ELAIA'S

ESG Report 2021

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Foreword

“ESG was considered during the last few decades to be a potential positive side effect when succeeding in Venture Capital. Elaia, on the other hand, believes that performance and ESG criteria is integral throughout the investment process, and we are genuinely inspired to participate in this positive societal change while respecting our first mission of financial performance as an investor. We consider that Venture Capital firms have an incentive and an educational role to play in ensuring that all their investments include these criteria & act for the growth and conduct of their projects.

At Elaia, we commit to be a leading and exemplary actor of this sectorial revolution."

- Xavier Lazarus, Managing Partner

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ELAIA'S ESG REPORT

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ESG @ ELAIA

Values
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Highlights

Elaia Activity

Elaia manages several FPCIs dedicated to tech and deep tech:

Digital Venture

- 4^{th} generation of fund

Investment thesis:

- Digital tech B2B companies
- From Pre-Seed to Series B

Deep Tech Seed

- 2^{nd} generation of fund in partnership with academics

Investment thesis:

- Deep tech startups
- From Pre-seed to Series A

FOCUS ON EARLY-STAGE VENTURES

ENTREPRENEUR-FRIENDLY & SPARRING PARTNERS

CLOSE RELATIONSHIPS WITH DEEP TECH ACADEMIA

OUTSTANDING TRACK RECORD

Our values

Financial performance with responsible values

The collective rationale before individual passions

Everyone is encouraged to share knowledge and feedback from everyone is valuable.

The success of our entrepreneurs is our common ambition

We practice transparent and honest exchange on the challenges that can arrive.

We are co-pilots

We support and guide our entrepreneurs to be their best and perform at their highest potential.

Elaia Key Figures

E L A I A

20 YEARS

Created over 20 Years ago, Elaia is a European top-tier VC firm.

€700M UNDER MANAGEMENT

We currently manage €700 million invested in around 100 companies across the globe. We back tech disruptors with global ambition from early stage to growth development.

35 EMPLOYEES

Our 35 employees share the same values. We are a team of 35 people composed of a variety of age groups, genders, backgrounds and nationalities. We all love tech and are passionate about helping our portfolio entrepreneurs, so much so that we even have a name for it: Venture Care!

P O R T F O L I O

100 companies in portfolio
Across geographies, sectors, stages, funds and across tech

3 seed funded unicorns

CRITEO — IPO → Nasdaq: CRTO

MIRAKL — Mirakl raising $555m at a $3.5bn valuation

SHIFT — Shift Technology raising $220m at a $1bn+ valuation

Highlights of 2021

@Delphine: Can you have a look?

E L A I A

Involved in the **France Invest Sustainability Commission**

3 out of 7 partners are women

100% of employees have received CSR training

100% of the latest funds raised are Article 8

P O R T F O L I O

80% of ESG reporting response rate

939 jobs created

15 ESG Due diligences

PERSPECTIVES

ESG @Elaia: What we're doing

ESG AS STRATEGIC PILLAR

ELAIA TEAM

- **Carbon** Footprint
- Annual **ESG report**
- **2 team** trainings

PORTFOLIO

- **15 ESG** due diligences

ESG AT SCALE

ELAIA TEAM

- **Endowment** fund

PORTFOLIO

- Considering UN SDGs in the investment cycle (due diligence)

LP

- **Extra financial** LP reporting

Our commitments to the ecosystem

Elaia was one of the first signatories of the SISTA Charter to increase diversity in the tech ecosystem.

Signatory of: PRI Principles for Responsible Investment

As part of our commitment to responsible investing, Elaia has been a signatory to the UN PRI since 2020.

Elaia is a signatory to the Charter on Diversity as well as being an active member of France Invest's Sustainability Taskforce.

Elaia is an active member of Invest Europe as well as being part of its Diversity Taskforce & VC Council.

