bpifrance
SERVIR L'AVENIR

SUSTAINABLE DEVELOPMENT REPORT 2022

A message from Nicolas Dufourcq

In the 10 years since Bpifrance was founded, we have supported over 500,000 French companies with our range of solutions including innovation grants, guarantees, loans, investments and export insurance. 2022 was another record-breaking year with €67bn injected into the economy, creating remarkable conditions for the growth, internationalisation and innovation for businesses. One of the priorities of Bpifrance's public interest mission is to help entrepreneurs to develop courageously to serve the future.

Since Bpifrance was created, our strategy to support our clients focuses on three themes underpinning sustainable development: economic, social and environmental.

Bpifrance is engaged in the energy and ecological transition with French companies. We provide financial solutions and methodological support to encourage companies in all sectors to improve their energy efficiency. This approach was boosted by the launch of our Climate Plan in September 2020.

Guided by the Climate Plan, Bpifrance contributes to stepping up concrete actions for companies including improving building thermal performance, supporting renewable energy development, boosting innovation and decarbonising industry which also drives value creation and job growth.

Bpifrance is convinced that business development depends on people. Their diversity, innovative spirit, and engagement drive projects that transform society. Bpifrance strives to help people prepare for future disruptions and ensure companies are true agents of change.

The issue of gender equality in the workplace is one of the issues formalised in the public investment bank's founding law. Female entrepreneurship is one of Bpifrance's four social priorities.

Job growth and value creation are Bpifrance's major sources for social impact. We use our leverage to support the professional development of young people - especially from disadvantaged neighbourhoods - seniors, and people with disabilities.

With our shareholders, we are particularly attentive to the quality of Bpifrance's governance and management principles. Openness, efficiency, transparent governance, dynamism and management skills are crucial for developing business. Bpifrance actively promotes these qualities, both internally and when supporting businesses, in particular in efforts to include more women.

Bpifrance considers that being socially responsible means seeking continuous progress, value creation and meaning, which requires long-term support for its clients.

It can be gradual, respecting the steps necessary for any change process, but must be fast paced with no down time.

Bpifrance will continue to act as a powerful catalyst for business growth in 2023, working at grass roots level to stay in constant touch with entrepreneurs' needs.

Nicolas Dufourcq
CEO Bpifrance

Introduction

The sustainable development report is an annual exercise describing Bpifrance's commitment to social, environmental and governance responsibility.

The 2022 report is also an opportunity for Bpifrance to report on sustainable development actions to all our stakeholders. It outlines Bpifrance's CSR policy and highlights the Group's ESG (environment, social and governance), explaining our environmental impact, social contribution, and governance system.

Performance indicators are used to measure initiatives to promote sustainability in the organisation and progress is measured to meet CSR reporting needs.

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01

ABOUT THE GROUP

Our *raison d'être*

Bpifrance finances and supports companies at every stage of their development with credit, guarantees, innovation support, and equity. Our actions support public policies led by the government and regional authorities.

Bpifrance provides assistance for the energy and ecological transition, development, innovation, and international projects.

Bpifrance also provides export financing in the name and on behalf of the government.

Bpifrance works with recognised consulting firms and training organisations to offers support solutions adapted to start-ups, VSEs, SMEs and mid-sized companies.

With 50 regional offices serving businesses at grass-roots level, Bpifrance advisers provide a unique and effective service to help entrepreneurs with the sustainable growth of their business.

BPIFRANCE'S *RAISON D'ÊTRE*

Bpifrance's purpose reflects the 2019 PACTE law which encourages businesses to **"include social and environmental issues related to their activity in their articles of association".**

Values

Bpifrance teams are proud to contribute to the group's desire to "serve the future" with strong and driving values:

SERVING THE FUTURE

- PROXIMITY
- WILLINGNESS
- SIMPLICITY
- OPTIMISM

Business model

Bpifrance's business model is atypical, developed to support public policies to meet the needs of sustainable business growth.

Bpifrance engages in the following business lines to serve entrepreneurs:

FINANCING

A continuum of solutions at each key stage of development

COACHING

Reveal potential and place companies on a sustainable growth path

INNOVATION

Support R&D for capital growth

INVESTMENT

Direct and indirect long-term financing for sustainable business growth through direct equity, quasi-equity and debt

INTERNATIONAL

Contribute to export development

BUSINESS CREATION

Inform, train, prepare, support, finance, energise business creation in disadvantaged areas

How Bpifrance is organised

Bpifrance acts

FOR DIRECT EQUITY

- Co-financing:
  by Bpifrance, with long- or medium-term loans and leasing, and financing short-term receivables with bond resources
- Equity:
  by Bpifrance Investissement, directly or via investment funds

FOR THE GOVERNMENT

- Bank loan guarantees or equity organisations (Bpifrance)
- Financing innovation with loans and grants (Bpifrance)
- Business export insurance (Bpifrance Assurance Export)
- These activities are financed by public resources:
  the national government, regional authorities and European funds.

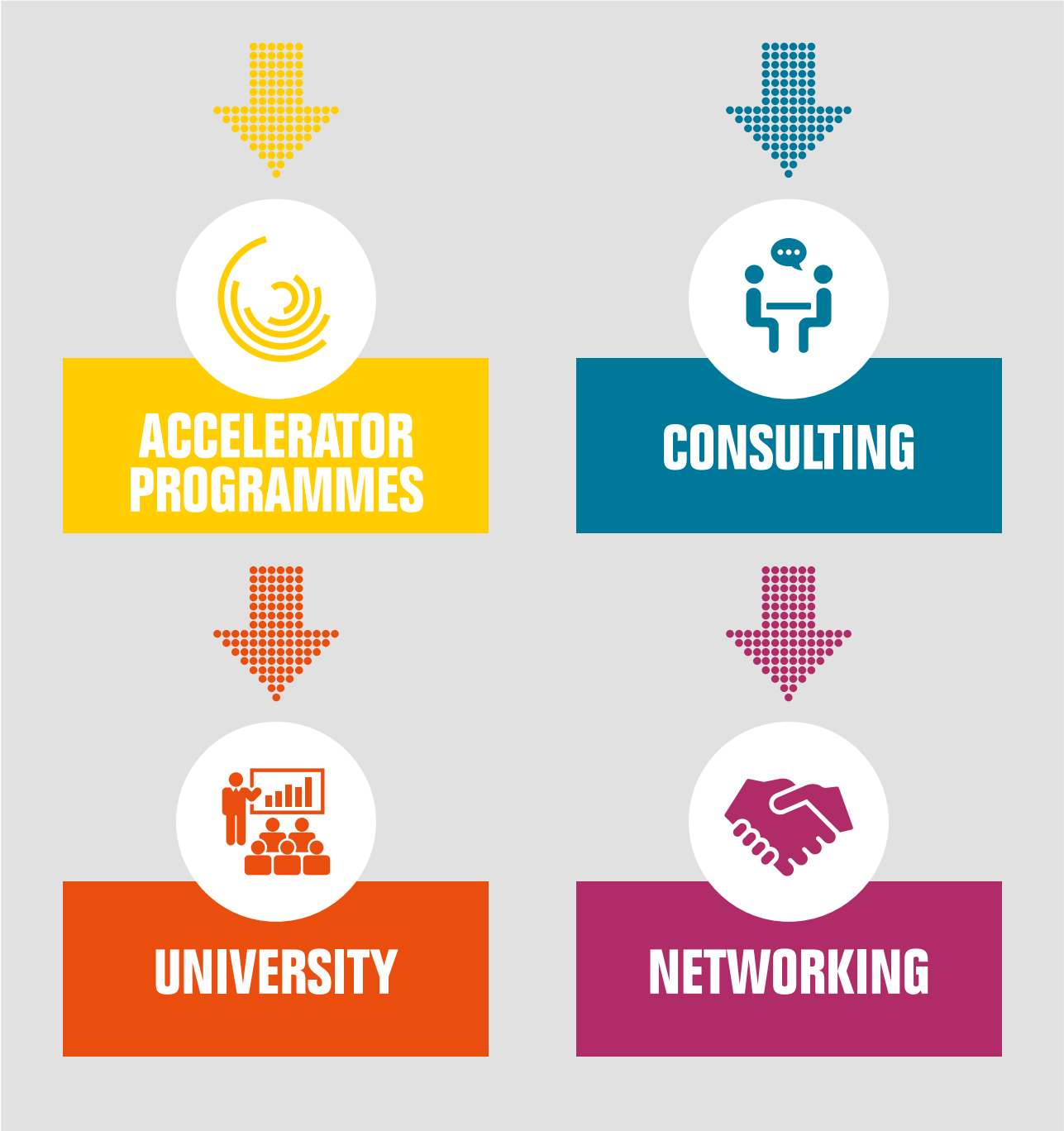
Support and accelerator services for businesses and Bpifrance Création are multidisciplinary non-financial activities.

