

The background of the entire page is an aerial photograph of a river flowing through a dense forest. The river is surrounded by tall evergreen trees, and the water is a clear, light blue-green color. The riverbed is visible with several large, light-colored rocks. The overall scene is a lush, natural landscape.

CICLAD CSR STATEMENT

December 31st, 2020

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FOREWORD



Since its inception, more than 30 years ago, Ciclad's investment strategy has consisted in supporting the growth of SMEs alongside outstanding managers in transmission and development projects.

From the beginning, and especially because Ciclad's founding team had a human resources experience, Ciclad has always put human issues at the heart of its mission. We indeed have always believed that the main factor in predicting the success of an investment is the quality of the team and its ability to create and maintain a motivated and safe working environment in a benevolent atmosphere.

Ciclad has invested in more than 160 companies, most of the time as the first financial investor. We thus have developed a practical approach to small and medium sized company governance to enable efficient strategic dialogue and partnership, building trust and control in an ethical way.

Gradually, in line with our dedication to human aspects of our portfolio, we have expanded this concern to issues such as assessing, then diminishing the environmental footprint of our portfolio.

Social and Governance have always been at the heart of our investment philosophy, Environmental concerns have naturally been taking into consideration for more than 10 years.

In 2008, Ciclad was one of the first signatories of the Charter of Private Equity Investors, promoted by France Invest, the French Private Equity association.

Ciclad has then built the set of necessary tools to monitor and promote extra financial performance before adhering to the UN Principles for Responsible Investment (PRI).

Ciclad is also a member of the Initiative Climat International (iCI) alongside other private equity houses which have decided to act against climate change.

We now work alongside specialized consulting firms and members of the iCI to keep on building the best tools to train our team and help our companies and partners to build action plans that will deliver pragmatic results that Ciclad's team will be able to promote and communicate about.

We are delighted of the response we got from our companies, which have seized this opportunity of improving their social and environmental impacts.

The following pages are a summary of the work in progress on these points. It particularly describes our portfolio extra financial performance.

01

MANAGEMENT COMPANY

MANAGEMENT COMPANY

In 2019, a dedicated CSR (Corporate Social Responsibility) committee had been created. Didier Genoud (Managing Partner) and Eric Bruguière (Partner) are responsible for overseeing ESG principles within Ciclad.

Equal working conditions are offered, with no difference based on gender. Our 18 people team includes 9 women, 5 of whom are on the investment team.

100% of Ciclad's employees have a permanent contract and can have access to a training program.

Bi-annual interviews are conducted with each staff member to review their objectives and to understand their expectations.

Since its inception in 1988, the team has always invested 5% alongside Ciclad's funds and every investment. This guarantees a complete alignment of interests with our LP's.

CICLAD GESTION'S SRI (SOCIALY RESPONSIBLE INVESTOR) POLICY

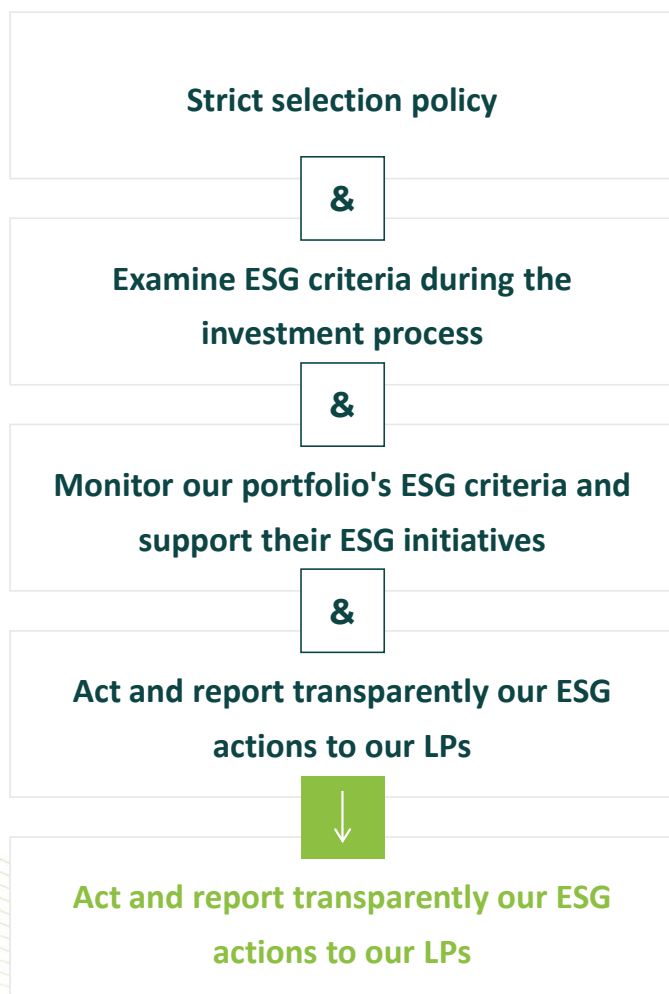
Given our activity and size, Ciclad's main CSR impacts is mostly achieved through our investment policy and process to monitor and promote extra financial performance.

