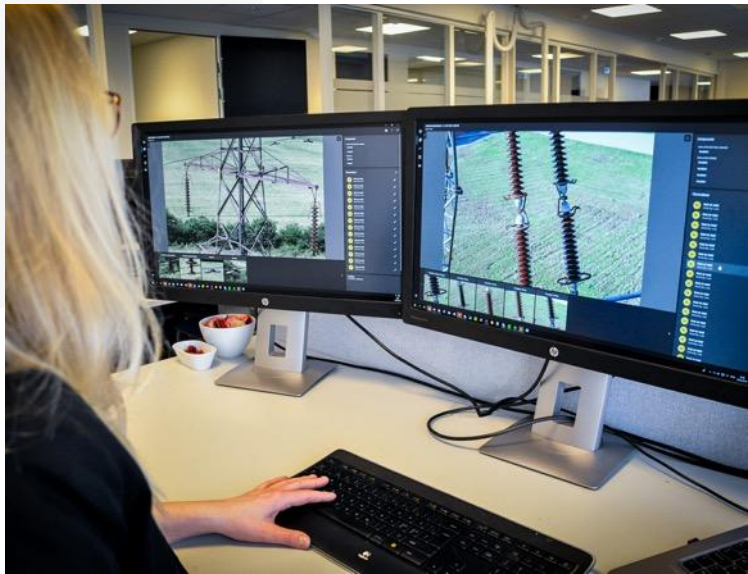
TiLT CAPITAL PARTNERS

Siparex Group

ESG & Impact Report

2024



Cover images – from left to right
©DualSun - ©Silicéo - ©eSmart

TiLT CAPITAL PARTNERS
Siparex Group

Staying on course

NICOLAS PIAU

Co-Founder and CEO
of TiLT Capital Partners

The notion that a company's responsibility extends beyond its fiduciary duty is not immune to cyclical shifts. This is clearly illustrated today by a trend emerging from the United States, which challenges the relevance of this idea — and even portrays it as potentially harmful.

At TiLT, our experience — and indeed our conviction — tells a very different story: a company cannot detach itself from its environment, whether social or natural. Management practices, corporate culture, organisational quality, consideration of planetary boundaries and associated risks, and governance — all of these factors directly shape a company's operational performance, and therefore, to a large extent, its financial performance. It is simply not possible to steer a company by constantly changing direction. Of course, agility and adaptability are essential, but so is the ability to set a clear roadmap, stay on course, and sometimes weather short-term turbulence that could distract from the true objective.

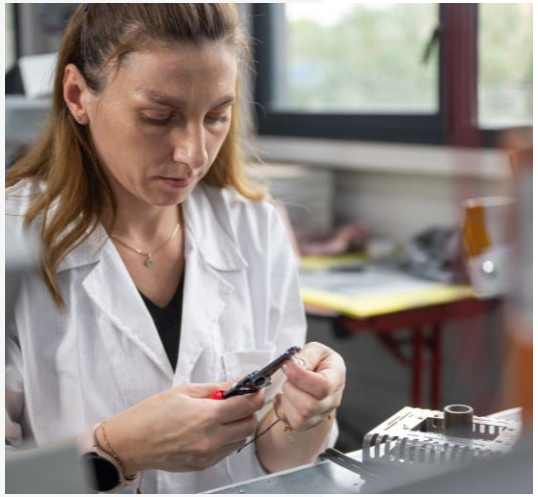
And what is that objective? It remains unchanged: to create value for all, by fighting climate change and adapting to it where necessary — without undermining social cohesion in the process.

Fighting climate change directly contributes to the long-term sustainability of our societies. There can be no successful energy transition without industrialisation — and no competitive industry without a low-carbon, cost-effective, and sovereign energy system. This is precisely why the energy transition is an unprecedented challenge: building a new industrial paradigm capable of addressing the energy trilemma — reconciling competitiveness, sovereignty, and sustainability. In past industrial revolutions, only the first two dimensions (competitiveness and sovereignty) were truly considered.

TiLT's investment strategy is fully aligned with this ambition. In 2024, we invested in Silicéo, a French company specialised in rooftop solar installation — a key enabler to ensure a low-carbon and competitive energy mix in France, alongside nuclear and hydropower. We also took a stake in Nomad Solar Energy, a Spanish company that designs and manufactures solar containers capable of deploying 110 kW of solar power in less than two hours, either on-grid or off-grid, replacing diesel-based solutions at a lower cost. Finally, we invested in eSmart Systems, a Norwegian company that supports electricity distributors and transporters (DSO & TSO) in their asset management, using proprietary AI models and digital twins — contributing to the resilience of these critical infrastructures for the energy transition, while reducing their environmental impact and maintenance costs.

In this context, recent developments in European regulation seem to us to be heading in the right direction: maintaining the ambition of making the European Union's economy both low-carbon and competitive by 2050, while simplifying certain rules — particularly for SMEs — and taking into account the new geopolitical landscape. The Clean Industrial Deal should enable innovative European companies to scale their technologies on an equal footing with their American and Chinese counterparts. In this respect, the introduction of a clear and simple local content requirement within the Clean Industrial Deal will be a major challenge for 2025. TiLT will continue to actively contribute to discussions around these regulatory developments, which will largely shape Europe's energy sovereignty and industrial future.

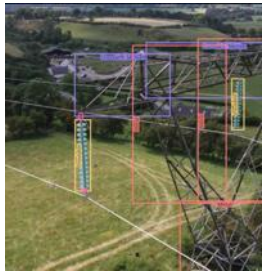
I. TiLT in a nutshell



©Tom Vincent - Watt&Well

©Silicéo

Key figures 2024



©eSmart

329 M€ UNDER MANAGEMENT[1]

9 PORTFOLIO COMPANIES

100% of companies contribute to the energy transition

100% of investments have been subject to external (and internal) ESG due diligence

---

11 EMPLOYEES

+1 Climate Director
25% dedicated to TiLT

50% OF WOMEN IN TiLT'S INVESTMENT TEAM

100% of management teams have a portion of their remuneration indexed to the achievement of ambitious ESG objectives

99% average response rate of portfolio companies to the 2024 ESG questionnaire

[1] TCF1 and the co-investment fund TCIF1

Our philosophy

As an Article 9 fund, TiLT's central objective is a just transition, with a more specific focus on climate change. The first TiLT fund, the TCF 1 growth capital fund, aims to support European SMEs that contribute to the transition from a centralised energy system mainly based on fossil fuels to a decentralised and flexible system based on the increasing use of renewable energy. This transition is a considerable challenge, as it involves the transformation of the world's largest industrial system, while addressing the challenges of energy costs and security of supply. TiLT aims to provide innovative answers to this challenge on its own scale.

"Providing innovative solutions to the challenge of transforming the world's largest industrial system"

PLACING ESG AT THE HEART OF OUR BUSINESS

Our investment strategy focuses on two specific themes:

- **Energy efficiency**, that directly meets the objectives of financial affordability, energy security, and decarbonisation. The potential is great and covers many sectors, from transport to building and industry.
- **The flexibility of the energy system,** which is essential for improving its reliability and for integrating renewables.

In addition to its mission to contribute to the energy and climate transition by investing in companies that reduce their clients' GHG emissions, TiLT sets ambitious targets for limiting the carbon footprint of its investments. Each of our portfolio companies is required to complete a full carbon footprint assessment upon TiLT's entry and to define a low-carbon action plan, the completion of which is monitored regularly throughout the investment period. Given the activities of the companies involved in the energy transition, and their therefore needed growth, emissions reduction targets are set in terms of intensity.

TiLT systematically resorts to external experts to assess the contribution of companies to the energy and climate transition, paying particular attention to the emissions that each company contribute to avoiding through their products and services.

TiLT's team remains convinced that ESG is a powerful lever for corporate differentiation and a strong indicator of operational performance.

Key milestones in the development of TiLT's ESG policy

THE TEAM

Nicolas PIAU

Nicolas LEPAREUR

Nathanaël KRIVINE

Shortly after the first closing of TCF 1 in April 2022, the investment team was expanded to manage ongoing deals and new investment opportunities.

Antoine KRUG
Senior Investment Manager

Experience in private equity at Siparex Group

Centrale Lille

Téo GUEVIT
Senior Analyst

Experience in private equity at Siparex Group

CentraleSupélec and NEOMA Business School

Cécile CALMET
Investment Manager

Experience in private equity and leveraged finance in London

ESSEC

Antoine JOINT
Climate Director

Experience in consultancy in CSR and climate strategies

Master's in Sustainable Development at Paris Dauphine, General engineer at ESIGELEC

Marion PELAT
Associate

Experience in impact investing

HEC

Ottilie COUTAUD
Associate

Experience in environmental impact investing

ESCP and CentraleSupélec

Hortense JACON
Investment Manager

Experience in private equity & TS

Audencia

Anaïs LELEU
Senior Associate

Experience in private equity and ESG management

SciencesPo Paris

Maëlle VOIL
Executive Assistant

Master's in Sustainable Development at CNAM and International business at La Sorbonne

KEY STAGES

2018

Creation based on ESG

2018
From the outset, TiLT has placed impact at the heart of its strategy. Carried interest has therefore been linked to performance indicators on impact and ESG issues.

Development of an internal tool

2019-2021
With the advice of external experts, TiLT developed a methodology for qualifying opportunities in terms of impact and managing future investments.

2022

1st closing of TCF 1 at €145 M

April 2022

ESG management and ESMS

Oct 2022 – Jan 2022
Formalisation and standardisation of TiLT's ambitions and means with the help of PwC. Development and communication of the impact and ESG management policy (ESMS) to current and potential investors.

ESG indicators

November 2022
Creation of a list of ESG indicators to be selected to assess investment performance.

Initial scoping of avoided emissions

December 2022

2023

TCF 1 reaches its €250 M target

June 2023

Final closing of TCF 1 at €319 M

December 2023

2024

Carrying out TiLT's carbon footprint

Reinforced reporting processes with Greenscope

2025

Climate risks and biodiversity

From March 2025
Enhanced consideration of climate risks through specific support for vulnerability analysis and the implementation of adaptation plans.

TiLT CAPITAL PARTNERS
Siparex Group

Governance

INVESTMENT-RELATED ESG PROCESSES

Pre-deal

1. Pre-investment screening

Parties involved

Preliminary environmental and social screening using an internal tool which may lead to the rejection of the investment opportunity

Special attention to the ESG awareness of the target company's top management

2. ESG Due Diligence

Parties involved

In-depth ESG analysis to assess alignment with the Fund's sustainability objectives

Assessment of the carbon strategy (including avoided emissions)

Verification of eligibility and potential alignment with the EU Taxonomy

Integration of findings in the investment memo for the Committee

Deal

3. Contracting

Parties involved

Setting quantified targets on TiLT's 4 key ESG areas: decarbonisation, gender equality, health & safety, value sharing

25% of value-sharing tools (BSPCE, options, etc.) are indexed to these objectives

Inclusion in the shareholders' agreement of ESG compliance requirements, as well as regular monitoring incorporating the results of ESG due diligence.

Post-deal

4. Holding Period

Parties involved

Steering ESG initiatives throughout the holding period with the support of external experts and of the Climate Director

Frequent ESG monitoring, at a minimum annually and at board level, as well as through TiLT's annual ESG questionnaire.

