



MEANINGS
CAPITAL PARTNERS



HUMANLY RESPONSIBLE INVESTOR

Sustainability Policy
Meanings Capital Partners

www.meanings.com



Table of contents

Meanings Capital Partners	3
Sustainability strategy and objectives	7
Governance and resources	13
Approach and tools for engagement	16
Performance monitoring	29
Appendix 1: Sustainable investment definition (SFDR)	31
Appendix 2: Operational tools	34

1 Meanings Capital Partners



Meanings Capital Partners

Investment platform

Founded in 2016, and now a leading player in private markets investment, Meanings Capital Partners is a multi-strategy platform, supporting the transformation of businesses and living spaces, via three investment strategies: Private Equity Mid Cap and Growth, as well as Real Estate Value-Add.

Meanings Capital Partners is an independent platform, 100% owned by its operational and managing partners.

Since its creation, Meanings Capital Partners has ensured the systematic integration of a Sustainability approach into its investment cycle, to ensure that its portfolio companies and real estate assets become leaders on these issues within their respective sectors.

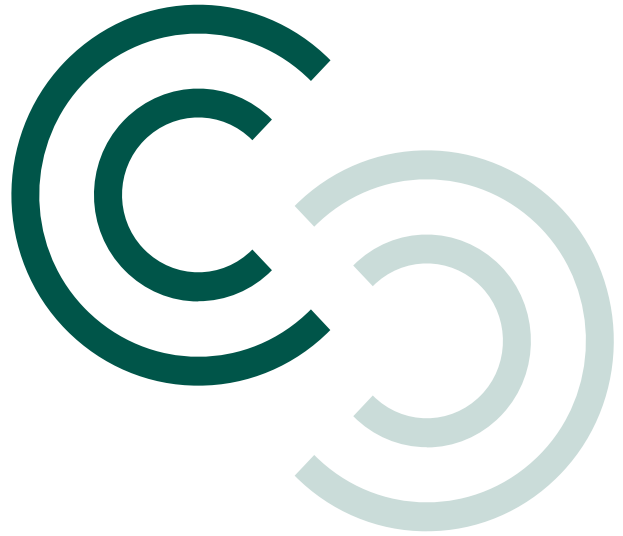
Mid Cap

Activity launched
2016

Strategy

Supporting the transformation and growth of successful unlisted companies

€20-50m - investment ticket
€30-100m – turnover



Growth

Activity launched
2020

Strategy

Supporting the transformation and growth of successful unlisted companies

€5-15m – investment ticket
€10-30m – turnover

Real Estate

Activity launched
2019

Strategy

Value-add – Transforming real estate assets with strong repositioning potential

€5-30m – investment ticket
€15-100m – transaction value

Meanings Capital Partners

Humanly Responsible Investor®

Values

Authenticity

We invest with conviction and carry our human values into our ecosystems. We ensure that we act in an exemplary manner by practising what we preach.

Excellence

We are driven by a strong ambition to systematically strive for excellence at all levels, in the service of performance.

Proximity

We take the time to build human relationships based on trust, both within our portfolios, as well as within our teams.

Integrity

The dignity, recognition, and growth of the women and men we work with are paramount. We support everyone with integrity and openness.

Agility

We maintain our entrepreneurial culture, which allows us to be responsive, pragmatic and operational in supporting our portfolio companies.

Manifesto

Our Humanly Responsible Investor® philosophy aims first and foremost at ensuring the ability our portfolio companies and their stakeholders to **grow and thrive amidst changing environments**. It is rooted in a **holistic and long-term perspective of the work that we do**, where **human dignity is always the ultimate driver**.

Those stakeholders – actual women and men, as well as our planet – are therefore **central to each decision that we make as investors and shareholders**. It is the foundation upon which Meanings Capital Partners was built.

Our portfolios are a testament to this.

Meanings Capital Partners

Sustainable value creation

Fiduciary duty

At Meanings Capital Partners, our core identity as a long-term investor revolves around our unwavering commitment to sustainability as a powerful tool for value creation. We firmly believe that sustainable practices not only mitigate risks but also present abundant opportunities for growth and innovation. Central to our investment philosophy is the Humanly Responsible Investment approach, which fully embeds sustainability considerations throughout our investment process.

At each step of the entire investment cycle, we actively engage companies and real estate assets on material sustainability issues, recognizing their profound impact on the financial performance and resilience of our portfolio. By diligently integrating those issues, we proactively address business risks, allowing us to fortify our investments against potential threats posed by environmental, social, and governance factors.

Moreover, we view sustainability as a catalyst for productivity enhancement, cost reduction, and revenue growth within our portfolio companies and real estate assets. By embracing sustainable practices, our investees are better equipped to optimize resource utilization, streamline operations, and innovate, ultimately driving improved financial performance.

In this sense, responsible investment fully aligns with our fiduciary responsibilities towards our clients. By embedding sustainability considerations into our investment decisions, we not only protect our clients' assets from potential risks but also position their investments to thrive amidst changing market dynamics.

Aligning interests

Meanings Capital Partners is dedicated to fostering sustainable economic activities while creating value for company projects. Our policy emphasizes the promotion of good governance practices, business ethics, and social and environmental policies. We are committed to acting in the exclusive interest of the investors of the funds we manage.

We firmly believe that responsible investment aligns perfectly with our fiduciary duties towards our clients. In the event of any potential conflicts between these interests, we have established a comprehensive Conflict of Interest Policy, guided by France Invest's Deontology Code. This policy ensures transparency, impartiality, and responsible decision-making in all aspects of our investment activities.

2 Sustainability strategy and objectives



Humanly Responsible Investor®

2032 strategy and objectives

Creating sustainable value, by placing the impact on women, men and our planet at the heart of every decision we make as investors and shareholders

1 Forward-looking governance

Aligning interests and deploying the right tools to support sustainable value creation

Tying both short- and long-term financial incentives to Sustainability targets

- Carried interest of Meanings teams
- Annual variable pay of Meanings teams and portfolio companies management teams

Deploying governance and resources commensurate with our goals

- Full integration into the investment cycle (see pages 17 to 19 of this Policy)
- Adoption of tailored Sustainability roadmaps, integrated to value creation plans, targeting key sustainability risks, opportunities, and impacts
- Appointment of Chief Sustainability Officers on portfolio companies' executive committees

2 Climate transition

Ensuring growth and performance within a low-carbon economy



Working towards carbon neutrality, by aligning our GHG emissions with a 1.5°C trajectory, to achieve the objectives of the Paris Agreement (validation by the Science-Based Target initiative)

- Investment firm operations
47% reduction in greenhouse gas emissions by 2032, compared to a 2021 baseline (scopes 1 and 2)
- Investments in Private Equity (Mid Cap and Growth)
100% of the capital invested with decarbonization plans validated by independent experts from the Science-Based Targets initiative (SBTi) by 2032, with 40% being achieved by 2027
- Investments in Real Estate
56% reduction in greenhouse gas emissions per m² by 2032, compared to a 2021 baseline

3 Diversity, equity, inclusion

Fostering innovation and boosting collective intelligence by broadening our perspectives

Working to achieve gender parity

- 40% women on investment committees
- 40% women on the executive committees of our portfolio companies

Promoting all diversities

- 100% of Meanings recruitments open to diverse profiles
- Recruitment of people who have difficulty finding employment in the portfolio
- Systematic integration Diversity, Equity and Inclusion issues into the development plans of Meanings teams

Climate transition

Strategy for alignment with the Paris Agreement

Meanings Capital Partners has identified climate transition as one of the priorities of its Sustainability Strategy and, in that sense, is working to align all of its investment portfolios with a 1.5°C trajectory.



Alignment with a 1.5°C trajectory

(validated by the Science-Based Targets initiative – SBTi)

Private Equity portfolio

100% of capital invested in Private Equity with decarbonization objectives validated by the SBTi by 2032, with 40% achieved by 2027

Real Estate Portfolio

56% reduction in greenhouse gas emissions per m² by 2032, compared to a 2021 baseline

Assets deployed

at the level of each company in the portfolio

- Regular assessment of exposure to **climate risks and opportunities**
- **Carbon footprint assessment** in pre-acquisition and annual review
- **Sustainability Roadmap** addressing the most material issues for the company, **systematically integrating a decarbonization plan** in line with the Paris Agreement objectives
- **Alignment of the variable compensation of management teams** with the implementation of this roadmap
- **Appointment of a Chief Sustainability Officer**, in charge of coordinating the decarbonization plan
- **Annual reporting** on progress with this roadmap, including the climate indicators below

KPI monitoring

to measure progress and impacts

Asset KPIs	Results and impact KPIs
% of the portfolio having carried out a complete carbon assessment	Absolute GHG emissions (scopes 1, 2, and 3)
% of the portfolio with a decarbonization plan	Intensity of GHG emissions (per euro of revenue)
% of the portfolio with a decarbonization plan validated by SBTi	Evolution of GHG emissions (in absolute terms and in intensity) since acquisition
% of the portfolio producing annual climate reporting	Eligibility and alignment with the European Taxonomy
	Avoided GHG emissions

Biodiversity

Strategy for alignment with Biodiversity-related objectives

Meanings Capital Partners is currently working to define specific objectives to align its activities with international biodiversity targets. In the meantime, a systematic materiality assessment is deployed for each investment made by the platform and, where material biodiversity impacts and dependencies are identified, action plans are defined.

Analysis of the dependency and impacts of each holding

Establishing a strategy for managing dependencies and physical impacts

Performance monitoring and transparency

Materiality-based approach implemented for each investment

Meanings Capital Partners uses a materiality-based approach, implemented across its portfolios. This approach is based on an initial **analysis of all investments at the time of acquisition and during major changes** (build-ups, new markets, new products or services, etc.).

