

A large iceberg floats in the ocean under a blue sky with scattered clouds. The visible tip of the iceberg is white and jagged, while the much larger submerged portion is visible below the water line, illustrating the concept of hidden risks or responsibilities.

RESPONSIBLE INVESTMENT POLICY & ANNUAL REPORT

2019

Seventure


ISABELLE DE CREMOUX
CEO and Managing Partner
Seventure Partners



Our mission is to engage with and support innovative French and European companies, from seed funding to expansion capital.

Today that mission embraces a new paradigm: the inclusion of new sustainability factors, exemplified by actively incorporating ESG criteria into our investment process.

**OUR VALUES ARE EMBODIED
IN OUR RESPONSIBLE INVESTMENT (RI) POLICY**

**INTEGRITY
PROFESSIONALISM
RIGOR
TRANSPARENCY**

These are Seventure Partners' main values, which are also tangibly expressed in our responsible investment procedures.

TABLE OF CONTENTS



02 RESPONSIBLE INVESTMENT POLICY



10 RESPONSIBLE INVESTMENT ANNUAL REPORT

01

Table of contents

RESPONSIBLE INVESTMENT POLICY

03

Overview of
our responsible
investment strategy

04

Responsible governance
and ESG benchmarks

08

Our approach to integrating ESG
into the investment process

09

Dialog and reporting
on ESG to our clients

RESPONSIBLE INVESTMENT ANNUAL REPORT

11

Seventure Partners' Responsible
Investment Annual Report
as of 31st December, 2019

14

Seventure Partners' Portfolio
Responsible Investment Annual Report
as of 31st December, 2019



**Seventure Partners became a signatory of the UN PRI
in december 2016.**

As a signatory of the UN PRI, we commit to incorporating ESG issues into investment practice and respecting 6 principles :

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 each report on our activities and progress towards implementing the Principles.



RESPONSIBLE INVESTMENT POLICY

OVERVIEW OF OUR RESPONSIBLE INVESTMENT STRATEGY

INTEGRITY

Seventure Partners has been a signatory to **the Principles for Responsible Investment** since 2016 and the France Invest ESG charter since 2017 (<http://www.franceinvest.eu/>). As an actor in the private equity market, Seventure Partners has a particular responsibility in directing its investments toward projects, companies and sectors that, by nature, present relatively few ESG (Environmental, Social, Governance) risks and that support the development of a more sustainable economy. That is reflected in the unwavering focus on value creation over the long term, while preserving social and environmental capital.

Our convictions on this subject are founded on our experience in the field, alongside entrepreneurs, as well as on **three key fundamentals** in our positioning:

X Seventure Partners is a long-term investor that actively supports innovative companies.

By taking significant minority positions, we can influence governance bodies and thereby help those companies become world leaders in their fields.

X Seventure Partners targets companies that have a technology or expertise that gives them a decisive and sustainable competitive advantage that encourages job creation: as a result, since our founding in 1997, more than 5,000 jobs have been created in Europe in portfolio companies in cutting-edge sectors.

X Seventure Partners has focused our investment strategy on Life Sciences and Digital Technologies, two areas that have drivers to produce positive social and environmental impacts.

For example :

I Healthcare, nutrition and food, especially through financing microbiome research, the prevention aspect of which is intended to improve human health, and which can be applied to other sectors, such as animals, agriculture and even the environment, for example, to reduce pollution from animal emissions (notably CH₄ and CO₂ from fermentation);

I Industrial biotechnologies and cleantechs offering real environmental solutions, for example, via financing green chemical solutions that provide alternatives to fossil fuels, biopesticides and non-chemical fertilizers, or even treating wood to limit deforestation.

I Some companies in the digital sector helping to reduce the environmental footprint of the entire lifecycle, for example, by investing in business models based on recycling electronics products.

RESPONSIBLE GOVERNANCE AND ESG BENCHMARKS

PROFESSIONALISM

CONVICTIONS AND OBJECTIVES

Beyond financing business models that are, for the most part, sustainable by nature, our commitment is to gradually introduce ESG issues into all of the companies that we want to support, through all stages of investment. We are convinced that **foresight and the proper management of ESG risks that could hinder the growth of our investments are factors that are appealing and create value over the long term. This responsible business conduct, combined with more global risk management, will increase value upon exit through a convergence of interests with the company's various stakeholders.**

Therein lies the entire mission of our Responsible Investment Policy. It aims to support the integration of ESG issues within the portfolio companies, our clients and partner co-investors, which may have different motivations, such as the desire to contribute to the growth of a sustainable economy, compliance with regulatory developments, or upholding fiduciary responsibility.