- 1 We will incorporate ESG issues into investment analysis and decision-making processes.
- 2 We will be active owners and incorporate ESG issues into our ownership policies and practices.
- 3 We will seek appropriate disclosure on ESG issues by the entities in which we invest.
- 4 We will promote acceptance and implementation of the Principles within the investment industry.
- 5 We will work together to enhance our effectiveness in implementing the Principles.
- 6 We will report on our activities and progress towards implementing the Principles.

Moreover, we are very proud to be signatories of the foundation EPIC and to partner with Linklusion. Ciclad is also partnering with the Savoirs endowment fund, which is financing a project consisting in helping detainees to prepare themselves, through deconflction processes, for their reinsertion after they have served their sentences.



CICLAD GESTION'S APPROACH



2020-2021 ESG achievements

Dedicated ESG Committee

"Flash" ESG audits of Ciclad most recent funds

Dedicated ESG Roadmap for Ciclad most recent funds

Signatory of PRI

Member of Initiative climat international

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Ciclad is committed to integrating CSR issues into its day-to-day management of all its investments through the implementation of a responsible investment policy aiming at creating sustainable growth.

In 2019, Ciclad has launched an ESG evaluation of its most recent fund's portfolio companies with the assistance of an independent auditor.

This evaluation made it possible to identify the significant CSR stakes of the portfolio companies, to determine their CSR maturity and to propose action plans to improve their CSR performance.

Indicators have also been defined in order to

measure the effectiveness of the action plans over time and the best practices to be shared. To date, the evaluation has covered 100% of the Fund 6's portfolio companies and all the new investments of the year.

The main results for Ciclad most recent funds are presented below.

02

PORTFOLIO PERFORMANCE

GLOBAL ESG PERFORMANCE

ESG assessment makes it possible to determine the company's CSR maturity by identifying the actions carried out by our portfolio companies through various dimensions (environment, social, governance and stakeholders). The ESG maturity assessment grid is presented in the appendix.

We collect extra-financial data such as, for example, the frequency rate of workplace accidents or scope 1 and 2 GHG emissions,

before investing and each year after, in order to monitor and improve performance.

The idea is to gradually build a database which will allow us, and our companies, to measure the extra financial performance of our portfolio and to identify the most important levers which will improve this performance .

2020 ESG REPORTING SCOPE

ESG reporting scope		ESG assessment		ESG data	
Companies	2019	2020	2019	2020	
Cinecheque	✓	✓	✓	✓	
Bonioni	✓	✓	✓	✓	
Cronite		✓	✓	✓	
Edenly	✓	✓	✓	✓	
Frogpubs	✓	✓	✓	✓	
Kyotherm	✓	✓	✓	✓	
Alliance	✓	✓		✓	
Seat Ventilation	✓	✓	✓	✓	
Tofane	✓	✓	✓	✓	
Tibbloc	✓	✓		✓	
Lebenoid	✓	✓	✓	✓	
Human Design	✓	✓	✓	✓	
Vitrine Media	✓	✓		✓	
Report One	✓	✓		✓	
Coverage	93%	100%	71%	100%	

In 2020, all recent funds portfolio companies (14) have been assessed by ESG criteria (vs. 93% coverage in 2019). The coverage in data also significantly improved in 2020, from 71% to 100%.

GLOBAL ESG PERFORMANCE

OUTCOME OF THE ESG ASSESSMENT (SCORING OUT OF 4)

The global ESG score of our portfolio companies demonstrate a strong commitment from our shows a satisfactory 8,1% growth year on year. companies to improve extra financial We are very happy with these first results that performance.