ESG dashboard compiling impact KPIs and regulatory requirements

5. Exit

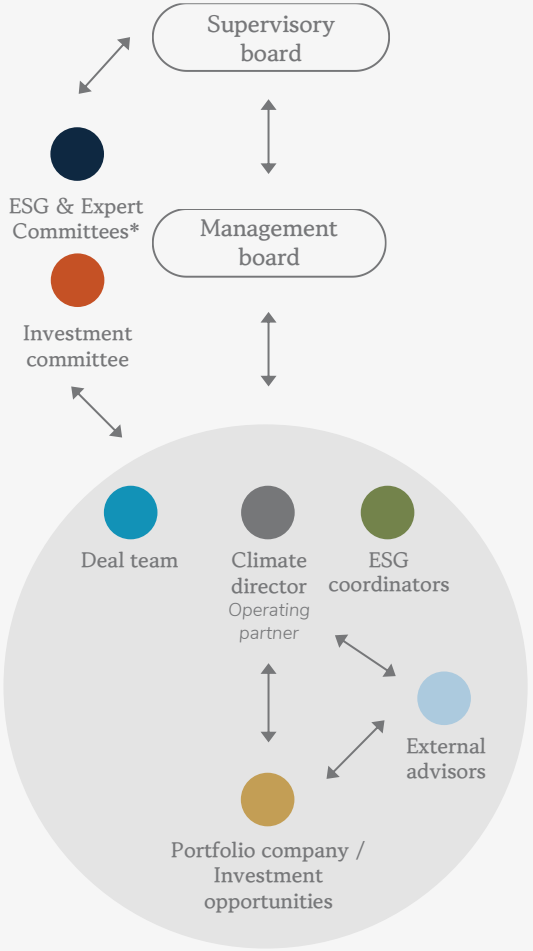
Parties involved

Assessment of ESG performance at exit through an ESG vendor due diligence

Independent third-party verification of achievement of ESG targets, basis for calculating the ESG-linked carried interest

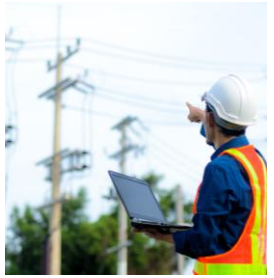
Committees

ORGANISATION CHART



* including ESG expert Orith Azoulay, Global Head of Green & Sustainable Finance at Natixis

Our ESG strategy and commitments



KEY ACTION AREAS

TiLT is particularly active in four key ESG areas on behalf of and with its portfolio companies:

- **Contribution to the climate transition:**
  - Reducing direct and indirect emissions (scope 1, 2, and 3) generated by portfolio companies by 4 to 7% per year in intensity, depending on the specific situation of the company.
  - Maximising the emissions avoided by the products and services provided by the portfolio companies. The field of avoided emissions is still relatively new and setting simple and standardised targets in this area is not an easy task. TiLT therefore uses a dialogue approach that adapts to the specifics of each company so that they can better take their impact potential into account when making decisions. The first stage is a mission by I Care by BearingPoint, expert consultancy in carbon methodologies, to calculate the avoided emissions of each portfolio company and identify the key levers for impact.
- **Promoting of gender diversity and equality**
- **Strong health and safety policy,** a key issue for our industrial sectors of investment and an essential foundation for workplace quality of life.
- **Value sharing:** All companies must have a value-sharing plan covering at least 80% of employees.

MEANS OF ACTION

- **Ambitious quantified targets** in each of the four ESG areas, and to which 25% of the management packages of the companies' executive teams (and even the value-sharing plans for employees) as well as 25% of the carried interest of TiLT's team are indexed. These significant indexations, planned since the creation of TiLT in 2018, ensure that relevant stakeholders align with ESG improvement targets.
- **Dedicated support time** from the management team: TiLT leverages the experience and expertise of its founders, management team, and Climate Director in the fields of energy, climate, and sustainability. Their strategic vision and technical skills help portfolio companies identify long term synergies and opportunities between impact strategies and financial objectives — which we view as intrinsically connected in this sector.
- **Shareholder engagement**: As a reference minority shareholder, we see ourselves as a true sparring partner. We hold governance seats and position ourselves alongside management teams, according to their needs — providing strategic dialogue, access to our networks, and ad hoc analysis — in order to best support their growth plans.
- **Sharing of ESG due diligence at entry**: The ESG audit conducted at entry is a key first step. Often a new exercise for portfolio companies, this thorough due diligence process provides them with a solid foundation and a comprehensive 360° vision of their ESG challenges and opportunities.

Our contribution to the ecosystem

As a sector investor, we need to engage with energy stakeholders, but we also need to be part of the discussion on the fundamental issues underlying the energy transition and ethical investment. To help build this ecosystem, we are involved in various structures and initiatives at different levels.

SPONSORING

- **TASK FORCE ON CARBON PRICING**: led by Edmond Alphandéry, focusing on the carbon externality pricing mechanism in the fight against climate change.
- **JE DÉCARBONE:** a platform dedicated to industrial decarbonisation solutions, created by Nouveaux Systèmes Énergétiques in partnership with ADEME (the French Environment and Energy Management Agency).
- **CLEANTECH GROUP**: session on the industrialisation of cleantech, sponsored and co-hosted by TiLT.

PARTICIPATION IN EVENTS

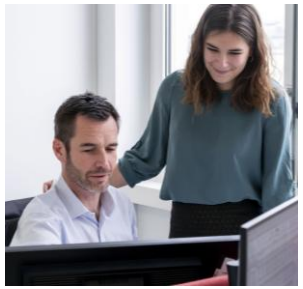
- **FRANCE INVEST:** active participation in two committees — France Invest Working Group on ESG & Value Creation and France Invest Sustainability, Cleantech & decarbonisation Commission.
- **Bpifrance EVENTS (structuring stakeholder and major TiLT investor)**: participation in Bpifrance's accelerator program for asset managers.
- **ENLIT:** member of the Enlit Impact Circle, contributing to the organisation of one of the leading conferences on energy transition.
- **INTERNATIONAL**: active presence at major international conferences such as IFRI WPC (where we have been speakers every year since 2022). We also spoke at the H-NAT congress (on natural hydrogen), as well as at the BNEF Summits in London and Paris, among others.

ACADEMIA

- **HEC:** guest lectures on ESG topics within the Green Finance module, ensuring ongoing engagement with education and academic ecosystems.
- **UNIVERSITÉ PARIS DAUPHINE:** teaching of a dedicated course on climate strategies for organisations, delivered by TiLT's Climate Director.

Our 3-year ESG and sustainability roadmap

We are aware that our ESG and CSR approach must be constantly improved. As a young and committed firm, TiLT is still in the process of structuring its actions on these topics. Here are the key focus areas of our three-year roadmap.



"Training is all the more important as TiLT has chosen to share ESG work and responsibilities within the team beyond the ESG referents, so that everyone feels directly concerned by ESG issues."

- Our priority is to ensure that the ESG indicators reported by our portfolio companies are actively used by them in their day-to-day management, by establishing a clear link between these indicators and overall business strategy. In view of the health and safety performance of some of its portfolio companies, TiLT plans to focus on health and safety in the workplace in 2025 (by organising a sharing of experience with portfolio companies).

- We also support portfolio companies in their alignment with the European Taxonomy, and work with them on their avoided emissions.

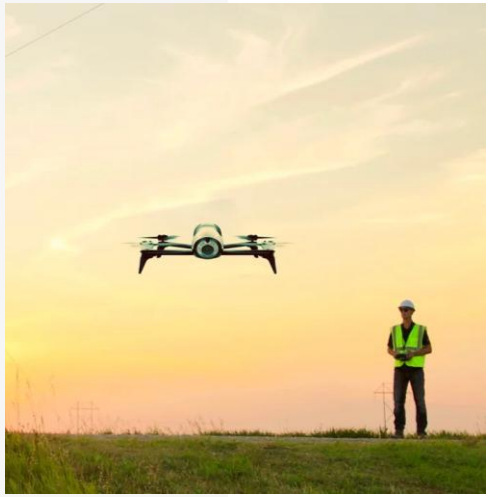
- Regarding the management company, our objective is to enhance our practices in the following areas: recycling, taking into account building management performance in the choice of offices, selecting responsible suppliers for events, offering sustainable mobility packages and maintaining a strong focus on diversity in recruitment.

- ESG is continuously evolving — scientifically, regulatory-wise, techno-logically, and socially — and it is essential for TiLT's team to continually strengthen its knowledge in this area. Training is all the more important as TiLT has chosen to distribute ESG responsibilities across the entire team, beyond the designated ESG leads, to ensure that everyone's feels directly engaged with ESG issues.

- TiLT has planned external HR support for the management team in 2025, which has grown rapidly over the past two years, to optimise its organisation and create the right conditions for its development, with a view to raising a second fund.

- Biodiversity is emerging as a critical issue for the future. We plan to further define how this dimension will be integrated into our ESG policies and practices.

II. OVERVIEW OF OUR PORTFOLIO COMPANIES



©eSmart

©Nomad

Portfolio companies' activities

EQUITY INVESTMENTS IN 2022

DUALSUN

French developer of photovoltaic and hybrid solutions for the production of electricity and hot water

orcan The Efficiency Company

Waste heat recovery with ORC turbines

WATT & WELL

Power electronics for energy, aerospace, and electric mobility

EQUITY INVESTMENTS IN 2023

DELTALYS

Low-carbon biogas filtration technologies from the circular economy

VOLTA GROUPE

Renewable energy production with low environmental impact (mainly rooftop solar and wind repowering)

EODev

Hydrogen-powered electricity generators designed to replace diesel gensets, along with a battery storage systems

EQUITY INVESTMENTS IN 2024

NOMAD Solar Energy

Manufacturing, and commercialisation of mobile and off-grid solar generators

silicéo ÉNERGIE PHOTOVOLTAÏQUE

Design, installation, and maintenance of photovoltaic projects for B2B clients and public buildings

eSmart SYSTEMS

Solutions for inspecting, managing and analysing data on the physical condition of power grid operators' infrastructures

2024 KEY FIGURES FOR OUR 9 PORTFOLIO COMPANIES

176 M€	in total turnover
717	direct FTE
100%	of our portfolio companies have (or are in the process of setting) targets for greenhouse gases emissions, value sharing, gender equality and health and safety, on which 25% of carried interest depends.
25%	of women in portfolio companies' executive committees, 25% of women in the workforce
100%	of portfolio companies have put in place (or are currently setting) a system for sharing value with employees
15	Accident frequency rate*
0,95	Accident severity rate*

** In 2024, the frequency and severity rates increased, notably in connection with the integration of new companies into the portfolio - more details are available in the companies' ESG performance sheets. This subject is taken very seriously by all our companies and is the focus of reinforced attention.*

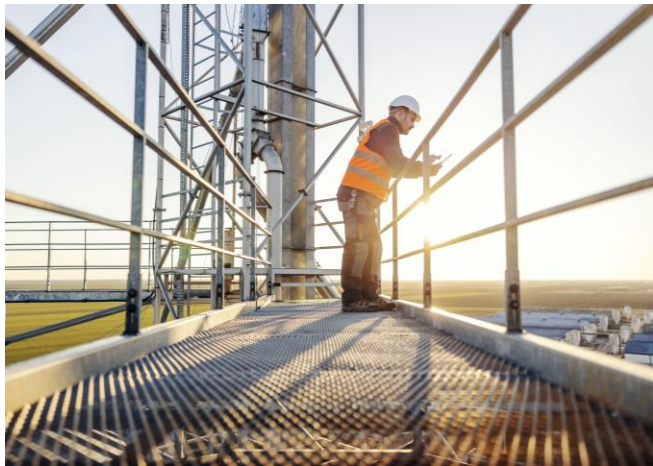
Updated figures for the carbon footprint and avoided emissions for each company will be added to this report in an addendum.

