

AMETHIS

INVESTING WITH IMPACT



2024 SUSTAINABILITY REPORT



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AMETHIS

A member of the Edmond de Rothschild
Private Equity partnership



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2024 SUSTAINABILITY REPORT

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 **EDMOND
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Foreword

Amethis was founded in 2012 with the aim of **contributing, through private equity funds, to the economic development of African countries**, a development that can only be sustainable if we place environmental and social considerations at the heart of our activity.

12 years later, we are proud to say that Amethis has become a platform with three complementary strategies and many impactful investments, supported by high-quality teams in Europe and Africa.

Our **50 employees of 14 nationalities** - 43% of whom are women - are **spread across our 6 offices** in Luxembourg, France, Côte d'Ivoire, Egypt, Kenya and Morocco. This presence on the ground is the key to our past and future successes.

Amethis has **raised €1.2 billion since 2012 and made 40 investments in companies employing more than 40,000 people, including 12,000 women**. With our support, more than 9,000 jobs have been created organically or through acquisition by our portfolio companies. **Amethis' three strategies are heavily invested in sectors that are key to meeting the challenges of sustainable development** on the African continent, notably in the health sector, food production, safety and distribution, financial inclusion, services to infrastructure and to businesses (digitalization and logistics).

We are proud to work alongside companies like Novamed, whose 1,300 doctors and paramedics treat almost 200,000 people a year in the group's 10 clinics. In Egypt, Marcyrl produces 180 million units of generic drugs every year, treating 25 million people.

Best Health's medical waste treatment plant handles a third of the country's medical waste, and its medical equipment distribution teams have provided more than 2,000 hospitals with high-quality equipment.

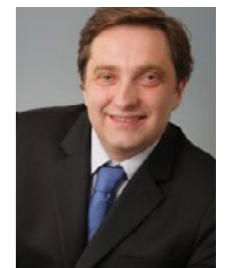
Over the past two years, we have strengthened our focus on two key challenges: women's economic inclusion and greenhouse gas emissions. All our new investments are subject to action plans aimed at making our portfolio companies leaders in the field of women's economic inclusion, and all our new portfolio companies are engaged in a process of measuring emissions and defining and steering action plans to manage their greenhouse gas emissions.

This is a shared vision and shared values with the shareholders and the management and teams of our portfolio companies, and **we are proud to support organizations that are convinced they have a role to play in the development of a more socially inclusive and environmentally sustainable economy.**

We would like to thank our investors, who have encouraged us to continue making progress in these areas, and we hope you enjoy reading this report.



Luc Rigouzzo
Managing Partner



Laurent Demey
Managing Partner

Key information

Netis employee on a fiber optic worksite



10 successful years of activity

- € 1.2 bn raised since 2012
- € 0.5 bn co-investments mobilized
- 40+ companies invested
- In partnership with Edmond de Rothschild Private Equity

Team

- 50 people
- 43% women
- 6 offices (France, Luxembourg, Ivory Coast, Kenya, Egypt and Morocco)
- 14 nationalities

Objectives

- Create value and impact in Africa, Europe and the Middle East through equity investments
- Focus on job quality, gender, carbon emission, ESG risk management

3 investments strategies

- Small & mid caps in Africa
- Small caps in North Africa and the Middle East
- Small caps in Europe

Systematic ESG and impact approach

- We invest in companies that provide solutions to sustainable development challenges
- We invest with intentionality to help companies improve their social and environmental performance
- ESG and impact is embedded at each step of our investment process



ESG & impact results

ECONOMIC



1.2bn €

raised since 2012



0.5bn €

of co-investments mobilized



40+

companies invested



46

countries of operation

PEOPLE & GENDER



40,000

staff employed directly by portfolio companies since 2012



12,000

women employed directly



9,000

net direct jobs created since 2012



80%

of workforce concentrated in lower middle-income and least developed countries



92,000

training hours for portfolio employees in 2023



100%

of new investments are required to implement a gender action plan



2

funds are 2X Challenged qualified

FOOD & WATER



405,000 t

of flour produced per year by portfolio companies in Mozambique and Senegal



240,000

tons of poultry feed produced per year in Senegal



100 M m3

of water saved per year in Morocco

INFRASTRUCTURE



7,000 km

fiber optics installed



320,000

people connected to fiber



33,000

electric poles sold



406

towns and villages electrified



2,300

electric transformers sold

HEALTH



200,000

patients treated per year in portfolio hospitals and clinics



10

health centers operated



300

hospital beds in Ivory Coast and Burkina Faso



180M

units of medicines produced to treat chronic diseases in Egypt



Message from Ariane de Rothschild

CEO of Edmond de Rothschild

Amethis is one of our private equity strategies that is particularly close to my heart. It was born twelve years ago from a shared vision: to contribute in a sustainable way to the economic development of the African continent and to improve the quality of life of its populations.

Since then, we have built around Luc and Laurent a team of 50 professionals, specialists of the continent, women and men of 14 different nationalities. We have channeled more than one billion euros of long-term investments in more than 40 growing companies that directly support more than 40,000 employees. We have also defined an impact and risk management approach based on major environmental and social issues, aligned with several Sustainable Development Goals as defined by the United Nations.

I would like to acknowledge the work done by this team, whose commitment allows us to support companies that contribute to meeting the major challenges of the continent.

The main objective of Amethis' portfolio companies is to provide quality goods and services to African populations. This is the case in the food production and distribution sector, where several investments have been made in Kenya, Senegal and Mozambique, thus contributing to the strengthening of food security in these countries. Amethis is also very present in the health sector. In South Africa, the company Avacare has become one of the main distributors of antiretroviral drugs in the region. In Côte d'Ivoire, Novamed's seven clinics treat more than 200,000 patients each year. In Morocco and Tunisia, Best Health distributes and installs medical equipment for hospitals and is now involved in the treatment of their medical waste.

Of course, we are fully aware that the increasing urgency of the challenges facing the African continent - and the world - requires us to accelerate our approach to responsible investment, and to increase our ambitions on these issues. Amethis is therefore progressively strengthening its approach on issues such as the economic integration of women and the consideration of climate risks by African companies.

The investments made in Tarjama - a Jordanian translation company founded by Nour-al-Hassan and employing more than 50% women - or Magriser - a Moroccan company producing and distributing micro-irrigation systems - are testimony to this commitment.

By committing to the 2X Challenge, the International Climate Initiative, and the Impact Principles in 2021, Amethis has made public pledges on these issues, a sign of its strengthened ambitions. Indeed, we wish to play even more in the future our role of catalyst of change with the African economic environment and our network of investors.

For all these reasons, and ten years after its creation, I am more convinced than ever that Amethis' investment thesis, which combines the search for impact and financial return, is a perfect illustration of our Group's strategy: 'Sustainability in action.'

A. de Rothschild

Partners of Edmond de Rothschild private equity



When it comes to ESG, we do things seriously, rightly and with intentionality. We private equity professionals cannot just be box ticking. We need to use our skills and network to invest in projects and companies that offer long term solutions for the future, while making sure these companies identify and manage negative impacts to transition.

This is of course a matter of conviction, and in the longer term it is also in our financial interest. We are accountable for next generations and we have to halt speculation and short term investment methods and build on solid foundations.

Let's fully play our part right now as committed actors towards our investors, our portfolio companies and next generations.



Johnny el Hachem, CEO of Edmond de Rothschild Private Equity



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Amethis is a member of the Private Equity platform of the Edmond de Rothschild Group. Based on long-term partnerships with autonomous and specialised investment teams, Edmond de Rothschild Private Equity creates the ideal conditions for an alignment of interests between the Edmond de Rothschild Group, the investment teams and the investors, a guarantee of confidence for the latter.