QUANTITATIVE APPROACH & INDEPENDENT SCORING

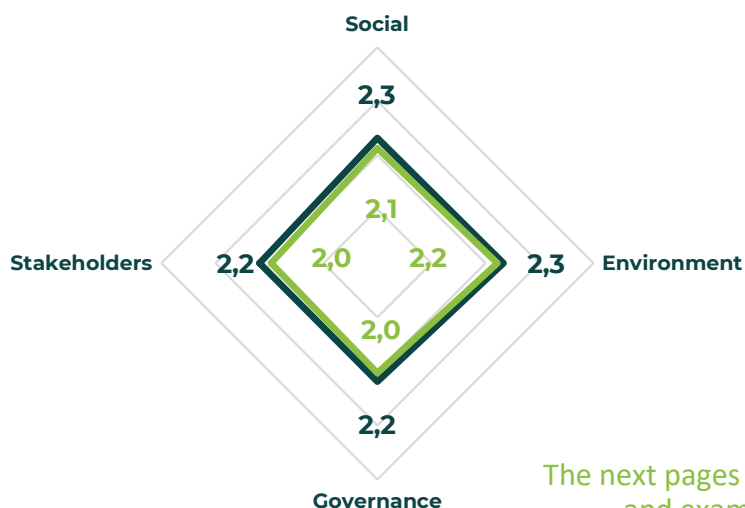
We have decided to build our own scoring based on effective actions by the companies that are audited by an independent ESG expert. You will find below the average score for our portfolio companies in each (E,S,G) categories as we as a whole.

DATA ANALYSIS AND CORRELATION BETWEEN FINANCIAL AND EXTRA FINANCIAL PERFORMANCE

Beside scoring the actions implemented by our companies, we are also collecting data on various indicators to measure action plans effect. Our objectives are to build correlations between financial and extra financial performance. Being a generalist investor we have for now developed a generalist approach toward extra financial performance. In the long run we hope to identify the best indicators for each of our companies.

ESG Dimensions	Score 2019*	Score 2020	Materiality	Variation
Social	2,1	2,3	2,2	8,8%
Environment	2,2	2,3	2,3	5,0%
Governance	2,0	2,2	2,3	7,8%
Stakeholders	2,0	2,2	2,1	11,0%
Global Score ESG	2,1	2,3	2,2	8,1%

* See in appendix for more details concerning the rating simplification compared to 2019



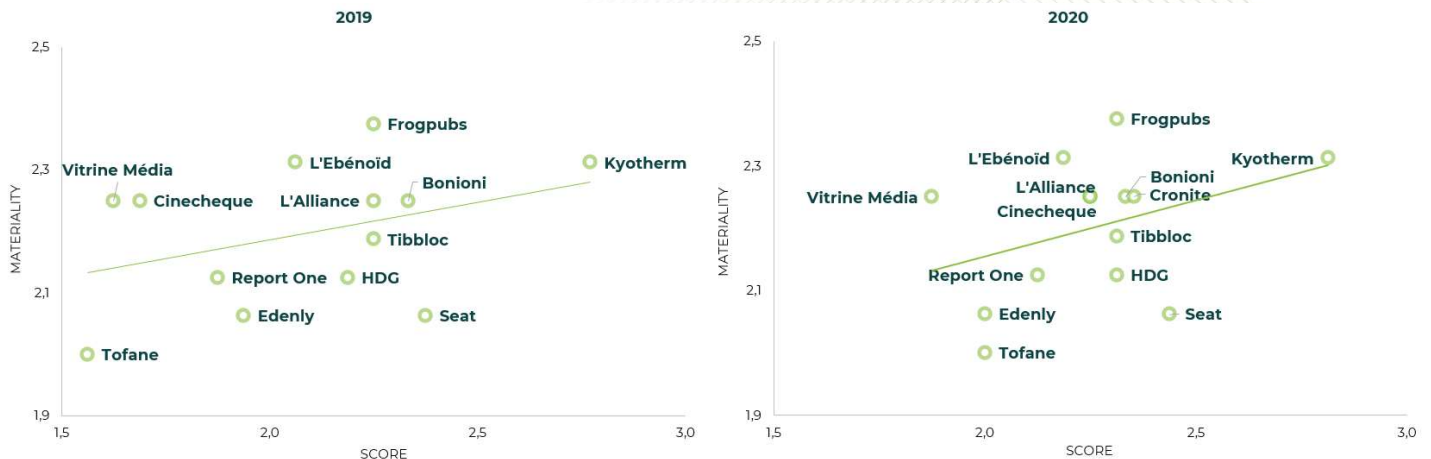
During the year and despite the Covid-19 health crisis, the portfolio's companies made significant improvement in performance in all CSR areas, including stakeholders and social issues, with increases of 11% and 8,8% respectively.