TAXONOMY ALIGNEMENT

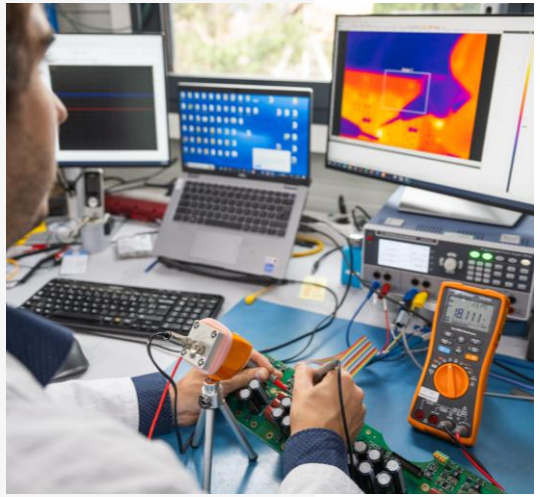
In 2024, the alignment potential of TiLT's portfolio remains high, at 71%. Almost all portfolio companies operate activities that are covered by the EU Taxonomy. TiLT considers that the core activities of all its investee companies are essential to the energy transition — even when certain activities are not explicitly listed within the Taxonomy framework. Accordingly, DualSun's distribution activities are not considered eligible, despite representing a critical link in the renewable energy value chain. Furthermore, while EODev's activities are Taxonomy-eligible, the criteria requiring a minimum share of green hydrogen supply currently lead to the company not being classified as Taxonomy-aligned. TiLT firmly believes that this outcome does not accurately reflect EODev's significant contribution to the energy transitionBy replacing diesel generators, the company effectively decarbonises and reduces pollution from off-grid energy supply, while simultaneously driving the development of the green hydrogen value chain. Ultimately, this misalignment stems from the current immaturity of the sector.

The effective alignment with the Taxonomy reported by TiLT's portfolio companies stands at 36% of revenue and 31% of CAPEX. TiLT invests in companies of diverse sizes and stages of maturity, with the objective of supporting them in implementing the actions required to achieve alignment.

> "The core activities of all its portfolio companies are essential to the energy transition."



III. THEMATIC FOCUSES



©Philippe Magoni - Watt&Well

©DualSun

Current context & major ESG trends

Orith Azulay
Global Head of Green & Sustainable Finance chez Natixis
Member of TiLT's ESG Expert Committee

> "The real challenges are industrial: scaling up electric vehicles, managing the dependence on critical metals, navigating trade tensions over renewable equipment, etc."

What do investors and financiers need today to accelerate and go further in driving the energy transition?

A first key challenge lies in the bankability of certain technologies, which increasingly reveals a disconnect between supply and demand of investment and financing. Financial institutions must balance risk and return, but this is not always compatible with projects involving immature technologies and/or highly competitive environments, which can undermine project profitability. Public authorities have a role to play here in helping to bridge this gap, particularly by mitigating risks.

A second challenge relates to the very definition of what constitutes a *transitional* activity — one that contributes to the decarbonisation of a sector, a region, or a value chain in line with the levels of emission reductions required for a Net Zero world by 2050. The transition can not be approached through a one-size-fits-all global framework; it needs to reflect sector-specific dynamics, technological maturity, time horizons, geographical specificities, the distribution of climate transition efforts, the risks of carbon lock-in[1]. It must also approach decarbonisation in both absolute (carbon budget consumption) and intensity (carbon efficiency per unit of output) terms.

These scientific and methodological complexities challenge financial actors in terms of their technical capabilities, the sophistication and granularity of their tools, the incompleteness of available data and scientific models underlying their decisions, and their need to mitigate greenwashing risks. Financial actors must constantly navigate trade-offs (or optimisations) between risk, return, impact — but also between environment and social priorities, climate and biodiversity, etc. All this is unfolding in the context of a transition that is increasingly fragmented and disorderly across the real economy. Uncertainty holds back many players, particularly in the financial sector.

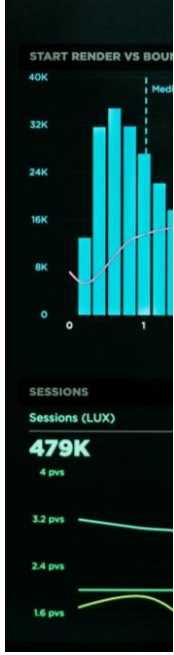
Lastly, the tools most widely used today to measure climate impacts and manage decarbonisation pathways are primarily focused on induced emissions (Scope 1, 2, and 3), while a critical link in the transition value chain often lies beyond the company itself — in the emissions avoided by its products or services when used by clients ("avoided emissions" or "Scope 4"). Supporting enablers — companies or technologies that help reduce climate impact — in their growth is therefore a major lever to redirect capital flows towards the transition. It already guides many investment and financing decisions. However, this enabler dimension remains largely overlooked in traditional carbon footprint measurement tools.

How do energy and industrial sovereignty issues in Europe and the US influence the energy transition?

In my view, sustainability and sovereignty are intrinsically linked — as clearly demonstrated by the sequence of events since the COVID-19 pandemic and the war in Ukraine. Sovereignty built at the expense of ecological transition or human rights would face serious sustainability challenges.

Decision-makers are striving to drastically reduce their dependence on suppliers or countries with whom relations are strained or even hostile. The reconfiguration of value chains, underway for several years due to rising trade and geopolitical tensions, is only accelerating in the current context. One guiding principle now shapes public policies and investment strategies: securing strategic control and autonomy over critical sectors and their value chains — such as energy, food, healthcare, defense, and communications. The first two sectors are among the most material when it comes to climate mitigation and adaptation.

Energy sovereignty, in particular, shapes countries' and regions' transition pathways, but this relocation effort cannot rest solely on the private sector. Strong and stable public policies supporting strategic industries — such as the development of gigafactories for the electric sector — are essential to increase both competitiveness and sovereignty.



[1] "Carbon lock-in" refers to the long-term dependence on fossil fuels due to existing infrastructures, policies and behaviors, and more specifically here to the difficulty of ending the use of greenhouse gas-emitting assets once they have received investment and are still operational.

Europe's vulnerability has become strikingly apparent in the critical raw materials sector. The EU has responded vigorously through the *Critical Raw Materials Act*, but this effort should be expanded to cover all technologies that are critical for the energy and ecological transition. Recent developments show that far from being outdated, the concept of the energy trilemma remains central to European energy and industrial policy — as highlighted in the Draghi report.

What is the impact of ESG skepticism in the US on European investors? And why should we continue to invest in the transition?

I am convinced that the momentum of the transition is unstoppable. The debate today is no longer about *whether* or *not* the transition will happen, but rather about *how fast* and *how uneven* it will be across regions and players. There is strong consensus among market participants — including in the US — that the transition is not fundamentally questioned. This is often less a matter of conviction than a matter of economics, energy access, and business models. Take data centers, for example: their interest in renewable energy is not ideological but pragmatic — above all, they want to secure reliable energy supply.

In this context, energy cost pressures and geopolitical tensions over natural resources may paradoxically accelerate decarbonisation efforts. Regulatory frameworks — such as *REPowerEU* or the *Net-Zero Industry Act* — remain broadly consistent with a transition trajectory. There is no fundamental change of direction.

What I observe most of all is a *green hushing* effect: few players are genuinely revising their strategies — most quietly continue to pursue their commitments without publicising them. The real challenges are industrial: scaling up electric vehicles, managing the dependence on critical metals, navigating trade tensions over renewable equipment, etc.

In Europe, ESG reporting regulations are evolving with the simplification proposals on the CSRD[1], the EU Taxonomy, and the CSDDD[2]). What is your view on these developments?

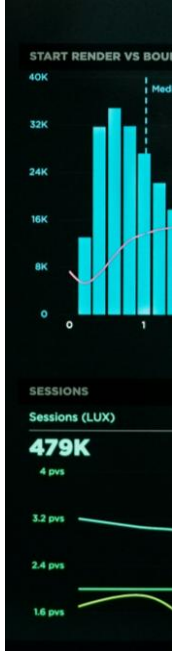
Despite its limitations, the CSRD has had a profoundly structuring and transformative effect on the European business landscape, enabling a much broader engagement with sustainability issues. Its simplification would be welcome in many respects to ensure its applicability — particularly for Europe's SME ecosystem.

However, if simplification drifts towards deregulation, it could weaken the momentum of sustainability adoption, especially among smaller players, who often approach the topic more as a compliance exercise than a strategic lever. On the other hand, companies that have already started the process will continue their efforts.

For *enablers* — i.e. the solution providers at the heart of the transition value chain, in which TiLT primarily invests — trajectories remain solid, supported by investor demand, although exposed to industrial and competitive challenges in several value chains (such as electric mobility).

Finally, the ability of large companies to meet their CSRD reporting obligations (or ESG risk management for financial actors) is highly dependent on their suppliers' capacity to provide ESG data.

Ultimately, these frameworks — the CSRD in particular — constitute the backbone of the European ESG data model: its robustness, auditability, comparability, and sovereignty. This data is the essential foundation — a necessary condition for reallocating capital flows, but also for introducing accountability mechanisms, or even border conditionality based on environmental and social criteria, thereby protecting European competitiveness.



[1] European Union directive requiring companies to disclose standardized, detailed information on ESG impacts and risks.
[2] The Corporate Sustainability Due Diligence Directive (Directive 2024/1760) aims to foster sustainable and responsible corporate behavior by requiring large companies to undertake risk-based due diligence.

Calculation of “avoided emissions” for each portfolio company

WHAT ARE AVOIDED EMISSIONS ?

Avoided emissions represent an estimate of the decarbonisation potential of the products and services manufactured or marketed by a company. More specifically, they represent the difference between the estimated greenhouse gas emissions in a scenario using the product or service under study, and the emissions estimated in a reference scenario (i.e., what would have happened had the product or service not been used).

Avoided emissions are sometimes referred to as “Scope 4” *emissions*, although this terminology is debated. It may lead companies to view avoided emissions as equivalent to Scope 1, 2, and 3, sum them up, or use them as a substitute for reducing their own induced emissions. It is therefore essential to note that avoided emissions do not replace efforts to reduce Scope 1, 2, and 3 emissions, nor are they included in the calculation of a carbon footprint. They must be considered separately.

WHY CALCULATE AVOIDED EMISSIONS ?

As TiLT exclusively invests in companies contributing to decarbonisation, tracking avoided emissions helps better assess the positive impact of the portfolio companies. It also enables the identification of key drivers to maximise this impact, informs investment decisions, and encourages companies to continuously improve their environmental contribution.

A CALCULATION METHODOLOGY REFLECTING THE COMPLEXITY OF THE TOPIC

The topic of avoided emissions is complex, as calculation methodologies may vary significantly. It is especially challenging to allocate the credit for avoided emissions across the different actors within a value chain. TiLT has worked with I Care by BearingPoint to clarify and formalise existing methodologies, ensuring a harmonised approach across all portfolio companies and delivering robust and meaningful figures. TiLT’s chosen approach is globally on the more prudent and conservative side.

wbcsd

Alignment with recognised frameworks, following the Net Zero and the World Business Council for Sustainable Development (WBCSD) guidelines.

Conservative baseline scenario: Among the various prospective scenarios available — which may yield very different results — TiLT has chosen a conservative approach using the most likely average scenario.

Simplified carbon time value: No discounting of future avoided emissions flows, for reasons of simplicity and alignment with carbon footprint methodologies.