Amethis shares the values and the strong convictions of the Group based on an entrepreneurial approach, long-term investment perspectives and the desire to support differentiated strategies to generate sustainable economic, social and environmental impact.

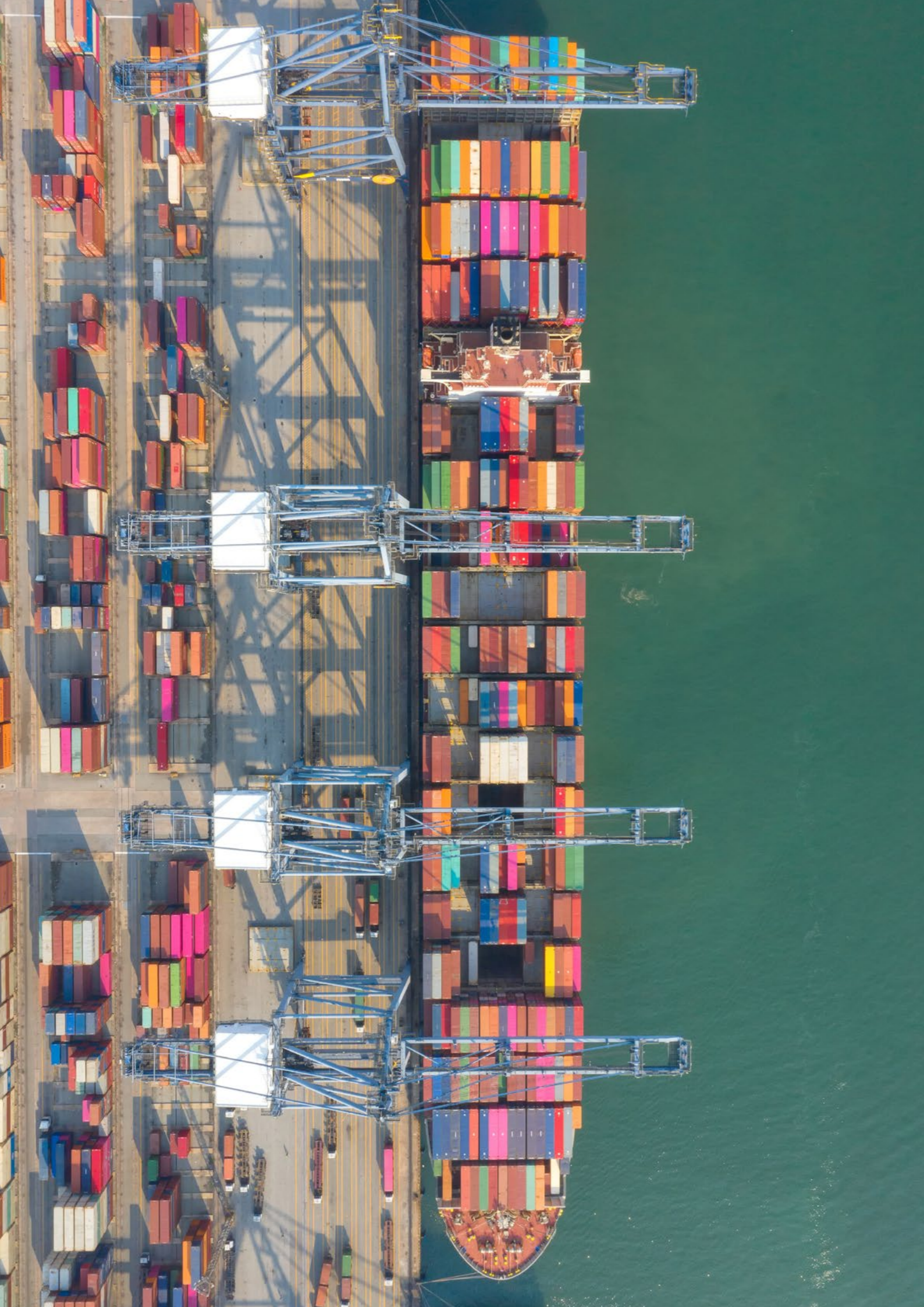


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1

OUR IDENTITY AND PRINCIPLES

Identity and milestones

Amethis is an investment fund manager dedicated to Africa, Europe and the Middle East. Amethis brings capital to promising small and midcap champions in a diversity of sectors throughout the African and European continents. As an active shareholder, Amethis offers key support and expertise through its international network, its opportunities of external growth and its value-added governance.

As a leading Pan-African and European private equity platform, we have raised 1.2 bn€ of capital since 2012. On both continents, our investment strategy is driven by four pillars: focused origination, positive impact, strong value-creation, and disciplined exit strategy.

2024	<ul style="list-style-type: none">• Opening of Cairo Office.• Expected final closing of Amethis Europe Expansion• Expected final closing of Amethis Fund III
2023	<ul style="list-style-type: none">• First closing of Amethis Europe Expansion• First closing of Amethis Fund III
2022	<ul style="list-style-type: none">• Amethis and Edmond de Rothschild Private Equity complete final closing of Amethis MENA II on target at €120mn
2021	<ul style="list-style-type: none">• Amethis finalizes the first closing of Amethis MENA Fund II• Amethis Europe Expansion, Amethis' Europe-focused fund, is launched
2019	<ul style="list-style-type: none">• Amethis closed the fundraising of Amethis Fund II in 2019 at €375m
2018	<ul style="list-style-type: none">• Opening of our Nairobi office• Opening of our Casablanca office• Amethis sets foot in Morocco by taking over the management of the fund Capital North Africa Venture II (CNAV II) which became Amethis Maghreb Fund I (AMF I)
2017	<ul style="list-style-type: none">• Amethis Fund I ended its investment period with a diversified portfolio of 15 companies of multiple sectors, headquartered in 7 countries and active throughout Africa
2016	<ul style="list-style-type: none">• Opening of Luxembourg office
2015	<ul style="list-style-type: none">• Opening of Abidjan office
2014	<ul style="list-style-type: none">• Successful first fundraising with a unique community of private investors: Amethis Fund I reached final close at €275m• Creation of Amethis West Africa, a €45m investment vehicle dedicated to West Africa
2013	<ul style="list-style-type: none">• Constitution of a team of investment professionals specialized in the African markets
2012	<ul style="list-style-type: none">• Our journey started in 2012 a partnership between two founders: Luc Rigouzzo and Laurent Demey, and Edmond de Rothschild Private Equity

Our team

A team of private equity professionals, supported by a strong operational structure.