Supporting companies

Bpifrance offers financial and non-financial support to businesses, taking into account the major issues underpinning social responsibility. Bpifrance is transparent and responsible, respecting and developing our employees' skills and measuring the impact of our activities.

Our support is aimed at start-ups, VSEs, SMEs and mid-sized companies to favour sustainable growth path.

Bpifrance support programmes:



Bpifrance has ISO 9001 certification.

Resources

Bpifrance resources

SOLUTIONS

- Bpifrance: Financing, Innovation, Guarantee
- Bpifrance Investissement: Direct equity and fund of funds
- Bpifrance Assurance Export: Export guarantees

STAKEHOLDERS

- A sole shareholder: the government via la Caisse des Dépôts et Consignations
- A network of institutional, private and public partners

PEOPLE

- Over 3,700 employees
- 58% women and 42% men
- 550 trainees and students on work-study placements

FINANCIAL RESOURCES

- Fixed income resources
- Public resources: Programme d'Investissements d'Avenir, France 2030, Regions, etc.
- European resources

Value creation in 2022

€67bn
injected into the French economy in 2022

€8.2bn
in loans guaranteed for over 60,000 companies

€9bn
in medium- and long-term loans and €8.2 bn in short-term financing

€1.1bn
in Green Loans to finance the energy and ecological transition in over 900 companies

€5.6bn
in State guaranteed loans (SGL)

€4.47bn
in innovation loans and grants

Bpifrance resources

LOCAL AND INTERNATIONAL ACTIVITIES

- 50 regional offices
- Partner of 18 French regional authorities

INNOVATION CAPITAL:

- €657m invested in innovation capital
- €5.5bn of assets under management, including €2.4bn for third parties

EXPANSION CAPITAL

- €25.5bn in assets under management, including €5.1bn in funds managed for third parties
- Nearly €5bn in Dry Power
- Nearly €2.2bn invested in over 170 companies

FUND OF FUNDS

- €17bn in assets under management, including €5.5bn for third parties
- 580 partner funds including 134 regional funds
- Over 200 management teams
- Over 5,000 companies in invested fund portfolios

Value creation in 2022

€4.85bn
investment in innovation capital, growth capital and fund of funds

€32bn
deployed to support companies internationally

€108m
invested to finance 15,700 start-ups

1,026
new companies accelerated

4,090
consulting assignments

The 2022-2025 strategic plan

Bpifrance has developed a 2022-2025 strategic plan to meet the challenges underlying the priorities of the France 2030 Investment Plan. It focuses on the following 11 main areas:

A universal reality check took place in 2022: achieving the Paris Agreement CO_2 emission reduction targets will be difficult and requires us all to make profound changes to our economies and lifestyles. We need more entrepreneurs to create more value for the economy when public spending is curbed, not to mention courage to boost export and improve our foreign trade balance."

Nicolas Dufourcq, CEO, Bpifrance

- Decarbonise and initiate the economy's environmental transition
- Reindustrialise through innovation
- Continue to support La French Tech
- Double the number of entrepreneurs
- Regain footing in export markets:
- Protect sovereignty via public shareholding
- Offer the French population the opportunity to increase investments in the country's economy while escalating Bpifrance's scope for action
- Leveraging the digital transition
- Support critical sectors
- Boost corporate social responsibility
- Mobilise key partnerships

Strategic ambition for CSR

Social responsibility underpins Bpifrance's mission. Bpifrance's CSR charter outlines our commitment to integrate social responsibility issues into our business lines and internal operations. Bpifrance's commitment to CSR focuses on our capacity to create and maintain sustainable business growth.

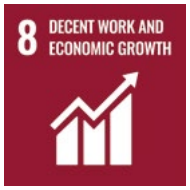
Bpifrance's CSR strategy revolves around **four priorities:**

1. ENERGY AND ECOLOGICAL TRANSITION
2. FEMALE ENTREPRENEURSHIP
3. EQUAL OPPORTUNITY AND INCLUSION OF YOUNG PEOPLE
4. GOVERNANCE AND RESPONSIBLE MANAGEMENT

Contribution to the SDGs

As a public bank, Bpifrance is committed to contributing to the Sustainable Development Goals (SDGs) via the missions delegated by legislation.

A Caisse des Dépôts Group task force has defined the main Sustainable Development Goals and monitoring indicators for focus by Bpifrance. The main objectives:



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Build resilient infrastructure, promote sustainable industrialisation that benefits all and encourage innovation.

Take urgent action to address climate change and its impacts.

Ensure access to affordable, reliable, sustainable and modern energy services for all.

BPIFRANCE.FR

Each year, Bpifrance assesses the results and impacts of its actions for growth in French businesses and employment.
The outcome is published on our website. An impact study of Bpifrance's actions is reviewed every three years to measure the actual scope.

Bpifrance's sustainable products and solutions

Climate bonus
Green guarantee
Insurance and guarantees
Podcasts
Resources
Studies
Guides
Energy efficiency
Bpifrance University
Climate
Digital responsibility
Training
SDGs
Eco-design
Responsible purchasing
CSR

Bpifrance 10 years on

ONE of THE THREE
biggest European investors

535,000
businesses supported*

26%
VSEs

€190bn
in export insurance

€260bn
in financing

€23bn
dedicated to the ecological and environmental transition

€121bn
of revenue generated by the bank's support

€50bn
assets under management

360,225
360,225 new and preserved jobs

02

GOVERNANCE AND ETHICS

Governance

Bpifrance acts directly or through subsidiaries which are governed by French law. The composition of the board of directors complies with gender balance requirements and includes representatives of shareholders (including the State and Caisse des Dépôts), the regions, employees and qualified personalities.

The board of directors has several committees to facilitate governance. They include:

- audit committee
- risk committee
- appointments committee
- remuneration committee
- three advisory committees

Bpifrance also has advisory committees specialising in the following areas:

Ethics and compliance

Each Bpifrance employee is expected to embrace the public bank's core values of ethics and compliance and act responsibly. The Group strives to show example and expects the same from its clients and partners.

Bpifrance ensures strict respect for human rights, the fight against corruption, and compliance with current tax rules in the pursuit of their actions.