Accounting based on year-on-year avoided emissions (as opposed to total accounting at the time of sale): Avoided emissions are accounted for in year N based on the emissions actually avoided in year N by all products or services deployed between TiLT’s investment and year N — rather than the total avoided emissions over the product’s estimated lifetime at the time of sale. This approach is more conservative.

Horizontal allocation: avoided emissions are allocated across the various actors of the value chain based on their share of the total costs contributing to the final product.

Vertical attribution: Avoided emissions are also allocated among the company’s different shareholders.

Value sharing: A driver of collective performance

MECHANISMS THAT GO BEYOND REGULATORY REQUIREMENTS

Beyond regulatory obligations — such as mandatory profit-sharing schemes in France for companies with over 50 employees and a positive net result — TiLT systematically structures value-sharing mechanisms within transaction documentation that go further, including profit-sharing plans and equity incentive plans (such as stock options, free shares, or BSPCE). These mechanisms may complement other types of incentives: a direct link to annual performance for profit-sharing, and alignment with company value through employee shareholding.

MOVING TOWARDS BROAD-BASED VALUE SHARING WITH ALL EMPLOYEES

While value-sharing mechanisms are often limited to a small circle of key employees (management package), TiLT believes it is essential to involve all employees on permanent contracts, particularly in small, fast-growing companies where each individual directly contributes to value creation.

A CLEAR NEED FOR GUIDANCE AND CULTURAL INTEGRATION

The effectiveness of these mechanisms relies on tailored support for each category of beneficiaries: clear communication, training and, where appropriate, financial education — especially regarding BSPCE (or equivalent outside France), which are often misunderstood or misinterpreted. Proper implementation ensures employee engagement with the scheme and prevents counterproductive outcomes.

THE CONTRACTUAL COMPLEXITY OF VALU-SHARING MECHANISMS

The nature of alignment provided by these mechanisms can vary depending on context. Some managers advocate for contributory (paid) instruments, viewing financial contribution as a sign of commitment. With this in mind, different schemes can be implemented: profit-sharing via an FCPE possibly with substantial matching contribution; paying instruments that are more targeted at executives; additional ESG instruments that are kept separate to ensure that they are easy to understand, etc. Value-sharing mechanisms may also have dilution implications, requiring dedicated contractual provisions — particularly in cases of profit-sharing arrangements — to protect prior investor's interests. Ultimately, implementing such mechanisms may represent a non-negligible cost, sometimes accounting for 10% to 20% of legal fees at the time of investment.

VALUE-SHARING IN COMPANIES: A KEY SOCIETAL ISSUE

Extending value-sharing mechanisms strengthens employee engagement, internal cohesion, and transparency. This approach fits within a broader reflection on value distribution — between wages, capital, taxation, investment, or R&D — and on the societal role of the company, which is all the more critical in the current economic and social context.


©EODev – Aurore Baron

Adapting to climate hazards and biodiversity risks

MAJOR CLIMATE CHALLENGES FACING BUSINESSES

Global greenhouse gas emissions have already led to a temperature increase of +1.2°C worldwide, and +2.12°C in Europe as the fastest-warming continent. This warming manifests in chronic climate disruptions (rising temperatures, increased sunlight, droughts) as well as in extreme weather events, whose growing intensity is striking — from cyclones in Mayotte to wildfires in Los Angeles and floods in Valencia, to name just a few recent occurrences.

If current international commitments and policies are not significantly strengthened, global warming could reach +3°C globally and +4.1°C in Europe by 2100, relative to the 1981–2010[1] baseline.

These climate disruptions are already producing social and economic consequences for businesses across all sectors — and particularly for the energy sector. These include rising costs (raw materials, insurance, infrastructure), supply chain disruptions, and declining productivity. A recent study by BCG France estimates that a +2°C scenario could lead to a 5% to 25% decrease in average EBITDA for companies.

In this context, anticipating climate-related hazards and implementing appropriate adaptation strategies is becoming imperative for businesses.

[1] European Environment Agency. (2024). Global and European temperatures. Retrieved April 9, 2025, from https://www.eea.europa.eu/en/analysis/indicators/global-and-european-temperatures

ALTITUDE: A SOLUTION TO ASSESS CLIMATE AND BIODIVERSITY RISKS

To better assess climate and biodiversity-related risks, TiLT adopted the *Altitude* platform developed by AXA Climate in early 2025. Altitude enables the assessment of both climate risks (physical and transition-related) and biodiversity risks (ecosystem service dependencies and impacts, proximity to sensitive areas or protected species) of a company.

Specifically for physical climate risks, Altitude uses scientific data and scenarios (notably from the IPCC) to calculate the probability of occurrence for 16 types of climate hazards — including extreme temperatures, water stress, and flooding — across specific geographic locations. These are assessed under three global warming scenarios (optimistic, median, and pessimistic) and for time horizons from 2030 to 2050 based on IPCC scenarios.

This enables us to offer portfolio companies a dedicated *adaptation support pathway*, consisting of a risk exposure analysis using the Altitude platform, and a *Vulnerability & Adaptation Plan* workshop, in which portfolio companies and investment teams — supported by the Siparex-TiLT Operating Team — identify vulnerability thresholds for specific assets, processes, or equipment, assess the financial impacts (OPEX, CAPEX, revenue, EBITDA), and develop an adaptation plan.

A FIRST CLIMATE RISK ASSESSMENT WITH SILICÉO

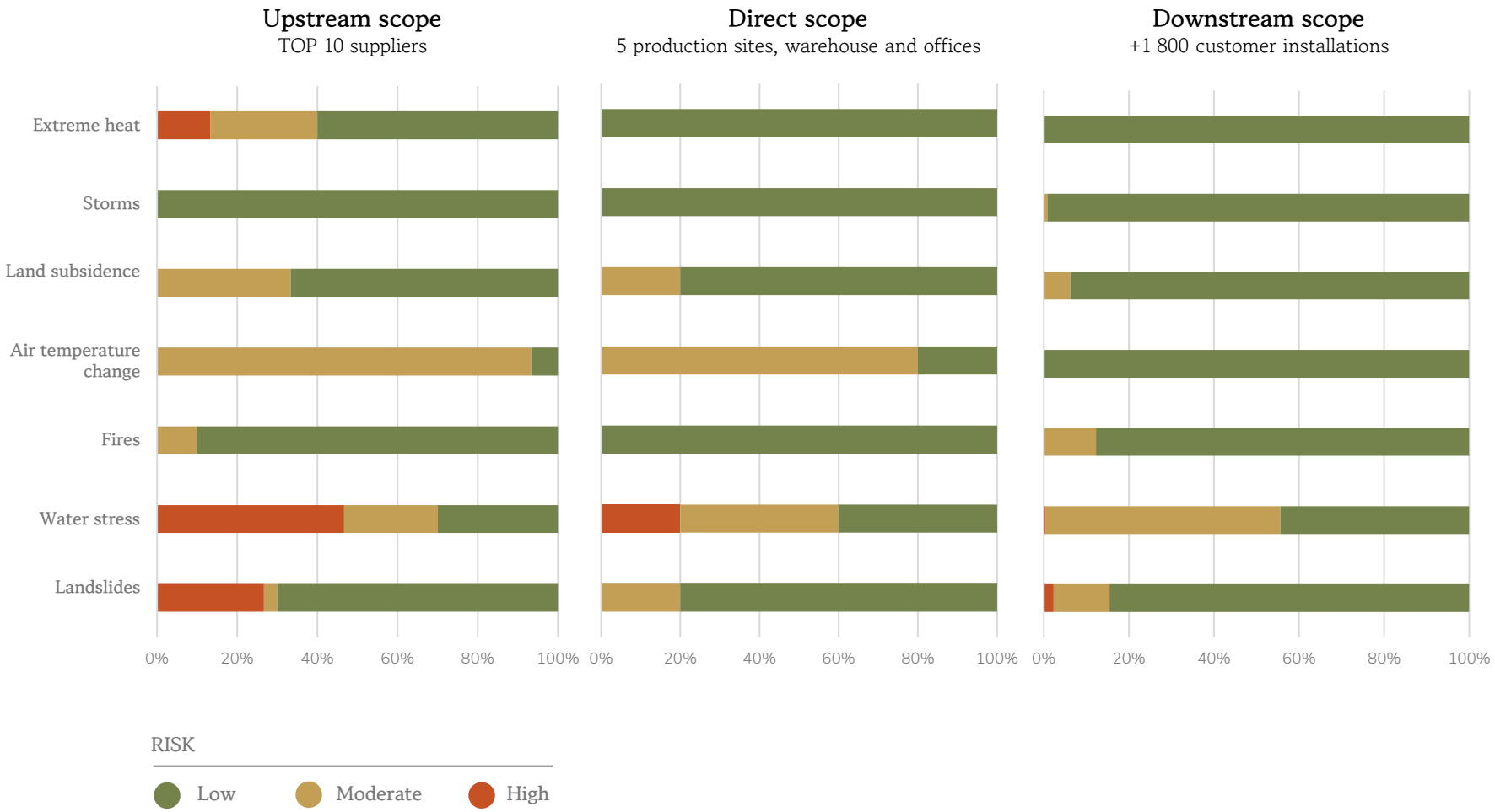
As a designer and installer of photovoltaic projects, Silicéo was selected as a pilot company for this adaptation initiative, and a full climate and biodiversity risk exposure analysis has already been conducted across its entire value chain:

UPSTREAM:
Top 10 equipment suppliers

DIRECT OPERATIONS:
Silicéo's offices, warehouse, and manufacturing sites

DOWNSTREAM:
1,800 client installation sites

The assessment showed that the most significant climate risks lie upstream, particularly among suppliers located in China. While client sites are only marginally exposed to climate risks, it is still relevant to explore how drought and declining precipitation could affect the performance of photovoltaic panels.
Following this initial risk assessment, a *Vulnerability & Adaptation Plan* workshop is scheduled for May 2025 to define a comprehensive adaptation roadmap across the entire value chain.



Interview with DELTALYS

Producer of filtration solutions for the biogas industry

Anaïs Jaussaud
Regulatory Affairs
& CSR Project Manager

Joséphine Signoles-Fontaine
QHSE / CSR / Regulatory
Director

Where do you stand in terms of your decarbonisation strategy?

We are currently implementing a decarbonisation action plan, with priorities determined by the relative weight of each emissions source. Transport remains by far the most significant, which is why we are pursuing several initiatives to reduce its impact: transitioning to biofuels and converting part of our fleet to natural gas vehicules; and conducting a feasibility study for multimodal transport, including rail freight. This latest project requires technical adjustments, particularly to our filtration equipment, but represents strong potential.

Beyond logistics, our R&D is working to improve the performance and competitiveness of our filtration media — a strategic focus looking ahead to 2030. We are also enhancing the eco-design of our tanks to make them more durable and lighter. These developments would ultimately reduce the carbon impact of transport relative to the service provided.

More broadly, we have also initiated an ESG assessment of our operations using the SME-specific voluntary framework of the CSRD. This allows us to map our practices and track progress beyond carbon emissions. We also plan to assess our exposure to climate-related risks, particularly by using Altitude, the climate risk analysis tool provided by TiLT.

How do these initiatives align with DELTALYS' strategic positioning?

These efforts are primarily driven by internal dynamics, but the avoided emissions argument is increasingly valued by our clients. While our actions on alternative fuels or modal shift are not yet major commercial levers, they strengthen our overall coherence, enhance the credibility of our approach, and could ultimately reinforce our competitiveness and resilience.