The next pages will give more details for each category and examples of actions taken by our companies

GLOBAL ESG PERFORMANCE

In the graphics below, we can compare the global performance of 2020 compared to 2019. The move to the right indicates growth. We can also observe that dispersion has decreased, companies performances are converging.

GLOBAL PERFORMANCE



GLOBAL PROGRESSION AND TOP 4



Report One

Report One's progression is mainly due to the environmental dimension : installation of blinds to avoid consumption linked to air conditioning, dematerialization of pay slip (thank to HRIS) and implementation of an electronic signature tool.

VITRINEMEDIA

VitrineMedia has improved its score thanks to actions in terms of diversity and equal opportunities (such as disability awareness campaign and open recruitment policy) and the initiation of a CSR policy with the Bcorp certification.

TOFANE

Tofane has implemented a human resource information system in 2020 and extended its anti-corruption policies. Actions have also been taken to improve service quality.

CINÉCHÈQUE

In 2020, CinéChèque upgraded compliance with General Data Protection Regulation (GDPR) and has lead IT security tests successfully.

GLOBAL ESG PERFORMANCE

For each of the portfolio's companies, action plans have been defined to improve their ESG performance in areas with high stakes. Non-financial indicators are identified to track the ESG performance.

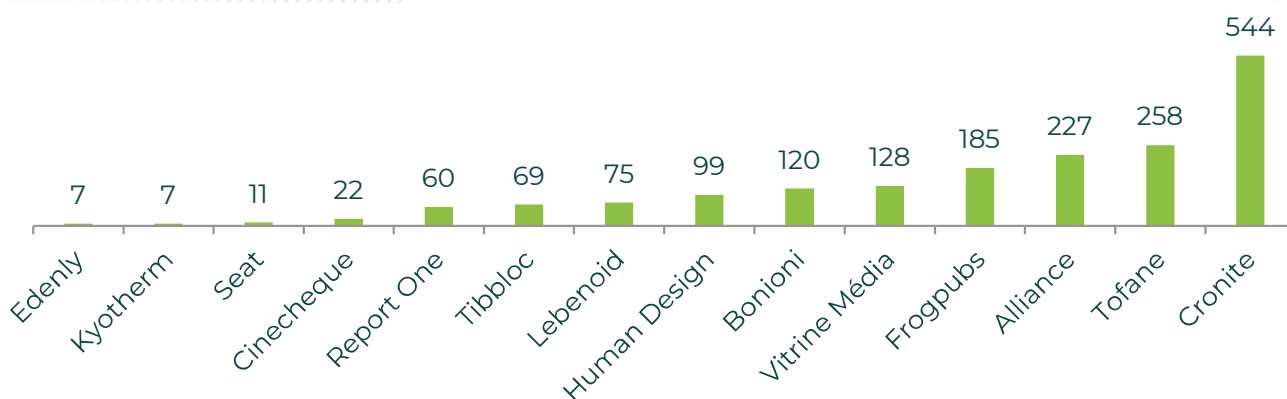
All companies have improved their ESG score from the previous year despite the context of the health crisis.

ESG Global Performance	Score		Materiality
	2019	2020	
Higher	2,8	2,8	2,4
Lower	1,6	1,9	2,0
Global Score ESG	2,1	2,3	2,2

The overall score is the arithmetic average of environmental, social, governance and stakeholders scores. Likewise, the materiality corresponds to the average of the 4 ESG domains' materiality.

Size of the companies varies from 7 to 544 people recorded in headcounts with a large variety of businesses and sectors.

WORKFORCE



Most of the companies have implemented social initiatives : health, safety, favorable work environment, appropriate trainings and careers management, diversity.

We believe the portfolio effect and our yearly talks with CEOs should help them improve, benefiting from the other companies' experience.

Smaller companies still need to properly document anti-bribery policy or a clear RSE strategy.

2020	Social	Environment	Governance	Stakeholders	Average
Maximum	3,0	3,5	2,8	2,8	3,0
Minimum	2,0	1,5	1,5	1,5	1,6
Mediane	2,3	2,3	2,3	2,1	2,2
Average	2,3	2,3	2,2	2,2	2,3
Standard deviation	0,3	0,5	0,3	0,3	0,4