This screening is intended to identify the main dependencies and impacts of companies, using the ENCORE tool, developed by the Natural Capital Finance Alliance, and real estate assets, using IBAT.

Assets deployed

for companies and real estate assets for which the subject is material

For companies with **material dependencies and impacts**, the approach includes defining a **response strategy** based on the recommendations of the **Taskforce on Nature-based Financial Disclosures**. This step is being gradually deployed.



KPI monitoring

to measure progress and impacts

Asset KPIs	Results and impact KPIs
% of the portfolio analysed with the ENCORE tool	KPIs defined on a case-by-case basis according to impacts and dependencies
Impact and dependency levels of the portfolio	Biotope coefficient by area (CBS) (Real Estate)
Typologies of impacts and dependencies	Proportion of non-planted surfaces compared to the total surface area of the asset (Real Estate)
% of portfolio with significant impacts and dependencies that have adopted a response strategy	

Selection of key external commitments



Meanings Capital Partners is a **signatory to the United Nations Principles for Responsible Investment (PRI)** and the **International Climate Initiative**. With these memberships, the platform is committed to fully integrating ESG and climate issues into our investment cycle.

For more information: www.unpri.org



Meanings Capital Partners' decarbonization and 1.5°C alignment strategy has been approved by the **Science-Based Targets initiative (SBTi)**.

For more information: www.sciencebasedtargets.org



Meanings Capital Partners is an active member of the **Sustainability and Talents & Diversity Commissions of France Invest** and of the **SRI Commission of ASPIM**, key professional associations for our activities.

For more information: www.franceinvest.eu and www.aspim.fr



Meanings Capital Partners obtained the **SRI Label** for its Meanings Real Estate Fund.

For more information: www.lelabelisr.fr



Meanings Capital Partners is a **member of the ESG Data Convergence Initiative** of the **Institutional Limited Partners Association (ILPA)**. This initiative aims to standardise and converge certain key ESG data points for private companies, so as to better assess and compare their performance in terms of these subjects.

For more information: www.esgdc.org

Focus on commitments specific to Real Estate

Supporting the sustainable transformation of existing buildings



Our vision: Sustainable value creation in Real Estate

The Value-Add investment strategy employed by the Real Estate division of Meanings Capital Partners enables a rapid and significant enhancement of the sustainability performance of the property portfolio. In this context, Meanings Real Estate Fund (MREF) obtained the ISR Label in 2022.

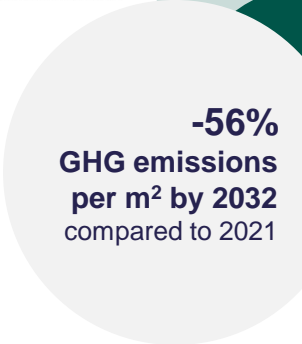
Our team is particularly focused on mitigating the sector's impact on climate change, enhancing the resilience of the existing real estate stock to these changes, reducing pollution and waste, fostering inclusivity as a driver of social progress, and establishing ambitious partnerships that advance the industry.

These elements are fundamental and pivotal for the sustainability and profitability of our investments in the short, medium, and long term. While their implementation may entail additional capital commitments for rehabilitation and renovation, we are confident that these efforts will contribute to the improved valuation of our assets.



Specific objectives

Contributing to the transformation of existing buildings, towards more resilience, sobriety, and inclusion



Climate

Energy performance and resilience

- Significantly improve energy and carbon performance
- Use renewable energies
- Precisely assess exposure to all physical climate risks
- Integrate adaptation solutions to transformation plans to strengthen asset resilience and promote biodiversity



Resources

Circularity and efficiency

- Divert construction waste from landfill (by sorting on-site whenever possible for reuse, recycling and recovery)
- Systematically install water-saving systems
- Obtain relevant environmental labels, wherever possible



Inclusion

Diversity, disability and urban integration

- Contribute to social inclusion through the employment of marginalized people (social integration contracts, persons with disabilities, etc.), during both construction and exploitation
- Enhance the accessibility of assets for persons with disabilities
- Integrate assets to communities through transport nodes



Stakeholders

Collaboration and progression of the sector

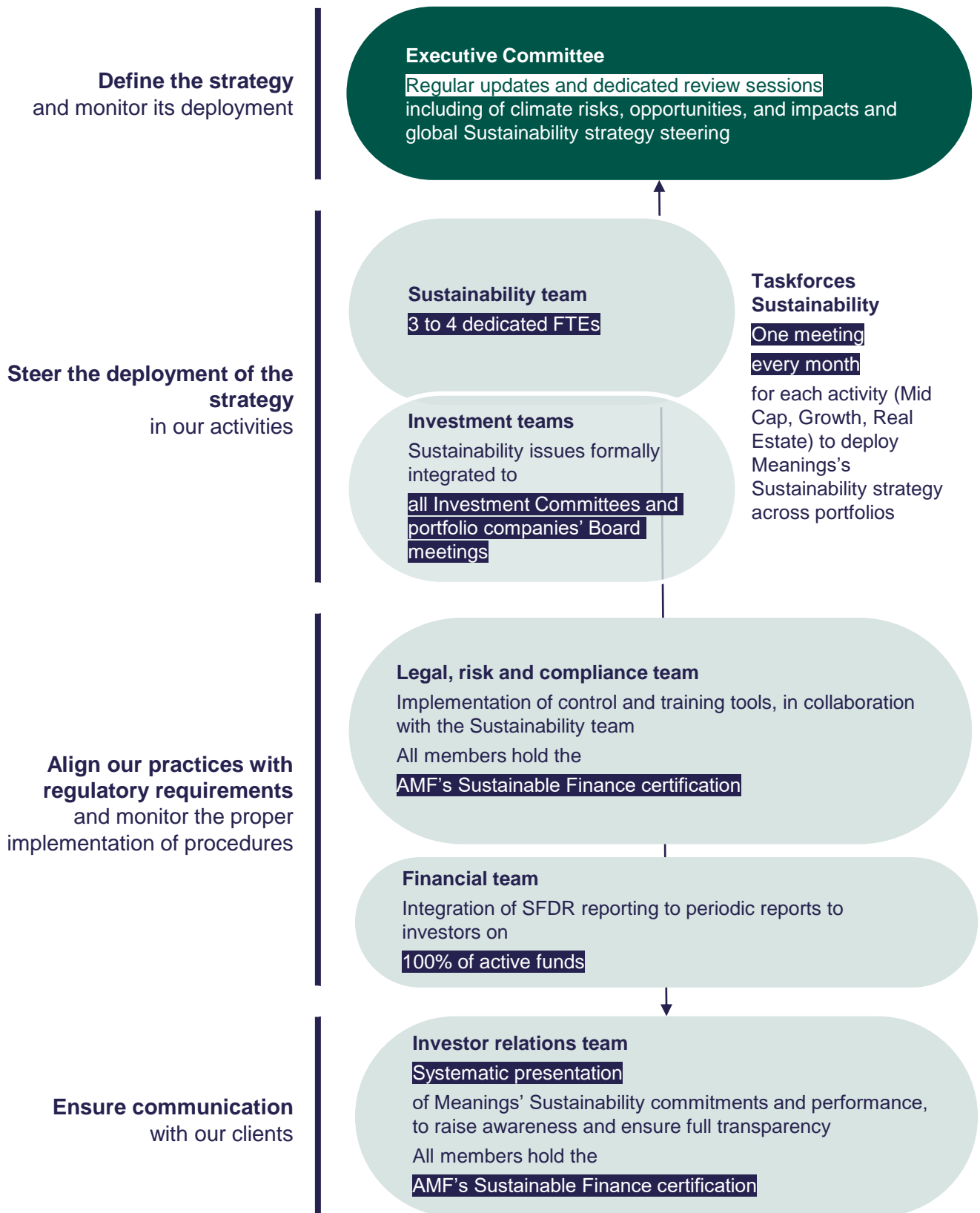
- Signing our service providers' Sustainability Charter at the time of signing contracts, and renewing this commitment on an annual basis
- Annual Supplier Sustainability Questionnaire
- Signage for tenants, and best practice guide for service providers
- Continuous training of teams on key issues for the real estate sector

3 Governance and resources



Sustainability Governance

implemented at all levels of the platform



Resources deployed for implementing Meanings's Sustainability strategy

Internal expertise and training

The Meanings Capital Partners' Sustainability team has been strengthened with **the recruitment of a Sustainability Director**. The team is now composed of three collaborators.

For each investment activity (Private Equity Growth and Mid Cap and Real Estate), a **Sustainability Taskforce**, made up of a partner and two to three other team members meets monthly, with the objective of monitoring and reporting performance of the portfolio.

Furthermore, the Real Estate team includes a **Director of Operations**, supervising asset transformation programs, namely in terms of the activity's specific Sustainability goals.

Meanings Capital Partners has implemented **a regular training program** for all team members. Six internal training sessions are held every year, in addition to taking part in external training sessions according to needs.

Finally, Meanings Capital Partners has implemented a second-level internal audit process covering this Sustainability Policy. This internal audit is carried out at least annually.

¹ In 2022, including the time dedicated by the members of the different Taskforces

8% of Meanings Capital Partners' FTEs dedicated to Sustainability¹

14 active members of our Sustainability Taskforces

6 training sessions every year for Meanings teams

Remuneration policy

Carried interest

Meanings Capital Partners has started to tie the payment of carried interest to the achievement of Sustainability targets, as part of its 2032 Sustainability Strategy. This has already been put in place for our Meanings Private Equity Fund IV, where 25% of Meanings Capital Partners's carried interest is tied to Sustainability targets.

Variable annual remuneration of teams

Each member of the Meanings team has an important role to play in achieving our platform's Sustainability goals. Thus, individual objectives annual performance reviews include contribution to the implementation of this Sustainability Policy. This approach namely aims to ensure that sustainability risks, opportunities as well as impacts, are properly considered in all our activities. For more information on the subject, please refer to the Remuneration Policy of Meanings Capital Partners.

