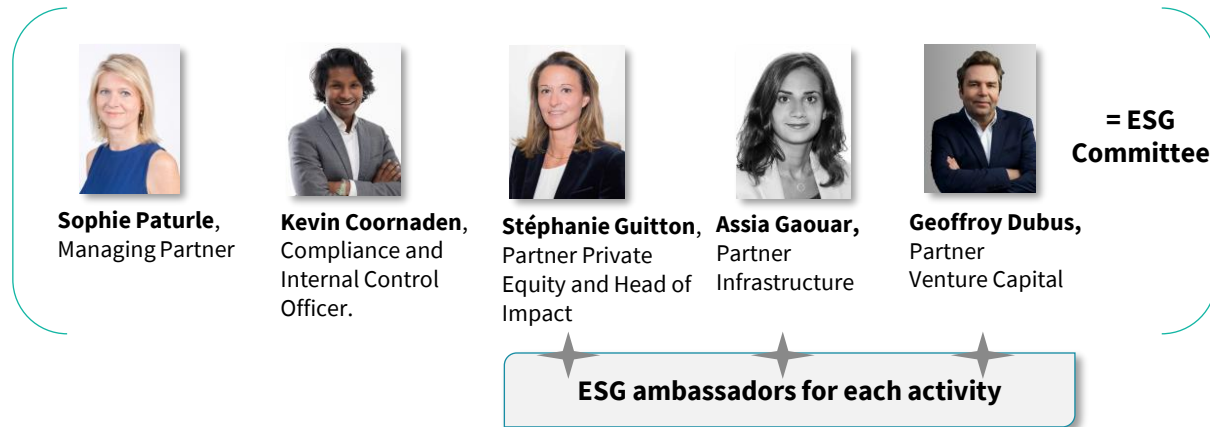
Each year thereafter, and when the investment is sold, Carbone 4 assesses its environmental and territorial impact, enabling it to calculate the **overall impact of Paris Fond Vert.**



(1) For Alterea, the emissions avoided and energy savings take into account the impact of the work carried out each year over the lifetime of the buildings concerned - Source Carbone 4

An ESG team at the service of our strategy

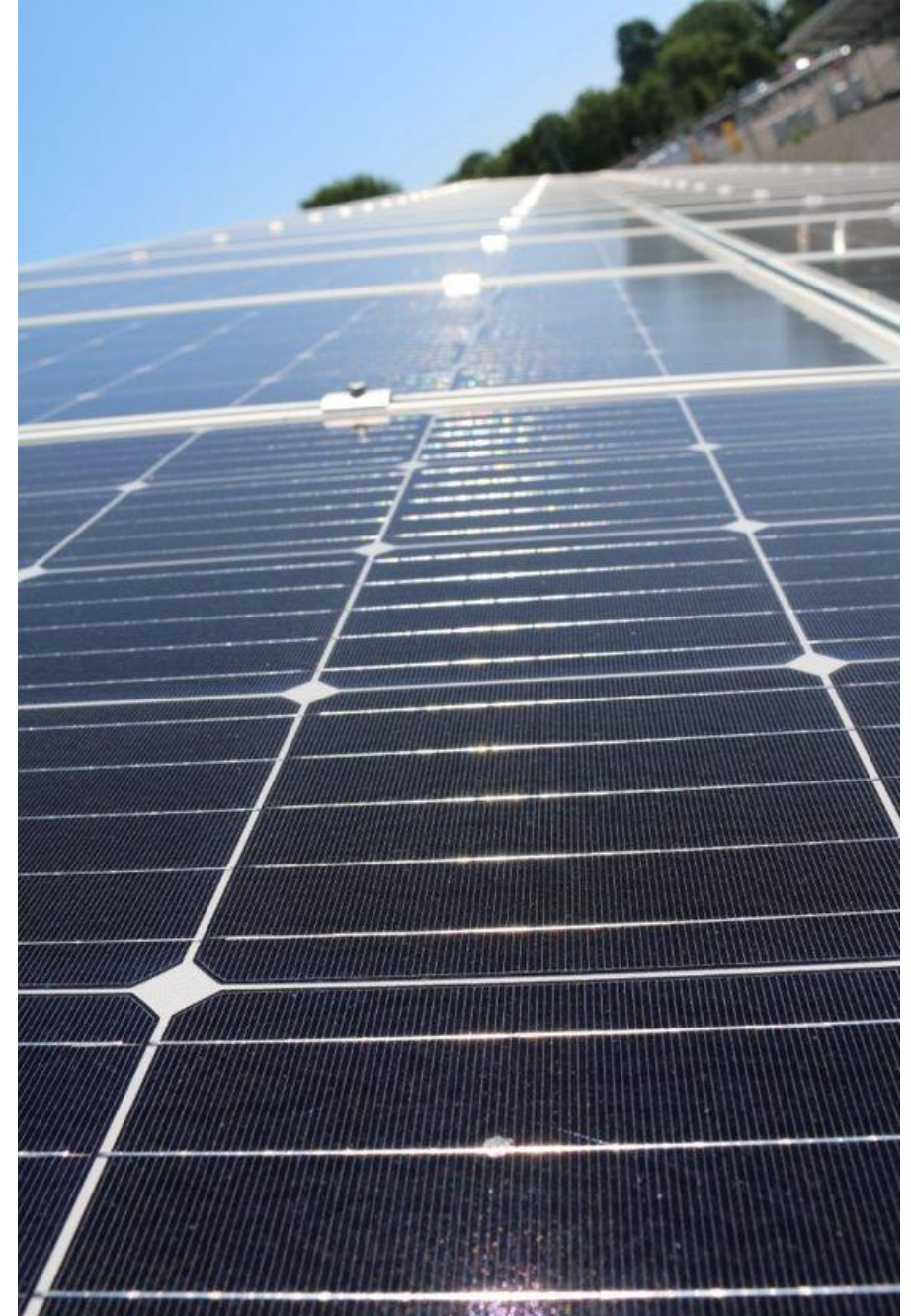
Since 2019, DEMETER has **strengthened and accelerated its ESG strategy** with a dedicated team including an ESG Committee and ESG ambassadors representing each activity.