GLOBAL ESG PERFORMANCE

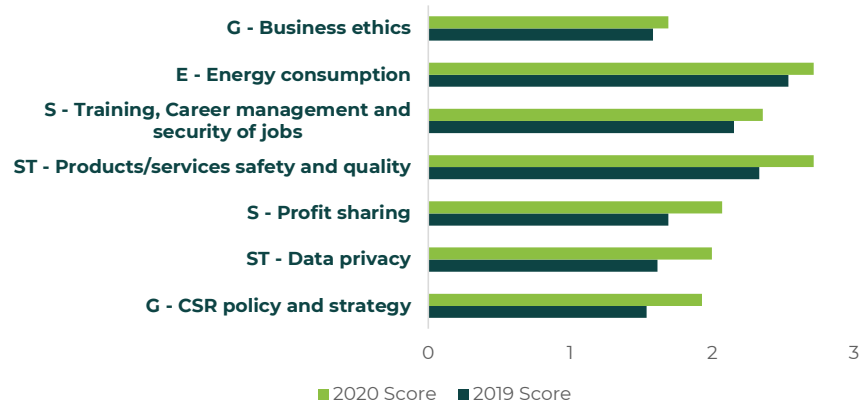
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Performance by ESG subject	2019 Score	2020 Score	Variation	Best performer	Best Progression	Actions
Social	2,1	2,3				
Health, safety, working environment	2,6	2,6	1,1%			
Training, Career management and security of jobs	2,2	2,4	9,4%		ReportOne	At HDG, interviews and training plans are formalized and recorded in the HRIS. Some "quality of work life" specialists have been identified. ReportOne has formalized training plans.
Diversity and equal opportunities	2,1	2,2	6,6%			
Profit sharing	1,7	2,1	22,4%			At Kyotherm, all employees invest in the company's projects and the remuneration package includes a variable part directly based on the environmental performance of the projects. Tibbloc has implemented a retirement savings plan and employee profit-sharing system is no longer only linked to the level of remuneration but also varies according to the actual presence of employees.
Environment	2,2	2,3				
Energy consumption	2,5	2,7	6,9%			Kyotherm analyzes for each project the carbon footprint and pays close attention to GHG reduction practices. The building of HDG is HEQ (High Environmental Quality). Energy, water and raw material consumptions are monitored with indication of levels not to be exceeded.
Emmissions	2,1	2,2	6,6%			
Waste management	2,0	2,1	3,6%			
Ecoconception	2,3	2,3	2,7%			
Governance	2,0	2,2				
Financial risk management	2,9	2,9	0,0%			
Governance structure	2,1	2,2	6,6%			
CSR policy and strategy	1,5	1,9	25,4%		VITRINE MEDIA	Kyotherm is fully committed to a CSR strategy, its activity is to finance the fight against climate and change the essence of being sustainable by financing the energy transition. VitrineMedia plans to become a Bcorp.
Business ethics	1,6	1,7	6,9%			Anti-corruption policies have been extended to the entire group and the Code of Ethics has been put online. Tofane new employees have been trained on the subject.
Stakeholders	2,0	2,2				
Products/services safety and quality	2,3	2,7	16,3%			Bonioni has ISO 9001 and IATF quality certification. Tofane has launched an action plan to reduce the number of critical incident and the average ticket resolution time.
Responsible procurement	2,2	2,3	3,4%			
Data privacy	1,6	2,0	23,8%			Edenly do not market and bank details are not stored. CineCheque upgraded compliance with General Data Protection Regulation (GDPR) and has lead several IT security tests succesfully.
Community involvement	1,7	1,7	1,3%			

GLOBAL ESG PERFORMANCE

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Performance by ESG subject		Δ
Environment	Energy consumption	↗
	Emmissions	↗
	Waste management	→
	Ecoconception	→
Social	Health, safety, working environment	→
	Training and career management	↗
	Diversity and equal opportunities	↗
	Profit sharing	↗
Governance	Financial risk management	→
	Governance structure	↗
	CSR policy and strategy	↗
	Business ethics	↗
Stakeholders	Products safety and quality	↗
	Responsible procurement	→
	Data privacy	↗
	Community involvement	→



The portfolio's performance by subject shows good maturity for:

- Financial risk management (2,9 out of 4),
- Energy, water and raw material consumptions (2,7 out of 4),
- Product safety and quality with 2,7 out of 4 score, increasing by 16%, and
- Health, safety and working environment with a 2,6 out of 4 score, increasing by 1,1% in 2020.

ESG subjects with lower performances are:

- Community involvement (1,7 out of 4),
- Business ethics (1,7 out of 4), because most of the portfolio's companies do not have a formal anti-bribery policy or an ethical code.

The topics on which the greatest progress are observed are: **CSR policy and strategy, data privacy, profit sharing and products / services safety and quality.**

All topics evolved positively during the year.

These results show that awareness-raising actions on ESG topics conducted by Ciclad are effective.