See below for an inexhaustive list of instructions and procedures defined by Bpifrance and applicable to the Group and/or its subsidiaries:

- **Anti-money laundering and combating the financing of terrorism**
- **Anti-corruption and anti-fraud**
- **Operational risk and noncompliance management**
- **Data and fund protection, IT security and resilience**
- **Approved supplier listing**

ETHICAL CHARTER

To set an example for ethics and compliance, the Group has adopted an ethical charter based on **five inseparable pillars**:

- Compliance with financial security laws and regulations
- Integrity in relations with third parties
- Respect for markets and the principles of free competition
- Privacy and protection of personal data
- Protection of the company's and its shareholders' assets, people and interests

Public commitments

To demonstrate our commitment to the ecological and energy transition in business and the fight against climate change, Bpifrance is signatory of:

- the World Climate Declaration
- the Montreal and Paris Agreements
- Financial Institutions' Declaration of Intent on Energy Efficiency
- the Public Investors' Climate Charter
- the Public Investors' SDG Charters
- the Santiago Principles and the Poseidon Principles
- UN Principles for Responsible Investment (PRI)
- France Invest's Responsible Investor Charter
- France Invest's SISTA and Parité Charters to raise more financing for women entrepreneurs

By supporting the following initiatives:

- the ACT (Assessing low-carbon transition) Initiative supported by ADEME and the CDP (Carbon Disclosure Project)
- Planet Tech Care for digital footprint reduction

As member of:

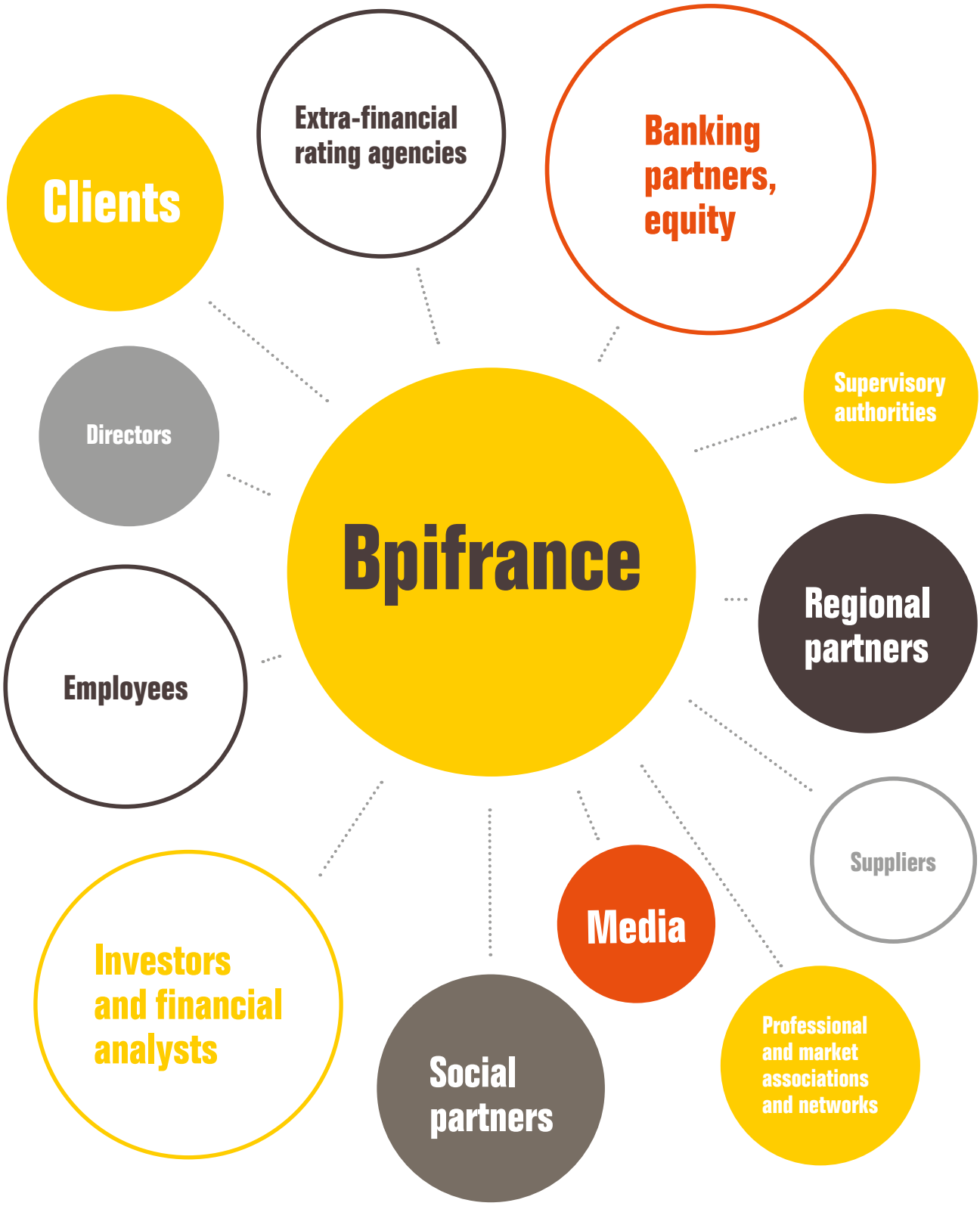
- the Carbon Disclosure Project
- One Planet Sovereign Wealth Funds (OPSWF)
- B4B+ Club (Business for Positive Biodiversity Club), and partner to CDC Biodiversité particularly by supporting the Nature 2050 programme

By excluding the following from financing and investment activities:

- land mines and cluster bombs
- the tobacco industry
- the fossil fuel sector

Stakeholders

One of Bpifrance's guiding lights is the satisfaction of our stakeholders with whom we nurture strong relationships.



DIALOGUE IS MAINTAINED WITH STAKEHOLDERS VIA:

- Direct and digital contact
- Dedicated contacts
- An online information and services platform with a Bpifrance client space
- Events, seminars and round tables
- Bpifrance communities
- Satisfaction surveys
- Bpifrance's social network: Tribu
- Exchanges with business managers
- Internal communication for employees
- Workshops and task forces
- Boards and general meetings
- Commissions and committees

An excellent offer

Bpifrance has strengthened partnerships with the regions, Europe and long-term investors for the period spanning 2022 to 2025. These collaborations aim to integrate regional priorities, support French companies with the European Recovery Plan, and mobilise more capital for promising sectors.

A coordination process between the group's divisions assesses the impact of new offers, measures client and partner satisfaction, and implements the most appropriate solutions and deployment methods.

8/10
2022 client satisfaction
(7.8/10 in 2021)

52
Net Promoter
Score

After the years affected by the pandemic, all Bpifrance's business saw strong growth in 2022:

+11%
in mid- and long-term financing (€9bn)

+15%
in short-term financing (€8bn)

+15%
in guaranteed credits

+37%
companies benefiting from guarantees

€4.5bn
a new record for innovation financing with the deployment of the France 2030 programme

+11%
in innovation capital investments

+58%
on export business

€4.8bn
deployed in direct investments and fund of funds

+6%
on the amount of disposals with a new record of €2.3bn

+15%
invested in growth capital

28%
more companies supported by the France Export team partnership

Meeting our stakeholders

BIG:

BIG for Bpifrance Inno Génération is an event that brings together entrepreneurs from Paris and throughout France, from abroad, and from entrepreneurial communities on various themes including: climate, deeptech, industry 4.0, cybersecurity, tourism, investment, business creation, export, and innovation. The event is a unique opportunity for visitors to develop their ideas and networks.

The **8th edition** took place on 6th October 2022, both live and online **with a total of 65,000 registered. Participants** included a diverse range of business people with founders of companies of all sizes including start-ups, VSEs, SMEs medium-sized companies and big groups. Over **500 workshops and conferences** were offered live, in audio and video format to present the challenges for the future and technological trends **with 1,000 speakers** including **70 top speakers** on the Bang, Ampli and Big Media stages. Innovative companies presented a product or service, and new formats allowed richer exchange than ever resulting in **over 20,000 new connections** via the coaching workshop, Bang studio, interview zone, for example. The 2022 edition followed through on the 2021's engagement for environmental responsibility, strictly limiting the use of single-use materials, using materials with low environmental impact and reusable furniture and signage, encouraging sustainable mobility and the use of public transport, and motivated event partners to reflect this engagement.

The tours

French Fab Tour, **Big Tour**, **Entrepreneurship for All**, **Deeptech Tour** to showcase companies and entrepreneurs to the general public.

Les Meneurs

Bpifrance has been supporting French men's and women's team sport since 2013, to demonstrate shared values of proximity, simplicity, willingness and optimism.

Les Meneurs is a community of **55** women's and men's sports clubs, representing seven disciplines: football, rugby, basketball, handball, volleyball, ice hockey and water polo. Bpifrance's network includes sports clubs from **14 French regions** and with international scope. It is an outstanding network and essential to social bonds and economic dynamism in the regions. Bpifrance's objective is to relay reflection, experiences, products and services with innovative solutions, and increase the reach by providing information and networking in the sports innovation sector and to boost the market on sporting, economic, social and environmental themes.