This Committee ensures the **ESG compliance for our existing and future portfolio companies, and for our internal activity.**

The ESG ambassadors organise internal meetings to implement initiatives and measures aimed at strengthening the commitment of the Demeter teams. In particular, they have contributed to the implementation of various measures aimed at :

- Reducing our carbon footprint,
- Encouraging our portfolio companies to carry out carbon audits,
- Applying for new responsible awards and labels,
- Developing a responsible internal charter focusing on actions in favour of soft mobility and responsible purchasing...



Environmental performance of our portfolio in 2022 (1)

ENERGY SAVINGS



37 TWh

of energy consumption
avoided overall
(+14.3 TWh vs 2021)

13.9 TWh

of energy consumption
avoided in Paris
(+5.7 TWh vs 2021)

TONNES OF CO₂ AVOIDED



7,6 M

tonnes of CO₂ avoided
(+ 2.5M tonnes vs 2021)

→ 7.5M tonnes, measured by Carbone 4 for
Paris Fonds Vert companies (2)

Given the **evolution of our ESG policy** and our partnership
with Carbone 4, our results have been verified by a third-party
expert who measures the full environmental and territorial
impact of each company financed by Paris Fonds Vert, across
its entire value chain.

→ 0.1 M tons, measured by 6% of companies in
Demeter portfolios that have calculated
their avoided CO2 emissions.

R&D AND INNOVATION



€267M

invested in research and development
by 2022
(+€137M vs 2021)

1,900 patents,

including **160 registered in 2022** (+11 vs 2021)

including **1,000** patents filed by companies involved in
our **INNOVATION** activity

(1) 75% of portfolio companies responded to the ESG survey

(2) 6% of companies responding to the questionnaire (excluding Paris Fonds Vert) calculated their avoided CO2 emissions.

Economic, social and governance performance of our portfolio in 2022

Demeter has supported **233 companies** since its creation in 2005, representing **total turnover** of **1.4 billion euros** (+0.3 billion euros vs. 2021).