As a recognized player in the private equity arena, and in the context of developing our ESG integration practices, we have formally document this Policy to:

- ✕ Define our responsible investment approach and our application principles**
- ✕ Explain the way in which we are integrating ESG issues into our investment process**

STEERING, OPERATIONAL ROLLOUT AND SCOPE

In 2015, Seventure Partners launched a study to promote responsible investment, and sought **the support of an advisory firm** with expertise in responsible investment and corporate social responsibility. Their mission is to support operational actors and monitor of their ESG approach.

This work relies on two key bodies for the steering and rollout of the initiative:

- ✕ an internal RI/ESG Steering Committee** created in 2016: this body is composed of the Head of Business Development, the Head of Compliance, Risks and Internal Control, and a Partner from each team (Life Sciences and Digital Technologies). The mission of this committee is to make all strategic and operational decisions related to ESG positioning, with the agreement of the CEO and Managing Partner, and to organize the internal rollout of the following aspects:
 - ESG investment and monitoring process** (definition, implementation and integration, tracked in internal tools)
 - Integration of the ESG approach** into contractual documentation and external communication

- ✕ Involve the companies in which we invest in this principled approach**
- ✕ Work in a concerted manner alongside the companies and our co-investors to achieve the objective of realizing sustainability in our investments.**

■ ESG reporting (clients, regulatory and normative)

■ Mobilization of internal teams for the implementation of the ESG approach

- ✕ the Partners' Committee of Seventure Partners**, which has been approving and monitoring the proper application of decisions to invest/not invest and to support investments based on ESG criteria, since the 1st January, 2018.

OUR RESPONSIBLE INVESTMENT POLICY GUIDELINES

BENCHMARKS

Our Responsible Investment Policy is based on regulatory and normative benchmarks recognized in France, Europe and internationally with regard to:

✕ Responsible Investment Practices:

Principles for Responsible Investment (PRI), France Invest Charter of Commitments for Investments in Growth, Art. 173 of the Energy Transition for Green Growth Act (France)

✕ ESG analysis, monitoring and reporting:

The United Nations Global Compact, France Invest's annual ESG report, Invest Europe's (ex EVCA) "Due Diligence Questionnaire for Private Equity Investors and Their Portfolio Companies," art. 225 of the Grenelle de l'environnement environmental law (France), the European Directive on non-financial reporting (Europe).



EXCLUSION CRITERIA AND INCREASED OVERSIGHT

Since the 1st January 2018, Seventure Partners endeavors to avoid investments that would be contrary to our investment ethics or those of our clients. We have therefore defined general and specific exclusion criteria for our two areas of investment. In addition, independently from our business sectors, we have also implemented exclusion criteria and increased oversight in connection with poor ESG practices.

NATURE OF CRITERIA	EXCLUSION CRITERIA*	INCREASED OVERSIGHT THAT COULD LEAD TO IMMEDIATE DISINVESTMENT**
SECTORAL	Controversial weapons (antipersonnel landmines, cluster bombs) Pornography Tobacco Psychic or meeting websites	-
CONNECTED TO POOR ESG PRACTICES	Companies with R&D activities for applications to: (a) use cloning technology to create humans; (b) create genetically modified animals for human consumption or medical applications like organ transplants;	Human rights violations Severe environmental damage Forced labor or child labor Violation of regulations stemming from environmental or labor rights Corruption <i>These criteria are included in the ESG analysis grid for investments, especially intended to ensure the absence of major controversies or litigation in these areas.</i>

**Our doctrine on sectors and practices that could lead to a refusal to invest (i.e. exclusion)*

Seventure Partners has focused its investment strategy on two macro-sectors: Life Sciences and Digital Technologies.

As an investor in Life Sciences, we are committed to respecting the medical ethics rules in effect, and in particular the Convention for the Protection of Human Rights and the Dignity of the Human Being⁽¹⁾ with Regard to the Application of Biology and Medicine.