Communities

Bpifrance initiates the creation of entrepreneurial communities. The wide variety of unique and lively communities are all served and valued by Bpifrance. Passionate entrepreneurs lead the communities to share new experiences and support business by including exceptional men and women in their ranks.

La French Tech

A unique ecosystem of **over 22,000** French start-ups, investors, decision makers and community builders.

La French Fab

5,200 companies and industrial sites around France.

La French Touch

The flagship of France's cultural and creative industries. Nearly **11,000** companies financed.

Le Coq Vert

Over **2,000** companies engaged in the ecological transition.

La French Care

The healthcare profession's movement with **500 members**.

Les Excellence

A network of extraordinary entrepreneurs. Connects over **6,000** companies in all sectors of activity.

03

THE GROUP'S CSR STRATEGY

Our CSR approach

CSR underpins Bpifrance's strategy which takes into account the environmental, social, societal and governance (ESG) dimension of each business line, and by raising awareness among our employees and entrepreneurs.

Bpifrance raises CSR awareness among entrepreneurs and businesses via:

- ORGANISING PRESENTATIONS AT EVENTS
- SUPPORTING EVENTS AND FESTIVALS
- PARTICIPATING IN JURIES AND AWARDS CEREMONIES
- INTERACTING WITH THE ACADEMIC SPHERE

To improve the consideration of CSR issues by each business line:

- CSR is integrated into processes for business and client relations in financing activities
- Environmental and social criteria are covered in large-scale credit insurance projects via Bpifrance Assurance Export
- Projects are assessed and classified according to their impact
- Climate-sustainable projects and transparency in communication to civil society are encouraged

Bpifrance adopts a global approach to strengthen our directors' CSR competence and raise awareness in our teams with guidance and support:

- Bpifrance provides a training programme **for our directors** to ensure CSR underpins their decision-making and to represent the company in shareholder governance bodies.
- Bpifrance has integrated a CSR module into the Climate training plan **for our teams** and created a space dedicated to ESG investment featuring guides on ESG processes and sector issues.

Actions to raise awareness in companies include:

- ORGANISING EVENTS
- PROVIDING CONTENT
- SUPPORT
- COMMUNITIES

CSR key figures for 2022:

+100
CSR awareness events covered

25
guides and studies published

1,776
businesses were made aware of CSR

37%
of employees completed SD/CSR training in 2022

Responsible investor

Without fail, Bpifrance takes into account extra-financial ESG criteria likely to impact investments in all its investing decisions.

ESG annual survey

Bpifrance conducts an annual survey of ESG practices of the companies in its portfolio and fund managers of invested funds. The results are analysed by the Sustainable Development and CSR division then presented to investment teams for discussion. The questionnaire covers all ESG issues, including climate change impact and equality in the workplace.

The 2022 survey included questions aligned with the European taxonomy and the decree implementing the French Energy and Climate Law. Results of the annual ESG survey are available in **the non-financial performance report**.

ESG analysis criteria

ESG analysis is based on **four priorities of Bpifrance's Sustainable Development Charter** and fourteen questions under four themes:

Governance	Human capital	Environment	Stakeholders
• Transparency and balance • Anticipation	• Employment and social policy • Skill and career development • Diversity and equal opportunity • Social climate and dialogue	• Environmental policy and management system • Energy and greenhouse gases • Inputs and waste • Controlling other environmental impacts	• Sustainable and ethical supplier relationships • Quality and client satisfaction • Relations with other external stakeholders

Strengthening sector policies

In 2022, Bpifrance adopted a **responsible finance charter** defining new requirements and exclusions for certain sectors due to proven or potential negative impacts on human rights, inequalities, climate or biodiversity the Caisse des Dépôts Group considers incompatible with its commitments. As a result, Bpifrance excludes financing and investment in the following activities:

- Companies or activity in the fossil fuel sector
- Business or main activity in manufacture or trade related to pornography
- Business or main activity in tobacco manufacturing, storage or sales
- Business or main activity in the gambling trade
- Production, development, stockpiling, distribution, marketing or use of anti-personnel mines, cluster bombs, chemical weapons, nuclear weapons sold outside the signatory countries of the Treaty on the Non-Proliferation of Nuclear Weapons and biological weapons
- Speculation on agricultural raw materials that have a direct impact on food prices

Integrating CSR issues in business line processes

ESG analysis is an integral part of the Bpifrance investment process. We use an internal tool during the due diligence phase to identify priority ESG issues for the business sector and size of the target company.

This analysis identifies ESG risks and issues for the company concerned. We make leaders aware of the CSR approach and work with them to develop and implement an improvement plan.

ESG analysis is also featured in the investment memo presented to the investment committee. An extra-financial rating agency is used for initial ESG analysis for investment in listed companies in the LAC1 fund. ESG due diligence is also carried out upstream of the investment committee to identify a company's strengths and weaknesses on its key issues and establish an initial ESG roadmap for the director who will represent Bpifrance on the board. Shareholder dialogue on ESG issues for investment monitoring is also based on this roadmap.

Bpifrance conducts an annual survey of invested companies to assess their environmental, social, societal and governance commitments, policies and practices.

Non-financial risk management

MAPPING OF NON-FINANCIAL RISKS

was revised in 2021 to reflect strategic post-crisis objectives.
An annual review is conducted to ensure risks are updated to reflect current issues. The 2021-2024 strategic ambitions point to Bpifrance's major role in corporate resilience and the France 2030 Plan. Integrating ESG issues in mapping Group risks began in 2022 and will be pursued in 2023.

SFDR regulations

Application of several **regulatory texts** relating to ESG began in 2022. Regulation (EU) 2019/2088 known as **SFDR** or Disclosure, and obligations in the decree for the application of **article 29** of law no.2019-1147 of 8 November 2019 relating to energy and climate apply to Bpifrance's investment activity.

- Bpifrance Investissement undertakes to reclassify several funds as Article 8 financial products that promote environmental or social characteristics.
- Several other funds are being created or converted into SFDR Article 8 in the fields of eco-materials, innovation and industrialisation, and the energy and ecological transition.
- Bpifrance Investissement is considering creating an Article 9 fund in 2023 for sustainable investment.

04

SOCIAL AND SOCIETAL COMMITMENT

According to Article 6 of Ordinance No. 2005-722 of 29 June 2005 for the public investment bank:

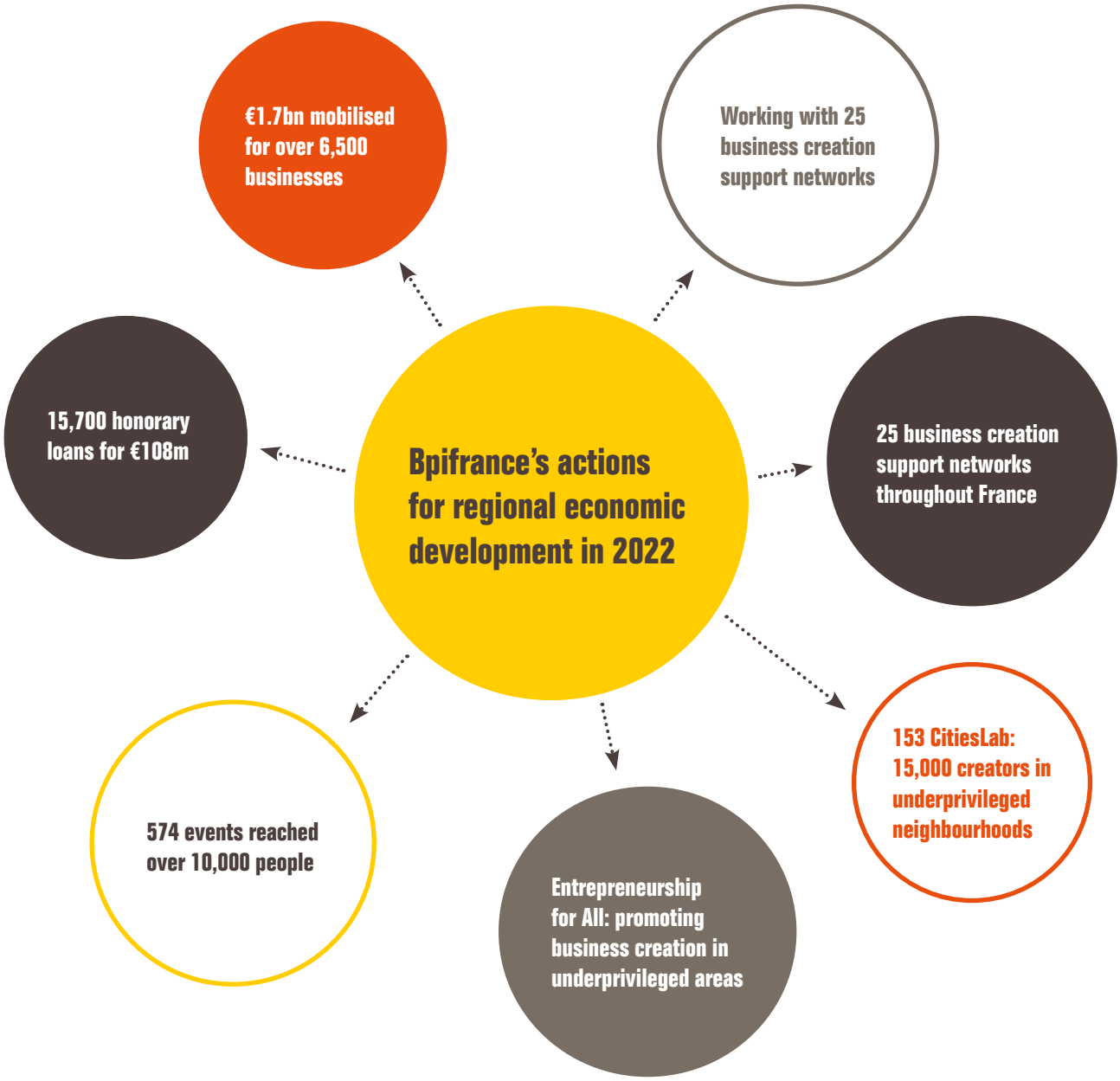
The purpose of the public limited company Bpifrance is to undertake, directly or through its subsidiaries, **the following public-interest missions**:

1. Promote growth through innovation and technology transfer in compliance with conditions mentioned in Article 9
2. Contribute to economic development by assuming part of the risk resulting from loans granted to small- and medium-sized enterprises
3. Contribute to specific investment financing needs and operating receivables of small and medium-sized enterprises

Develop regional economies

General interest mission

- Bpifrance provides services to revitalise the regions, aiming for balanced economic development, including for disadvantaged urban areas.
- Bpifrance's objectives include strengthening partnerships with regional authorities, supporting small and medium-sized enterprises and start-ups, and assisting creators in all the regions.
- Bpifrance worked closely with the regional authorities to support business recovery after the pandemic.



Digital transformation

General interest mission

Digital transformation improves client experience and optimises productivity, making it an essential aspect of any business strategy.

Bpifrance offers a set of tools and services to support businesses in the transformation:

A SELF-ASSESSMENT TOOL TO MEASURE A COMPANY'S DIGITAL MATURITY: THE "DIGITALOMETER"

A PRACTICAL GUIDE FOR RAISING AWARENESS ABOUT THE GENERAL DATA PROTECTION REGULATION (GDPR)

ONLINE COURSES *VIA* BPIFRANCE UNIVERSITY

BPIFRANCE IS ALSO ACCELERATING IN-HOUSE DIGITAL TRANSFORMATION TO IMPROVE SUPPORT FOR COMPANIES:

- Digitisation of certain tasks and services offered to be more available and efficient for our clients and contacts
- Business line and partner extranets such as Tribu, the Bpifrance social network which unites all our communities to enhance exchange and experience sharing
- We measure our activity in the digital industry, known in-house as "numetic" dedicated to sectors for the future

BPIFRANCE'S SUPPORT FOR THE DIGITAL SECTOR

represented over €3.8bn and 13.37% of Bpifrance's total activity

People - the driving force behind Bpifrance

Since the bank's creation, the Bpifrance HR policy has focused on creating and coordinating a community of multiskilled employees based on the company's values. A sustained social climate is the focus of our HR policy.

Jobs

Bpifrance's employment policy targets the creation of sustainable jobs.

In 2022:

49%
of new recruits were women

280
apprenticeships and vocational training contracts

100%
of people recruited, excluding work-study and vocational training contracts, signed permanent contracts

57%
of new recruits were under the age of 30

Career guidance

Bpifrance fosters support and skill development for its employees with a range of measures, including:

- An annual appraisal and a professional interview every two years
- An onboarding process and follow-up for new employees
- The HR department tracks potential for career mobility
- Employees may request a career interview carried out by the HR department
- An interview is scheduled at the beginning and end of the term for elected officials

TRAINING POLICY

Bpifrance has an active and proactive training policy in line with its HR strategy focused on attraction, recruitment, loyalty and employee support.

- The training programme is reviewed each year and adapted to suit changes in business lines and processes
- Access to online training is free and accessible to all employees
- The e-learning platform for soft skills deployed for all employees during the pandemic is now ongoing.

IN 2022, 4,012 EMPLOYEES FROM

Bpifrance, Bpifrance Investissement and Bpifrance Assurance Export, on permanent contracts, fixed-term contracts, work-study contracts and vocational training contracts attended at least one training course.

Health and safety

Bpifrance ensure the well-being of its employees via:

- Specific arrangements for working from home
- Training in the prevention of psychosocial risks
- Creation of an external helpline
- Creation of the Call & Coach programme

Other initiatives include a social worker, a healthcare hotline, a school support system with Cours Legendre for children, and the creation of dedicated mailboxes for the follow-up of Covid-19 cases in connection with the occupational health department and regional health agencies (ARS).

Social dialogue and QWL

Quality of Life at Work (QWL) has become the focus of social dialogue in recent years and has risen in employees' priorities. **Many initiatives are undertaken for employee well-being, health, purpose and motivation** and were pursued in 2022.

The four main pillars of QWL at Bpifrance are:

1. PHYSICAL AND MENTAL HEALTH
2. MUTUAL AID
3. WORK-LIFE BALANCE
4. DIVERSITY AND INCLUSION

According to the employee satisfaction survey, conducted by Willis Towers Watson in 2022 with 89% respondents:

Key figures

71.2%
Overall favourable opinion score

94%
Level of pride in belonging to the Bpifrance Group

91%
Sense of optimism and confidence in the company's values and culture

82%
Satisfaction with the level of proximity management

Bpifrance continued to foster positive social dialogue in 2022. This is demonstrated by the 127 proceedings held with social partners and collective agreements concluded between management and trade union delegates.

Diversity, equity and inclusion

In accordance with Article 13 of the addendum to Quality of Life at Work signed in May 2016, Bpifrance undertakes to fight against all forms of discrimination by promoting professional equality, the integration of young people, senior retention, and the integration of people with disabilities.

BPIFRANCE IS LABELLED A "COMPANY COMMITTED TO DIVERSITY".

Female entrepreneurship

The promotion of female entrepreneurship is a major priority in Bpifrance's CSR charter. Bpifrance supports gender-neutral support and financing networks, as well as four networks dedicated to women entrepreneurs:

- Les Premières
- Femmes des Territoires
- Force Femmes
- Action'elles

Bpifrance supports female entrepreneurship through leverage in four main areas:

1. **Strengthening support in entrepreneurship and business creation**
2. **Mobilising support**
3. **Strengthening the share of women in the portfolio and encouraging our private equity network to reflect this engagement**
4. **Applying the Rixain Act**

Key figures

67,596
women supported in 2022: 45% of total beneficiaries

39%
honour loans granted to women in 2022

36
local actions targeting women entrepreneurs in 2022

Bpifrance created a women's entrepreneurship project in 2015, published studies by Bpifrance Le Lab on the representation of women leaders in French small and mid-sized companies, and presented portraits of women entrepreneurs and supports events and programmes targeting women entrepreneurs. We also organise Les Midi Entrepreneures, exclusive events for women to openly share their experiences.