PARIS

LUXEMBOURG

CAIRO

CASABLANCA

ABIDJAN

NAIROBI

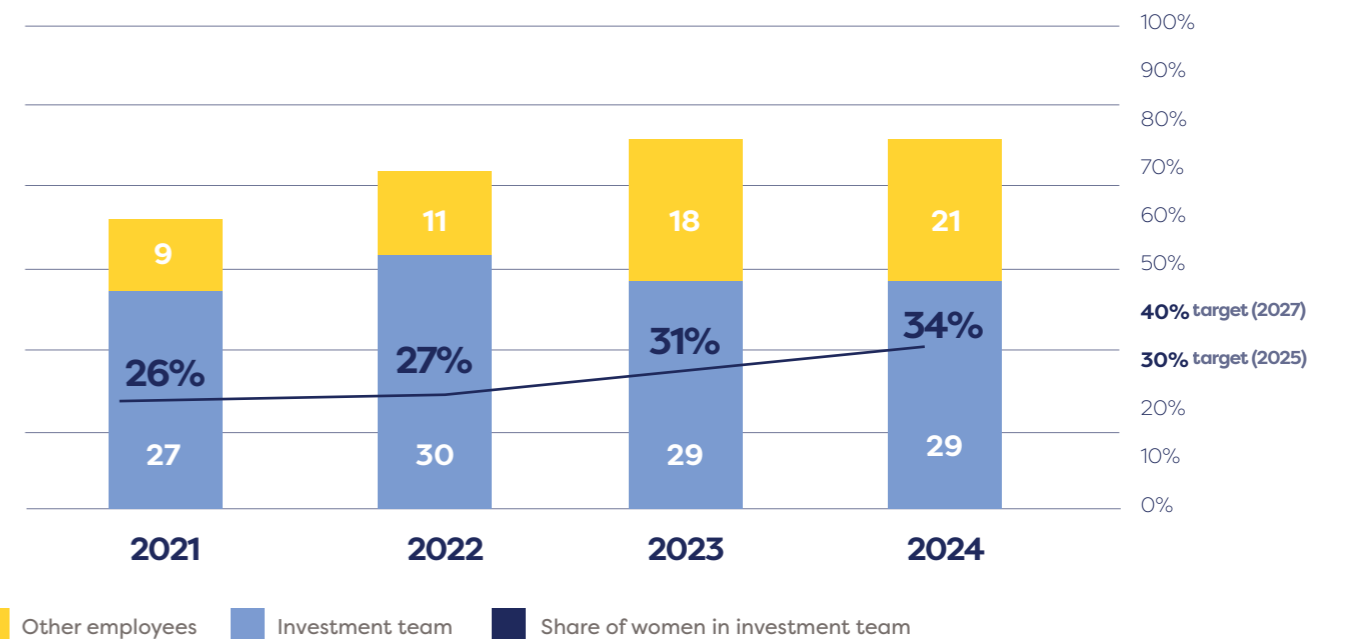


Gender equality

We have succeeded in increasing the proportion of women in the investment team to 34% (and 43% women in our staff in total), and are aiming at 40% by 2027.

Amethis is a signatory to France Invest's charter for promoting gender equality in private equity, and is working actively to increase women employment within our management company and portfolio companies.

We surpassed our 30% objective by 2025, and now aim for 40% by 2027



2012
FOUNDATION YEAR

40+
COMPANIES INVESTED

6
OFFICES

50
PEOPLE

43%
WOMEN

14
NATIONALITIES

Amethis investment strategies

1. Panafrican strategy

The Pan-African strategy is aimed at medium-sized companies, well established in their market and ready to enter a new phase of growth to become regional leaders. Amethis focuses on countries in West Africa, East Africa and North Africa with diversified economies. Sectors that cater to African consumers are targeted (retail, health, education, financial services).

Fund	Year	Size	Market segment	Ticket size	Investments
Amethis Fund I	2014	275 m€	Mid-cap Equity	10-30 m€	14 companies
Amethis Fund II	2017	375 m€	Mid-cap Equity	15-40 m€	12 companies
Amethis Fund III	2023	(400 m€)	Mid-cap Equity	25-40 m€	(12 companies)

2. North African and Middle East strategy

The North African strategy is aimed at small companies, often family-owned, that are opening up to a financial investor for the first time. They are generally active on a local market and wish to be accompanied in the conquest of new geographies, often in Sub-Saharan Africa. For this strategy, Morocco and Egypt are the preferred countries, for their stability, the size of their market and their strategic positioning at the crossroads of Europe and Africa. Amethis is particularly targeting the health, technology and education sectors.

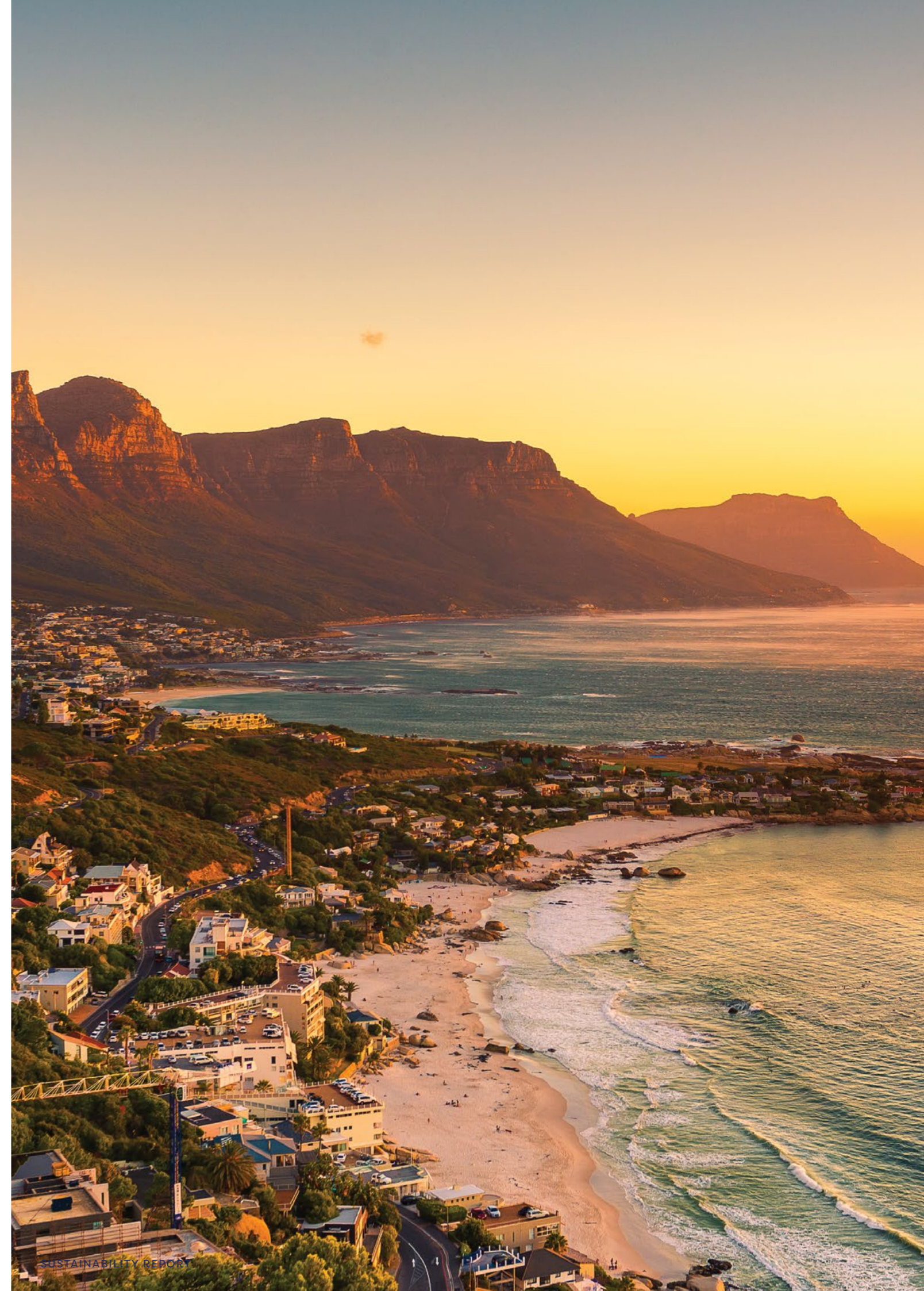
Fund	Year	Size	Market segment	Ticket size	Investments
Amethis MENA Fund I	2013	75 m€	Small-cap Equity	5-15 m€	7 companies
Amethis MENA Fund II	2021	120 m€	Small-cap Equity	5-15 m€	(10 companies) 5 as of 07/2024

3. European strategy

Complementary to the other two strategies, AEE targets European SMEs, mostly French, that wish to be supported in their internationalization, through export, local establishment, subcontracting or sourcing. A dedicated team, with seasoned professionals of European private equity, will accompany these companies by relying on the Amethis infrastructure in Africa, Europe and the Middle East, and its teams on the ground.