Elaia believes in solidifying its commitments and using its resources to promote growth and sustainability. **PRI** defines responsible investment as a strategy and practice for taking environmental, social and governance (ESG) issues into account in investment decisions and active ownership.
Elaia is a signatory of **Climate Act** and in 2021, we were also recognized with the **Diversity VC Label Level 1**.
In addition, Elaia's employees are involved in La **French Tech Tremplin** as well as in **Startup Banlieue.**

They drive ESG within Elaia

ESG Committee

Established in 2020, Elaia's ESG committee is dedicated to developing and implementing our ESG strategy. Based on best practices, the committee's role is:

- To be a trusted and central resource to other team members
- To promote the strategy to all entities (both internal and external)
- To recommend best practices to our portfolio companies
- To monitor and collect data from our portfolio companies

Samantha Jérusalmy
Partner

Louisa Mesnard
CMO

Delphine Villuendas
Head of Investor Relations

Christophe Primault
Venture Partner

Emmanuel Perez-Duarte
CFO

Marie-Clotilde Loys
Financial Controller

Fully onboarded team

Since ESG is part of Elaia's DNA, it is everyone's concern.

Training

100% of FTEs have been trained on CSR topics.

Annual ESG training is mandatory for all team members. The aim of the training is to provide the necessary skills and knowledge. It covers establishing a carbon footprint, addressing the challenges of a low-carbon transition approach once the carbon footprint has been established, addressing the study of risks and opportunities, the methodological frameworks and the issues related to the associated change management.

Diversity & inclusion at Elaia

Accelerating change from within Elaia

At Elaia, we champion diversity and inclusion. We put genuine efforts into creating a more inclusive society for all, starting by improving our portfolio's practices and our own.

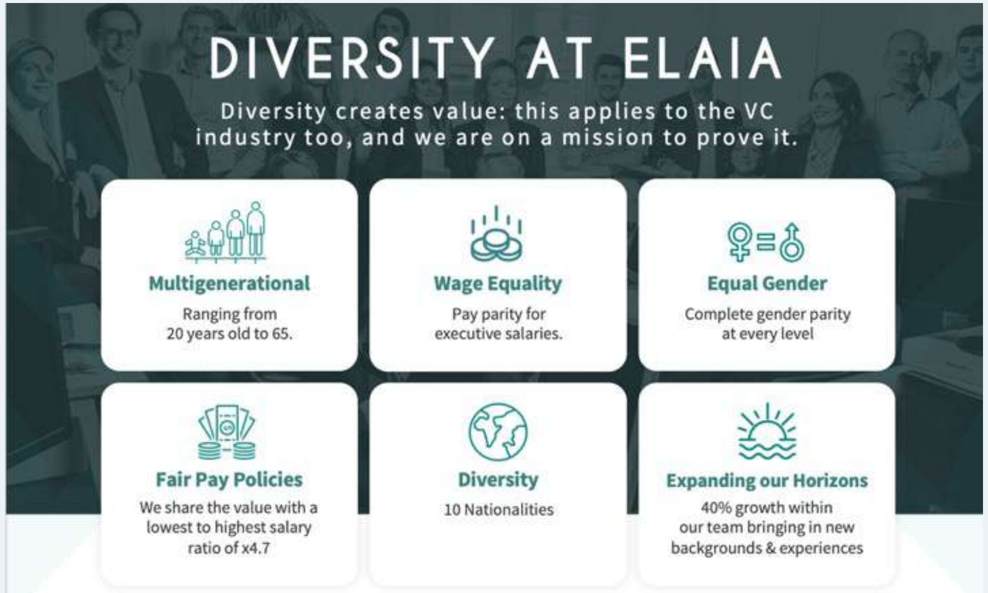
Elaia fosters an inclusive work environment.

Elaia is one of the most gender balanced investment company with 52% of women in the total workforce and 56% in management positions. We have set up actions to promote diversity and inclusion:

- In 2019, we signed the SISTA charter in order to contribute to reducing disparities of funding between men and women.
- In 2021, we got the Diversity VC Level 1 certification
- Twice a year, we organize Elaia Office Hours for underrepresented founders to make them a larger proportion of our pipeline

And in doing so, we increase our exposure to under-represented founders.