SOCIAL



5,400

people employed by our portfolio companies
(+1,900 people vs 2021)

91%

of employees have **permanent contracts or contracts lasting more than 18 months**

1,475

new hires in 2022

GOVERNANCE



69%

of executive committees have **at least one woman member**
(+16pts vs 2021)

65%

of companies have **ESG discussions at board level**
(+5pts vs 2021)

79%

of companies have **at least one independent member** on their board of directors
(+4pts vs 2021)

CERTIFICATIONS AND LABELS



60%

of companies have received **at least one certification or label**

10

companies that have been awarded **the B Corp label** or are in the process of obtaining it

28

philanthropic projects supported

DEMETER's carbon footprint assessment

planA

Demeter has established a longstanding partnership with **PlanA**, a platform dedicated to the calculation of companies' carbon emissions. PlanA has merged our activity data with their databases related to emission factors to calculate our corporate emissions. This methodology, certified on an annual basis, is compliant with the GHG Corporate Protocol.

Demeter is **fully dedicated to reducing its GHG emissions and regularly set new goals in order to produce less carbon**. An overview of all our achievements for our employees and to improve this carbon footprint is detailed in page 44.

2022 total emissions = 53.6 t CO₂e

3.91 t CO₂e
SCOPE 1

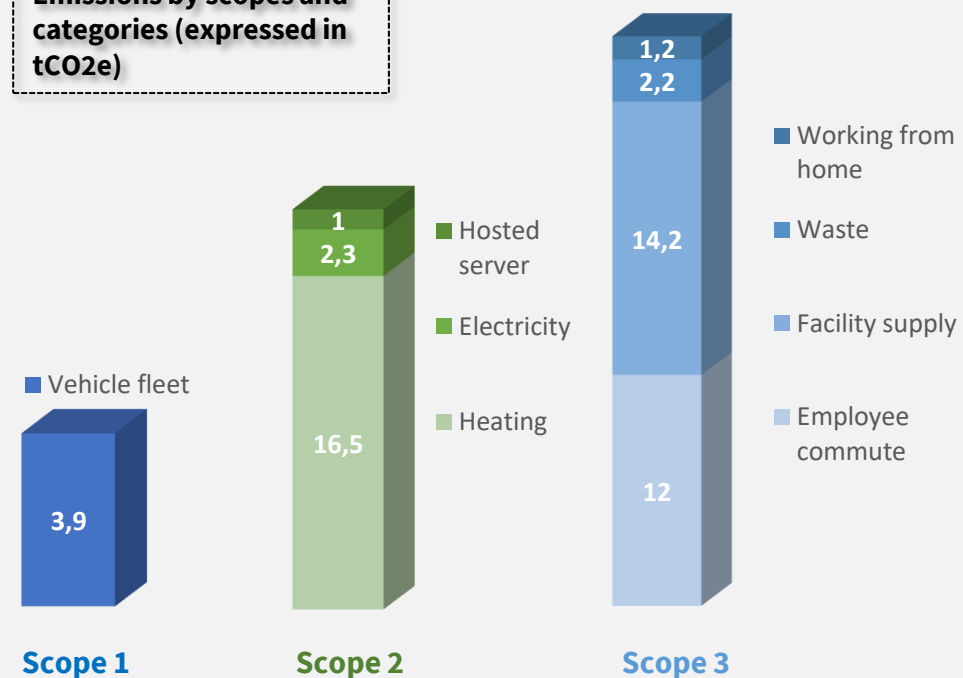
19.9 t CO₂e
SCOPE 2

29.75 t CO₂e
SCOPE 3

Demeter has emitted **53.6 tones of CO₂ equivalent**. Demeter's largest emissions sources are « Facility supply » and « Employee commute » (scope 3 emissions).

In order to encourage portfolio companies to carry out and follow carbon footprint assessments, Demeter has negotiated with Plan A so that these ones can benefit from preferential conditions for the use of the platform.