Fund	Year	Size	Market segment	Ticket size	Investments
Amethis Europe Expansion	2023	(120 m€)	Small & Mid-cap Equity	10-25 m€	(10 companies) 3 as of 07/2024

In the tables above, brackets indicate targets (i.e., targeted fundraising and targeted companies in portfolio).



Merec's new wheat and maize flour plant in Nacala (Mozambique)

Amethis portfolio

AMETHIS FUND II 2017 | 375m€ | 12 investments



In Portfolio
Exits

AMETHIS FUND I 2013 | 275m€ | 14 investments



AMETHIS MENA FUND II 2021 | 120m€ | 5 investments



AMETHIS MAGHREB FUND I 2015 | 75m€ | 7 investments

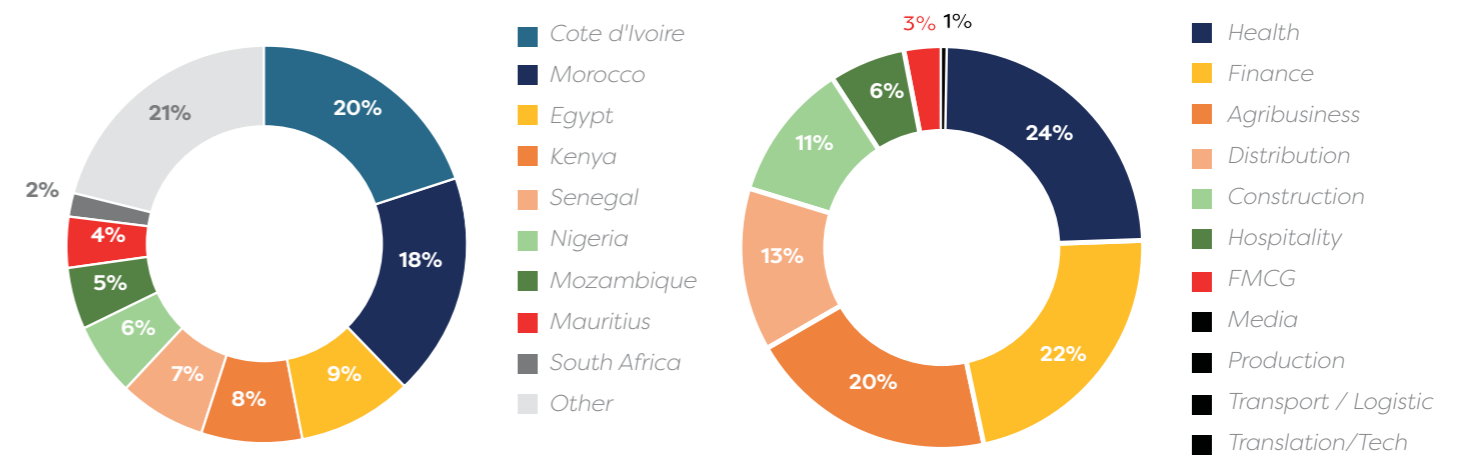


AMETHIS EUROPE EXPANSION 2023 | (75m€) | 4 investments

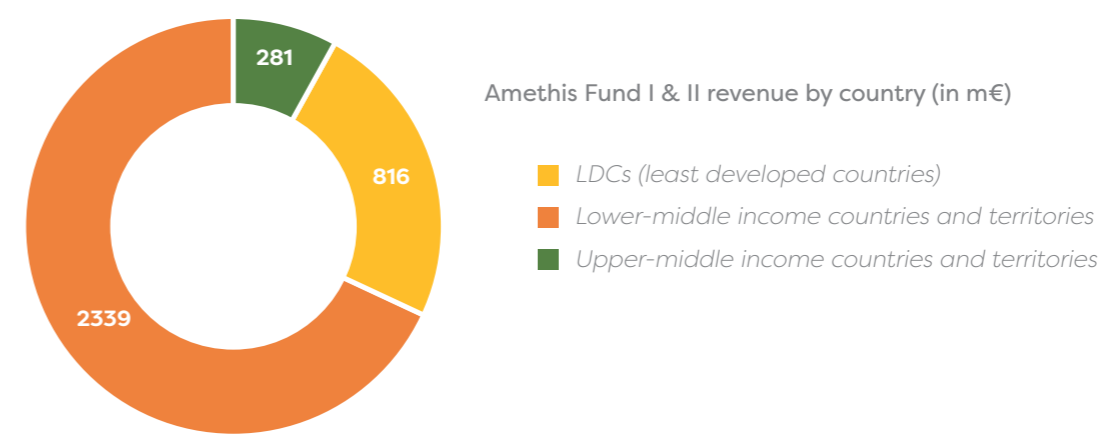


*Fundraising ongoing. The size in brackets are the first closing amounts.
**Dates on this page are last closing dates

A diversified portfolio in terms of sectors and geographies



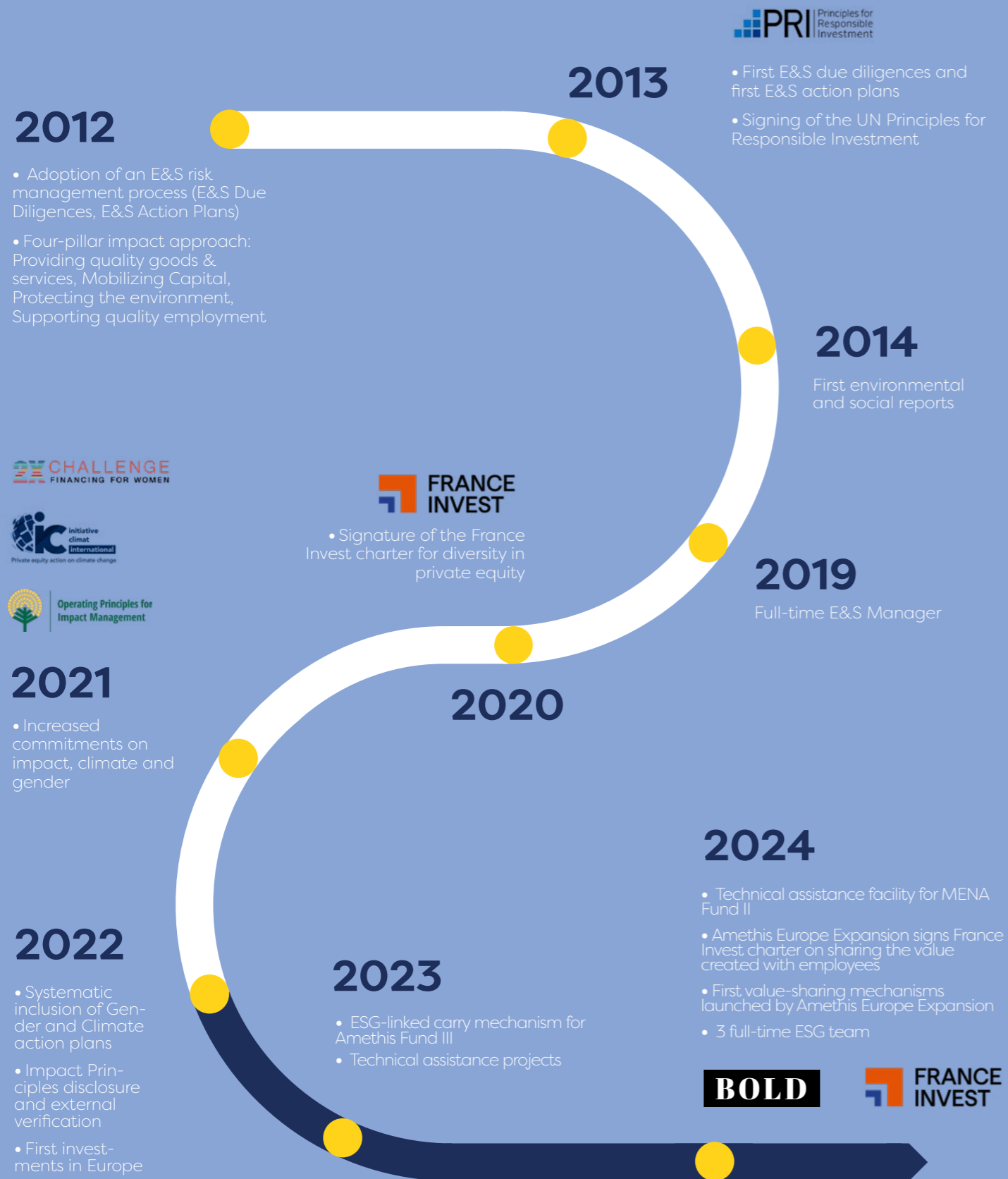
Amethis's revenues are concentrated in the lower-middle-income countries and the least developed countries (per DAC classification).