We strongly encourage the adoption of diversity & inclusion practices and policies within our portfolio.



*"**Diversity is necessary to succeed in venture capital.** At Elaia, it doesn't matter where you come from, how you look, or how old you are, we only look to recruit brilliant minds that bring performance to our investors by making the best investments."* – Xavier Lazarus

The SFDR classification of our funds

100% of our funds in marketing or investment phase are Article 8 compliant

European Sustainable Finance Disclosure Regulation (SFDR)
This European regulation aims at supporting the financial system's transition towards a more sustainable economy. Under these rules, financial market participants will provide detailed information about how they tackle and reduce any possible negative impacts that their investments may have on the environment and society in general. Moreover, these new requirements will help to assess the sustainability performances of financial products. Compliance with sustainability-related disclosures will contribute to strengthening investor protection and reduce greenwashing.

The SFDR classification of our funds
In accordance with the European Sustainable Finance Disclosure Regulation (SFDR), Elaia has classified its funds:

- Article 6 funds neither promote ESG characteristics nor have sustainable investment as an objective
- Article 8 funds promote ESG characteristics

Our Article 8 funds

Elaia DV4 Fund
Article 8

Elaia Alpha II Fund
Article 8

Elaia endowment fund

Giving back

At Elaia, we believe in the power of giving back. In 2021, we created an endowment fund to increase the resources allocated to non-profit organizations according to our wish to have a greater impact on our ecosystem.

PROMOTING SCIENCE & INNOVATION FOR THE COMMON GOOD

Sheltered by the *Fondation de France*, the Elaia endowment fund focuses on non-profit projects or organizations in which science or innovation brings a significant impact to common good. The areas of interest are varied such as Entrepreneurship, Education, Environment, Health, etc.

Governance team

Philippe Gire

CEO

Louisa Mesnard

General Secretary

Emmanuel Perez-Duarte

CFO

2 charities supported

Predilepsy
Detect, predict and control epileptic absence seizures

Qbio JRC
Discover the organizational principles of living systems

Elaia's 2021 Carbon Footprint

Carbon Footprint Evaluation

Figures & Commitments

The report shares that our 2021 emissions represent 5915 TCO_2e and the carbon intensity of 2.2 TCO_2e/employee. As in 2020, the most significant emissions we report come from our Scope 3 emissions - the companies we invest in. If we exclude the portfolio emissions from the result, our carbon footprint drops down to 161 TCO_2e.

In view of the chart, we encourage our portfolio companies to conduct a full assessment of their carbon footprint with an objective to identify the main emissions and set up a plan to reduce them.