For Seventure Partners, investing in the Life Sciences field is, above all, financing solutions aimed at: 1/ Preserving the health and quality of human or animal life by investing in pioneering medical research (for example, via Microbiome research⁽²⁾ and its applications in all fields, Agtech or digital for the benefit of the agricultural or livestock farming world to make it more competitive and sustainable, Biotech and medicines, medtech/diagnostic/surgery solutions and industrial biotechnologies), and 2/ Promoting wellbeing of human and animal by discovering innovations in health, wellness product and services and food (for example, via innovations in connected and digital healthcare or in the area of food, Foodtech, digital food and nutrition).

With respect to Digital Technologies, Seventure Partners is especially vigilant to ensure that the

subject of websites, messages and practices are not likely to upset visitors or prove to be intrusive or contrary to the interests of the consumer or citizen. As a precautionary measure, this is the reason we refrain from investing in dating, psychic or gambling websites. More widely, we believe that some sectors and practices are contrary to this mission and to the ethics rules that we scrupulously follow. As such, we refuse to invest in activities related to the production or marketing of controversial weapons (anti-personnel landmines, cluster bombs), tobacco, pornography, cloning technology, etc.

The concerned funds' LPs may be consulted before any investments decision if necessary.

** Seventure Partners' rules concerning disinvestment

Disinvestment is decided by our Partners' Committee according to two factors: the level of the company's involvement in the incident (for example, direct or indirect connection with the supply chain) and the quality of corrective actions implemented. As a preliminary, an active dialogue with the company will be initiated, planned and followed up to have all information useful to the committee and for making the disinvestment decision, if necessary.

(1) Convention on Human Rights and Biomedicine (ETS no. 164), open for signature on April 4, 1997 in Oviedo (rm.coe.int/168030751b). Its goal is to protect the dignity and identity of human beings and guarantee every person, without discrimination, the respect for his integrity and his other basic rights and freedoms with regard to applications of biology and medicine. Considered to be the European treaty on patients' rights, the convention also deals specifically with biomedical, genetic, and organ and tissue transplant research.

(2) To learn more about the Microbiome: <http://www.seventure.fr/en/life-sciences/>

ESG ISSUES AND CRITERIA FOR ANALYZING AND MONITORING INVESTMENTS

Environment

With respect for the competitive position of the companies we support, Seventure Partners wants to encourage the companies in which we invest, as well as our suppliers and partners, to be models for the inclusion of environmental issues. As a shareholder, Seventure Partners is committed to motivating our investments to manage their impacts and prevent possible damage to the environment identified along their entire value chain.

✕ **Our environmental criteria:** existence of an environmental policy and an environmental management system (ideally, certified); coverage of key issues (eco-design, greenhouse gas emissions, energy and water consumption, water/air/ground pollution, waste production, impacts on ecosystems and biodiversity, etc.). Our ESG analysis grid includes in particular a specific focus on carbon-related issues and monitoring possible environmental events.

Social and corporate

Seventure Partners is convinced that the company's performance and, as a result, job creation, occur through attentive human resource management, with respect for the rights of employees while fostering a stimulating and appealing work environment. Accordingly, through the social pillar of our ESG policy, Seventure Partners is committed to promoting and supporting all social practices that preserve this work environment. On the corporate level, Seventure Partners' ESG policy is realized through good relationships with the company's two key stakeholders: suppliers and the public.

✕ **Our social criteria:** preserving and developing employment; attracting/monitoring/developing talent and skills, especially through training; compensation and sharing value; health and safety; social dialog; diversity/equal treatment/fighting against discrimination; respect for social regulations and basic labor rights.

✕ **Our corporate criteria:** working conditions and respect for basic rights in the supply chain; safety of products and services; patronage.

Governance

Since the beginning, Seventure Partners has supported our investments by implementing modern and appropriate governance systems that contribute to the success and sustainability of the portfolio companies. In this regard, we act to foster smooth operation and balance in the various governance bodies of the companies, in which the leadership, independent directors and shareholders will fully exercise their roles and responsibilities. Seventure Partners is also committed to fully integrating the ethical and CSR dimensions at the heart of the governance of its investments.

✕ **Our governance criteria:**

- **Governance bodies:** balance of powers, independence and diversity on the board of directors/supervisory board, efficient functioning of governance bodies, especially through specialized committees, etc.
- **CSR governance:** sensitivity of the managers to environmental/social issues; steering bodies for CSR approach; dedicated resources; transparency of ESG approach and practices.
- **Business ethics:** preventing corruption and money laundering, monitoring possible events in these areas.