Variable annual remuneration of the management teams of the companies in the portfolio

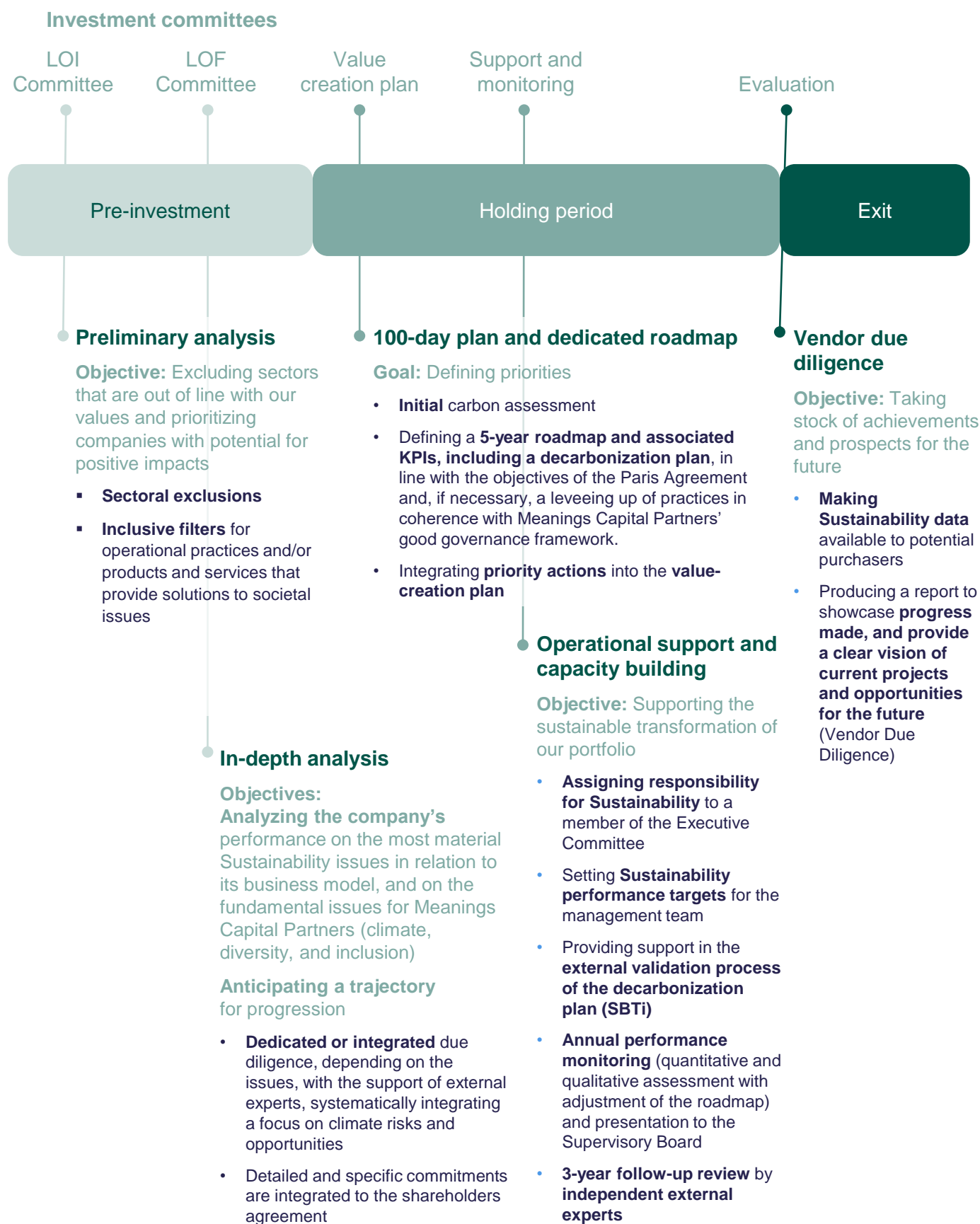
Annual performance objectives are set for each of our portfolio companies' management teams. The achievement of these objectives is validated on an annual basis by the Supervisory Board. The management teams of our portfolio companies are encouraged to implement the same types of measures for their own respective Executive Committees.

4 Approach and tools for engagement



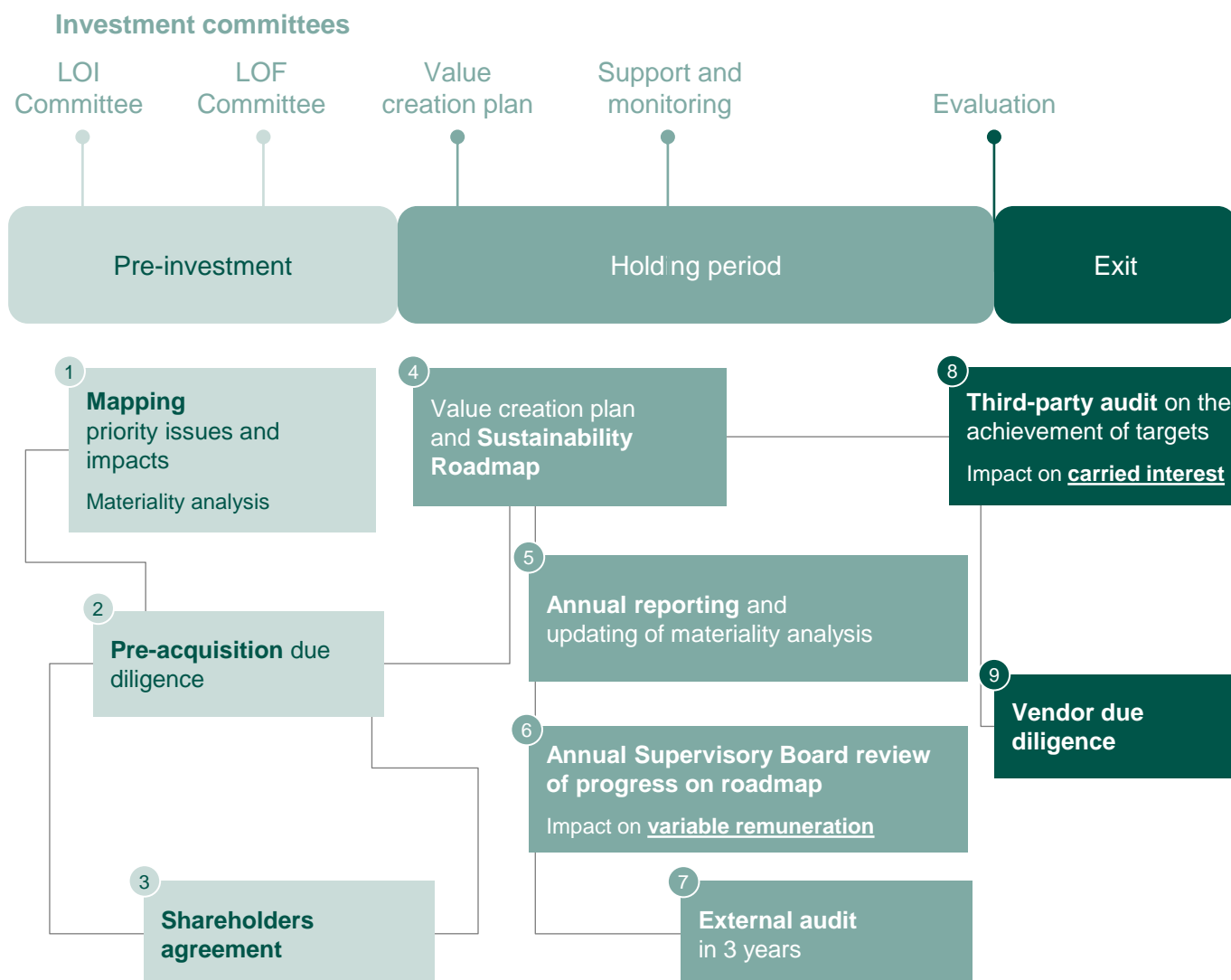
Integration into the investment cycle

Mid Cap and Growth (Private Equity)



Formal engagement levers

Mid Cap and Growth (Private Equity)