What are the main pillars of your health & safety policy?

As an industrial company experiencing strong growth, we need to continuously reinforce our QHSE practices, particularly as increased activity and larger teams directly impact behaviors and associated risks. In 2024, we strengthened our QHSE organisation with two new hires in the department to support an ambitious action plan, particularly on the ground.

One of our key objectives is to better connect risk assessments included in our Single Occupational Risk Assessment Document[1] with day-to-day practices. We have refined our QHSE roadmap accordingly, increasing the involvement of department managers and expanding training efforts. We have also introduced short but regular site visits in collaboration with local management. These help facilitate the reporting of incidents or risky situations. Recording and analyzing of irritant exposures is essential: the more data we gather, the better we can tailor our prevention strategies.

We also go beyond regulatory requirements to protect employee health, with exposure monitoring and advanced biometrology analyses for chemical risks.

How does CSR tie into the company's overall operations?

Our commitment reflects our core values: Trust, Engagement, and Responsibility. It strengthens team cohesion and helps attract new talent. CSR is also a driver of operational excellence, and our leadership team is strongly committed to these topics, providing both momentum and dedicated resources.

Our CSR engagement guides our day-to-day management and future vision, but we see room to improve communication with our teams — notably by sharing action plans more explicitly. CSR is a transversal topic that fosters synergies within the organisation: for example, the shift to alternative truck fuels brings together operations and CSR teams around common objectives — these are concrete, collaborative projects.

Finally, a voluntary group was set up to advance sustainable practices in the office, covering energy use and waste. It's a light and flexible initiative, outside the formal reporting structure, that contributes to a positive and integrated dynamic.

©Deltalys

[1] DUERP: mandatory French document listing occupational risks and prevention and protection actions put in place

IV. ESG DATA ON TiLT'S PORTFOLIO COMPANIES

©DualSun

©Volta

eSmart SYSTEMS

Optimising inspection, maintenance, data quality and grid management through proprietary software, specialized artificial intelligence combined with the use of digital twins

MISSION

Founded in 2013 in Norway, eSmart Systems (ESS) delivers innovative digital solutions to electricity grid operators (DSOs and TSOs)[1], as well as inspection and maintenance service providers:

- **Grid Vision® Inspect**: An AI- and computer vision–based solution that enables faster, safer, and more efficient detection of faults and signs of wear on grid infrastructure compared to traditional methods. This technology can reduce operational expenditures by up to 30%, while lowering carbon emissions and minimizing risks associated with field inspections.
- **Grid Vision® Asset Guide**: A software suite combined with a dedicated data collection process in substations, designed to improve the quality and completeness of technical data on grid assets — typically increasing data completeness rates from 35% to over 90%.
- **Grid Vision® Insight**: A digital twin of grid assets that enables centralized asset management and facilitates the implementation of predictive maintenance strategies.

A technological backbone for power grids facing the challenges of the energy transition

In a context of aging infrastructure, rising electricity demand, and growing integration of intermittent energy sources, ESS provides key technologies to optimise grid operations and enhance resilience. In 2024, its AI-powered inspection solution identified 7,297 critical faults, thereby helping to prevent electricity losses, grid outages, and potential wildfire outbreaks. It also contributes to extending infrastructure lifespan and limiting reliance on more costly corrective maintenance.

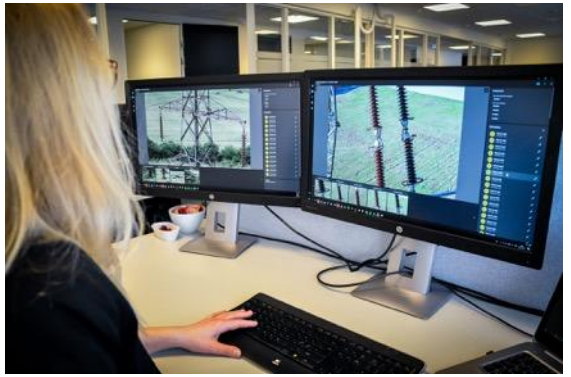
Reducing the carbon footprint of asset inspection operations

ESS actively supports the shift to more sustainable practices by promoting drone-based inspections as an alternative to helicopter flyovers, vehicle patrols, and manual climbing. In 2024, 11,000 kilometers of power lines were inspected by drone, with a target of 14,000 kilometers for 2025. This transition reduces emissions associated with transport and lowers the frequency of high-risk manual interventions.

Strengthening environmental and social commitments in 2024

ESS made a major step forward in structuring its environmental strategy by achieving ISO 14001 certification in 2024, signaling its commitment to high standards in environmental management. On the social side, ESS launched a partnership with Naya AS, an India-based organisation dedicated to creating decent and sustainable jobs for women through AI-assisted data annotation work.

The company is also working to better support its clients in integrating biodiversity considerations around electrical infrastructure — for instance, understanding and mitigating the impact of grid assets on bird populations near power lines. This reflects a clear ambition to move beyond technical performance alone and contribute to integrated, responsible environmental risk management.



©eSmart

[1] DSO: Distribution System Operator
TSO: Transmission System Operator

2024 KEY FIGURES

Year of investment by TiLT	Number of employees
2024	84

Scope 1-2-3 GHG emissions

To be disclosed

Value sharing

In progress

Health and safety

0 work-related accidents with stoppage

Gender Equality

25% women in the workforce

17% women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

silicéo
ÉNERGIE PHOTOVOLTAÏQUE

Accelerating the deployment of photovoltaic projects for commercial clients

MISSION

Founded in 2009, the Silicéo Group supports its clients in the deployment of photovoltaic projects, offering expertise across project design, feasibility analysis, installation, and maintenance of solar systems. The group addresses B2B clients — primarily agricultural operators and businesses in the service sector — with systems covering rooftops (96%), but also carports and ground-mounted installations.

A key player in the energy transition at the local level

Silicéo contributes to the decarbonisation of local economies by deploying renewable energy solutions with high public acceptance, particularly in support of the agricultural sector. Rooftop solar is central to its business, and the company has recently expanded into agrivoltaics — a dual-use approach that delivers both crop protection (against excessive sunlight, water evaporation, etc.) and clean electricity production.

Already active in the emerging segment of *collective self-consumption* (CSC), Silicéo plans to expand further in this area. CSC enables the local sharing of solar electricity with nearby users — such as co-owners, neighborhoods, or business parks. This niche market is growing in France, driven by rising electricity prices and the implementation of financial support mechanisms.

An internal commitment to decarbonisation and environmental responsibility

Within its own operations, Silicéo is committed to limiting its environmental footprint. The company completed its carbon footprint assessment in 2023 and began implementing its decarbonisation roadmap. A responsible purchasing policy has been formalised. 68% of operational waste is recovered (including wood, cardboard, and metals). Particular attention is given to end-of-life solar panel management in line with the SOREN[1] regulatory scheme. Silicéo also ensures integration of its projects into the surrounding landscape.

In 2024, Silicéo was awarded ISO 14001 certification, a standard that governs the implementation of environmental management systems within companies, with a focus on impact control and continuous improvement processes.

Protecting and Growing Human Capital

Operating in a sector with high health and safety risks and amid rapid growth, Silicéo takes the safety of its teams very seriously. The company strengthened its H&S approach following two serious accidents in 2021. Safety audits are now regularly conducted by a dedicated safety officer on construction sites, and a QHSE manager was recruited in 2023. Safety is the top priority of Silicéo's CSR policy, with an ambitious target of "zero lost-time accidents" — a goal that remains to be achieved. Employee well-being is a second key priority with a satisfaction rate of 75% reflecting a broadly positive work environment, with specific actions planned to improve perceived recognition and organisational clarity.

©Silicéo

[1] SOREN is a regulatory framework in France aimed at the collection and treatment of used photovoltaic panels.

2024 KEY FIGURES

Year of investment by TiLT	Number of employees
2024	214

Scope 1-2-3 GHG emissions

To be disclosed

Value sharing

Several value-sharing instruments were introduced as part of TiLT's entry, namely: (i) BSPCEs (share warrants for company founders) accepted by 96% of eligible employees, (ii) an employee investment fund (FCPE), and (iii) a ManCo currently being set up.

Health and safety

17 work-related accidents with stoppage

Gender Equality

25% women in the workforce

33% women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

NOMAD
Solar Energy

Generating clean off-grid electricity through mobile and adaptable solutions

MISSION

Headquartered in Spain, Nomad provides mobile solar generators — Nomad Energy Boxes — that can be deployed within hours and adapted to any environment. This solution enables the generation of renewable electricity for a wide range of off-grid applications that traditionally rely on diesel generators, including humanitarian centers, events, military camps, construction sites, agriculture, transportation, and ecotourism.

A solution with strong ESG benefits

Beyond contributing to the decarbonisation of energy, Nomad's solution also significantly reduces air pollution — particularly SOx and NOx emissions typically produced by diesel generators — as well as noise pollution. It offers a low-cost alternative that requires no skilled labor for operation. Limiting the need for fuel supply is also key in some applications to reduce the danger of operations.

Ongoing developments to maximise impact

To meet the full range of off-grid energy needs, the Nomad Energy Box can be paired with battery storage systems and/or a diesel generator. While Nomad does not yet market its own battery pack, the company is currently developing one in collaboration with two Spanish partners, with the goal of bringing the product to market in 2025.

©Nomad

Integrating ESG considerations into R&D

Considering the challenges faced by European solar panel manufacturers — particularly regarding price competitiveness in the absence of a robust European support and/or protection strategy — Nomad's value chain remains heavily reliant on China. However, the company strives to source most of its auxiliary components (such as containers, frames, and cables) locally in Spain, for assembly at a facility near Madrid. In parallel, Nomad incorporates sustainability criteria into its product specifications, including the durability of materials, and is actively working to reduce the overall weight of its solution — both to lower its carbon footprint during transport and to improve ease of handling for installers.

Progressive ESG structuring in line with the company's growth

While the impact generated by the Nomad Energy Boxes is already tangible, Nomad — with a projected 25 MW of installed capacity by 2025 — is still in its early stages. The company is currently developing an ESG roadmap that includes environmental risk assessments for suppliers, critical raw material traceability, and a supplier selection policy. The recruitment of an HR Director at the end of 2024 will also support the structuring of the social pillar, with early progress already visible in occupational risk management practices, such as mandatory training, provision of personal protective equipment, and tailored documentation for each workstation.

2024 KEY FIGURES

Year of investment by TiLT
2024

Number of employees
21

Scope 1-2-3 GHG emissions

The carbon assessment will be carried out in early 2026 based on 2025 data.

Value sharing

Introduction of value-sharing mechanisms in 2025.

Health and safety

0 work-related accidents with stoppage

Gender Equality

24% women in the workforce

29% women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

DELTALYS

Supporting the development of the renewable gas sector and improving its environmental performance

MISSION

Since its creation in 2014, DELTALYS has been offering a range of innovative solutions aimed at optimising the profitability of renewable gas recovery units and processes. The company is particularly committed to facilitating and securing biogas purification through environmentally responsible alternative solutions, combining innovation, environmental responsibility, and operational excellence.

DELTALYS provides turnkey solutions for biogas filtration, using filter media derived from the circular economy, plug-and-play filtration equipment, and remote performance monitoring tools.