Note that our ESG analysis and monitoring grid (eventually including an ESG report for investments) is intended to put the issues and key performance indicators in perspective.

To illustrate:

ISSUE	KPI	METRIC / UNIT OF MEASURE
ENVIRONMENT CLIMATE CHANGE	Incorporation of climate issues by the portfolio companies	Ex.: Percentage of investments conducting a carbon review of their business
SOCIAL ATTRACTING AND RETAINING EMPLOYEES	Degree of development of employee qualifications	Ex: Percentage of employees that have benefited from training
GOVERNANCE BALANCE ON THE BOARD OF DIRECTORS/SUPERVISORY BOARD	Diversity of director profiles	Ex: Percentage of women directors; Percentage of independent directors

SPECIAL TREATMENT OF THE CLIMATE ISSUE

Seventure Partners seeks to limit the carbon impact of the activities of companies in which we invest, in the context of monitoring/supporting our investments, including identifying those that might provide active solutions to help limit global warming.

Seventure Partners is particularly attentive to this problem driven by France at the COP 21 and supported by regulation through article 173 of the French Energy Transition for Green Growth Act. Seventure Partners has chosen to adopt a pragmatic approach in its analysis of climate risks. We challenge each company as the question of climate issues is tackled through the grid analysis during the investment process, and then during the period when we are shareholder of the company. Given both the size of the companies and the business sectors in which Seventure Partners invests, our portfolio is mainly composed of innovative companies that we have identified as having a strong growth potential and low climate risks. This is why, if we can give an opinion and even provide advice to the companies analysed, we do not impose any carbon footprint targets, which would otherwise be incompatible with the development objectives of these companies.

OUR APPROACH TO INTEGRATING ESG INTO THE INVESTMENT PROCESS

RIGOR

FEATURES

DEAL-FLOW

DISCRIMINATING ESG FILTER

Review of exclusion policy criteria (i.e. non-investment of a sectoral nature and/or related to poor ESG practices) documented in Seventure Partners' ESG Policy

Investment impact: Project refused or accepted

INVESTMENT

STEP 2 : PRE-INVESTMENT

1ST QUESTIONING THE OFFICER'S ESG SENSITIVITY (i.e. an open question) → *Partners' Committee Memo*

ESG ANALYSIS OF INVESTMENTS

Information about the completeness of the ESG analysis grid, filled in by the Partners (or by an auditor assigned by Seventure) based on data provided and discussion with management

Investment impact:

✗ ESG Risks very high/high (rating 0 to <1) → **Ineligible**

✗ ESG Risks moderate to very low (rating 2 to 4) → **Eligible, monitoring commensurate with level of risk**

✗ Existing and significant opportunities (rating + and ++) → **No direct impact on investment but active development of the business model in Seventure Partners' communication**

MONITORING

STEP 3 : POST-INVESTMENT

PERIODIC UPDATE OF ESG ANALYSIS OF INVESTMENTS

To perform within 24-36 months according to the development of company issues (ex.: significant growth, IPO, development of ESG practices, controversial exposure, etc.)

Investment Impact: Monitoring commensurate with development of risk level

SHAREHOLDER RESPONSIBILITY AND ESG COMMITMENT

Regular inclusion of ESG issues in the agenda for the Executive/Supervisory Board meetings for investments

Investment Impact: ESG monitoring points recorded and recommendations made to the company for possible actions to improve

ESG KPI REPORTING

Implementation of an ESG/CSR data collection system for investments

Investment Impact: No direct impact on the investment but information on consolidated key ESG KPIs

ORGANIZATION OF TRACEABILITY

Our investment activity is guided by the enforceability of our practices at all stages of investment. As a consequence, our ESG integration approach is incorporated into our investment process via:

- ✕ new tools for analyzing and monitoring ESG risks and opportunities
- ✕ an ESG section in our internal tools (ex.: deal-flow monitoring tools, questionnaire for evaluating the risks related to investments, opportunity scores, etc.) and contractual and commercial documentation (for example: letters of intent, shareholder pact, marketing brochure, etc.)
- ✕ an ESG/CSR data collection system within the investments, in compliance with the ESG/CSR clauses that appear in the new shareholder pacts and the letter of intent

DIALOG AND REPORTING ON ESG TO OUR CLIENTS

TRANSPARENCY

All the internal ESG data collected throughout the investment process enable dialog with our subscribers, as well as the production of ESG reports they may require within the context of their own responsible investment approach. Like companies in which we invest, our preference is for a constructive exchange of ideas and close cooperation with our clients about ESG issues during our discussions in the advisory meetings for our investment vehicles.