Emissions by scopes and categories (expressed in tCO₂e)



— IV —

Alignment of interests, reflecting our purpose "Supporting the champions of ecological growth"

- 1) Our commitments to our portfolio companies
- 2) Our commitments to our employees
- 3) Our commitments to our investors
- 4) Our commitments to our ecosystem
- 5) Our commitments to diversity



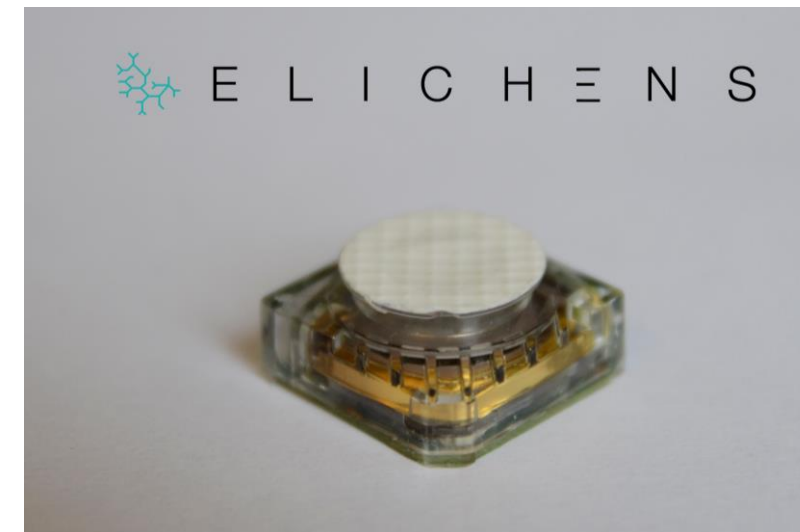
Our commitments to our portfolio companies

Throughout the course of our investment, **we help our portfolio companies move forward with their ESG approach:**

- **We perform detailed ESG due diligence before investing**, including external consulting firms specialized on environmental impact for our Article 9 funds, allowing us to share with managers for each company the **ESG value creation factors and ESG-related risk areas** to work on and to follow.
- We **integrate ESG into our 100-day plan** right after investment, deriving from the ESG due diligences.
- **ESG-related risk areas and value creation opportunities** action plan is monitored at the level of the Board of Directors (minimum once per year).
- We **incorporate ESG into our tools for measuring ESG risks and negative impacts on sustainability factors**, in accordance with European regulatory stipulations.
- We carry out an **ESG survey** on the PLAN A platform pre-investment, then **once a year** and at the exit phase. The PLAN A platform gives the portfolio companies access to dashboards for monitoring their ESG indicators and strategy. PLAN A is also able to support our portfolio companies in calculating their carbon footprint and their low-carbon strategy.

Demeter Entrepreneurs Club

Twice a year, Demeter **gathers together all its portfolio company managers and investors**. A great occasion of networking with peers and developing key business relationships in the ecosystem of the ecological transition. The last Demeter Entrepreneurs Club in **July 2022** included a **presentation of the Deepki success story plus new portfolio companies**: Carbonworks, Lixo, MyBacchus, Seafood Reboot, Stockpro, Telaqua, Coursier, Open Data Soft, Easy Charge Services and e-Vadea.



Our commitments to our employees

ENVIRONMENT

Carrying out the management company carbon assessment and implementing optimisation solutions

Business vehicle fleet replaced by hybrid/electric vehicles

Waste recycling (including ink cartridges and coffee capsules)

Purchase of second-hand IT equipment

SOCIAL

Profit-sharing agreement and company savings plan for 100% of employees

Enhanced responsible health cover

100% employee training by 2022

37% women at Demeter

Women, creators of value and performance" workshop

GOVERNANCE

33% of employees are Demeter shareholders

6 independent members out of 8 members of the Supervisory Board of Demeter Partners

Promoting gender diversity within our teams

Dedicated ESG Committee, comprising a Managing Partner, 3 Partners and the RCCI



Our commitments to our investors (1/2)

Demeter engages with all its investors. **We guarantee our funds' regulatory compliance and effective contribution to the ecological and energy transition** and ensure that we give them as much support as possible for producing their own reporting.

Demeter guarantees an effective contribution to the ecological and energy transition

- **All the funds we have launched since 2021 are Article 9 in the SFDR** so they have an environmental objective (as described on page 36).
- **We monitor the impact using qualitative and quantitative measure tools co-developed with external consulting firms** (Carbone 4, GreenFlex, PwC, Axa Climate) experts and leaders in the measure of environmental impacts.
- In order to **verify and monitor the compliance of our investments with the SFDR and the EU Taxonomy**, we have adopted **2 quantitative impact tools**: ESG risk scoring & the negative impacts on sustainability factors scoring (as described in pages 33 – 38).
- 3 of our funds have received **GreenFin label**: Paris Green Fund, FMET & Demeter 4.