The targeted pollutants are H_2S and VOCs [1], which pose technical, environmental, and HSE challenges: equipment degradation, harmful and toxic discharges into the environment and living ecosystems. Volatile Organic Compounds

At the heart of multiple environmental challenges

The ECOLYS solution can fully or partially replace conventional filtration methods with a high carbon impact. In this way, DELTALYS addresses several environmental issues: circular economy and waste management, decarbonisation of the biogas sector, reduction of fugitive methane emissions, and increased production of renewable energy. As such, DELTALYS's solution is fully aligned with France's national energy transition strategy, contributing to the target of increasing renewable gas integration into networks by 2030, as outlined in the Multiannual Energy Plan (PPE).

Reducing and avoiding CO_2 emissions

A carbon footprint assessment using life cycle analysis, conducted by the company and reviewed by I Care by BearingPoint and Ecovamed, demonstrates substantial carbon savings compared to conventional solutions as well as other alternative technologies, which remain more carbon-intensive than ECOLYS. By comparing resource consumption and emissions to air, water, and soil, using 1 kg of H_2S treated as a reference unit, the study confirms ECOLYS's systematic advantage: a 5 to 20-fold reduction in CO_2 emissions and a fivefold reduction in water consumption.

In parallel, the carbon footprint analysis of ECOLYS highlights further potential reductions, including Scope 1 and Scope 3 emissions — particularly those related to the transportation of raw and used materials (see interview page 22).

A strong focus on health and safety

Employee health and safety is a core priority for DELTALYS, given the company's operations on a classified ICPE site. The main risks involve handling filter tanks and media, as well as truck movements. The company provides all employees with training in occupational risk prevention and reinforced its HSE team in 2024. This team collaborates closely with frontline managers to promote best practices, with a particular focus on encouraging the reporting of hazardous situations. DELTALYS also seeks to go beyond regulatory requirements in assessing chemical risks, in order to better protect its workforce.

©Deltalys

[1] Volatils Organic Compounds

2024 KEY FIGURES

Year of investment by TiLT	Number of employees
2023	37

Scope 1-2-3 GHG emissions

To be disclosed

Value sharing

Implementation of an employee share ownership scheme (BSPCE) underway. A target of 80% coverage was set at the time of the fundraising round in which TiLT participated.

Health and safety

2 — work-related accidents with stoppage (vs. 0 in 2023)

Gender Equality

38% — women in the workforce (vs. 35% in 2023)

43% — women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

VOLTA GROUPE

Producing renewable electricity with low environmental impact

MISSION

Founded in 2008, Volta is an independent power producer (IPP) that develops, finances, builds, and operates renewable energy production facilities. Volta operates in two segments:

- photovoltaic energy, focusing primarily on rooftop installations particularly on agricultural buildings, thereby preventing the artificialisation of natural land;
- Wind repowering [1].

Volta is active in mainland France, the overseas territories, and internationally. By the end of 2024, more than 229 MW of projects were either operational or under construction, with more than four times that amount in development.

A project typology with limited impact, particularly on land use

In France's highly regulated environmental context, each major project undergoes a comprehensive environmental impact assessment (including multi-seasonal fauna/flora surveys) and is subject to compensatory measures (compensatory afforestation, habitat restoration for birdlife, curtailment, wetland protection). Moreover, Volta predominantly develops rooftop photovoltaic and wind repowering projects, which contribute to expanding renewable energy capacity while minimising environmental impact, as they do not require new land. For ground-mounted solar projects the company prioritises degraded land as well as agrivoltaics — where the installation primarily serves agricultural purposes.

Decarbonisation efforts — but also limitations

Manufacturing activities account for 70% of Volta's carbon footprint. Although procurement processes generally include carbon content criteria, Volta's ability to further reduce embedded emissions remains constrained in a context of supply chain challenges and tighter tariff regulation. Notably, turbines are sourced in Europe, as are some inverters, despite their generally higher cost.

In parallel, several carbon reduction measures have been implemented, such as reducing air and road travel and raising employee awareness.

Recycling and end-of-life management

Internalising maintenance has enabled Volta to improve the monitoring and recycling of end-of-life equipment — for example, storing used equipment for future parts recovery or until a sufficient volume is reached for recycling, as well as partnering with Service Onduleur, which refurbishes inverters. Additionally, wind turbines are systematically integrated into circular economy channels, and solar panels are processed under the SOREN scheme. Internationally, Volta applies similar requirements.

Contributing to the transition of high-carbon regions

Volta contributes to a strong impact in terms of avoided emissions by deploying solar installations in countries with carbon-intensive energy mixes. In Sri Lanka, where two-thirds of electricity is generated from imported fossil fuels, photovoltaic development is critical. Projects installed on the rooftops of public buildings contribute to local development. HSE protocols have also been reinforced, with systematic monitoring of serious incidents down to second level subcontractors — requiring incident notification within 24 hours, and a detailed report within 3 days.

[1] Modernisation of wind farms to optimise the potential of sites already in operation
[2] On the date of the last BSPCE allocation campaign

2024 KEY FIGURES

Year of investment by TiLT
2023

Number of employees
72

Scope 1-2-3 GHG emissions
To be disclosed

Avoided emissions in 2024
To be disclosed

Value sharing

78%[2]
0% prior to TiLT's investment

of employees on permanent contracts since more than 6 moths benefit from a profit-sharing scheme and employee share ownership plan (BSPCE).

Health and safety

0

work-related accidents with stoppage, excluding suppliers and Sri Lanka (vs. 0 in 2023)

Gender Equality

30%
women in the workforce (vs. 19% in 2023)

33%
women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

EODev

Providing off-grid, decarbonised electricity

MISSION

EODev, or Energy Observer Developments, was founded in 2019. Its mission is to accelerate the energy transition by offering low-carbon energy production and supply solutions for off-grid applications. The company has developed and currently markets three products: **GEH_2®**: a zero-emission electro-hydrogen generator (no CO_2, no particulates) for land-based applications (events, construction sites, remote locations, EV charging, etc.); **$REXH_2$®**: an onboard system for maritime use (propulsion and onboard life); **BESSTIE®**: a battery storage system for non-hydrogen applications (battery-pack).

Between 40% and 90% reduction in CO_2 emissions and zero particulate matter

Compared to the diesel generators it replaces, the GEH2® can reduce CO_2e emissions by up to 40% when powered by grey hydrogen (produced from methane steam reforming) and as much as 92% when using green hydrogen (produced via water electrolysis) — under the most common usage scenario (short-term rental). As part of its efforts to quantify and highlight its avoided emissions, EODev joined the *Climate Dividend* initiative in 2024.

In parallel, a Life Cycle Assessment (LCA) was conducted for EODev's two flagship products to identify opportunities for reducing their carbon footprint.

BESSTIE®: Zero-emission energy storage and distribution

In 2024, EODev launched its Battery Energy Storage System (BESS). Thanks to lithium iron phosphate technology, the BESSTIE 120 can store up to 124 kWh of energy, is easily adaptable to deployment environments (construction sites, events, electric vehicle charging, infrastructure...), and meets off-grid energy needs, mainly mobile, alone or hybridised with hydrogen and/or diesel systems. Following its full acquisition of EVE System, EODev has expanded its portfolio to also include certified marine battery systems.

Ecodesign of products

EODev adopts an eco-design approach to facilitate the reuse and recycling of components: the products are assembled in France using screwed rather than welded cells; feature a modular architecture and are 100% dismantlable to enable key components replacement and life extension. The BESSTIE® demonstrates enhanced durability compared to traditional lithium-ion batteries thanks to the absence of cobalt and rare earths.

Enhancing value sharing and team diversity

In addition to a management incentive plan indexed to ESG objectives, EODev has — at TiLT's suggestion — implemented a remuneration committee to track progress on these ESG goals. EODev also focused on increasing female representation within its teams in 2024 and plans to continue these efforts. In addition to increasing its production capacity, the company's new site in Antony (early 2025) has brought together all its teams (production, R&D and support), fostering closer collaboration and greater operational efficiency.

©EODev

[1] Reporting scope excludes EVE System

2024 KEY FIGURES[1]

Year of investment by TiLT	Number of employees
2023	61

Scope 1-2-3 GHG emissions	Avoided emissions in 2024
To be disclosed	

Value sharing

100%
Less than 18% prior to TiLT's investment

of employees on permanent contracts benefit from an employee share ownership scheme (stock options).

Health and safety

0 — work-related accidents with stoppage (0 in 2023)

Gender Equality

17% — women in the workforce (vs. 15% in 2023)

8% — women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

orcan
The Efficiency Company

Decarbonising heavy industry by reusing waste heat

MISSION

20% of global CO_2 emissions are associated with heat generated by industry [1]. Orcan aims to reduce the carbon footprint of this sector by **producing low-cost renewable energy from waste heat,** thereby contributing to solving the global energy trilemma of sustainability, affordability, and security. Founded in Munich in 2008, the company manufactures and sells waste heat recovery units that convert heat generated by industrial processes or ships into electricity. Its markets are the industrial, power generation, and marine sectors.

Improving clients' carbon footprint

Orcan's solution enables clients to reduce their reliance on the power grid while lowering their carbon footprint (scope 2). For biomass and geothermal plants, the units generate electricity more efficiently by operating at lower temperature thresholds. The most significant climate impact of Orcan comes from its avoided emissions rather than from its induced emissions. Orcan's unit indeed save about 100-times more CO2 emissions during their operation than they generate during their manufacturing. Orcan's technology saves more CO_2 than it emits over its lifecycle: a single unit generating 1,200 MWh per year in Germany—using waste heat that would otherwise be lost—can avoid the emission of approximately 490 tCO_2e, compared to an equivalent energy input from the national power grid.

Managing the ESG risks inherent to the technology

Nonetheless, the company remains attentive to its own carbon footprint. Over 80% of it stems from Scope 3 emissions, primarily linked to product manufacturing and use. The company has identified refrigerant leakage as the main area for impact reduction. To address this, it is implementing dedicated sensors, robust piping design, and targeted staff training.

©Orcan

A responsible value chain

German law requires companies with over 3,000 employees to identify, disclose, and address human rights risks within their supply chains. Although Orcan is not subject to this regulation, the company proactively engaged its main suppliers to assess their compliance status:

- 27% have already implemented a compliance system,
- 30% are currently in the process of adopting one,
- 20% have not yet developed a plan.

In addition, 97% of Orcan's key component suppliers are from the EU.

Attention to employee health and wellbeing

Of Orcan's 99 employees, 31% work part-time to allow for flexible scheduling to accommodate parenting or continuing education. The company has also implemented several measures to support both mental and physical health, including sports activities, wellbeing workshops, and workplace health initiatives such as ergonomic support for screen-based work, health check-ups, and interventions by health coaches. The internalisation of production at the new Kiel facility has also led to the implementation of additional site-specific health and safety measures such as weekly meetings on near misses.

[1] *Cleantech Group, 2025*

2024 KEY FIGURES

Year of investment by TiLT
2022

Number of employees
99

Scope 1-2-3 GHG emissions
To be disclosed

Avoided emissions in 2024
To be disclosed

Value sharing

100%
Less than 30% prior to TiLT's investment

of employees with permanent contracts benefit from profit-sharing and shareholder value-sharing schemes (OSA, BSPCE).

Health and safety

2
work-related accidents with stoppage (vs. 0 in 2023)

Gender Equality

27%
women in the workforce (vs. 23% in 2023)

20%
women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

WATT &WELL
CONVERTING POWER INTO CONFIDENCE

Enabling the transition to low-carbon electricity and mobility

MISSION

Founded in France in 2008, the company initially specialised in designing power electronics components for drilling and aerospace applications. To align its activities with low-carbon objectives, Watt & Well has transferred the expertise and experience gained in these demanding sectors to the energy transition — particularly in electric mobility.