In addition, as a signatory to the PRI since December 2016, we produce a public RI Transparency Report.





RESPONSIBLE INVESTMENT ANNUAL REPORT

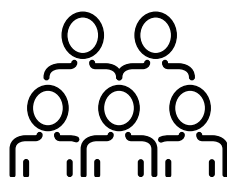


SEVENTURE PARTNERS' RESPONSIBLE INVESTMENT ANNUAL REPORT AS OF 31ST DECEMBER, 2019

IN A NUTSHELL AS OF 31ST DECEMBER, 2019

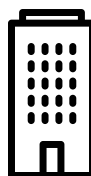


€ 750m*
ASSET UNDER MANAGEMENT



27
EMPLOYEES

7
VENTURE
PARTNERS



PORTFOLIO OF **102** INNOVATIVE
COMPANIES AT ALL STAGES,
FROM SEED TO GROWTH CAPITAL

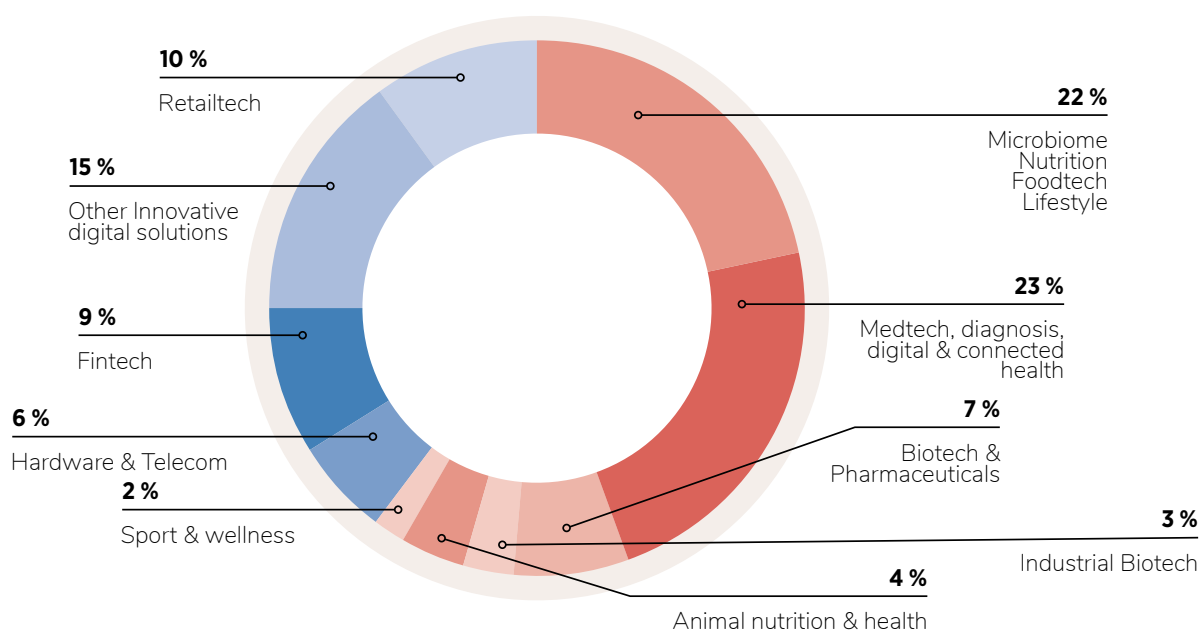
 GROUPE BPCE

SUBSIDIARY OF
NATIXIS INVESTMENT MANAGERS
(Group BPCE)

