

ESG TEAM



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ASSETS UNDER MANAGEMENT

€2.1Bn

AREAS OF EXPERTISE

- Mid Cap
 - LBO & Capital development
- Small Cap
 - LBO & Capital development
- Innovation & Growth

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ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- Since 2015, the teams highlight the main ESG risks and opportunities prior to each investment. This ESG preanalysis is included in every investment memo.
- ESG audits are systematically carried out and include a detailed action plan for the short and long term.
- An ESG clause is enclosed in the Shareholder agreements; companies undertake to report on ESG data annually and to inform Naxicap Partners regularly on their actions.

ESG SUPPORT TO PORTFOLIO COMPANIES

- Naxicap Partners supports and advises companies in their ESG initiatives, year after year. The main objectives are assessed periodically and the ambition is to see each company make regular progress.
- The companies answer an annual questionnaire of c. 100 questions that allows to pilot the action plans. The results are available to the LPs and Naxicap Partners provides ESG reviews of portfolio companies. The management company undertakes to actively fulfill its role as Supervisory Board member.

ESG VENDOR DUE DILIGENCES

- Naxicap Partners has not yet implemented Vendor Due Diligences; it is part of its next ESG step.

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Naxicap Partners supports the efforts made by the companies to increase their ESG performances; this implies a continuous improvement of their efficiency, their management and a reduction of the operational risks.
- The management company works with its portfolio companies to adopt a responsible operational management, aware of their ecological impact, their economic environment and their employees.
- Naxicap Partners aims at maintaining a productive and active dialogue on ESG with the companies managers, its investors and its associates.