Power electronics: a key enabler of the energy transition

Power electronics play a central role in the energy transition, as the electrification of end uses always involves current conversion (AC/DC, DC/AC, high to low voltage, etc.). It is also a key component in improving energy efficiency: the more efficient the power electronics, the fewer losses occur during conversion. Watt & Well's technology is based on silicon carbide (SiC) components, which allow for higher energy density compared to traditional components.

Mobility and renewables: supporting energy system transformation

The company's future lies primarily in electric mobility, renewable energy (including geothermal energy) and stationary electricity storage. Watt & Well's products play a critical role for EV charging stations, which are essential for scaling up low-emission mobility. The quality of Watt & Well's power electronics enhances the reliability and uptime of charging points.

In 2024, the company increased the power density of its MPU-R2 product, reducing emissions per unit of power delivered. It has also launched a project to design an inverter for stationary storage, aimed at supporting the deployment of renewable energy — contributing directly to the goal of energy sovereignty, as such equipment is currently predominantly manufactured in Asia.

Transition challenges at the core of Watt & Well's industrial model

Furthermore, Watt & Well conducted an assessment of its avoided emissions as part of the I Care by BearingPoint mission, which notably provided a more detailed insight of the group's oil & gas activities. The company's presence in this clearly emission-intensive sector has nonetheless enabled the development of highly reliable and efficient power electronics through the financing of the electric mobility R&D. The company also sees future potential to adapt these technologies for use in geothermal energy and natural hydrogen production.

Amid growing volatility and uncertainty aeround climate and sustainability challenges, the profitability of the oil & gas business allows Watt & Well to maintain its financial resilience and to preserve both jobs and its growth potential in alternative energy and electric mobility sectors.

Efforts to reduce carbon footprint

As part of its emissions reduction strategy, the company installed a rooftop photovoltaic system at its Pertuis facility in 2024. Once operational on a full year basis, it is expected to cover more than a quarter of the site's annual electricity needs. Regarding transport-related emissions, Watt & Well has initiated discussions with clients to promote a modal shift to sea freight, though not all partners have accepted this option due to operational constraints.

Finally, in order to better support the company's development, Watt & Well has hired an HSE preventionist.

[1] Offered to 100% of employees.

2024 KEY FIGURES

Year of investment by TiLT
2022

Number of employees
100

Scope 1-2-3 GHG emissions

Avoided emissions in 2024

To be disclosed

Value sharing

98%[1]

Less than 18% prior to TiLT's investment

of employees on permanent contracts benefit from profit-sharing and employee share ownership (OSA, BSPCE)

Health and safety

6

work-related accidents with stoppage (vs. 0 in 2023)

Gender Equality

25%

women in the workforce (vs. 19% in 2023)

44%

women in operational governance bodies

TiLT CAPITAL PARTNERS
Siparex Group

DUALSUN

Reducing the carbon footprint of housing through solar technology solutions

MISSION

DualSun's mission is to **decarbonise building energy** consumption through a complete range of solar solutions:

- DualSun FLASH: low-carbon certified photovoltaic panels
- DualSun SPRING: the first hybrid solar panel manufactured in France, combining hot water and electricity production, compatible with heat pumps or smart water heaters
- DualSun PREASY: a plug-and-play solar kit
- An IoT[1] product range to optimise solar energy production using artificial intelligence

DualSun also offers MyDualSun, a digital platform that supports solar panel installation.
Since its creation in 2010 in Marseille, DualSun has **enabled the installation of 2 millions solar panels**.

Low-carbon solar panels

The solar panels designed by DualSun maximise electricity production while minimising environmental impact. DualSun FLASH panels are low-carbon certified[2] with an emission footprint below 550 $kgCO_2e/kWp$ — a performance achieved through high-quality components and optimised production processes.

Avoided emissions thanks to DualSun

In addition to the avoided emissions associated with conventional solar panels distributed by DualSun (FLASH) — which are calculated by comparing the panel's life cycle footprint with the average energy mix of the destination country — DualSun's hybrid panels have a particularly strong carbon impact, contributing to avoid 3 to 4 times more emissions than conventional panels. They capture and convert a greater portion of solar energy into usable heat by producing hot water from the portion of sunlight not converted into electricity. This also improves electrical performance by keeping panel temperatures at optimal levels.

©DualSun

Building a responsible value chain

DualSun has an assembly site in Jujurieux for its hybrid panels. Components are sourced locally: collectors from Le Creusot, tubes from Saint-Étienne, and machinery from Chalon-sur-Saône. Photovoltaic modules — still sourced from China due to limited domestic supply options — are audited before, during, and after production to ensure quality and the absence of forced labor. DualSun aims to source domestically as soon as possible. In Jujurieux, DualSun partners with an ESAT (a protected work center for people with disabilities).

Local employment and training through the DualSun Academy

The DualSun Academy (a Mission-driven company, Qualiopi-certified[3]) aims to develop the solar installation sector and train qualified installers. With a site in Marseille and a new location opened in Lyon in 2024, it offers training for all types of professionals: experienced installers, people undergoing professional retraining, and employees of growing companies. In 2024, 502 people were trained, with excellent satisfaction ratings. To promote accessibility and employability, the Academy supports young people and job seekers in securing public training subsidies via France Travail (42% of applications approved).

[1] ioT for Meteoptim and the development of the first solar storage tank with intelligent regulation integrating household consumption and weather data
[2]According to CERTISOLIC, accredited by COFRAC
[3]Quality certification for training courses

2024 KEY FIGURES

Year of investment by TiLT
2022

Number of employees
82

Scope 1-2-3 GHG emissions
To be disclosed

Avoided emissions in 2024
To be disclosed

Value sharing
90%
30% prior to TiLT's investment
of employees on permanent contracts benefit from an employee share ownership (BSPCE)

Health and safety
0
work-related accidents with stoppage (vs. 0 in 2023), 3 accidents at the subcontractor assembly site in Jujurieux

Gender Equality
29%
women in the workforce

29%
women in operational governance bodies (vs. 12.5% in 2023)

TiLT CAPITAL PARTNERS
Siparex Group

PAI: Statement on principal adverse impacts of investment decisions on sustainability factors

Summary

TiLT Capital Partners considers principal adverse impacts (PAIs) of its investment decisions on sustainability factors. TiLT's PAI data table is available to its investors and can be shared upon request. TiLT's portfolio companies exhibit varying levels of maturity with respect to PAI reporting, particularly given TiLT's investment focus on growth-stage SMEs. TiLT encourages its companies to strengthen their maturity in this area, which has resulted in improved data availability and an increase in the number of reported indicators compared to the previous reporting year.

Description of policies to identify and prioritise principal adverse impacts on sustainability factors

TiLT integrates PAI considerations throughout the entire investment process, starting from the pre-investment phase. An ESG due diligence is systematically conducted and includes the identification and prioritisation of PAIs. During the holding period, portfolio companies are required to report on environmental and social performance indicators, which are monitored internally to identify and prioritise areas for improvement.

Engagement policies

As part of its strategy, TiLT positions itself as a leading minority shareholder, ensuring that TCF1 maintains a sufficient stake to exert meaningful influence over the company's strategic direction. TiLT's engagement relies notably on its board representation. As with other startegic matters, TiLT is actively engaged on ESG issues through its voting rights — where we seek to secure veto power on ESG-related decisions — as well as through collaborative engagement and off-board dialogue, aimed at raising management awareness of key ESG challenges. ESG due diligence, for instance, is one of the tools used to foster this awareness. Crucially, ESG objectives are defined in collaboration with management, with selected priorities tied to a material portion of management incentive plans (typically 25%).

Reference to international standards

TiLT Capital Partners is a signatory of the *Gender Equality Charter* and the *Value Sharing Charter* of France Invest. As part of its ESG due diligence, TiLT pays particular attention to working conditions and compliance with ILO standards. TiLT also adheres to the *UN Principles for Responsible Investment*, of which it has been a signatory since 2023.

Historical comparison

The year-on-year evolution of the PAIs reflects the ongoing construction of the portfolio, with the integration of three new companies, as well as improved data availability at the portfolio companies level, resulting in more representative indicators and higher coverage rates.

V. CSR at TiLT

©Silicéo

©Nomad

TiLT's CSR objectives and commitments

We face the same challenges as our portfolio companies and pursue the same ambitions.

REDUCING OUR OVERALL CARBON FOOTPRINT

In 2024, we completed the first assessment of our greenhouse gas emissions for 2023. TiLT's total carbon footprint amounts to 73,054 tCO_2e.

- Scope 3 "emissions financed through investments in portfolio companies"[1] represents 99.9% of the footprint.
- Outside this category, 2023 emissions were calculated with the expertise of Greenly and amount to 89 tCO_2e, i.e. approximately 7.4 tCO_2e per employee. 98% of the non-investment footprint also comes from its Scope 3, mainly related to the purchase of products and services (37%), business travel (23%), and digital technology (20%).

Several actions to limit and reduce our carbon footprint have already been implemented (in addition to the commitments of our portfolio companies to reducing their own carbon footprint):

- Travel: air travel is only for journeys that would take over 7 hours by train (except for one specific case in 2024). It represents 12% of all trips and around 5 tCO_2e. Most home-to-work commuting is done by public transport or bicycle.
- Purchasing and digital practices: a group-wide initiative is underway at Siparex to address sustainable procurement policies, digital impact, and the organisation of eco-responsible events.

PROMOTING DIVERSITY

We actively promote diversity within our team, as we believe it fosters collective intelligence. We encourage the representation of women and individuals from underrepresented backgrounds in management and board roles. Currently, 5 out of 10 investment team members are women, with a growing feminisation of the team observed in 2024. We also work with interns, who make valuable contributions and benefit from training that enables them to take part in the energy transition.

ACCESS TO CARRIED INTEREST

Access to carried interest is open to all members of TiLT, under the same performance conditions as those applied to the founders.

VALUE SHARING

TiLT's founders have committed to ensuring that the compensation ratio between the highest and lowest salary within the management company does not exceed 1 to 7.

TRANSPARENT GOVERNANCE

Finally, TiLT promotes a transparent management approach and encourages employee participation in strategic decision-making through a horizontal project-based organisation and weekly team meetings, during which we address portfolio matters, investment opportunities, and overall strategic direction.