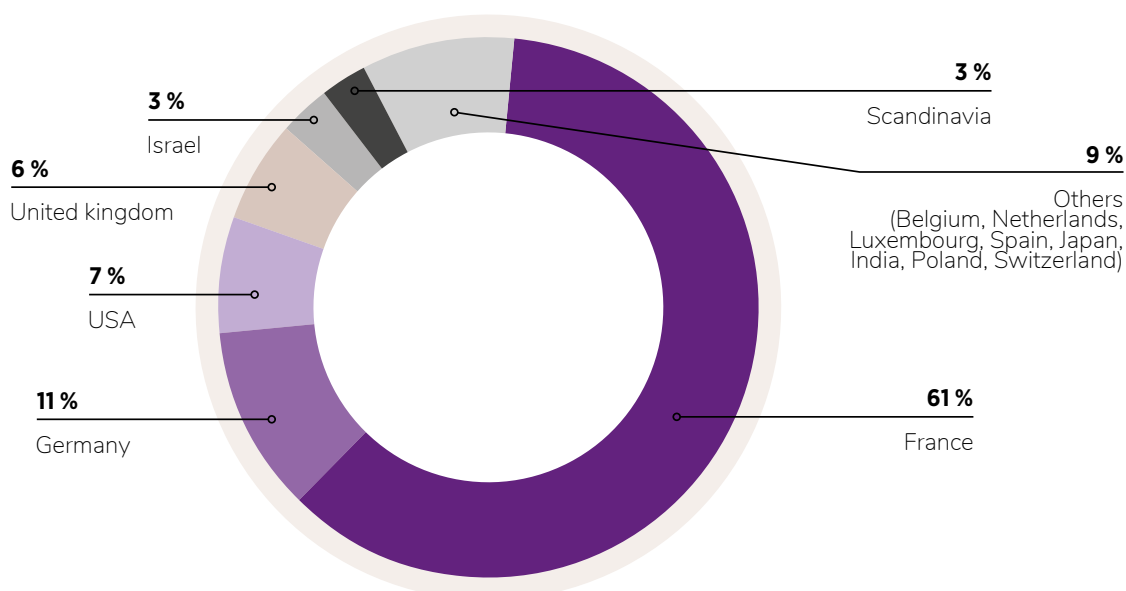
* Net committed as of the end of December 31, 2018.

KEY FIGURES

AS OF 31ST DECEMBER, 2019

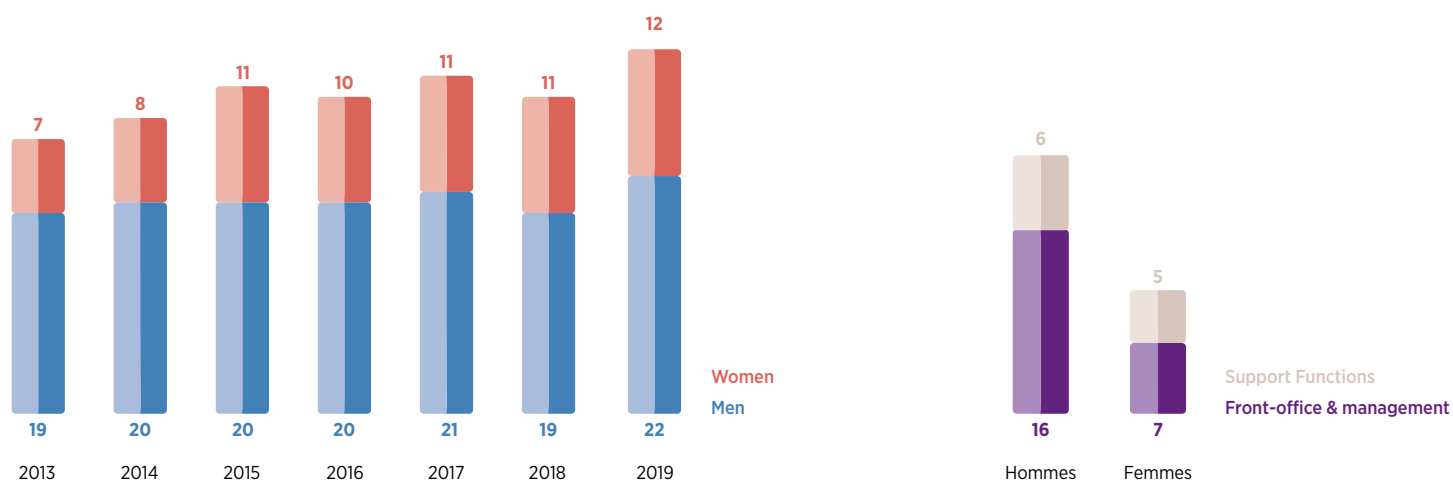


Portfolio Sectors Breakdown
(by number of investments – all types of funds included)