Gender data

In accordance with the requirements of the Rixain law of 24/12/2021 aimed at promoting economic and professional equality between women and men, Bpifrance publishes annually gender-disaggregated data about its beneficiaries in the following areas:

- Entrepreneurship support
- Business development
- Access to loans

This data makes it possible to monitor and evaluate the impact of Bpifrance's actions for gender equality and to take appropriate measures to promote greater economic and professional equality.

Some of the gender data published in 2022:

10% of executives participating in Accelerator programmes were women: 310 out of 3,000

30.4% of women on Bpifrance's investment committees

30% of women among Bpifrance's external consultants

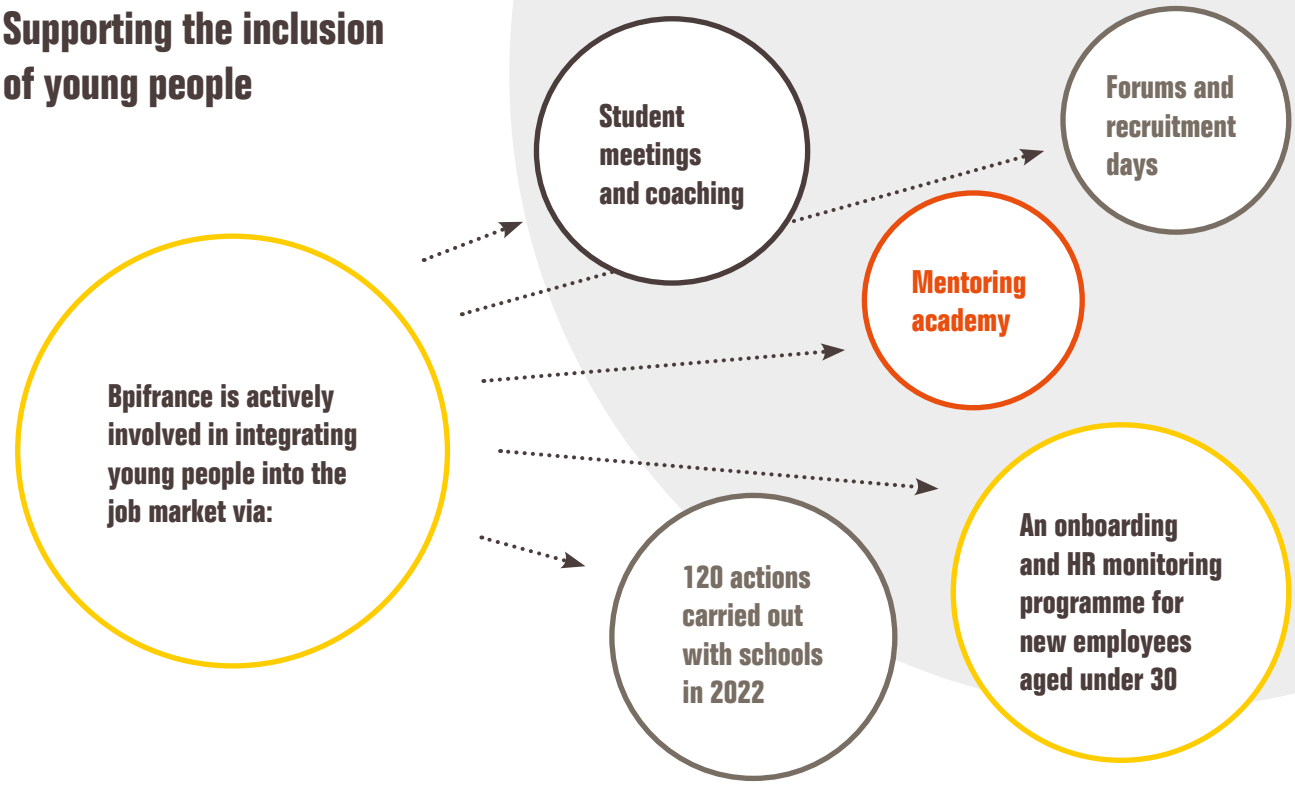
63% of companies benefiting from Missions Expertise Conseil have a mixed management committee and 17% are gender-equal

57% of direct investment firms have a mixed management team and 2% have an all-female management team

38% of business managers and analysts in partner management teams are women

43% of the staff of the 1,300 indirect portfolio companies are women and 21% are on senior management teams

Supporting the inclusion of young people



These initiatives aim **to promote equal opportunity** to attract diverse talent.

Retaining seniors

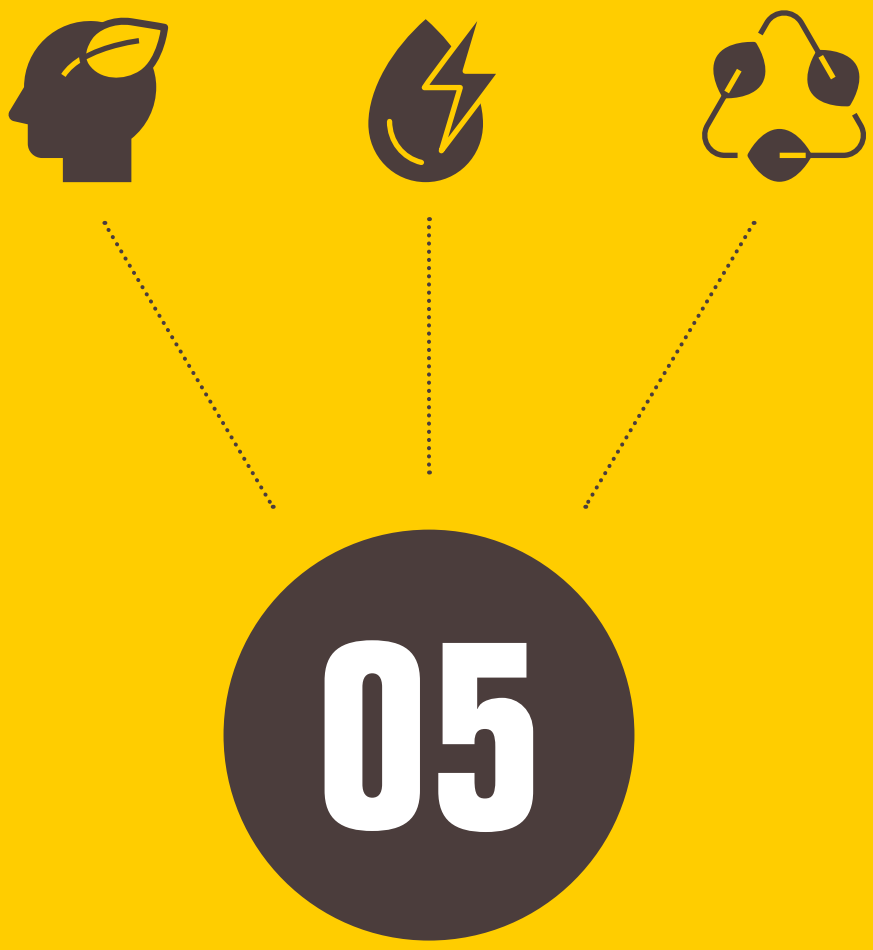
Bpifrance is committed to promoting the transfer of skills through proactive management of senior employees aged 55 and over, and anticipates the end of their careers. Measures include:

- Career monitoring
- Targeted training activities
- Mechanisms to promote experience and encourage knowledge and skill transfer through mentoring

Disability policy

Bpifrance's Social Relations and Innovation division joined the company's Mission Handicap (Disability Mission) in September 2022. Bpifrance is attentive to the integration and employment of people with disabilities. Bpifrance's Accords Handicap are based on four themes:

- **Daily support for employees recognised as disabled workers (with RQTH status)**
- **Recruitment of employees with disabilities including work-study and internship students**
- **Awareness-raising and training through various communication channels and events to involve teams on the theme of disability at work**
- **Promotion of purchases and services from providers dedicated to the inclusion of people with a disability**



CONTRIBUTING TO THE ENERGY AND ECOLOGICAL TRANSITION

The energy and ecological transition

General interest mission

After the recovery plan put in place by the government, in 2020 Bpifrance launched a €40bn **Climate Plan** with the Banque des Territoires. It is based on three pillars.