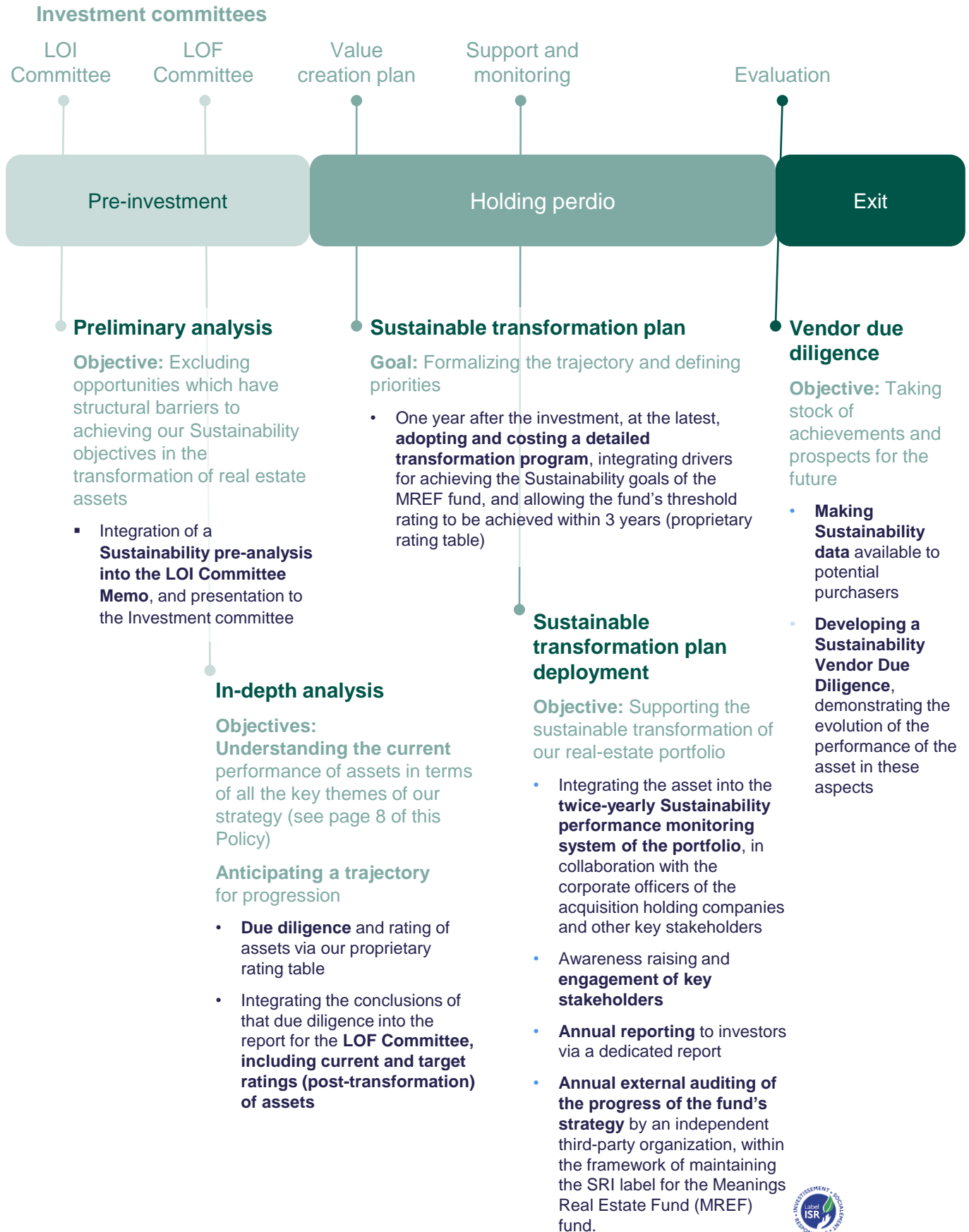
In addition to our day-to-day commitment to our portfolio companies, to support them in their progress on all issues, Meanings Capital Partners has also formalized nine key engagement levers throughout our investment cycle. Meanings Capital Partners have also had an active and engaged shareholder approach, as detailed in our voting policy.

These nine engagement levers are:

- Deployed across all Private Equity portfolio holdings;
- Anchored in an approach rooted in dialogue and human support, based on a Sustainability Roadmap adapted to each portfolio company, with a shared objective of creating value sustainably, in the long run;
- Tied to short- and long-term financial incentives, both for the portfolio companies as well as for the investment teams, ensuring an explicit alignment of interests.

Integration into the investment cycle

Real Estate



Engagement of key stakeholders

Real Estate

360° stakeholder engagement approach

Investors

- Presenting the Sustainability strategy and access to associated policies
- Annual Sustainability Report
- Reporting and PRI rating

Tenants

- Posters promoting best practices and eco-friendly actions
 - Introduction of an environmental appendix to tertiary, and, where possible, residential leases

Works service providers

- Contractual clauses
- Annual questionnaires
- Annual meetings
- Providing a best practice guide

Property managers

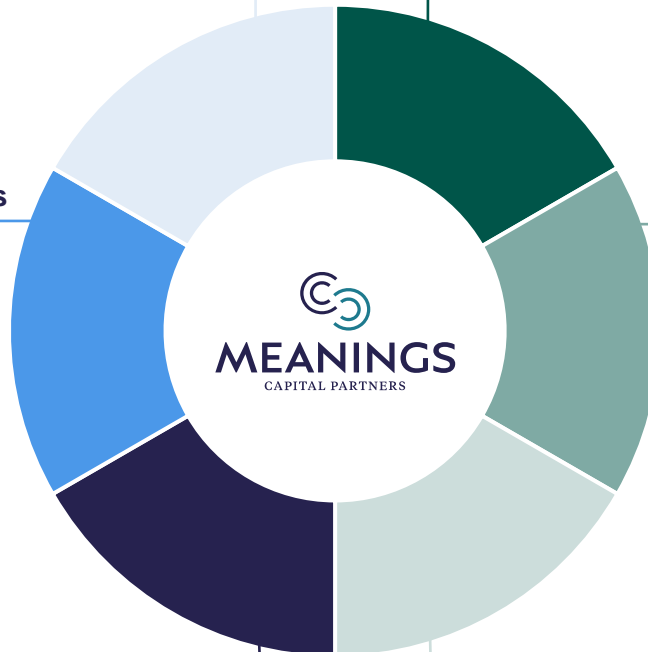
- Contractual clauses
- Regular reporting of ESG indicators
- Annual engagement survey

Meanings team

- Implementing the Sustainability strategy (selecting assets, work programs, performance monitoring)
- Ongoing training in key Sustainability issues for the real estate sector (internal and external)

Company representatives of asset acquisition holding companies

- Collaborating with service provider engagement and reporting



Dealflow qualification

Sectors and practices excluded by Meanings Capital Partners

Meanings Capital Partners implements an exclusion policy for certain sectors and practices based on international standards.

Meanings Capital Partners, through the funds it manages, will not invest in companies engaged in the following activities or sectors:

1. Any **illegal economic activity**, including any production, distribution, or other activity that would be prohibited or prohibited by law or any applicable regulations of the company or the fund);
2. The **production or trade of tobacco and addictive drugs**;
3. **Human and animal cloning** for non-medical and non-therapeutic purposes ;
4. **Pornography**;
5. The **production, financing, or trade of lethal conventional weapons and controversial arms or ammunition, as defined by the following international conventions and treaties**:
 - Convention on Cluster Munitions (Oslo, 2008).
 - Anti-Personnel Mine Ban Convention (Ottawa, 1997).
 - Chemical Weapons Convention (Paris and New York, 1992).
 - Biological Weapons Convention (London, Moscow, and Washington, 1972).
 - Convention on Certain Conventional Weapons (Geneva, 1980), which includes multiple protocols addressing specific types of weapons that may cause excessive harm or have indiscriminate effects, such as incendiary weapons, blinding laser weapons, and explosive remnants of war.
 - Nuclear Non-Proliferation Treaty (1968, 1995).
6. **Casinos and gambling**;
7. The **extraction, production, or distribution of fossil fuels, including oil, natural gas, and coal**;
8. **Experimentation on animals** for non-medical and non-therapeutic purposes;
9. **Experimentation on human embryos**;
10. **Deforestation** and non-sustainable logging operations without certification;
11. Companies that seriously **violate the following international human rights and ethical standards norms**:
 - International Bill of Human Rights (1948).
 - International Labor Organization (ILO) conventions, including those on forced labor, child labor, discrimination, and freedom of association and collective bargaining.
 - Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.
 - United Nations Global Compact (UNGC) Principles.

Materiality assessment

Double materiality

Double materiality as the cornerstone of our issue prioritization approach

Since the creation of the platform, Meanings Capital Partners' Sustainability approach has been rooted in the conviction that the consideration of double materiality in Sustainability – defined as the overlap between the risks and opportunities posed by ESG issues for a company and the impacts of this company on ESG issues externally – now well established by the European regulatory framework, are not only compatible, but essential to a successful investment strategy over time.

Financial materiality for the business or asset

Sustainability issues are essential to the value creation and risk management strategies deployed by Meanings teams.



Industry benchmarks and studies



What **Sustainability risks and opportunities** are Meanings Capital Partners's portfolio companies and real estate assets exposed to?

To which **environmental and societal objectives** and real estate assets do they contribute? What are the **potential adverse impacts** associated with their sectors and activities?

Materiality of impacts on society

Developing the potential for positive impact and contribution to the UN Sustainable Development Goals is the founding foundation of Meanings Capital Partners and a cross-cutting objective in all its investment strategies. Particular attention is also paid to the establishment of mechanisms to mitigate key negative impacts across portfolios.