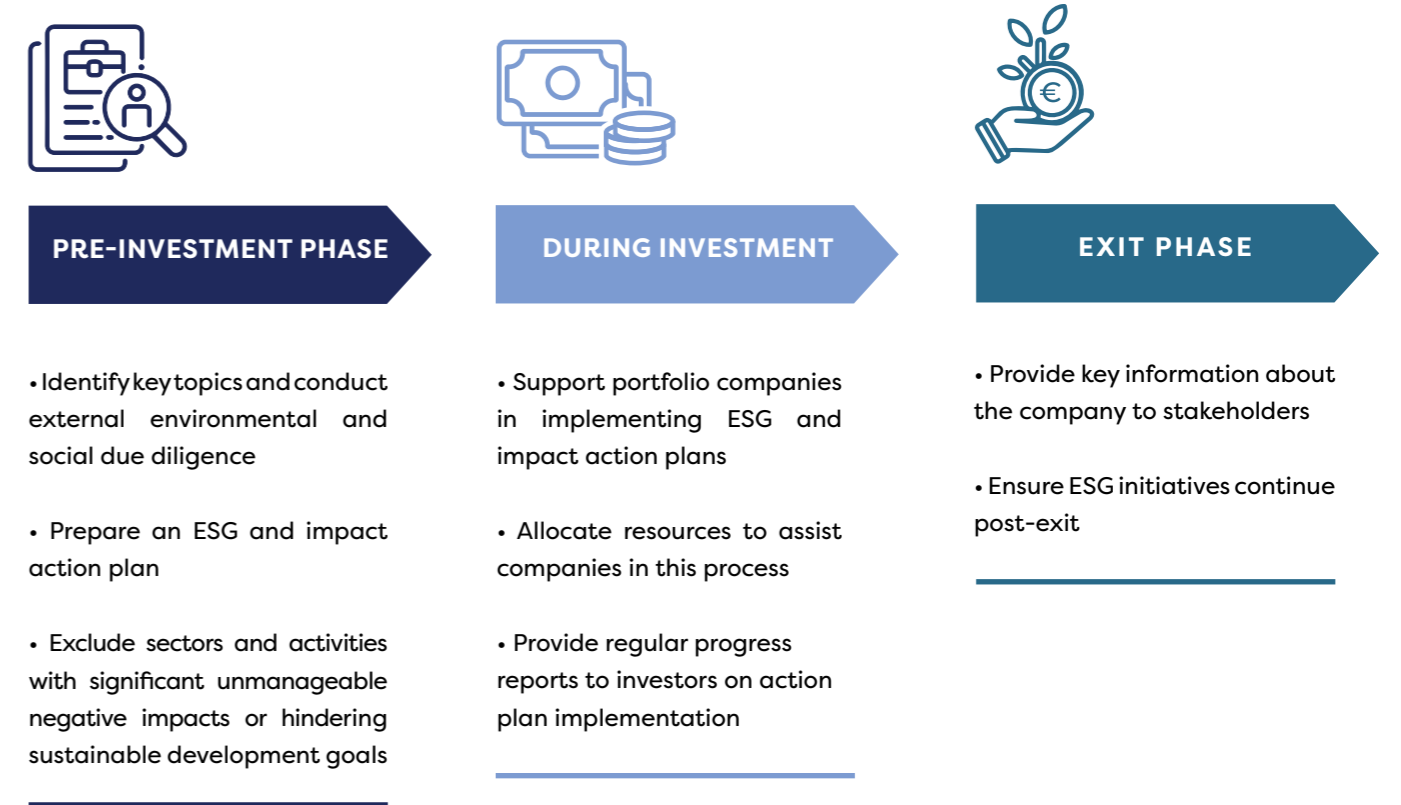
A direct presence in 14 countries and indirect in 31 countries



Continuous improvements of Amethis ESG and impact practices since 2012



ESG is integrated in our investment process



Financial incentives to encourage the implementation of environmental and social action plans

- Contractualisation of ESG objectives in shareholders agreements with an option to sell
- ESG and impact objectives integrated in carry framework for Amethis teams
- Variable remuneration including ESG objectives for Amethis teams and portfolio company managers



Amethis supports major ESG and impact initiatives

Amethis actively participates in various alliances and commitments, including:

- **iCi:** Via its engagement with the **Initiative Climat International**, Amethis commits to measuring, disclosing and trying to manage the carbon footprint to fit portfolio companies. Amethis also commits to integrating climate into its investment process.
- **Operational Principles for Impact Management:** Amethis strives for measurable positive environmental and social impact alongside financial returns.
- **2X Challenge:** Amethis supports initiatives aimed at **empowering women** in the companies it invests in.
- **France Invest:** Amethis is a member of France Invest's Sustainability Commission, an observer in the Impact Commission, and leads France Invest's Africa Club. Additionally, in June 2023, Amethis signed the France Invest charter on value sharing, reaffirming its commitment to this cause.
- **UN PRI:** As a signatory since 2013, Amethis actively promotes the six principles of responsible investment and provides annual reports on its responsible investment approach and achievements. In our latest assessment, Amethis received 88/100 in the "investment and stewardship policy" module, and 91/100 in the "private equity" one.