The plan has already enabled the transition in many companies and supported green energy projects through energy sobriety diagnostics, acceleration programs, Green Loans, and investment in transition projects. Bpifrance has allocated €3.5bn since 2021 to finance loans for wind and photovoltaic park projects under the **Bpifrance Green Bond Framework**.

Bpifrance, with the Caisse des Dépôts Group, is also committed to overseeing financing and investment in fossil fuel-related sectors. The Group is committed to eliminating all exposure to thermal coal in its investment and financing portfolios by 2030 in OECD countries, and by 2040 in the rest of the world.

Key figures

+€1bn
in financing for green real estate

€4bn
in innovation aid and unsecured loans, €2.5bn in calls for projects, and nearly €550m in direct investment in greentechs

€280m
invested in suppliers of solutions, including €70m in renewable energy and energy efficiency

86
Climate Fresk workshops in 2022

€4.5bn
invested in 400 green energy projects

€230m
in export financing agreements signed in the solar lighting, electricity transmission and distribution, water and biogas sectors

THE CLIMATE ACADEMY

Bpifrance aims to set up an academy to enable all the group's employees **to be learners committed to the fight against climate change**.

The academy model is based on the creation of a training path focused on an innovative approach to skill development called "apprenance" which includes individual and group learning. The objective is to intensify training content to accentuate the impact employees have on Bpifrance's clients.

The academy has different levels, ranging from general acculturation to the co-creation of tailored certifying courses for in-house experts. Teams and employees also benefit from enhanced support, with over 20 hours of e-learning modules, webinars led by internal and external experts, and specific training for investors with dedicated seminars. A selection of courses focusing on environmental issues is available to employees on the Coorpacademy platform. Sector-specific guides have been developed to raise awareness about climate issues, explaining the risks and challenges of energy transition and providing opportunities and solutions.

- **7,886** learners since 2020
- **15,000** hours of training delivered

Portfolio carbon footprint measurement

Bpifrance calculates and publishes its carbon footprint for Scopes 1 and 2 of the listed companies invested in directly. Bpifrance's attributed carbon footprint is calculated as pro rata to the holding of listed companies' self-published emissions without corrections for scope changes, published in €1,000 invested.

THE 2022 BPIFRANCE ATTRIBUTED CARBON FOOTPRINT WAS 0.349 tCO2e FOR €1,000 INVESTED.

Bpifrance's carbon footprint

Bpifrance worked with an external service provider to establish a calculation based on the ADEME methodology for our 2022 carbon footprint.

The methodology has two main objectives:

- Calculate Bpifrance's internal carbon footprint for the following scopes: upstream Scope 1, 2 and 3 (suppliers); downstream Scope 3 (portfolios) is calculated separately.
- Collect the most accurate data possible, giving preference to physical data rather than monetary data when possible, as well as exact data rather than average emission intensity factors for all indicators where it is considered relevant.

In 2022, Bpifrance issued **63.49 k tCO2e**, with the following breakdown by Scope:

SCOPE 1
DIRECT EMISSIONS

8 k tCO2e
(12%)

Emissions from company's own vehicle fleets and energy used for production

SCOPE 2
INDIRECT EMISSIONS

361 tCO2e
(0.5%)

Emissions from the consumption of electricity, steam and heat

SCOPE 3
INDIRECT EMISSIONS

56 k tCO2e
(87.5%)

Emissions from sources not owned or controlled by the organisation

An action plan to reduce emissions on the various perimeters was developed based on this outcome, with priority for leverage with most impact, particularly **purchasing goods and services**, **travel** and **fixed assets and energy**.

Bpifrance's taxonomy and activities

Bpifrance calculated key performance indicators (KPIs) for its sustainable economic activities, in accordance with the regulations of Article 8 of Regulation EU 2020/852 and subsequent texts. Two types of KPIs are published: regulatory indicators and voluntary indicators. Regulatory indicators of activities eligible and ineligible for taxonomy are relatively weak due to Bpifrance's exposure to counterparties not subject to the NFRD (Non-Financial Reporting Standard). This is due to Bpifrance's position in unlisted companies, particularly VSEs, SMEs and mid-sized companies (mainly French), with activities that cannot be taken into account, whether or not they are eligible for climate change mitigation or adaptation objectives. The Green Asset Ratio (GAR) only considers companies subject to the NFRD, which de facto excludes €71bn from Bpifrance's portfolio, including funds and unlisted companies. As a result, not all the Climate Bank's activities are reflected in the current RAG indicator.

Integration of EET issues into business processes

Bpifrance integrates the issues and questions related to the **Energy and Ecological Transition** into all its financial business lines which have developed climate roadmaps.

INVESTMENT ACTIVITIES

An ESG analysis tool helps investors to determine the relevance of issues according to the sector of activity and the size of the company and its maturity on these issues. Additional due diligence is possible when necessary, to identify areas for improving environmental performance. A Climate Kit containing best ESG practices, guidelines on carbon footprint calculation, and a presentation of service providers was distributed to all invested funds and management companies involved.

FINANCING AND INNOVATION ACTIVITIES

Issues and questions relating to the energy and ecological transition are included in the analysis grid used to evaluate financing and innovation projects, particularly above certain thresholds. They encourage investors to assess how companies control their energy consumption, their GHG emissions, use of natural resources, eco-design, pollution, and waste management. Action sheets have been developed to heighten attention to transition issues in certain sensitive sectors such as transport, real estate and construction.