ENVIRONMENT

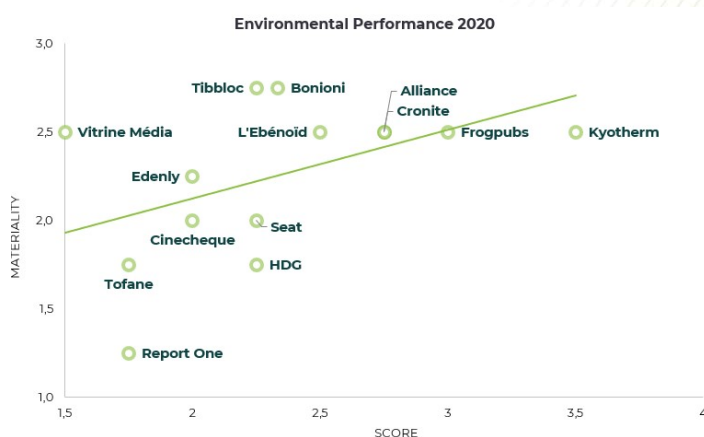
Environment	Score		Materiality
	2019	2020	
Higher	3,5	3,5	2,8
Lower	1,3	1,5	1,3
Global Score ESG	2,2	2,3	2,3

Companies have differentiated results which can be mostly explained by their sector of activity. Industrial companies generally monitor more actions than those with a service activity.

The environmental score is based on actions taken :

- to improve energy, raw materials and water consumptions
- to reduce emissions into air, soil and water
- to promote better waste management
- to apply eco-design principles

We became an iCI member in 2020 to be able to provide the best tools to our portfolio companies.



During the past year, none of the portfolio companies faced any major environmental issue or litigation case.



As our first action as an iCI member we have decided to measure GHG of all our portfolio company for scope 1&2 .

Our objective is to help our portfolio companies to build effective action plans to reduce their carbon footprint.

+ a € 30 m Green Bond issued by Kyotherm



Kyotherm finances projects will reduce GHG by 1,1 million TeqCO2 over 20 years.



Frogpubs banished in 2020 straws and plastic cups. For take-away cups, a deposit system has been set up.



Cronite has implemented a waste reduction policy (especially for sand waste) and a recycling ratio per site and overall.

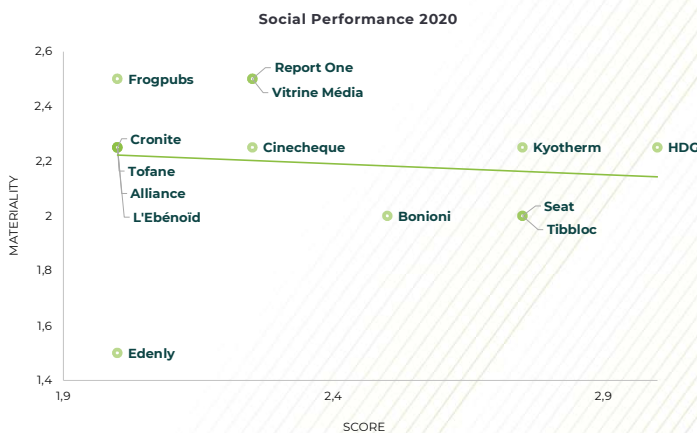


In 2020, l'Alliance commissioned a new factory with significant reduction in water consumption.

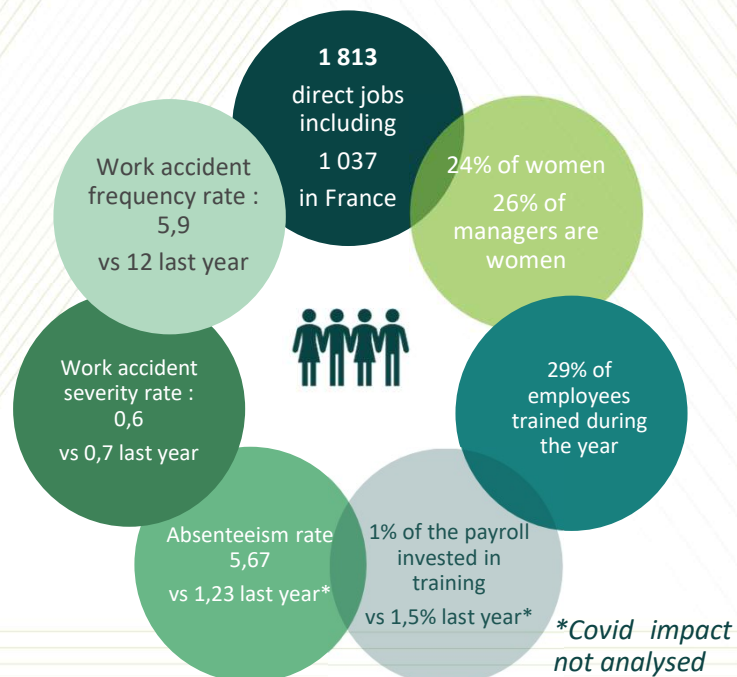
Social	Score		Materiality
	2019	2020	
Higher	2,8	3,0	2,5
Lower	1,8	2,0	1,5
Global Score ESG	2,1	2,3	2,2