2023 ESG training for our teams

12

ESG training sessions

8

Average ESG training hours per FTE*

100%

Senior management staff trained

100%

Amethis Europe Expansion staff trained

Training topics

ESG Risk Management

Business Integrity

Human Rights and decent work

Climate risks and opportunities

Gender-smart investing

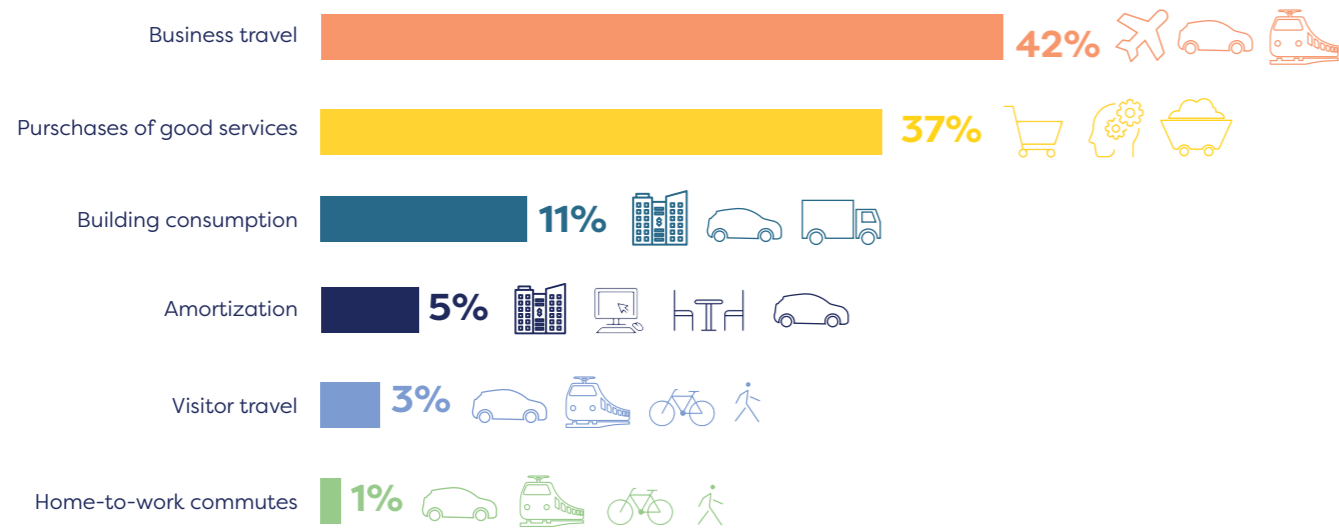
Training providers



Amethis' first carbon assessment*

478 tons CO2 Equivalent, 10.6 tons per FTE**, mainly from travel and purchasing

Amethis carried out its first full carbon assessment in 2023. Excluding portfolio companies, Amethis' carbon footprint amounts to 478 tons of CO2 equivalent (CO2eq) in 2022, or 10.6 tons per FTE. Close to 80% of carbon emissions are due to business travels and purchases.

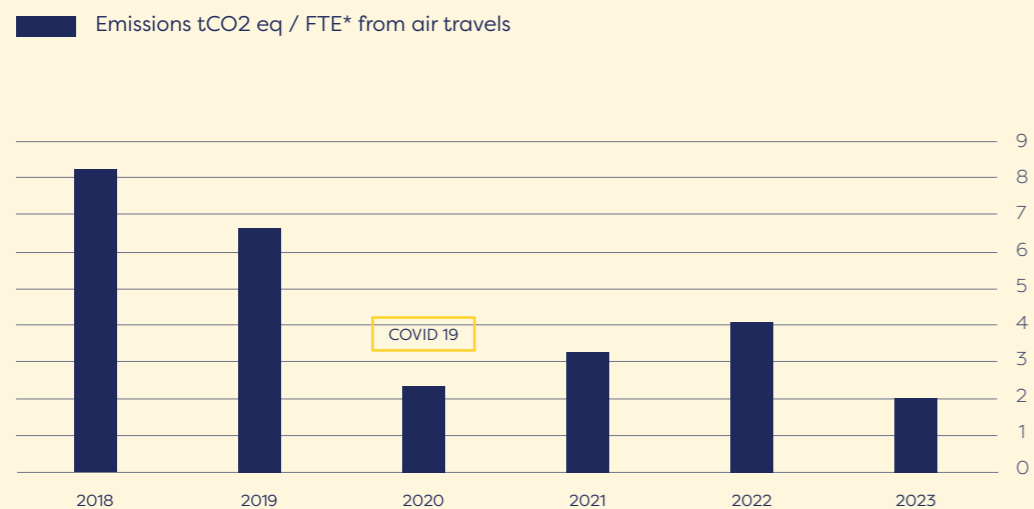


(Uncertainty:17%)

With regard to emissions linked to business travel, carbon emissions per FTE have been significantly reduced.

The graph below shows an estimate of the reduction in emissions per FTE for air travel. The reduction in travel emissions per FTE is estimated to be significant since 2012. The opening of our 4 offices on the African continent has enabled us to limit our travel by relying more on our locally-based teams.

* We are referring here to the direct GHG emissions of Amethis operations. Portfolio emissions are treated separately.
 ** FTE: full time equivalent



Carbon-offset project



Amethis purchases carbon credits (equivalent to 478 tCO2eq yearly) to support the Yedeni project in Ethiopia

Following the measurement of our emissions and the work carried out to reduce them, we are supporting a voluntary carbon offsetting project. The Yedeni project in Ethiopia aims to avoid emissions by implementing collaborative forest management.



Context & rational

Situated in Ethiopia's largest alpine forest, this area is critical for biodiversity and ecological balance. However, severe poverty among local communities led to unsustainable forestry practices for fuelwood and agricultural expansion, resulting in rapid deforestation and degradation of habitats.





Solution

The Yedeni project implements a **participatory forest management** framework that helps local users and the government to jointly manage the forest and to obtain economic incentives through the sale of carbon credits to avoid deforestation.





Benefits for the environment

Carbon - Yearly emissions avoided: 1,288,821 tCO2eq

Biodiversity - Protection for 105 endangered species, decrease deforestation by 58%, development of local arabica plants

Socio-economic benefits

Community Empowerment - 61 out of 64 local community organizations led by women

Income Growth - Household income increased by 143%, from 17.000 to 43.000 Ethiopian Birr in 2021



Amethis' support to charitable projects in the education sector

Supporting Educational Initiatives

At Amethis, we recognize the transformative power of education and are committed to supporting initiatives that promote educational access and equity. In Africa, a continent where only 30 to 50% of secondary-school-aged children are attending school and 7 to 23% of tertiary-school-aged youth are enrolled, our support aims to tackle these challenges at their root, enabling men and women to significantly contribute to their communities and society at large.



Centrale Casablanca Foundation

We support Centrale Casablanca through the "Fonds Parcours Réussite," providing €700 per semester to disadvantaged students. Since 2015, this has enhanced the institution's role as a social elevator in the pan-African and MENA regions, aiding 271 students (27% female, 70% Moroccan, 30% Sub-Saharan African).



Roots Institute Centre in Nairobi's Mathare slum

RIC increases educational access to combat poverty. With families earning €2/day, RIC offers free primary education and scholarship-funded secondary education for top students since April 2021. Our support includes funding for scholarships, books, and food, enhancing school operations and nutrition. Amethis staff also volunteer pro bono to boost RIC's impact.





2

WE INVEST IN COMPANIES THAT PROVIDE SOLUTIONS TO SUSTAINABLE DEVELOPMENT CHALLENGES

Amethis aims to play a positive role in the regions in which it operates, by supporting companies whose business model addresses sustainable development issues.

We aim to support the development and internationalization of these companies, enabling them to increase their positive impact.

Some of the major challenges facing the African continent include:

- Challenges related to health, both in terms of acute and chronic illnesses, and lack of access to medical services.
- Unequal inclusiveness and accessibility of financial services (banking and insurance).
- Insufficient access to quality food for all.
- Lack of infrastructure to enable people to move around, work, trade and benefit from robust sanitation, energy and telecommunications infrastructures.

To address these challenges, Amethis invest in companies:

1. Contributing to the development of accessible medical products and services 
2. Supplying inclusive financial products and services 
3. Producing and distributing quality food at affordable prices 
4. Improving key infrastructure for socio-economic development 



1. Contributing to the development of accessible medical products and services



Healthcare is a potentially high-impact sector for private equity. As the region expects its population to grow to 2.5 billion people by 2050, having access to primary care, quality care infrastructures and affordable medication remains a major challenge for many African countries. While some key progress have been achieved on certain areas (80% of African children are now fully vaccinated), some efforts have still to be made on others, notably the increase of national policies to ensure access to healthcare, beds availabilities in hospitals and training of qualified healthcare professionals.

Amethis intends to play its part in the healthcare sector, and supports companies in several countries including Egypt, Morocco, Côte d'Ivoire and West Africa in general, and Southern Africa. **We operate in a wide range of healthcare fields, including access to healthcare and medical coverage, drug production and distribution, services to healthcare facilities, and medical waste management.**



Medical staff at Polyclinique de l'Indénié, in Abidjan, Côte d'Ivoire

Despite recent progress...