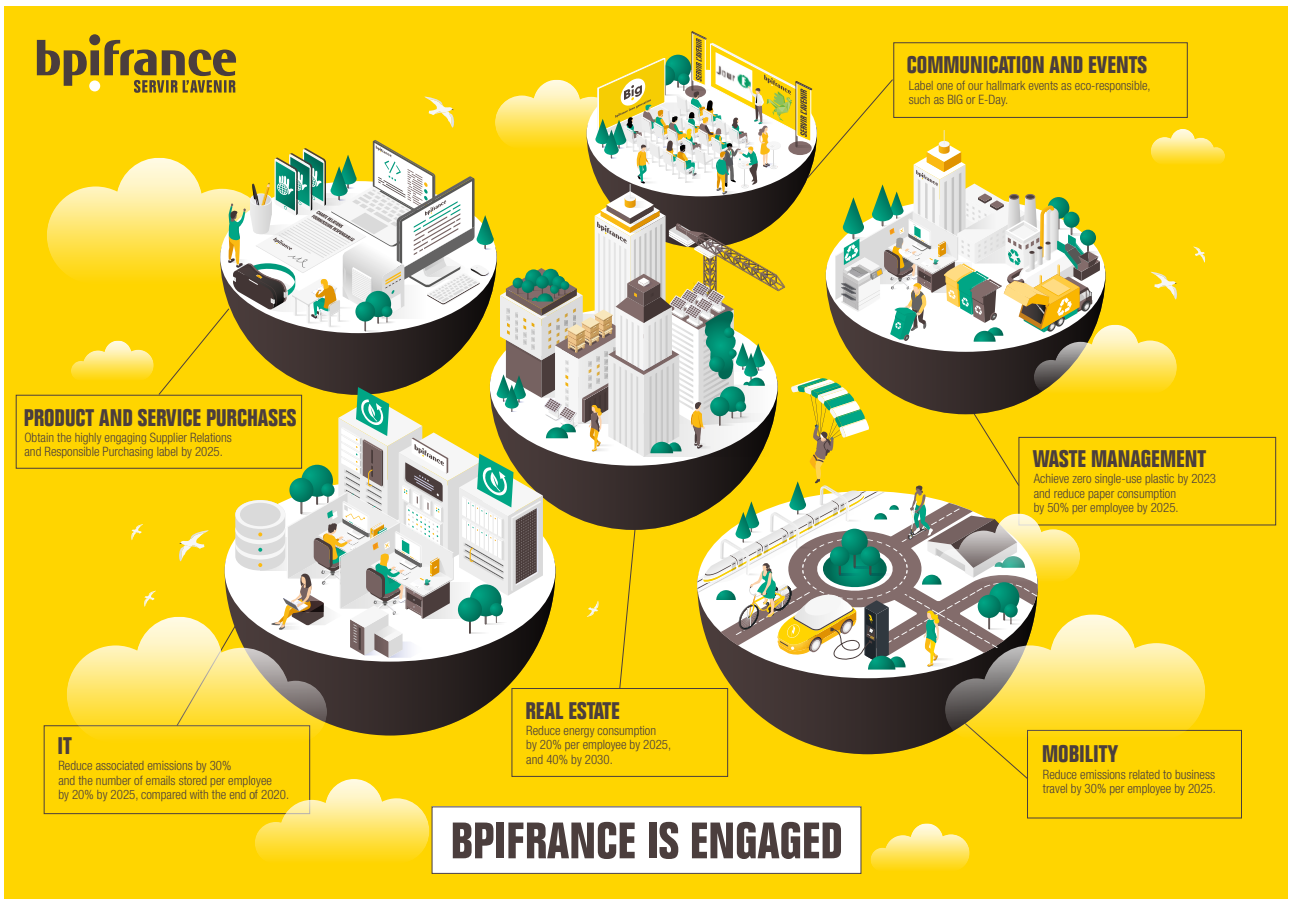
EXPORT CREDIT INSURANCE PROJECTS

Environmental and social aspects are included in Bpifrance Assurance Export's guarantee criteria for all credit insurance projects over €10bn or in sensitive areas, as well as for investment insurance projects.

The aim is to ensure projects comply with local regulations in the host country and applicable international standards. Bpifrance has been working with the French government since 1st January 2021 to offer **preferential export** guarantee conditions to projects that are sustainable for the climate.

Internal environmental management

Bpifrance pursues the transition internally on a daily basis via the Climate Plan. In addition to our support for companies, Bpifrance has established a strategy to reduce its own emissions, particularly in real estate, purchasing, waste management, digital and mobility.



- The bank's headquarters, Le Vaisseau has HQE (Haute Qualité Environnementale, or high environmental quality) certification and assessed as excellent for sustainable building and management criteria since 2014
- Recent measures to reduce energy consumption include switching to LEDs on all sites, insulation work on the Maisons-Alfort headquarters, and the IS division's Climate roadmap
- 60% of energy consumed from renewable sources in 2022
- 2.37 tonnes of food waste dehydrated in 2022
- Replacement of cardboard cups with reusable ceramic cups for employees
- Coffee machines using capsules replaced with coffee bean machines
- 22% reduction of power consumption by headquarter's data centre
- 450 laptops donated for upcycling to ATF Gaia

Biodiversity

Bpifrance biodiversity roadmap

Bpifrance is committed to the preservation and restoration of biodiversity. To that end, we have defined three major issues:

1

RAISE AWARENESS

among economic actors on issues such as biodiversity-related dependencies, impacts, risks and opportunities to foster widespread awareness and concrete action.

2

SUPPORT

our clients in understanding biodiversity issues related to their business and help them integrate them in their business models.

3

HELP

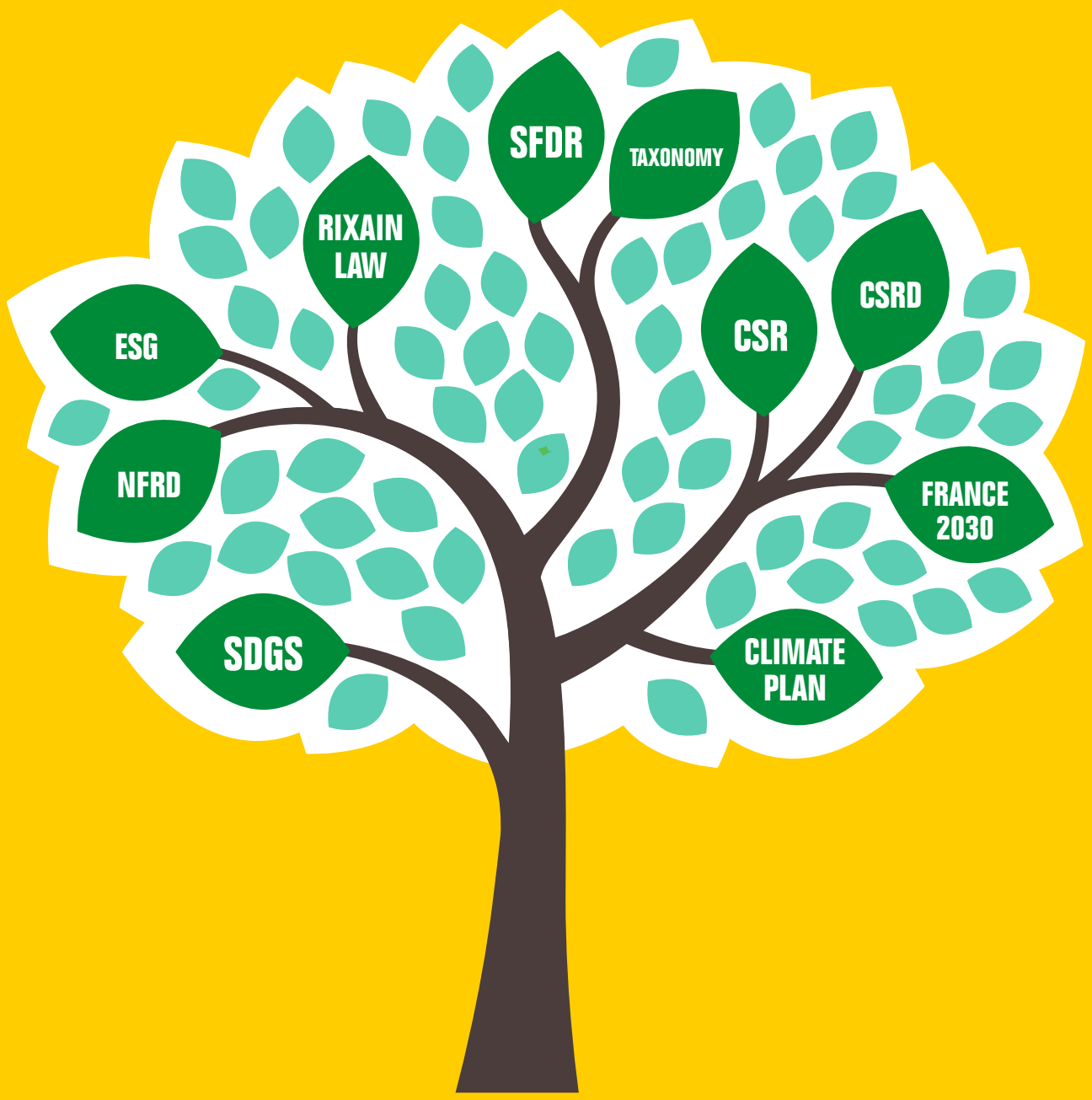
our clients to identify risks, assess their dependency, and measure their impact on biodiversity.

Bpifrance is also committed to participating in marketplace initiatives with others to reflect the ambitions of the Caisse des Dépôts Group. The aim is to support national and international movements in favour of biodiversity conservation.

Focus: water, a crucial issue for biodiversity conservation and French companies.

Water, indispensable to humans, natural ecosystems and the economy, is a resource under pressure. Increasing droughts results in lasting scarcity of water in many areas, while occasional or diffuse pollution also degrades water quality. These two factors contribute to the degradation of natural ecosystems.

To address this major challenge, Bpifrance supports French SMEs to reduce their water consumption with the Diag Eco-Flux, a tailored support system to help them reduce their consumption of energy, materials and water. The scheme results in average reduction in water consumption estimated at 25%.

Bpifrance also encourages business development in the water sector for activities such as water management and treatment and optimisation of consumption. The second stage of its Water accelerator programme was launched in May 2022 in partnership with the Filière Française de l'Eau (French association of public and private players in the water sector) and public authorities. As a result of this programme, 32 companies in the water sector have been supported since 2020. Finally, Bpifrance supports large corporates we hold shares in that are committed to water sobriety as part of the government's "Plan Eau" (water plan).

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