

## ESG TEAM



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**Marc GUYOT**  
Head of ESG.

ASSETS UNDER MANAGEMENT

€3Bn

## AREAS OF EXPERTISE

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

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## ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- LBO France systematically 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.

## ESG SUPPORT TO PORTFOLIO COMPANIES

- For most of its portfolio companies, the teams at LBO France define a multi-year ESG action plan with management and independent consultants. This plan is then regularly monitored by the Supervisory Board. LBO France therefore supports its portfolio companies in improving their non-financial performances.
- In 2016, the management company is creating the ESG operational club to foster dialogue on ESG topics among the heads of our portfolio companies.

## ESG VENDOR DUE DILIGENCES

- 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.

## QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- LBO France signed the PRI and drafted an ESG charter in 2011.
- 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.
- LBO France is a founding member of the Initiative Carbone 2020 (IC20) launched in November 2015. The management company also works constantly on its own carbon emissions and the 2015 report is currently being finalised with a view to developing new action plans.
- 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 supports the Fondation Goélands<sup>(1)</sup> that fights genetic diseases and provides human and financial support for disadvantaged students. 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.

(1) Foundation sheltered by the Fondation pour l'Enfance, a Public Interest Foundation.

