

ESG TEAM



© PHOTO : DR

Marc GUYOT

Head of ESG.

Contact: marc.guyot@lbofrance.com

Phone: + 33 (0)1 40 62 77 67

ASSETS UNDER MANAGEMENT

€3,6Bn

AREAS OF EXPERTISE

- Small-cap LBO
- Mid-Market LBO
- Real estate
- Debt
- Venture capital

ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS AND VDD

- LBO France performs ESG due diligence prior to each investment. The due diligence is specified based on the features of each investment opportunity and involves the investment team, the head of ESG and independent consultants.
- Save for exceptions due to a specific context, LBO France conducts ESG Vendor Due Diligences with independent consultants for each sale of a portfolio company.

ESG SUPPORT TO PORTFOLIO COMPANIES

- For most of its portfolio companies, LBO France conducts an ESG tailored review together with the management and external consultants. This results in a multi-annual action plan with corresponding KPI(s) which is then regularly updated and monitored by the Supervisory Board.
- Early 2017, LBO France launched an operational ESG club, which allows once to twice a year the managers of all portfolio companies to share with LBO France teams, current events, reflections, as well as good practices with the presence of experts when required.

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- LBO France drafted an ESG charter in 2011, updated in 2017. Among other principles, it provides exclusions.
- ESG clauses are inserted in the agreements with portfolio companies managers.
- All LBO France employees receive training in ESG and then follow courses specific to their business lines and regularly attend conferences. They have all signed the Company's Code of Ethics.
- An ESG section and ESG qualitative and quantitative data on the various portfolio companies are included in the management reports to investors.
- Marc Guyot is a member of the steering committee of the AFIC ESG Commission and represents LBO France in the Business Ethics Circle (« Cercle Ethique des Affaires »). LBO France thereby takes active part in the events, discussions and publications of these two bodies.
- The management company also sponsors and funds the Innovation Award for the best business project conducted by students on the Imagine Bioentrepreneurs master's course created by the Fondation Imagine, University Paris-Descartes, Ecole Polytechnique and HEC.

CLIMATE

- LBO France is a founding member of the Initiative Carbone 2020 (IC20) launched in November 2015, in favour of a responsible and transparent management of gas emissions for greenhouse effect.
- In its Real Estate activity, LBO France signed the energy efficiency charter for public and private commercial buildings under the "Plan Bâtiment Durable" (sustainable building plan) in October 2016.
- LBO France produced its own carbon footprint assessment in 2016 and reinforced its own action plan in early 2017.