SFDR and Taxonomy

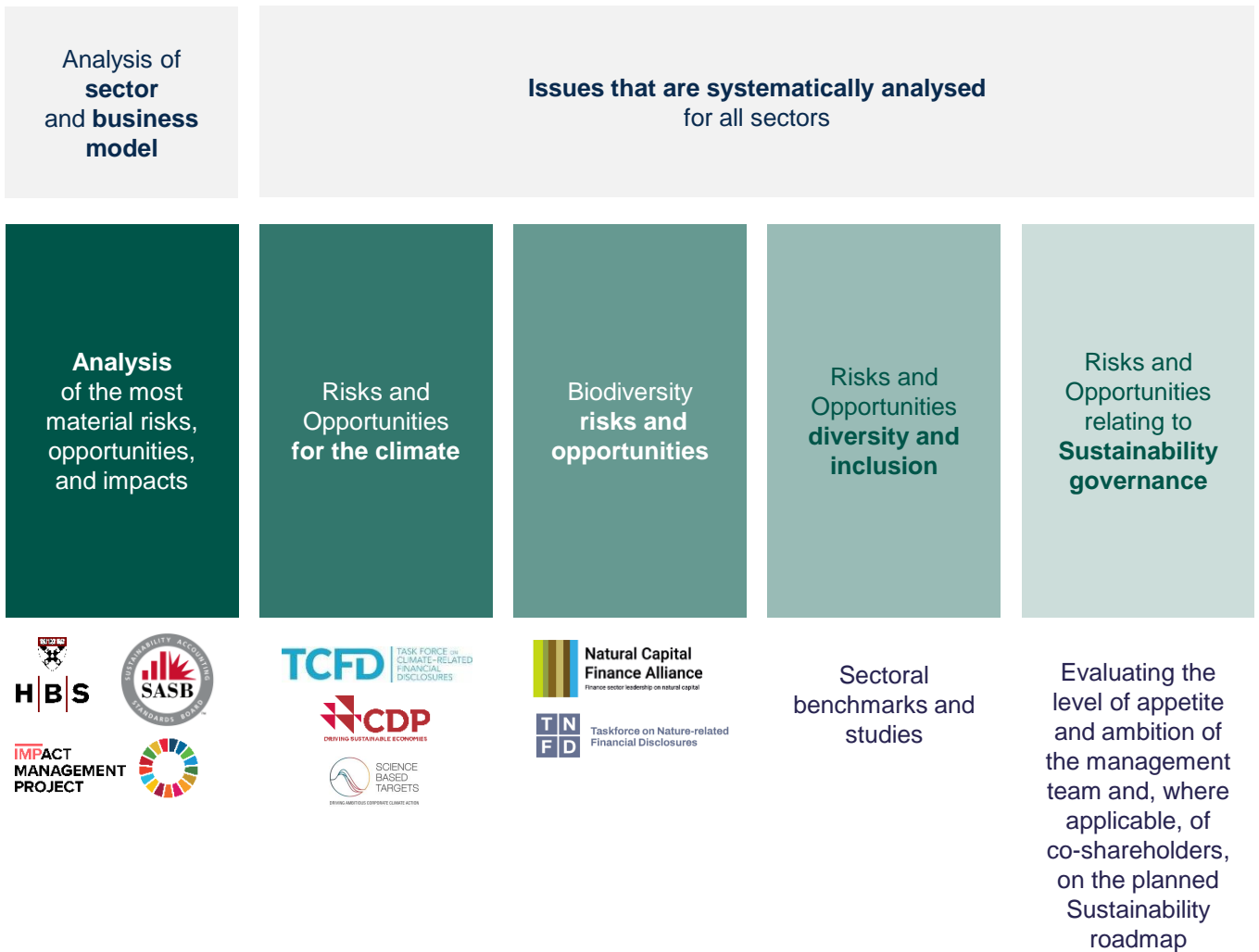


Materiality assessment

Methodological frameworks

Methodology for the analysis of Sustainability risks, opportunities, and impacts

Meanings Capital Partners has put in place a method for analyzing the materiality of Sustainability issues, based on the most widely recognized external standards. This analysis is useful all the way through the investment cycle: as a starting point for the analysis of risks and opportunities during acquisitions, as a basis for engagement and dialogue with holdings currently held, and as a tool for enhancing Sustainability performance during disposal.



Materiality assessment

Sustainability risks, opportunities, and impacts

The full range of sustainability risks, opportunities, and impacts defined below are systematically considered for each investment made by funds managed by Meanings Capital Partners. Their materiality, assessed at company or real estate asset level, is rated on a three-tiered scale at least annually. Aggregated materiality assessments are presented for each product in annual fund-level Sustainability reports and globally for all Meanings Capital Partners investments in our annual Sustainability report, publicly available through our website.

Positive impacts: Contribution to the achievement of SDG targets

The UN Sustainable Development Goals (SDGs) and their underlying targets are used to map and understand contributions of our investments to societal challenges. This analysis makes it possible to target the actual or potential contributions of Meanings Capital Partners's investments – both companies and real estate assets – and to include actions to catalyze these contributions as part of each of those investment's Sustainability roadmap.



Potential adverse impacts, as defined by EU SFDR¹

Meanings Capital Partners systematically considers, at the time of investment and during the holding period, all mandatory and optional indicators of Principal Adverse Impacts (PAI) of the SFDR Regulation. **The performance of portfolio companies is rated on a three-tiered scale:**

1. **Not applicable**, when the indicator is not relevant to the company's activity
2. **Very satisfactory or satisfactory performance**
3. **Area for improvement**

In the last two cases, the level of performance is compared with the available sectoral or national averages.

This analysis makes it possible to target the actual or potential negative impacts of Meanings Capital Partners's investments – both companies and real estate assets – and to include corrective actions as part of each of those investment's Sustainability roadmap.

List of themes covered by SFDR's Principal Adverse Impacts (PAI) framework

Companies

- Contribution to climate change
- Energy consumption
- Air pollution
- Impact on biodiversity, land and oceans
- Water consumption and pollution
- Chemical production
- Waste generation
- Consumption of raw materials
- Human rights

Diversity and gender equity

- Inequalities
- Armament
- Occupational health and safety
- Prevention of corruption

Real estate assets

- Exposure to fossil fuels
- Land artificialization
- Waste generation by buildings in operation
- Recovery of construction waste and renovation
- Consumption of raw materials for construction and renovation

¹ European Union Sustainable Finance Disclosure Regulation (SFDR) (EU 2019/2088)

Materiality assessment

Sustainability risks, opportunities, and impacts

Sustainability risks and opportunities

At the time of investment, Meanings Capital Partners also assesses how sustainability issues pose risks or present opportunities for the real estate companies and assets in its portfolios considering its potential impact on each of the value creation levers: EBITDA growth, strategic positioning, and debt and deleveraging. If the issue has a potentially negative impact, then it is identified as a risk. Conversely, if the issue increases the potential for value creation, it is identified as an opportunity. **In both cases, the issues are integrated into the Sustainability roadmap of the company or real estate asset.**

The risks and opportunities universe below was built based on the environmental and social objectives of the European Union and Sustainable Accounting Standards Board's (SASB) materiality matrix.

List of themes covered as part of Meanings Capital Partners's sustainability risks and opportunities assessment

Environment	<ul style="list-style-type: none">Climate transition and climate change mitigationPhysical climate changes and climate change adaptationSustainable use and protection of water and marine resourcesTransition to a circular economyPollution prevention and controlProtection and restoration of biodiversity and ecosystems
Society – Value chain workers	<ul style="list-style-type: none">Respect for Human rightsDiversity, equity, inclusionLabor conditionsAttractivity: Employee and subcontractor value propositionRetention: Training and talent development
Society – Clients and end-users	<ul style="list-style-type: none">Personal data protection and cybersecurityClear and responsible marketing et communications practicesAccessibility to quality products and basic servicesDesign of durable, safe and repairable products
Society - Communities	<ul style="list-style-type: none">Availability of quality basic economic infrastructureCreation and protection of decent jobsPromotion of gender equality
Governance	<ul style="list-style-type: none">Formalization of anti-corruption practicesRepresentation in governance structuresTransparency and stakeholder engagementFiscal practices

Materiality assessment

Sustainability risks, opportunities, and impacts

Specific deep dive on climate-related risks and opportunities

Meanings Capital Partners conducts a more specific assessment of climate-related risks and opportunities, allowing a 360° review of the company’s exposure, including its upstream and downstream value chain. This analysis considers, in a distinct and granular way, the potential impact on costs, revenues and access to capital of a transition to a low-carbon economy on the one hand and of physical climate change.

This reflects our belief that a proactive and forward-looking approach to integrating climate considerations enhances risk management and drives sustainable value creation. For this reason, climate risks are formally integrated to our risk management process and considered as equally important as other risks.

Transition risks and opportunities

Impacts of measures to limit global warming to +1.5°C compared to the pre-industrial era

Regulation	Low-carbon technologies
Market trends: scarcity, taxes, demand	Reputation