Alignment of interests: Since 2021 for all our new funds, carried interest is indexed to impact objectives

With the aim of aligning the **interests of all our stakeholders** (investors, investment teams and management), Demeter has introduced carried interest linked to the achievement of impact objectives.

For all our new funds - Climate Infrastructure Fund, VitiRev Innovation, FAIM, Circular Innovation Fund and IAM -, specific impact indicators have been defined for each fund, along with a **percentage of carried interest linked to this objective** (ranging from 25% to 50%).



Our commitments to our investors (2/2)

Contribute to our investors' reporting

Our investors are paying increasing attention to the **extra-financial criteria of their investments**, and more particularly to their **impact**.

Taking ESG criteria into account is key at Demeter. As early as 2006, we responded to the first ESG questionnaire submitted by Robeco, investor of our first investment fund.

In 2022, we had responded to **18 ESG questionnaires**, including *:

ROBECO



AG2R LA MONDIALE

bpi**france**



BNP PARIBAS
CARDIF



ARDIAN

Committed investors

38%

of funds under
management come
from PRI signatories

20%

of our investors
are PRI signatories



Our commitments to the ecosystem (1/3)

Actively involved with France Invest in promoting ESG in private equity, Demeter is also a **founding member and signatory of a wide range of initiatives.**

National initiatives: France 2030 and the Climate Commission

Sophie Paturle, Ambassador for France 2030

Sophie Paturle, "**Qualified Personality of the France 2030 Ministerial Committee on Decarbonised Energies**", has taken on the status of **France 2030 Ambassador**.



Demeter is a co-founder of **France Invest's Ecological Transition Commission**, and Sophie Paturle is its chairwoman.

Sponsorship of studies, networks and think tanks



Demeter is a member of the Advisory Board of the Cleantech Group, whose mission is to **accelerate innovation by promoting networking** and knowledge sharing within the global cleantech ecosystem.



DEMETER has joined the **Finance pour la Biodiversité (Finance for Biodiversity) initiative**, a sign of its strong commitment to preserving biodiversity.

Competitiveness clusters



Demeter is a member of **CAPENERGIES**, a competitiveness cluster dedicated to low-carbon energy production and energy efficiency.



DEMETER is a member of the **Finance for Biodiversity initiative**, a sign of its strong commitment to preserving biodiversity.

Close links with leading research centres



CNRS (Centre National de la Recherche Scientifique)

Sophie Paturle is a member of the Board of Directors and Eric Marty a member of the Valorization Committee.



Demeter works closely with **IFPEN**, encouraging **academic and industrial research** to build a genuine Cleantech ecosystem. Sophie Paturle is a member of the Board of Directors.



INRAE (French National Research Institute for Agriculture, Food and the Environment)

Demeter is an active member of INRAE, participating in various start-up selection juries.

Our commitments to the ecosystem (2/3)

Demeter also sponsors or participates in numerous studies, think tanks, consortia and conferences on subjects linked to the ecological and energy transition.

Sponsorship of events and talks

June 2022: **Vivatech 2022: Sophie Paturle** chosen as godmother of Denis Spitzer, one of the four 2022 winners of the CNRS innovation medal



March 2022: Olivier Usureau takes part in the "**DealMakersTalk: Lead with Insight**" organised by **KPMG** on the subject of creating value by integrating ESG aspects into operations.



September 2022: **Philippe Detours** represents Demeter at the **Global Infrastructure Dialogue 2022**, taking part in two round tables: "Energy Transformation" and "Green Mobility and Electrification of Transport".



October 2022: **Sophie Paturle** presents the theme of **EARTH** at "**La DeepTech voit Big**" organised by bpifrance.



November 2022: **Philippe Detours** takes part in the **Horizons Hydrogène 2022** conference to talk about the future of the hydrogen subsidiary.