Portfolio geographical Breakdown
(by number of investments – all types of funds included)

OUR TEAM AS OF 31ST DECEMBER, 2018



Number of employees evolution

(included temporary contracts, trainees, and Venture Partners)

Functions Breakdown

(included Temporary contracts, trainees, and Venture Partners)

Number of women in the Board of Directors : **1**

Rate of women among executives : **32%**

Average age : **42**

Number of permanent contracts vs temporary contracts : **27 vs 0**

Number of part-time contacts : **2**

Number of internal promotions in 2019 : **1**

4 hirings (permanent contract) / **3 resignations** (1 retirement)



SEVENTURE PARTNERS' PORTFOLIO RESPONSIBLE INVESTMENT ANNUAL REPORT

AS OF 31ST DECEMBER, 2019

PRINCIPLES

In 2017, Seventure Partners approved a 2017-2018 RI-ESG Road Map. As a result, we have defined a preliminary scope of coverage for the RI Policy: although the Policy is applicable to all our investments, we have prioritized implementation for the 2017-2018 period. Consequently, the ESG analysis will be conducted first and foremost:

- for any new investment
- for existing investments when refinancing is operated.

FUNDS SCOPE FOR THE ESG ANALYSIS

The ESG analysis is conducted as a priority:

- on Seventure Partners professional funds : Health for Life Capital™, Health for Life Capital II™, Digital Opportunities Fund, AVF, Fonds d'Amorçage Quadrivium
- on retail funds which were still in their investment stage when the ESG Policy was implemented

All embracing, the scope represents 84% of the AUM as of the end of 2019 (60% of the existing funds and 68% of these funds' portfolio companies).

The ESG analysis will be broadened to the portfolio of every funds managed by Seventure Partners.



QUANTITATIVE ANALYSIS

71 ESG analysis had been completed as of the 31st of December, 2019.

41



Sciences de la vie

30

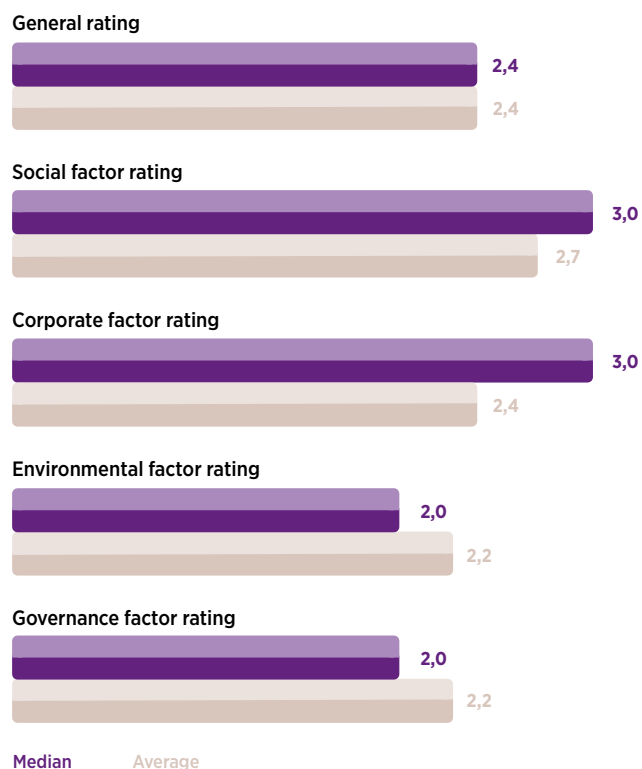


Technologies digitales



QUALITATIVE ANALYSIS

As of the 31th December, 2019, 71 companies had been analyzed with an average ESG Risk rating as below :



SOCIAL FACTOR RATING

Our social criteria: preserving and developing employment; attracting/monitoring/ developing talent and skills, especially through training; compensation and sharing value; health and safety; social dialog; diversity/equal treatment/fighting against discrimination; respect for social regulations and basic labor rights.

The 71 analyzed companies have reached an average score of **2,7 on the Social factor** (on a scale from 1 to 4).