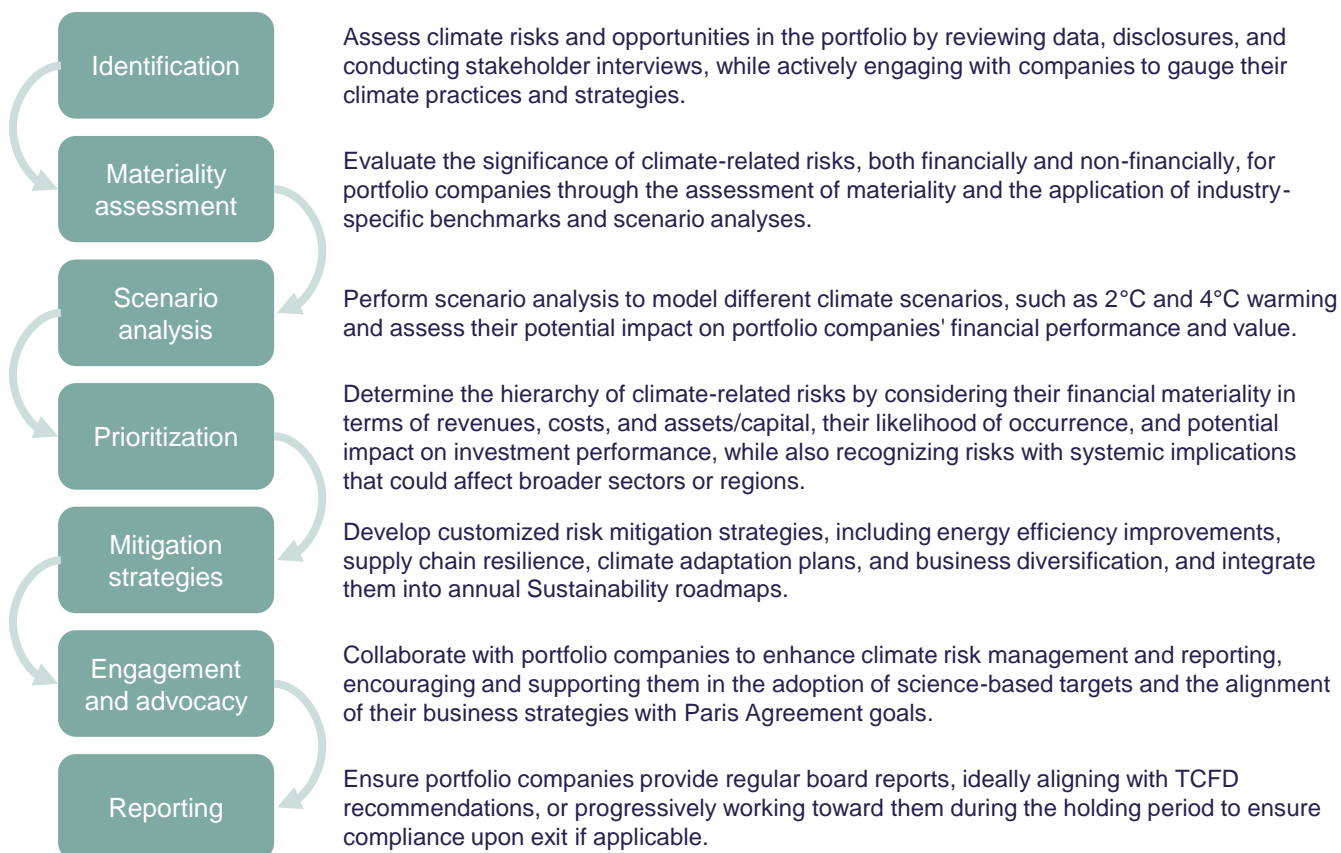
Physical risks

Impacts of physical climate change caused by global warming

Chronic	Acute
Droughts, floods, storms, fires, etc.	Rising temperatures, stress, water, etc.

Using this framework allows a prioritization of engagement actions, with so-called high climate impact sectors such as transportation and industry systematically standing out as being more exposed than others.

Climate risks and opportunities assessment and management process



Materiality assessment

Sustainability risks, opportunities, and impacts

Specific deep dive on biodiversity-related impacts and dependencies

Similarly, Meanings Capital Partners also analyzes the impacts – defined as a positive or negative contribution of a company or real estate asset to the state of nature – and dependencies – defined as services rendered by nature to humans, on which an organization depends to function – to biodiversity. This analysis relies on the ENCORE methodology developed by the United Nations Environment – Finance Initiative (UNEP-FI).

List of impacts covered

- Water pollution
- Soil pollution
- Solid waste
- Disturbances
- Water use
- Air pollution, excluding greenhouse gases
- Use of terrestrial ecosystems
- Use of marine ecosystems
- Use of freshwater ecosystems
- Greenhouse gas emissions
- Other use of resources

List of dependencies / exosystemic services covered

- Animal energy
- Bioremediation using microorganisms
- Damping and attenuation of mass flows
- Atmospheric and climate regulation
- Dilution by atmosphere and ecosystems
- Disease control
- Fibers and other materials of vegetable origin
- Filtration, sequestration, storage, accumulation
- Flood and storm protection
- Genetic materials
- Groundwater
- Maintenance of food habitats
- Stabilization of masses and control of the erosion rate
- Treatment of odor, noise and visual impacts
- Pest and pest control
- Pollination and seed dispersal
- Soil quality
- Surface water
- Ventilation
- Maintenance of the hydrological cycle and water flows
- Regulation of physical water parameters

Materiality assessment

Sustainability risks, opportunities, and impacts

Specific deep dive on Human rights risks

Meanings Capital Partners promotes a responsible approach among all the companies within its portfolio. Meanings Capital Partners is committed to the belief that businesses can play a pivotal role in advancing societal progress. During the pre-acquisition due diligence phase and annually during the holding period, a comprehensive assessment of the platform's investments' exposure to issues related to the 30 human rights included in the International Bill of Human Rights, as well as to the ILO's conventions, is assessed.

In general, given the platform's investment strategies and sector exposure, specific attention is being paid to the following human rights risks. Risk mitigation levers have been identified for each risk and are integrated to an investment's Sustainability Roadmap whenever relevant.

Priority Human rights issues for **Private Equity** investments

- Work conditions, both within the company and across its supply chain
- Equality between men and women
- Anti-discrimination, equal opportunity
- Respect for private life and protection of personal data
- Access to lifelong education and training

Priority Human rights issues for **Real Estate** investments

- Work conditions, especially during the building renovation and rehabilitation phases
- Anti-discrimination, equal opportunity
- Access to housing providing adequate standard of living

5 Performance monitoring



Performance monitoring framework

Over **150**
data-points
monitored annually

3
levels of KPIs
monitoring/assets, results, impacts

100%
of the SFDR mandatory principal
adverse impacts (PAIs) covered
Relevant optional indicators are also covered

100%
of companies
and real estate assets
covered by this framework
for performance monitoring

Reference frameworks and
recommendations on which
our performance monitoring
approach is based



6 Appendix 1: Sustainable investment definition (SFDR)



Regulatory framework

EU Disclosure regulation (SFDR)

Article 2 (17) of EU Regulation 2019/2088 of November 27, 2019, on the disclosure of sustainability information in the financial services sector ("SFDR") defines sustainable investment as follows:

"Sustainable investment" means an investment in an economic activity that contributes to an environmental objective, measured, for example, by means of key indicators relating to the efficient use of resources concerning energy, renewable energy, raw materials, water, and land use, waste production, greenhouse gas emissions, or impacts on biodiversity and the circular economy. It also includes an investment in an economic activity that contributes to a social objective, particularly an investment that contributes to combating inequalities or promotes social cohesion, social integration, and labor relations. It further encompasses an investment in human capital or economically or socially disadvantaged communities, provided that such investments do not cause significant harm to any of these objectives and that the companies in which the investments are made apply good governance practices, particularly with regard to sound management structures, employee relations, competent personnel remuneration, and compliance with tax obligations."

Sustainable investment must, in this sense, meet the following three criteria:

- 1. A positive contribution** to an environmental and/or social objective.
- 2. Adherence to the principle of not causing significant harm ("DNSH")** to any of these environmental and/or social objectives.
- 3. Adherence to good governance practices** by the companies and real estate assets funded by funds managed by Meanings Capital Partners.

In accordance with the requirements of Article 2(17) of SFDR, Meanings Capital Partners has established a methodology aimed at identifying sustainable investments within its portfolios by applying the three criteria. Meeting these criteria is a necessary condition for qualifying investments as sustainable. When it is determined and documented that a company or real estate asset meets all three criteria, the amounts invested by the fund or funds managed by Meanings Capital Partners in the structure are considered sustainable. Furthermore, sustainable investments may include economic activities aligned with the EU Taxonomy, following the technical screening criteria of Delegated Regulation (EU) 2021/2139 of June 4, 2021, supplementing Regulation (EU) 2020/852 ("Taxonomy Regulation").

This methodology is summarized on the following page and is detailed in the document titled "Definition of the Concept of Sustainable Investment" by Meanings Capital Partners, made available to investors of funds managed by Meanings Capital Partners.

Objectives and implementation methodology for funds managed by Meanings Capital Partners

1. Positive contribution to an environmental and/or social objective

In line with its Humanly Responsible Investor® philosophy, Meanings Capital Partners is committed to supporting the decarbonization of the economy, serving significant societal objectives:

- 1 Contributing to limiting global warming to 1.5°C**
compared to pre-industrial levels, as aimed for in the Paris Agreement;
- 2 Supporting the growth and ensuring the sustainability of small and medium-sized enterprises (SMEs)** and their stakeholders in a low-carbon economy;
- 3 Facilitating the transformation and resilience of existing infrastructure,**
an essential lever for a low-carbon economy.

Investments in a company or real estate asset are considered sustainable if:

- They are committed to a greenhouse gas emissions reduction trajectory validated by SBTi, following the framework presented on page 9 of this Sustainability Policy.
- They are engaged in an environmentally sustainable economic activity aligned with the EU Taxonomy, in accordance with Recital 19 and Article 5 of the Taxonomy Regulation.
- Their economic activities are in the process of aligning with one of the objectives of the European Taxonomy.

Specific indicators for measuring the achievement **of these objectives are defined and documented.**

2. Adherence to the principle of not causing significant harm ("DNSH")

In accordance with regulatory requirements, the criterion of the absence of significant harm to other environmental and/or social objectives (the "DNSH" principle) qualifying sustainable investments as defined in Article 2(17) of SFDR is based on the main negative impacts listed in Table 1 of Annex I of the regulatory technical standards of SFDR, which are also discussed on page 24 of this Sustainability Policy. The assessment methodology, which establishes quantitative thresholds for each of the indicators, is detailed in the document "Definition of the Concept of Sustainable Investment" by Meanings Capital Partners, made available to investors of funds managed by the platform.

For economic activities that are environmentally sustainable and aligned with the European Taxonomy, the absence of significant harm to other environmental and/or social objectives is established by applying the technical screening criteria of the European Taxonomy.

3. Adherence to good governance practices

In the context of investments in unlisted companies, Meanings Capital Partners places utmost importance on adhering to good governance practices. This encompasses rigorous assessments of management structures, employee relations, remuneration, compliance with tax obligations, efforts to combat corruption, money laundering, terrorism financing, and violations of international sanctions.

A more detailed application methodology is presented in the document "Definition of the Concept of Sustainable Investment" by Meanings Capital Partners, which is made available to subscribers of funds managed by the platform.

6 Appendix 2: Operational tools



Inclusive and exclusive deal flow qualification filters

Inclusive filters - evaluating potential for impact

In line with the objectives of our Sustainability strategy, Meanings Capital Partners also wants to enhance and direct our sourcing of investment opportunities towards companies with high potential impact.