The social score is based on actions taken :

- to promote well-being (including health and safety) and quality of life at work
- to develop the skills of all employees and to share the value
- to promote diversity and equal opportunities



During the past year, none of the portfolio companies faced any major social issue or litigation case.



Social scope and issues are properly covered and treated by companies held in the portfolio showing an average evaluation of 2,3 out of 4, compared to 2,1 in 2019. All companies implement actions in that area, more or less coordinated, in order to improve work environment, wellbeing of salaries, develop skills or promote diversity.

The covid health crisis had an impact on the social extra-financial data collected, especially on the absenteeism rate that increased fourfold. On the other hand, this crisis has also accelerated the implementation of practices promoting the balance between professional and private life such as remote working.



At HDG, quality of working life correspondents have been identified to ensure that requests are considered and that action plans are followed up.



Tibbloc has implemented a retirement savings plan and employee profit-sharing system is less linked to the level of remuneration and more to the effective presence of employees.



Tofane has implemented a new human resources information system, ethic trainings and a new bonus policy.

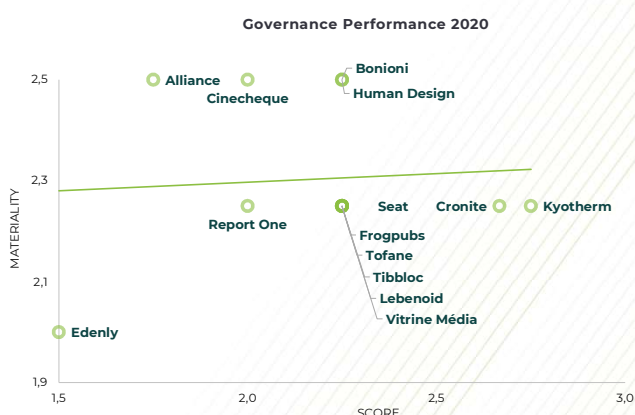
10 companies have employee ownership. This represents 71% of the companies owned.

GOVERNANCE

Governance	Score		Materiality
	2019	2020	
Higher	2,8	2,8	2,5
Lower	1,5	1,5	2,0
Global Score ESG	2,0	2,2	2,3

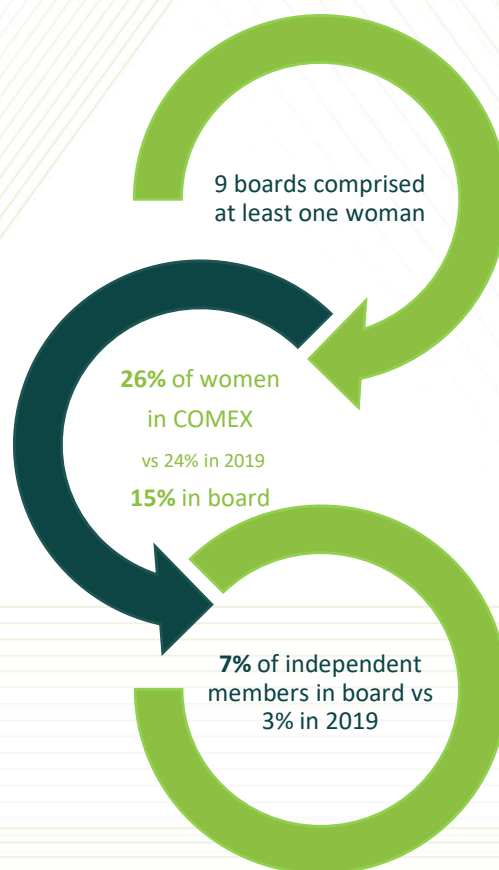
The score on governance is based on actions taken:

- to guarantee the economic performance and sustainability of the company
- to establish an independent and competent governance
- to design a Corporate Social Responsibility policy
- to prevent corruption in all its forms



During the past year, none of the portfolio companies faced any litigation related to bribery.