Our commitments to the ecosystem (3/3)

Events sponsorship and participation

October 2022: Eric Marty took part in the 70th anniversary of Exel Industries, a leading industrial group in the group's field.



On this occasion, he took part in a round table devoted to sustainable development, which gave him the opportunity to explain the importance of innovation in meeting the challenges of transforming the agricultural and energy sectors.



November 2022: Stéphanie Hillard, Olivier Bordelanne and Amaury Kalt took part in the ViniTech trade fair with the Vitirev Fund.



November 2022: Stéphane Villecroze took part in the EDF Group's regional management seminar and presented to all EDF's regional directors the many joint actions for the ecological transition in the regions between EDF and the funds managed by Demeter.



December 2022: Geoffroy Dubus and Olivier Bordelanne have strengthened the partnership between Demeter and the Microsoft Environmental Start-up Accelerator by participating in the selection panel for the Microsoft Environmental Start-up Accelerator.

Long-standing partners

Partner of the e5t Foundation since 2017



Created by Myriam Maestroni, the **e5t Foundation for Energy Efficiency and Local Energy Savings** is an open platform dedicated to thinking about the energy solutions that can be implemented to protect the environment, safeguard the well-being of individuals and contribute to the sustainable development of society.

At the **Université d'Eté in La Rochelle**, Demeter hosted a series of conferences on **technological and industrial innovations** to help agriculture adapt to climate change and achieve carbon neutrality.

Sponsorship from the "Planting for the Future" foundation.



The aim of this association is to **promote sustainable forest management and contribute to reforestation in France**. Since its creation in 2014, the Planting for the Future foundation has helped to plant 2,600,000 trees.

VitiRev Innovation and the Aquitaine region



By actively supporting innovative and promising companies in the Aquitaine region, the VitiRev Innovation fund stimulates economic activity and contributes to the emergence of sustainable solutions for biodiversity.

FAIM and the Lyon and Saint-Etienne metropolises



The launch of the new FAIM fund is designed to encourage **the emergence of young, innovative industrial companies** in the Lyon and Saint-Etienne metropolitan areas that have an impact on the environment, reduce energy consumption and create jobs.

Our commitment to diversity



25% of investments made in 2022
in companies founded or co-founded
by women ⁽¹⁾

Caroline Durand
Co-founder



HEALSHAPE
A REGENERATIVE MEDICINE COMPANY
Medical technology
developing a regenerative
and biodegradable breast
prosthesis

Adele James
Co-founder and
Technical Director



phagos
Solution for treating
bacterial diseases

Ondine Suavet
Co-founder and Co-CEO



mylight150
Solar self-
consumption
solutions

Ondine Suavet, Co-founder and Co-CEO of MyLight150, was a winner at the « Women Forum 40 » in November 2022.

BNP Paribas and the Women's Forum have launched the "French Women Entrepreneurs 40", the first list of 40 French growth companies run by women. Ondine Suavet is one of the 40 female managers on the list, who will benefit from a year of dedicated support from each of the partners (Women's Forum, BNP Paribas, Be A boss, Bpifrance, EcoVadis and HEC Paris).

37%

of women at
Demeter
(+7pts vs 2021)

28%

of women in Demeter's
investment team
(+10pts vs 2021)

The national average for the number of women in investment teams is 28%. ⁽²⁾

In addition to our investments, we strive to implement **measures to promote diversity**. As a clear sign of our commitment to action in this area, we have signed **two charters**:



A charter designed to promote equality between women and men among French private equity players and the companies in which they invest.



A charter designed to reduce financing inequalities between women and men entrepreneurs.

Demeter is also partner of the **"Beyond the Billion" fund**.