Our investment teams use the following four questions to more accurately rate investment opportunities analysed, well upstream of investment decisions, at the time of making an indicative offer (non-binding offer/NBO or letter of intent/LOI):

Identifying priority risks, opportunities, and impacts

WHAT
Products and services

HOW
Operations and procurement

- 1 Given our sector and our business model, **are the fundamental Meanings issues, namely (1) Sustainability governance, (2) climate transition and (3) diversity, equity, inclusion, material for the company?**
 - Levels of materiality : Red flag, very material, material
 - Angles of materiality WHAT, HOW
- 2 Given our sector and our business model, **what other Sustainability issues appear to be a priori material for the company?**
 - Levels of materiality Red flag, very material, material
 - Angles of materiality : WHAT, HOW
- 3 In light of initial discussions with the company's management team, **how do we rate the level of interest alignment in terms of Sustainability and its integration into the value creation plan?**
 - Very high
 - Moderate
 - Low
 - Opposition to the idea







Defining an in-depth analysis approach

- 4 Given the context of the transaction and the level of materiality, **how can the issues identified as "potential red flags" or "very material" be handled upstream of the investment:**
 - Integration with other investment processes (e.g. strategic due diligence in the case of products and services with impact potential); and/or
 - Internal Sustainability due diligence; and/or
 - External Sustainability due diligence ?

In-depth analysis of Sustainability issues and priority impacts

Analytical framework for Sustainability due diligence

Meanings Capital Partners carries out an in-depth analysis of key Sustainability issues upstream of investments, which is then completed immediately after the acquisition, as part of our value creation plan. The framework below allows our investment teams to consider issues in a holistic manner.

		Analysis of materiality and maturity
WHAT	 Value proposition: products and services	<p>What is the impact of the company's products/services? What value do they create for society? Do they fulfil an <u>objectively defined societal need</u>?</p> <p>Are the company's products/services associated with Sustainability opportunities/risks?</p>
	 Clients/Beneficiaries	<p>Which stakeholders are impacted by the company's products/services? To what extent do these stakeholders need these products/services?</p>
HOW	 Fundamentals: governance and ethics	<p>What practices are in place for ensuring the ethical conduct of all employees and commercial partners?</p> <p>Are the management team and co-shareholders aligned with the implementation of Sustainability governance?</p>
	 Human resources	<p>How are strategic issues in terms of human resources handled by the company?</p> <p>More specifically, how are issues of diversity, equity and inclusion addressed?</p>
	 Key activities	<p>What activities does the company directly carry out? Do these activities have a positive impact? How is the company working to limit and compensate for the negative environmental/social impacts of these activities?</p> <p>How does the company engage with its community?</p>
	 External partners	<p>What goods and services does the company buy or outsource, and what are their impacts?</p> <p>What commercial partners is the company working with? How does it manage its supply chain?</p>

Sustainability clause

for shareholders agreements

« Sustainability Commitments » Clause (1/2)

- a) Sustainability matters are of paramount concern to [Meanings Capital Partners / the Shareholders] and [the Company's Executives].
- b) [The Company's Executives] shall ensure that [the Company] provides [Meanings Capital Partners] with the necessary environmental, social, and governance information to fulfill its own commitments in this regard.
- c) In this context, the Company acknowledges being informed of the commitments undertaken by [Meanings Capital Partners] as a signatory of the United Nations Principles for Responsible Investment (UN PRI) and within the framework of its Sustainability Policy. Furthermore, [the Company] acknowledges being apprised of [Meanings Capital Partners'] specific climate commitment, validated by the Science-Based Targets initiative (SBTi). All of these commitments converge toward the incorporation of environmental, social, and governance considerations into investments and portfolio monitoring, with the objective of making progress on the most significant environmental, social, societal, and governance issues for [the Company], whether associated with risks, opportunities, or impacts thereof.
- d) [The Company's Executives] commit to ensuring that:
 - i. [the Company] complies with Human Rights, International Labor Organization (ILO) conventions, including those related to forced labor, child labor, discrimination, freedom of association, and collective bargaining, the ten principles of the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises, as well as environmental and social standards as defined by the applicable local regulations in each country where [the Company and its Subsidiaries] operate;
 - ii. to the extent that the financial resources and budget of [the Company], as well as the operational constraints to which it is subject, allow, [the Company] shall engage in a continuous improvement process to conduct its activities in a manner that reconciles economic interests with corporate social responsibility;
 - iii. within a period of six (6) months following the signing of the Shareholders Agreement, [the Company] formally assigns the responsibility of Chief Sustainability Officer to one of its key executives, who shall be a member of [the Company's] Executive Committee or an equivalent governance body;
 - iv. within a period of twelve (12) months following the signing of the Shareholders Agreement, the Company conducts a diagnostic and defines a Sustainability roadmap on environmental, social, societal, and governance topics that will be mutually agreed upon by [the Company's Executives] and [Meanings Capital Partners]. Subsequently, the Company shall make efforts to implement this roadmap, which shall include the following key elements: (x) identification and prioritization of environmental, social, societal, and governance issues, (y) elaboration of each material issue into actions, outcome indicators, qualitative and/or quantitative objectives, and deadlines, and (z) definition and methods for monitoring the information integrated into the annual Sustainability reporting;
 - v. [the Company] conducts an annual carbon footprint assessment and, within twelve (12) months following the signing of the Shareholders Agreement, defines a plan to reduce greenhouse gas emissions, aligning with a 1.5°C trajectory. This plan shall be validated by a third-party organization such as the Science-Based Targets Initiative (SBTi) within twenty-four (24) months following the signing of the Pact;

Sustainability clause

for shareholders agreements

« Sustainability Commitments » Clause (2/2)

- vi. within twelve (12) months following the signing of the Shareholders Agreement, [the Company] aligns the annual variable compensation of [the Company's Executives] with the Sustainability objectives defined in the aforementioned Sustainability roadmap;
- vii. within a period of twelve (12) months following the signing of the Shareholders Agreement, [the Company] implements at least one of the following value-sharing mechanisms, for as many permanent employees as possible: profit-sharing (preferably), value-sharing bonuses, or employee participation;
 - i. [Meanings Capital Partners] also encourages [the Company] to put in place additional mechanisms, such as the value-sharing system derived from the PACTE law, and paid or free employee share ownership schemes (FCPE, AGA, BSPCE, or other schemes), if its operational context allows for it.
- viii. [the Company] communicates its progress each year through a report, to be submitted no later than concurrent with the annual approval of the financial statements, reporting on the results and concrete actions in the environmental, social, societal, and governance areas as identified in the aforementioned Sustainability roadmap;
- ix. [the Company] responds to [Meanings Capital Partners'] Sustainability questionnaire on an annual basis, adhering to the deadlines defined in [Reporting Appendix];
- x. [the Company] commits, as part of an Exit, to engage a third-party external entity to prepare a Sustainability Vendor Due Diligence (VDD) Sustainability;
- xi. within a maximum timeframe of three (3) business days upon receipt of an information request from [Meanings Capital Partners], [the Company] shall provide all information or documentation related to the environmental, social, societal, or governance performance of [the Company];
- xii. Within three (3) business days following awareness of the event, [the Company] shall inform [Meanings Capital Partners] of any environmental, social, societal, or governance incident concerning [the Company] that may have material operational, legal, or reputational consequences, as well as the measures taken or planned to address and prevent any similar future events; and keep [Meanings Capital Partners] informed of the ongoing implementation of these measures.

« Reporting » Appendix

- a) annually, between mid-December and late January, through the reporting tool utilized by [Meanings Capital Partners], [the Company] shall provide the environmental, social, societal, and governance indicators defined within the framework of [the Company's] Sustainability roadmap, in accordance with [Article Sustainability Commitments], as well as any other environmental, social, societal, or governance indicator required by [Meanings Capital Partners].

Sustainability Roadmaps

for the sustainable creation of value

Sustainable value creation strategy



Evaluation
of performance and positive
impacts on society

Integrating the concept of **double materiality**

Materiality for the company

- Opportunities (creating value)
- Risks (protecting value)

Materiality for society

- Positive and negative impacts

Identified based on the **sector, the business model, and the geographic footprint**

Supporting continuous progress through a pragmatic and operational roadmap

- **Current situation and objectives**
Where does the company take these issues into account? What is the target level for performance? Which are the most relevant KPIs?
- **Roadmap**
What actions must be implemented in order to achieve the targeted objectives? What resources will be needed?
- **Chief Sustainability Officer**
Which member of the Management Board is best placed to be responsible for implementing the roadmap?
- **Annual meeting of the dedicated Supervisory Board**
- **Structuring monitoring indicators**
via access to the Meanings data management platform

Deploying **differentiating and value-creating initiatives**

- **Ad-hoc operational support**
according to needs/actions
- **Where useful, monthly or six-monthly follow-up meetings**
for monitoring strategic actions, contributing expertise, network, etc.

Measuring results and obtaining the most relevant external validations according to sector

- **Monitoring extra-financial and, where possible, financial indicators**
- **Supporting the obtaining of relevant labels or validations according to sector**
EcoVadis, GPTW, Science-based Target, BCorp, etc.
- **Supporting the implementation of Sustainability-linked loans**
where relevant and appropriate
- **Formalizing actions and results for valuation**
with customers, investors
- **Any other relevant enhancement initiatives**

Sustainability analysis methodology

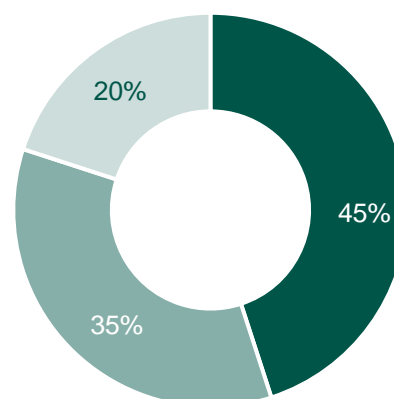
Real Estate

Sustainability rating methodology

The Sustainability rating methodology developed by Meanings Capital Partners for its real estate investments is composed of **59 results and means criteria**, divided into **15 specific themes**, as presented below.