CORPORATE FACTOR RATING

Our corporate criteria: working conditions and respect for basic rights in the supply chain; safety of products and services; patronage.

The 71 analyzed companies have reached an average score of **2,4 on the Corporate factor** (on a scale from 1 to 4).

ENVIRONMENTAL FACTOR RATING

Our environmental criteria: existence of an environmental policy and an environmental management system (ideally, certified); coverage of key issues (eco-design, greenhouse gas emissions, energy and water consumption, water/air/ground pollution, waste production, impacts on ecosystems and biodiversity, etc.). Our ESG analysis grid includes in particular a specific focus on carbon-related issues and monitoring possible environmental events.

The 71 analyzed companies have reached an average score of **2,2 on the Social factor** (on a scale from 1 to 4).

PILIER GOUVERNANCE

Our governance criteria: governance bodies (balance of powers, independence and diversity on the board of directors/ supervisory board, efficient functioning of governance bodies, especially through specialized committees, etc.); CSR governance (sensitivity of the managers to environmental/social issues; steering bodies for CSR approach; dedicated resources; transparency of ESG approach and practices); business ethics (preventing corruption and money laundering, monitoring possible events in these areas).

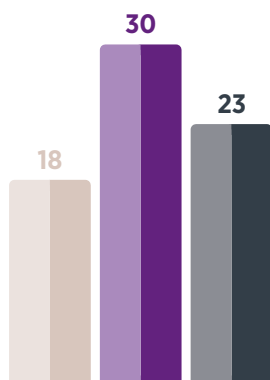
The 71 analyzed companies have reached an average score of **2,2 on the Governance factor** (on a scale from 1 to 4).

ESG RISK RATING

The ESG Risk rating is defined for five levels, consistent with Se-venture Partners' existing tool for evaluating the risks related to ownership interests. It will be assessed based on answers to the ESG questionnaire for the Analysis Grid and the final assessment of the investment/ownership interest Partner.

- ✗ Level 0: very high risk**, i.e., several disputes/controversies identified in different areas (environment, social, business ethics) and no corrective or preventive measure implemented.
- ✗ Level 1: high risk**, i.e. one dispute/controversy identified in one of the areas (environmental, social, business ethics) and no corrective or preventive measure in place.
- ✗ Level 2: moderate risk**, i.e. no dispute/controversy identified, but ESG practices nonexistent or in very early stages.
- ✗ Level 3: low risk**, i.e. no disputes/controversy identified, and some ESG best practices.
- ✗ Level 4: very low risk/good ESG risk management**, i.e. no disputes/controversy identified, and a concrete, structured ESG approach in place (formally documented CSR policy, resources allocated, ESG best practices, indicator tracking, etc.).

As of the 31th December, 2019, 71 companies had been analyzed with an average ESG Opportunities rating as below :



« Neutral » level business models

« Positive » level business models

« Positive and innovative » level business models

ESG OPPORTUNITIES RATING

The ESG Opportunities rating is defined for three levels based on how the companies' business models contribute to resolving the sustainable development issues that will be evaluated by the investment/ownership interest Partners:

- ✗ Level « = »:** "neutral" business models, i.e. not offering significant solutions to environmental and/or social issues, but not necessarily generating significantly negative environmental and/or social impacts.

Example: CRM-type SaaS software companies. No direct environmental and/or social benefit provided.

- ✗ Level « + »:** intrinsically "positive" business models, i.e. offering environmental and/or social benefits by nature of their business, but with no major innovation vs. average practices for their sector.

Examples: pharmaceutical company focused on medical conditions already covered elsewhere; company in the digital technologies sector offering digitization solutions that already exist or exist elsewhere in the market.

- ✗ Level « ++ »:** intrinsically "positive" AND innovative business models, i.e. offering particularly strong environmental and/or social benefits with tangible impacts and/or resulting from recognized innovation efforts.

Examples: biotechnology companies (green by nature), pharmaceutical company focused on medical conditions not covered elsewhere and that extend the lives of patients or improve quality of life.



www.seventure.fr

Non contractual document, written in April 2020.

SEVENTURE PARTNERS

Seventure Partners is a portfolio management company authorized by the AMF (Autorité des Marchés Financiers) under number GP 01-040.

Seventure Partners is a subsidiary of Natixis Investment Managers.

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