- 60 years** Life expectancy in sub-Saharan Africa
- 25%** Reduction in interventions against NTDs between 2021 and 2021
- 80%** Rate of African children fully vaccinated
- 45%** Rate of countries with a national policy accessing essential medicines

...challenges remain

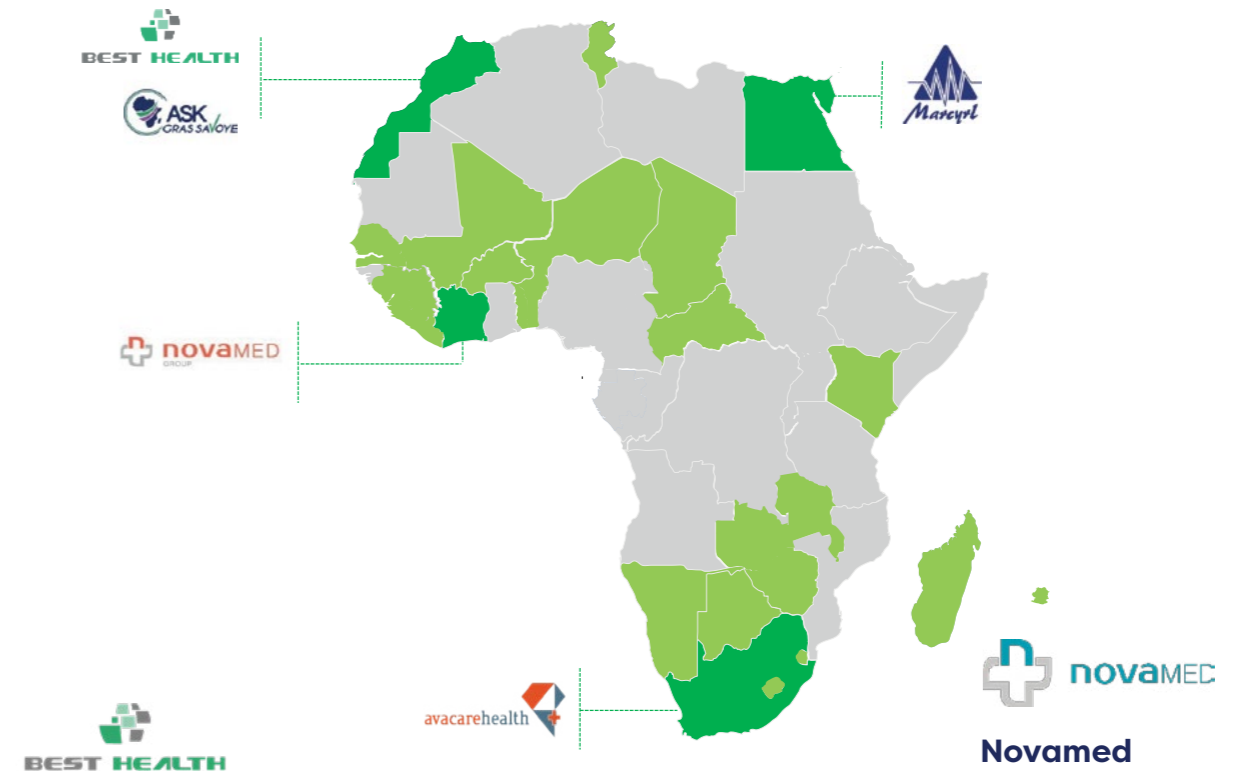
- 24%** Population covered by social health protection plans
- 2%** Global healthcare professionals located in Africa
- 60%** Share of healthcare financed privately
- 6** States meeting the 15% promise for healthcare spends
- 10%** Health spending budget for 800 million persons
- 17%** Rural residents covered versus 40% of urban residents
- 73/1000** Child Mortality rate
- 10/1000** Hospital beds in sub-Saharan Africa (standard 30)



Our presence in the African health sector

Based on current portfolio

■ Headquarters of portfolio companies
■ Areas of operation of portfolio companies



Best Health

Morocco
Medical equipment distribution and medical waste management

- **34%** of Morocco's medical waste treated
- **2 000+** hospitals and clinics equipped



Marcyrl

Egypt
Manufacturer of pharmaceutical products

- **180 million units** of generic drugs produced yearly in Egypt
- **1.8 to 4 times cheaper** than imported drugs
- **25 million** patients using generic drugs in Egypt
- Partnership with **25 000 physicians** in Egypt



ASK

Twelve African countries
Insurance brokerage

- **2 200** client companies
- **700,000 beneficiaries** of health insurance services in 7 countries including Benin, Togo, Guinea, Tchad and others



Novamed

Ivory Coast and Burkina Faso
Medical centers and hospitals

- **200 000 patients** treated yearly in hospitals
- **10** health centers operated
- **300 hospital beds**
- **1 300 doctors** and paramedics employed



Avacare

Southern Africa region
Distributor and manufacturer of pharmaceuticals and healthcare consumables

- **2,500+** products distributed
- **13 countries** of operation
- **11** manufacturing facilities



2. Partnering with suppliers of inclusive financial products



In Sub-Saharan Africa, 49 percent of adults own an account, a rate that has more than doubled since 2011. This growth is primarily attributed to the rise of mobile money, which has expanded access to financial services, especially in rural areas.

Despite overall progress in promoting financial inclusion across the continent, there are significant gaps in access to accounts for women, as well as for poorer adults, less educated adults, rural adults, and young adults. Several factors contribute to these gaps, including lack of money, documentation, and distance to financial institutions.

Amethis intends to contribute to the development of the financial sector, and to promote financial inclusion by supporting technology-based solutions, providing capital to microfinance institutions, or investing in services and infrastructures that cater to the needs of financial institutions.



3. Supporting businesses that produce and distribute quality food at affordable prices



Quality food provided in sufficient quantity remains a challenge in many African countries and regions. With more than 12% of the sub-Saharan population suffering from acute food insecurity (WFP, 2022), it is essential for African companies operating in the business to strengthen their model and notably foster their value chains.

Amethis invests in companies across the food value chain (production, transformation, distribution). We support our portfolio companies in increasing their production capacity, setting up new factories, and ultimately increasing the reach of these companies for the benefit of local populations.



Inside a Naivas supermarket in Nairobi, Kenya



Fidelity bank

Ghana
Banking and microfinance

- **1 600** small and medium-sized companies supported
- **850 000** small deposit customers
- **31 000** online accounts opened



Ciel Finance

Mauritius and Madagascar
Banking and microfinance

- Increase **from 28 to 107 branches** in Madagascar (a country where 12% of adults use a bank account)
- **6 000+** micro-entrepreneurs supported
- **8 million** euros microloans



Capital Banking Solutions

France and Lebanon
Publisher and integrator of banking solutions

- **150 financial institutions** supported in **40 countries** across Africa, Middle-East, Europe and the Americas
- **Launch in 2023** of a **software** -CapitalBanker MFI- dedicated to **microfinance** institutions
- Support to **cooperative and sustainable** banks in Europe and Africa



Merec

Mozambique
Miller and package food manufacturer

- **40%** of Mozambican wheat sales
- **320 000 t** of **wheat** and maize flour produced per year, enriched to combat chronic malnutrition by adding vitamins and minerals
- Allows the production of **7 millions breadsticks a day** at €10 cents each



NMA

Senegal
Producer of animal feed and wheat-based products

- **3.5 million** consumers
- **240 000 tons** of animal feed produced yearly and sold at a publicly controlled price to ensure accessibility
- **85 000 tons** of **wheat** flour
- **15 000 tons** of pasta



Magriser

Morocco
Manufacturer and distributor of micro irrigation and solar pumping systems

- **100 million cubic meters** water saved per year
- **6 700** MAD gained per hectare per year by client farmers
- **x2 to x3 income** increase for small farmers using Magriser products
- **3 500** tons of butane gas equivalent saved
- **6 000 farmers** benefited from Magriser's micro-credit program



4. Supporting the improvement of key infrastructure for socio-economic development



Infrastructure development in Africa has made significant strides in recent years. Investments in energy, transportation, and other sectors have led to improvements in access to essential services. For example, renewable energy projects have expanded electricity access, while road construction and rehabilitation have improved connectivity. However, significant challenges remain. Many regions still lack adequate

infrastructure, including limited access to electricity, poor road conditions, and inadequate water supply. These challenges hinder economic growth, reduce productivity, and limit access to essential services. Addressing these infrastructure gaps is crucial for promoting sustainable development and improving the quality of life for millions of Africans.