Beyond the Billion is **the world's first and largest consortium of venture capital funds committed to investing and deploying over \$1 billion in women-founded businesses.**

(1) Excerpt from our portfolio for illustration purposes
(2) Source: annual parity barometer (FrancInvest and Deloitte)

Demeter's ambitions for 2023

Our progress in 2022

In 2022, Demeter strengthened its ESG policy and intensified its engagement with stakeholders:

- (1) **We launch a new Article 9 fund focused on the ecological and energy transition:** the Innovation for Adaptation and Mitigation fund.
- (2) **We have innovated and developed** new impact measurement methodologies to meet the expectations of our investors and in particular to ensure that our funds comply with Article 8 and Article 9 of the SFDR.
- (3) **We have invested in companies that are making a significant contribution to decarbonisation.**
- (4) **We have strengthened our ESG policy and risk assessment throughout the investment process**, in particular by rolling out a new assessment of ESG risks and negative impacts on sustainability factors.
- (5) **We promoted ESG practices within our ecosystem** through our talks during the France Invest Ecological transition Commission, Finance for Biodiversity, Change Now or Horizons Hydrogène.
- (6) **We have co-developed the Plan A ESG indicator consolidation platform** to encourage ESG engagement by portfolio companies.
- (7) **We won two awards from Private Equity magazine and the CleanTech group**, demonstrating the evolution of our ESG practices.

Our objectives for 2023

For 2023, we aim at renewing and strengthening our support to **accelerate ESG value creation**:

- (1) **Launching new funds focused on the ecological and energy transition and compliant with the Article 9** of the SFDR.
- (2) **Continuing to train and engage our teams and portfolio companies to maximise impact**, with dedicated ESG progress plans, ESG risk assessment, promotion of carbon footprint measurement with Plan A, etc.
- (3) **Launching new initiatives to preserve biodiversity by strengthening our support with trusted partners,**
- (4) **Continuing to implement our ESG reporting tools and processes, as well as strengthening and monitoring our action plans.**
- (5) **Training our investment teams in ESG risk assessment and biodiversity**, with the support of our ESG ambassadors.



APPENDICES

ESG Performance in 2022 per fund

Images of the report: Shutterstock

Note: funds in liquidation are not integrated



ENVIRONMENT



20 patents filed in 2022

€7.2M invested in R&D in 2022
(+€4.3m vs 2021)

80% of companies have introduced initiatives to **reduce their carbon footprint**

SOCIAL



180 employees on 31/12/2022
(+64 employees vs 2021)

35% of **women** in the total workforce of companies

91% of employees on **permanent contracts**

€17.6M of **turnover** in 2022
(+€10m vs 2021)

GOVERNANCE



46% of companies **formally examine ESG within their Board of Directors**

70% of companies have at least one **independent member on their board of directors**
(+10pts vs 2021)

ENVIRONMENT



50%

of companies have assessed their **carbon emissions**

€3M

invested in **R&D** in 2022

100%

of companies have introduced initiatives to **reduce their carbon footprint**

SOCIAL



47

employees on 31/12/2022

28%

of **women in the** total workforce of companies

100%

of employees are on **permanent contracts**

0%

accident rate percentage

€6M

of **turnover** in 2022

GOVERNANCE



100%

of companies have introduced a **system for sharing value with employees**

50%

of companies have at least one **woman on their board of directors**

ENVIRONMENT



75%

of companies have assessed their **carbon emissions**

€68M

invested in **R&D** in 2022
(+€8m vs 2021)

100%

of companies have introduced initiatives to **reduce their carbon footprint**

SOCIAL



469

employees on 31/12/2022

34%

of **women** in the total workforce of companies

100%

of portfolio companies contribute to at least one of the **UN SDGs**

€193M

of **turnover** in 2022
(+€7.1m vs 2021)

GOVERNANCE



75%

of companies have **at least one woman on their board of directors**
(+18pts vs 2021)

100%

of companies formally **examining ESG within their board of directors**
(+14pts vs 2021)

ENVIRONMENT



56 patents filed in 2022

€11.6M invested in R&D in 2022

100% of companies have introduced initiatives to **reduce their carbon footprint**

SOCIAL



670 employees on 31/12/2022 **(+316 employees vs 2021)**

34% of **women** in the total workforce of companies

91% of employees are on **permanent contracts**

€34.1M of **sales** generated in 2022

6 projects of a **social or societal** nature

GOVERNANCE



100% of companies have **at least one woman on their board of directors** **(+29pts vs 2021)**

100% of companies have **at least one independent member on their board of directors** **(+12pts vs 2021)**

ENVIRONMENT



40%

of companies have **assessed their risks related to the raw materials sensitivity**

100%

of companies have implemented **initiatives to reduce their impact on the environment**