The overall performance of portfolio's companies is satisfactory regarding governance. Main improvements identified are related to the formalization of the procedures and specific tools to fight corruption.



The compliance of the Kyotherm's green bound has been verified by Sustanalytics.



The group's two main plants, in France and the United Kingdom, are ISO 14001 certified. The group's CSR practices are evaluated by Ecovadis and the group prepares an annual CSR report.



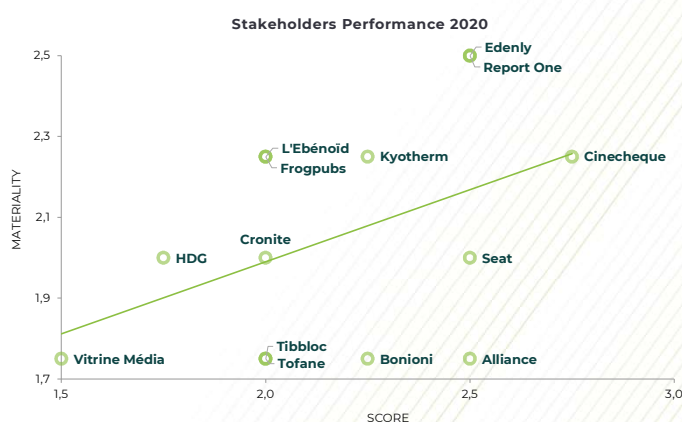
Tofane extended its antibribery policy within the entire group.

STAKEHOLDERS

Stakeholders	Score		Materiality
	2019	2020	
Higher	2,5	2,8	2,5
Lower	1,3	1,5	1,8
Global Score ESG	2,0	2,2	2,1

The score on stakeholders is based on actions taken :

- to respect interests of customers
- to establish fair practices with suppliers
- to prevent corruption in all its forms
- to ensure data security and protection
- to be involved in community projects



During the past year, none of the portfolio companies faced any litigation related to business ethics.

2 companies



certified ISO 9001

79%

of companies have participated at least to one public interest initiative

Quality and organization of relationships between involved partners lead to an average score of 2,2 (2 in 2019) for the whole portfolio.

Report One

The results of the survey conducted on training showed a 96% satisfaction rate.



Following the closure of the cinemas, Cinéchéque has extended, automatically via a computer operation, the validity periods of gift vouchers and movie tickets. The group has also made available to its customers a website: Cinévérif, which allows them to know the new validity date. This lengthening of the period of validity required negotiations with the major cinemas and represents a cost of €1.2 million for the group.

03

APPENDIX

APPENDIX - METHODOLOGY USED FOR THE CSR ASSESSMENT

ESG MATERIALITY

Material ESG issues are those determined to substantially affect, or have the potential to substantially affect, the financial conditions or operating performance of the companies, as well as their ability, or potential ability, to create environmental and social value for itself and its stakeholders.

ESG materiality is evaluated with a rating scale from 1 to 3, with 1 for low score, 2 for medium score and 3 for high score.

ESG MATURITY

The ESG maturity was determined based on the actions of the companies for each topic using the following rating scale:

- no action over the two past years => 0
- at least 1 action over the two past years => 1
- several but uncoordinated actions over the two past years => 2
- many coherent actions with results measured through indicators => 3
- many coherent actions with results measured and communicated to stakeholders => 4

The ESG maturity overall rating is as follow :

- average of the scores obtained for each of the domains comprises between 0 and 1 => Poor practices
- average of the scores obtained for each of the domains comprises between 1 to 2,5 => Average maturity
- average of the scores obtained for each of the domains comprises between 2,5 to 4 => Good maturity

MEASUREMENT OF GHG EMISSIONS SCOPE 1 AND 2

The greenhouse gases (GHG) emissions were determined by using the simplified footprint of GHG tool developed by Initiative Climat International (iCI).

CHANGES OPERATED IN THE CSR ASSESSMENT COMPARED TO LAST YEAR

The 2019 CSR assessment was based on the analysis of actions taken by the portfolio companies on :

- 3 environmental domains (energy consumption, emissions, waste management). In 2020, eco-conception was added to the analysis.
- 3 social domains (health-safety and working environment, training and career management, diversity and equal opportunity). For 2020, the item "share of value" has been added to the analysis.

- 5 domains linked to governance and stakeholders.

For 2020, governance and stakeholder's domains have been studied separately and items related to CSR policy, anti-bribery and data protection were added.

The 2019 have been restated in order to be comparable to the 2020 results.



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