The performance of each asset is evaluated against these criteria, on a scale from 0 to 100. Meanings Real Estate Fund only invests in assets whose transformation plan permits a significant improvement of this rating. This process is audited annually by an independent third-party organization, within the framework of maintaining the Fund's SRI Label.

Analysis table -
Weighting by area of action



■ Environment ■ Social ■ Governance

	Themes evaluated	Number of criteria	Weighting
Environment	Energy and Carbon	14	20%
	Water	5	7%
	Waste and circular economy	5	7%
	Biodiversity and soil artificialisation	4	7%
	Certifications and labels	2	3%
Social	Mobility	8	12%
	Health and comfort of occupants	4	12%
	Accessibility for people	2	4%
	Services provided to occupants	3	4%
	Positive social impact via employment	1	4%
Governance	Usages and ongoing improvement of environmental performance	2	7.5%
	Supply chain management	1	5%
	Resilience to climate change (physical risks)	5	5%
	Raising awareness among stakeholders	3	2.5%

Preliminary analysis (LOI rating)

Real Estate

Preliminary analysis framework

In line with the goals of our Sustainability strategy, Meanings Capital Partners uses a Sustainability analysis approach upstream, as soon as an indicative offer is formalized (*non-binding offer/NBO* or *letter of intent/LOI*), so as to orient our sourcing of investment opportunities towards projects with high potential for impact.

CONCLUSION	GO / NO GO	Comments: (Main drivers for improvement, estimating the overall level of cost, and impact on profitability)		
		Evaluation/ Current situation	Drivers for improvement	Level of costs
	Key	<i>Insert a synthetic comment</i>	<ul style="list-style-type: none"> Integration into the BP possible Integration into the BP not possible N/A 	<ul style="list-style-type: none"> High Medium Low N/A
Energy and climate				
Water consumption				
Health and safety of users				
Urban connectivity				
Accessibility for people				

Preliminary analysis (LOF rating)

Real Estate

In-depth analysis framework

In the second stage of analysis, within the framework of the due diligence work carried out between the non-binding offer and the binding offer, Meanings Capital Partners appoints specialized consultants to carry out an exhaustive assessment based on its internally developed rating methodology (see page 40).

The conclusions of this assessment are formally presented to the investment committee.

CONCLUSION	Satisfactory / Unsatisfactory	Comments:
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SUMMARY – KEY POINTS

Energy and climate

- Energy consumption threshold
- Prospects for decarbonization
- Studies
- Energy mix
- Equipment
- Thermal insulation
- Climate resilience/Biodiversity (also include the Bat'Adapt summary in the rating)
- Mobility

Resources

- Water
- Building site waste
- Environmental label

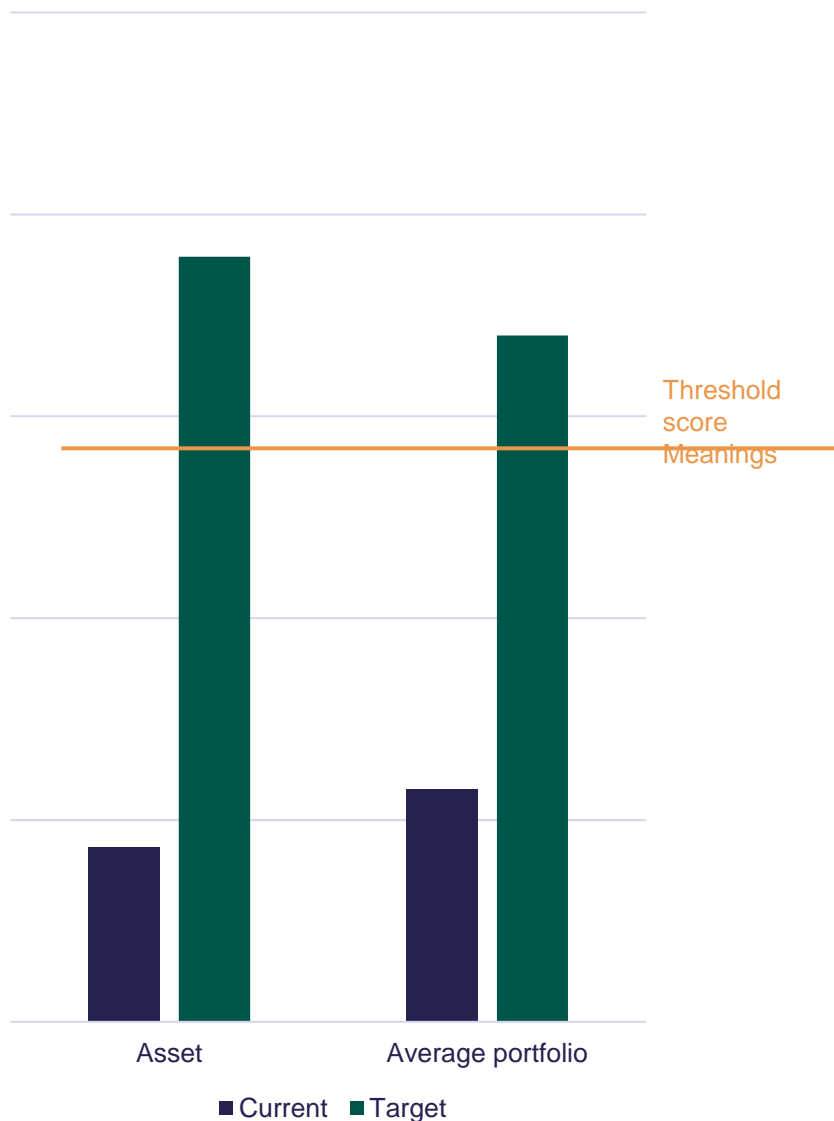
Inclusion

- Accessibility for people
- Urban connectivity
- Inclusive employment

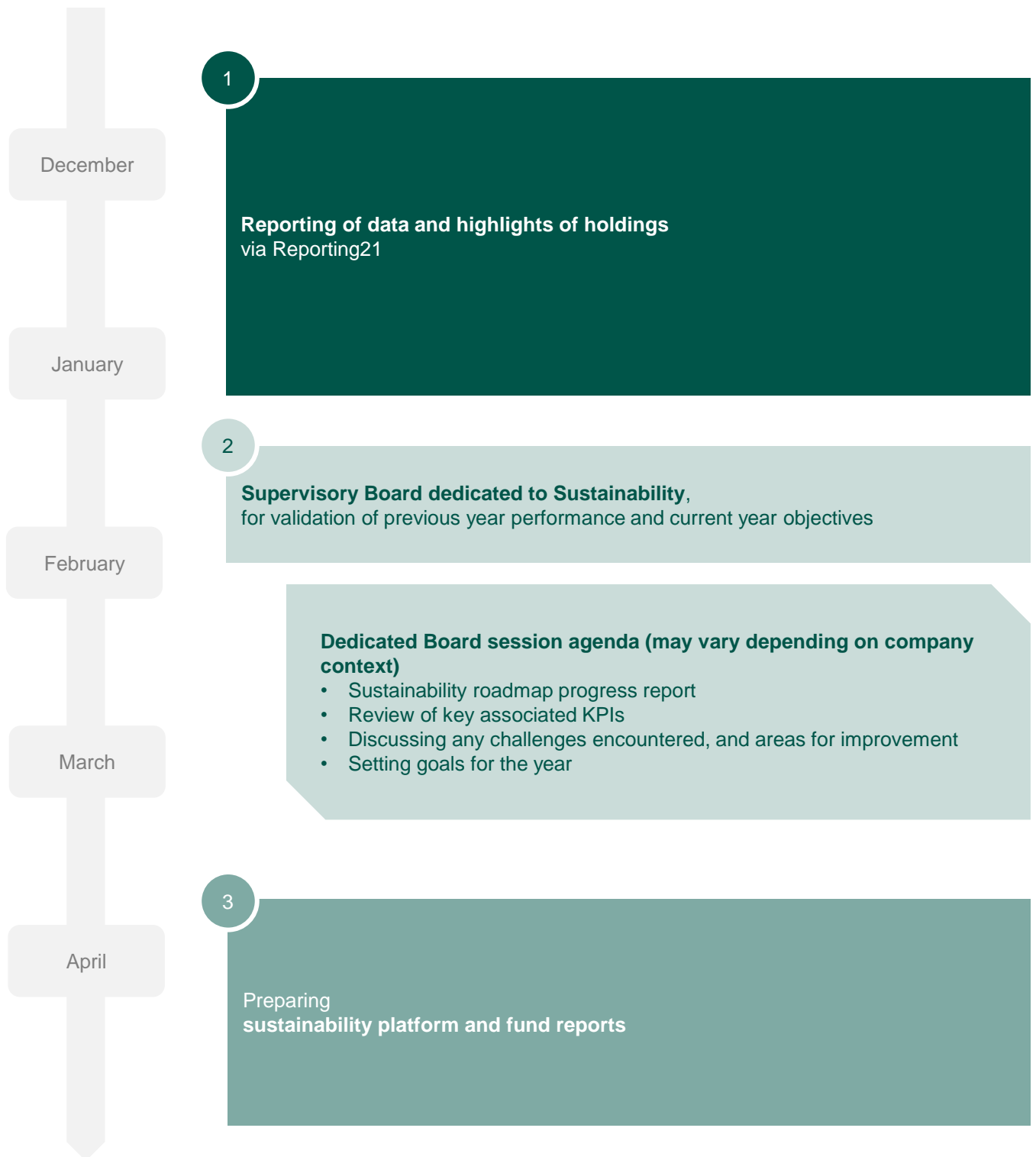
Stakeholders

- Entities and works service providers

SUSTAINABILITY RATING – MEANINGS TABLE



Key annual performance monitoring steps





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