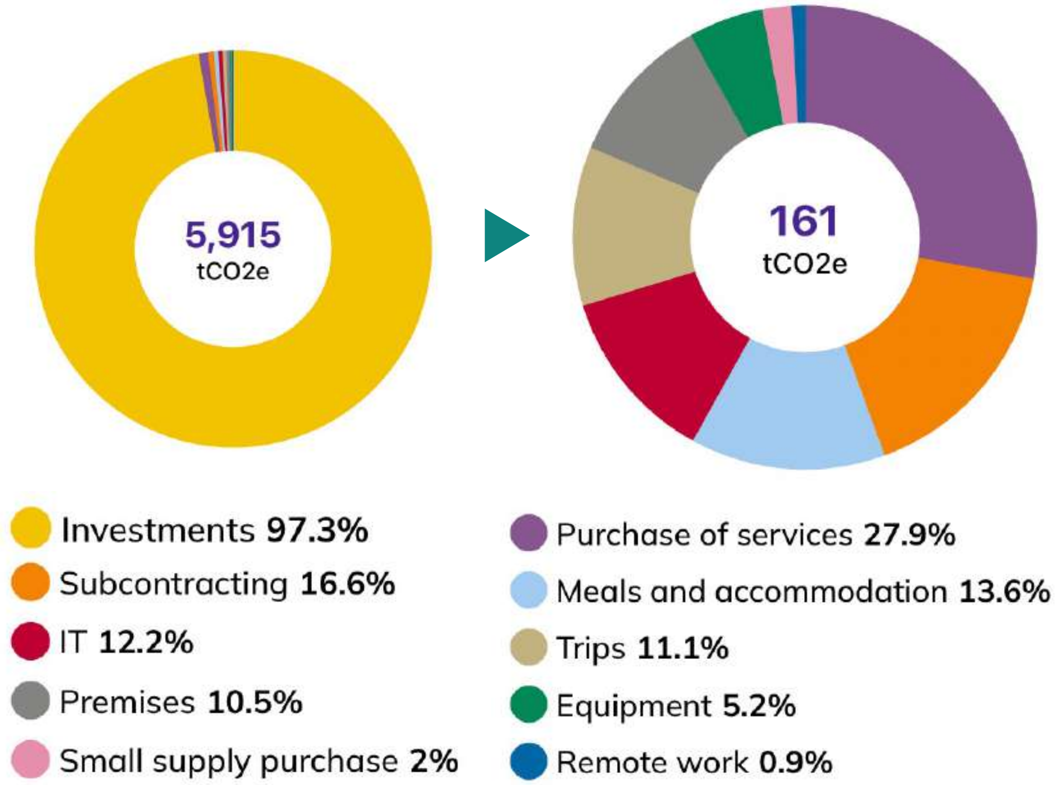
Contribution to carbon neutrality

41% of our portfolio companies recycle

Environmental impact & risk

56% monitor & limit flight travel (vs. 28% in 2020)
30% circular production models (cradle to cradle, reduction of raw material, reduction of plastic)

Sources of carbon emissions (total & management company):



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Embedding ESG in the investment process

ESG in our investment process from A to Z

Integrating ESG from A to Z in our investment process

@Sam Wdyt about the exit part?

ESG criteria are part of our investment process. It is integrated from beginning to end.

Sourcing
ESG screening & sourcing

Due Diligence & Execution
Assess ESG track record, risk & objectives

Portfolio Monitoring
Monitor ESG progress

Exit
Summarize ESG delivered

Sourcing

- Identify key sustainability sectors:
  - Healthcare
  - Greentech
  - Etc.

Due Diligence

- SDGs in pre-committee & committee
- Commitment to track ESG KPIs in Term Sheet & Pact
- Mandatory third-party ESG
- ESG Due Diligence report pre-closing

Per Company

- Biannual extra-financial report
- Carbon footprint mandatory (*from 2022 onwards)*

Pre-exit reporting template

- Assessment of how ESG has created value throughout Elaia's holding period
- Consideration of requirement of ESG level reporting to support exit process. (level of disclosures dependent on type of exit (i.e., IPO, trade sale, secondary buyout, carve out, etc.))
- Need for ESG advisors to support preparation for sale & undertaking appropriate ESG vendor due diligence
- Fund level & Portfolio Level ESG exit reports

Portfolio companies leading positive change

Contribution
ESG Performance
Progress

Contribution to the SDGs

Elaia's portfolio companies answer the United Nations Sustainable Development Goals (SDGs)

SUSTAINABLE DEVELOPMENT GOALS

As a committed investor, we strongly believe it is essential to support companies in identifying the most relevant and beneficial Sustainable Development Goals for their long term, sustainable growth..

Adopted in 2015 by the United Nations, the SDGs are a global call to action to eradicate poverty, protect the planet and ensure that all human beings live in peace and prosperity by 2030. The SDGs are part of the 2030 Agenda, which is characterised by the recognition of the intrinsic links between the different themes and the need to mobilise all actors, both institutional and civil society.