[1] Total share of the scopes 1, 2 and 3 carbon emissions of each of the 6 portfolio investments as of 12/31/2023, allocated to TiLT according to the PCAF methodology $\left(\sum Carbon\ Footprint * \frac{current\ value\ of\ TiLT's\ instruments}{EVIC}\right)$

TiLT CAPITAL PARTNERS
Siparex Group

ANNEXES

©Deltalys

©EODev

1. Article 29 of the French Energy-Climate Law

1. GENERAL APPROACH OF THE ENTITY

a) Strategy

TiLT targets companies that contribute to the energy transition and aligns its investment practices with the requirements of Article 9 of the SFDR regulation. TiLT actively integrates ESG considerations throughout the entire investment process — from sourcing and due diligence to the exit phase — as formalised in an Environmental and Social Management System (ESMS) and using internal assessment tools. Sitting on the boards of directors of the portfolio companies, TiLT leverages its governance position to support the achievement of ESG objectives.
This paragraph is only a summary and further details are available in the ESG policy published on the company's website and in pages 6, 8, 18, and 19 of this report.

b) Investor information

TiLT and its portfolio companies are subject to reporting obligations. TiLT communicates regularly — at least annually — with its investors on ESG topics, notably through its annual ESG and impact report, which includes a review of key ESG challenges at the individual company level. Additional ESG-related information is also shared via TiLT's website, investor annual meetings, bi-annual committees, and the periodic SFDR Annex. Additional information on TiLT's ESG approach is also available on the TiLT and Siparex websites.

c) Type of Financial Products

As of 2024, 100% of the funds managed by TiLT qualify as Article 9 of the SFDR regulation, representing the entirety of assets under management.

d) Commitments to Initiatives, Labels, etc.:

TiLT has made several formal commitments, including:

- Signatory of the *UN Principles for Responsible Investment (PRI)*, which serve as a global framework for integrating ESG considerations into investment decision-making.
- Adherence to the *initative Climat International (iCI)*, which mobilizes private equity players to take concrete actions in favor of a transition towards a low-carbon and sustainable economy.
- Signatory of the *France Invest Charter of Investor Commitments for Growth*, which promotes best practices in shareholder responsibility on ESG dimensions.
- Signatory of the *France Invest Charter for Gender Parity*, comprising 30 commitments and setting quantified objectives for asset management companies and their portfolio companies.
- Signatory of the *France Invest Value Sharing Charter*, whereby signatories commit to act as a driving force for their portfolio companies, to increase in the short term the percentage of employees covered by at least one annual value-sharing scheme; and to promote in the long term the sharing of shareholder value creation through employee shareholding and capital gains sharing in all situations where these mechanisms are relevant.

2. INTERNAL RESOURCES TO SUPPORT THE TRANSITION

TiLT relies on a team of four professionals with significant experience in the ESG field, including Nicolas Piau, co-founder and Chairman of TiLT, recognised as one of the ESG pioneers at Suez prior to its merger with ENGIE, and Antoine Joint, who brings over ten years of experience in sustainability consulting and who dedicates part of his time to TiLT (25%) to support the decarbonisation efforts of portfolio companies.

TiLT has chosen not to isolate ESG functions from the rest of the investment team. Each investment professional is expected to actively engage with ESG topics, following an internally developed methodology that has been reviewed by external ESG experts. Two members of the investment team serve as ESG coordinators to ensure alignment and consistency across the team.

TiLT also leverages a set of proprietary tools, developed both in-house and with the support of external consultants. These include an ESG criteria checklist and analytical grids for company screening and due diligence.

Finally, team awareness and training is an important lever for ensuring that procedures are continually updated in line with best market practices.

3. ESG GOVERNANCE WITHIN THE MANAGEMENT COMPANY

ESG issues are systematically discussed within the investment team at all stages of the investment process. All team members are invited to participate in these discussions, and their input is actively encouraged.

TiLT has established an ESG & Experts Committee, made up of experienced members from the energy, investment, and sustainable finance sectors. This committee convenes every six to seven weeks and is responsible for providing insights to inform strategic decisions, challenge the investment team's perspectives, and assess evolving ESG, market, and technological trends. Notably, the committee includes Orith Azoulay, Head of Sustainable Finance at Natixis. In addition, TiLT holds an internal ESG committee every two to three months, which complements the quarterly ESG governance reviews conducted at the Siparex Group level.

Variable compensation is directly linked to the achievement of ESG-related objectives for all team members.

Further details on our governance approach are provided in our ESMS and on page 8 of this report.

4. INVESTMENT ENGAGEMENT STRATEGY

TiLT's engagement strategy, as outlined in our ESMS, applies to all portfolio companies.

The importance of ESG topics and the need for companies to demonstrate continuous improvement during TiLT's holding period are clearly communicated from the outset, through a letter of intent sent to each potential receiver of investment.

Quantifiable ESG targets are established at entry, along with a roadmap. 25% of the management package of each portfolio company and 25% of TiLT's carried interest are indexed to these ESG indicators (see page 9).

TiLT holds a board seat in each of its portfolio companies and ensures that ESG matters are systematically integrated into board agendas.

Additionally, TiLT undertakes a mission with I Care by BearingPoint to calculate avoided emissions generated by each portfolio company. This initiative also serves to raise awareness among portfolio companies on the relevance of ESG matters and support their integration into strategic planning.

Actions carried out in 2024 are detailed throughout this report, particularly in the sections Key milestones in the development of TiLT's ESG strategy, Thematic Focuses, and ESG data on TiLT's portfolio companies.

5. "SUSTAINABLE" INVESTMENTS AND INVESTMENTS IN THE FOSSIL FUEL SECTOR

All of TiLT's investments qualify as sustainable investments under the SFDR. Alignment with the EU Taxonomy is presented on page 14.

None of the companies in TiLT's portfolio are active in the fossil fuel sector as defined under the SFDR regulation, which means that these activities account for 0% of assets under management.

6. ALIGNMENT WITH THE PARIS AGREEMENT

TiLT is committed to contributing to the goals of the Paris Agreement through its investments and through its active support of portfolio companies on their decarbonisation trajectories.

Via their eligibility and their objective of alignment with the EU Taxonomy, our portfolio companies de facto contribute to the Paris Agreement objectives. Additionnally, the targets to which TiLT's carried interest and the portfolio companies' management packages are indexed, include at least one objective of carbon footprint reduction, generally in intensity, given the strong growth profile of the companies within TiLT's investment thesis.

A detailed calculation of avoided emissions was carried out in 2024 with an external expert (I Care by BearingPoint) for 5 out of 6 portfolio companies. The sixth company provided its own internal estimates. A similar calculation will be conducted in the near future for companies invested in 2024.

7. ALIGNMENT WITH BIODIVERSITY STRATEGY

In line with Article 29 of the major orientations from COP15, we plan to organise a dedicated workshop on biodiversity. The objective is to define how this issue will be integrated into our ESG policies.

8. INTEGRATION OF ESG RISKS INTO RISK MANAGEMENT

TiLT has developed a dashboard to assess all potential ESG-related risks for each investment opportunity. TiLT's presence on the boards of portfolio companies enables the investment team to remain informed about ESG risks. Potential risks are discussed internally and disclosed to investors through our information documents.

9. PLANNED IMPROVEMENT MEASURES

We continuously strive to improve how we contribute to ESG impact.

See Section III.2 – Three-year roadmap

2. Macro-risk matrix

	SOCIAL		ENVIRONMENT				OTHER	
	Workers	Local Communities	GHG Emissions	End of Life	Local Pollution	Biodiversity	Climate Exposure	Other
Photovoltaics	Health and safety of workers during panel installation. Labour rights, health and safety across the value chain.	Fire risk due to electrical failure. Visual nuisance.	Emissions linked to production. Emissions from transport. Emissions from supply chain.	Lead and cadmium toxicity. Silicon and aluminum waste. Panel and auxiliary equipment recyclability.	—	Impact on soil biodiversity and pesticide use related to solar panel installations.	Vulnerability to hazardours weather conditions.	Critical raw materials.
Waste Heat Recovery	Labour rights, health and safety across the value chain.	Noise nuisance.	Emissions from the supply chain. Fugitive emissions due to equipment malfunction.	Industrial metal waste.	ORC systems using liquid chemical substances.	—	—	—
Power Electronics	Labour rights, health and safety across the value chain.	—	Emissions from the supply chain and downstream applications.	Electronic component waste.	—	—	—	Critical raw materials.

	SOCIAL		ENVIRONMENT				OTHER	
	Workers	Local Communities	GHG Emissions	End of Life	Local Pollution	Biodiversity	Climate Exposure	Other
Wind Energy	Labour rights, health and safety across the value chain.	Visual and noise disturbances. Fire hazard due to electrical failure.	Emissions related to the supply chain.	Recycling challenges for blades (composites with thermosetting resins and fiberglass).	—	Impact on biodiversity.	Economic vulnerability to extreme weather events.	Critical raw metarials.
Hydrogen Production	Labour rights, health and safety across the value chain.	Fire hazard due to electrical failure. Explosion risk.	Emissions related to the supply chain.	Recycling challenges for fuel cell batteries.	—	—	—	Critical raw metals.
Biogas	Labour rights, health and safety across the value chain and on-site in the event of leakage.	Odour nuisance. Fire and explosion risk.	Emissions from the supply chain. Emissions from biogas production and use.	Digestate and waste elimination impacts.	Leakage.	—	—	—
Data-based Solutions	Labour rights, health and safety across the value chain (especially in cases of outsourcing to non-OECD countries).	—	Emissions related to AI and data centers.	—	—	Indirectly through impacts via data centers (notably thermal water discharges).	—	Critical metals. Indirect impact via data centers: water consumption.

3. Exclusion List

TCF 1 shall not invest in any Portfolio Companies that conduct any of the Excluded Activities listed below:

- Production or activities involving harmful or exploitative forms of forced labour/harmful child labour;
- Production or trade in any product or activity deemed illegal under host country laws or regulations or international conventions and agreements;
- Any business relating to pornography or prostitution;
- Production or trade in wildlife and wildlife products regulated under the Convention on International Trade in Endangered Species or Wild Fauna and Flora (CITES);
- Production or use of a trade in hazardous materials such as radioactive materials, unbounded asbestos fibres and products containing PCBs;
- Cross-border trade in waste and waste products unless compliant with the Basel Convention and the underlying national and EU regulations but for the avoidance of doubt, use of waste as a fuel in district heating is not excluded;
- Unsustainable fishing methods (i.e. drift net fishing in the marine environment using nets in excess of 2.5 km in length and blast fishing);
- Production or trade in pharmaceuticals, pesticides/herbicides, chemicals, ozone depleting substances and other hazardous substances subject to international phase-outs or bans;
- Destruction of Critical Habitats;
- Production and distribution of racist, anti-democratic and/or neo-Nazi media;
- Activities linked to tobacco;
- Usage of live animals for scientific and experimental purposes, including the breeding of these animals;
- Production (or construction) of, distribution (or processing) of, and trade in weapons, ammunition, explosives, equipment or infrastructures specifically designed for military use, and equipment or infrastructure which result in limiting people's individual rights and freedom (i.e. prisons, detention centres of any form) or in violation of human rights;
- Gambling, casinos and equivalent enterprises or hotels hosting such facilities;
- Commercial concessions over, and logging on, tropical natural forest; conversion of natural forest into a plantation;
- Purchase of logging equipment for use in tropical natural forest or high nature value forests or high nature value forest;
- Any business with a political or religious content;
- Any activity involving the production, use trade in, or distribution of GMO (Genetically Modified Organism) seeds or transgenic horticultural crops;
- Any activity linked to forced evictions.

TCF 1 shall not invest in Portofolio companies:

- which is directly or indirectly engaged in activities resulting in severe and/or systematic breaches of conventions, norms or protocols to which France is a signatory and which are internationally recognized, where such investment would have a material adverse effect on business or financial conditions of the Fund, or upon the validity of the Fund. Such severe and/or systematic breaches must be evidenced by a decision of a court or another official source such as the UN, the OECD, governments or other similar bodies;
- which is associated with material corruption and such investment would have a material adverse effect on business or financial conditions of the Fund or upon the validity of the Fund. Such material corruption must be evidenced by a decision of a court or another official source such as the UN, the OECD, governments or other similar bodies;
- that is domiciled in countries subject to trade embargoes imposed by the United Nations or the European Union;
- that is headquartered in Russia;
- that generates any revenues from coal-based activities, including, but not limited to, coal extraction and/or coal power generation and/or electricity via a coal powered plant and/or coal mining;
- involved in the production, refining and/or trading of crude palm oil (plantations and/or mills);
- related to financial speculation on food commodities.

TiLT CAPITAL
PARTNERS

Siparex Group

tilt-capital.com

5 Rue Feydeau, 75002 Paris