

ESG TEAM

ASSETS UNDER MANAGEMENT

€260M

AREAS OF EXPERTISE

- LBO



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ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- Since 2013, NiXEN systematically conducts, in collaboration with external experts, a specific ESG due diligence prior to any new investment. Conclusions (key points and action plans) are integrated in a dedicated section of the Investment Committee memoranda.
- Example(s) of due diligence(s) carried out by an external expert over the period :
 - Vulcain Ingénierie (2014)
 - Weave (2014)

ESG SUPPORT TO PORTFOLIO COMPANIES

- NiXEN assists management teams in the implementation of their ESG action plans and conducts an annual ESG review based on a specific ESG questionnaire.
- The management company includes a specific clause in the shareholders agreements covering ESG subjects and is committed to include ESG issues in the agenda of the Supervisory Board in our majority portfolio companies at least once a year.

ESG VENDOR DUE DILIGENCES

- NiXEN was not brought yet to realize a Vendor Due Diligence ESG.

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Our ESG approach has been built progressively since 2010. After having signed the PRI in 2011, the team has conducted an ESG review of NiXEN II portfolio companies with an external advisor in 2012.
- In 2013, our ESG commitments were formalized in a dedicated Charter and the first ESG due diligence prior to a new investment has been conducted. We are particularly involved within the AFIC ESG Commission both as a member of the Steering Committee and an active participant in operational working groups.
- In 2015, we committed in fighting global warming by joining the Initiative Carbone 2020 (iC20).