Majority Portfolio Representation

- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION

Moderate Portfolio Representation

- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Minority Portfolio Representation

- 1 NO POVERTY
- 2 ZERO HUNGER
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 14 LIFE BELOW WATER
- 17 PARTNERSHIPS FOR THE GOALS

Overall portfolio ESG performance

Environmental

41%
HAVE INITITIATIVES TO REDUCE THE CARBON FOOTPRINT OF THEIR ACTIVITIES

69%
PORTFOLIO COMPANIES ARE IMPLEMENTING NEW ENVIRONMENTAL INITIATIVES

vs. 33% in 2020

Social

2677
EMPLOYEES

+150 vs. 2020

80%
HAVE A PROFIT-SHARING SYSTEM WITH ACCESS TO CAPITAL TO EMPLOYEES
(excluding management)

Governance

64%
HAVE INDEPENDENT BOARD MEMBERS

vs. 51% in 2020

64%
HAVE AT LEAST A WOMAN ON THE BOARD

= vs. 2020

Elaia's additionality to foster progress in portfolio companies

Encouraging Action Through Leadership

Elaia's actions to foster progress amongst portfolio companies

Environmental

- Encourage portfolio companies to adopt green options
- Perks for green providers (cloud, electricity, bank)

Social

- Make the C-Levels better managers
- CSR Charter of good principals to help founders be better managers
- Make diversity a no-brainer
- Ensure good health & wellbeing in the workplace
- Workshops around diversifying their HR pipeline

Governance

- Highest ethical and governance standards
- Encouraging Board diversity
- Promoting external expertise by encouraging election of independent board members

ESG - Environment

KPIs

Taking action:

70% of companies have implemented environmental initiatives

2 companies are in the process of becoming either a B-Corp or “Mission-driven company”

Reducing direct emissions:

Almost 50% of companies are monitoring/reducing car travel

1 in 5 companies use a green cloud

Portfolio Companies

Conducts lifecycle analysis to reduce carbon footprint of products, manufactures products that remove up to 70% of CO_2 from raw materials

ARMIS

Created a formalized environmental policy & GHG reduction policy in line with Paris agreement & 100% of energy consumed are from renewable sources

nuclia

Initiatives taken to shorten supply chains, utilize materials suitable for easy recycling/repair & using energy-efficient products/services

ESG - Social

KPIs

Creating jobs:

2.7k FTEs in our portfolio and increasing due to 600+ net new hires since beginning of the year

Access to capital:

80% of employees have access to capital through ESOPs

Upskilling talent:

48% of portfolio employees attended at least 1 training course in the year

Portfolio Companies

AQEMIA: Average unadjusted gender pay gap of -15% with 40% of highest paid employees being women and 100% of employees having access to capital

dimpl: Average unadjusted gender pay gap of -37% with 33% of highest paid employees being women and almost 100% of employees having access to capital

MINOS biosciences: All employees have access to capital, company has a profit-sharing mechanism for employees & 33% of 10 highest paid salaries are women

ESG - Governance

KPIs

Promoting Diversity:

11% of portfolio companies have more than one female board member & 40% have at least one

Bringing outside expertise:

38% of our portfolio has at least 1 independent board member

Promoting sustainability:

2 portfolio companies have executive pay tied to sustainability objectives reviewed yearly by the EC/Board

Portfolio Companies

talent.io	Formalized CSR Policy with an ethics charter, a CSR label and 2 women in the board of directors
CodeNotary	Formalized CSR Policy with an appointed CSR Officer, implemented a code of conduct for suppliers & 3/6 independent members in board of directors
holded	Executive pay is tied to sustainability objectives, benefit corporation, members of the EC/Board review sustainability objectives every year

Disclaimer

This ESG report presents data on environmental, social and governance aspects relating to Elaia Partners SAS and its aggregate portfolio companies.

Please note that the present ESG report does not and is not intended to comply with the draft Regulatory Technical Standards (RTS) relating to the content, methodologies and presentation of disclosures under the EU Regulation on sustainability-related disclosures in the financial services sector (SFDR) that were published by the Joint Committee of the three European Supervisory Authorities (EBA, EIOPA and ESMA – ESAs) on February 4, 2021, as this publication was issued after Elaia Partners consulted its portfolio companies.

This ESG report has been prepared by Elaia Partners for its own benefit and is only communicated to information purposes to ensure the transparency on these aspects.