SOCIAL



€52.4M

of **turnover** generated in 2022

GOVERNANCE



63%

of companies have **at least one woman on their board of directors**

100%

of companies **formally examine ESG within their board of directors**

ENVIRONMENT



4 patents filed in 2022
(+2 vs 2021)

42 patents filed in total

100% of companies have
implemented **initiatives to
reduce their impact on the
environment**

SOCIAL



189 employees on
31/12/2022 (+37
employees vs 2021)

42% of **women** in the total
workforce of companies

86% of employees are on
permanent contracts

€28.3M of **turnover**
generated in 2022

GOVERNANCE



100% of companies have
**introduced digitisation
initiatives** (data protection,
security policy, etc.)

67% of companies have
introduced a **profit-sharing
mechanism**

ENVIRONMENT



21

patents filed in 2022

€13.5M

invested in R&D in 2022

100%

of companies have implemented initiatives to reduce their impact on the environment

SOCIAL



819

employees on 31/12/2022

34%

of women in the total workforce of companies

92%

of employees on permanent contracts

€46M

of turnover generated in 2022 (+€12.8M vs 2021)

GOVERNANCE



71%

of companies have at least one woman on their board of directors

87%

of companies have at least one independent member on their board of directors (+4pts vs 2021).

63%

of companies have introduced a profit-sharing mechanism

ENVIRONMENT



€1.6M invested in **R&D** in 2022

5 **patents** filed in total

100% of companies have implemented **initiatives to reduce their impact on the environment**

SOCIAL



19 **employees** on 31/12/2022

60% of **women** in the total workforce of companies

74% of employees are **on permanent contracts**

€260K of **turnover** generated in 2022

GOVERNANCE



66% of companies have **at least one woman on their board of directors**

100% of companies have introduced a **system for sharing the creation of value for their employees**

ENVIRONMENT



50%

of companies have carried out a **carbon assessment**

€6M

invested in **R&D** in 2022

100%

of companies have implemented **initiatives to reduce their impact on the environment**

SOCIAL



639

employees on 31/12/2022
(+328 people vs 2021)

95%

of employees on **permanent contracts**

€112M

of **turnover** generated in 2022

47%

of companies have set up a **complaints handling system**

GOVERNANCE



67%

of companies have **at least one woman on their board of directors**

50%

of companies have **at least one independent member on their board of directors**

ENVIRONMENT



241 patents filed in total

16 patents filed in 2022

€133M invested in R&D in 2022
(+130M€ vs 2021)

100% of companies have implemented initiatives to reduce their impact on the environment

SOCIAL



584 employees at the end of 2022
(+56 people vs 2021)

25% of women in the total workforce of companies

97% of employees are on permanent contracts
(+2pts vs 2021)

€87M of turnover in 2022
(+€33m vs 2021)

GOVERNANCE



50% of companies have at least one woman on their board of directors

50% of companies have set up a profit-sharing scheme for their employees

ENVIRONMENT



7.5M

tCO₂eq avoided
(+2.5M vs 2021)

37,040

GWh of energy saved
(+14,340 GWh vs 2021)

€18M

invested in **R&D** in 2022

100%

of companies have implemented **initiatives to reduce their impact on the environment**

SOCIAL



3,495

employees on 31/12/2022
(+2,030 people vs 2021)

51%

of **women** in the total workforce of companies

98%

of **employees** have a permanent contract
(+3pts vs 2021)

€854M

of **turnover** generated in 2022
(+€204M vs 2021)

GOVERNANCE



100%

of companies have **at least one woman on their board of directors**
(+40pts vs 2021)

70%

of companies have introduced a **profit-sharing mechanism**

ENVIRONMENT



€3.4M

invested in **R&D** in 2022

100%

of companies have implemented **initiatives to reduce their impact on the environment**

SOCIAL



121

employees on 31/12/2022

34%

of **women** in the total workforce of companies

0%

accident rate percentage

30%

of companies have set up a **complaints handling system**

€14.3M

of **turnover** generated in 2022

GOVERNANCE



100%

companies formally examine ESG within their **board of directors**

67%

of companies have introduced a **profit-sharing mechanism**



Supporting the champions of ecological growth

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