Amethis supports the development of companies that contribute to the strengthening of roads, public transports, water management, electrification and digitalisation networks. We help companies to expand into new regions, tap into new markets, adopt production practices that are more respectful of the environment, and strengthen their health and safety practices.



SIBM

Ivory Coast and Senegal - Manufacturer of precast concrete products

- 900 clients
- 460 villages electrified
- 300 km roads rehabilitated
- 33 000 electric poles sold
- 1.5 million infra components sold installed on roads, metro, streets



Netis

Fifteen countries - Telecommunication and energy infrastructure service provider

- 7 000 km fiber optics installed
- 4 000 solar sites build & maintained
- 900 electric towers maintained
- 320 000 customers connected to fiber optics
- 26 000 telecom sites managed



Energy Transfo

Morocco - Manufacture and sale of transformers, electrical cabinets and compact urban substations

- 250 clients located in 17 countries
- 2 300 transformers sold
- 1 000 switchgears
- 250 compact urban stations

Netis employee installing a fiber network







3

WE SUPPORT COMPANIES' JOURNEY TOWARDS IMPROVED SOCIAL AND ENVIRONMENTAL PERFORMANCE

Amethis is an investor committed to improving the environmental and social practices of its portfolio companies. Before making any investment, we assess the company's performance on topics on which we have a strong intentionality.

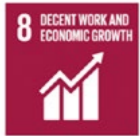
Our initial assessment enables us to build a roadmap that will guide the progress of each portfolio company, covering topics including:

1. Creation of high-quality jobs and improvement of working conditions 
2. Economic inclusion of women 
3. Greenhouse gas emissions and environmental performance 
4. Sharing value with company employees 

We support the implementation of this roadmap, accompanying the companies at operational level and overseeing progress at board level. We provide technical assistance budgets dedicated to financing environmental and social projects, and regularly measure progress.



1. Support and create high-quality jobs and improve working conditions



We believe that economic growth must be accompanied by professional opportunities that improve people's quality of life without compromising their health. This is particularly material for Amethis, as the majority of our investments are made in employment-intensive sectors (manufacturing, financials etc.)

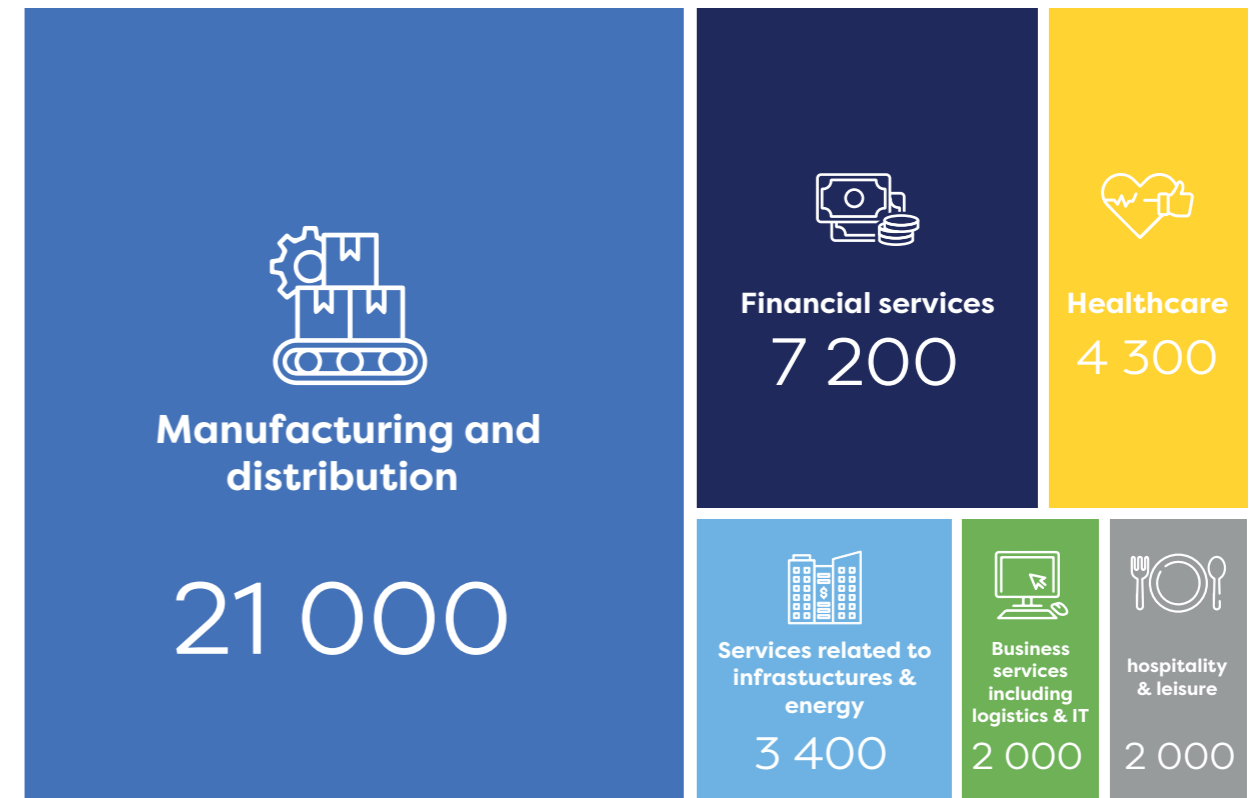
Within our portfolio, we have identified several areas for improvement and have established clear roadmaps with the companies we work with. **We support them on maintaining and creating jobs, improve training and employability of employees, increase health and safety at work, improve women working conditions, ensure minimum wages and promote social dialogue.**

Since 2014, our portfolio companies supported 40,000 direct jobs and created 9,000 new jobs (organically or through acquisitions). 100% of new investments are subject to action plans to improve job quality. 90% of companies we work with have experienced a workforce increase or maintained employment.



We help companies grow and are particularly active in employment-intensive sectors

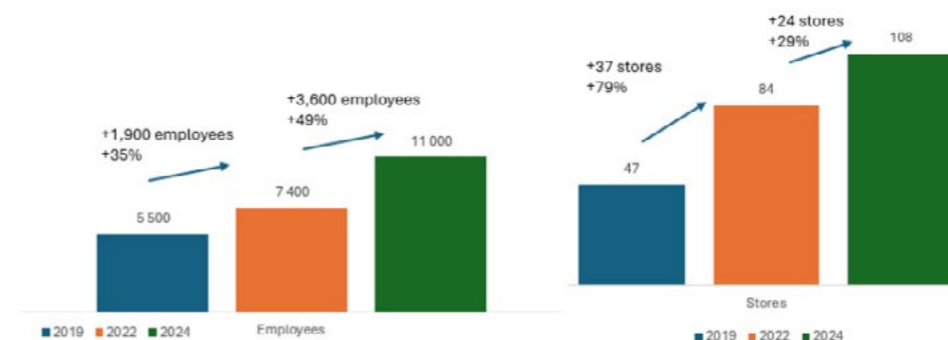
Distribution of employment within portfolio companies, by sector:



Naivas

Supermarkets
Kenya

• **5,000** new direct jobs, **1,100** subcontractors, and a supply chain employing thousands of people to provide the **1,700** different products sold in Naivas supermarkets (from 47 stores to 100+ in 5 years)



- **40,000+** direct jobs supported by portfolio companies since 2014
- **9,000+** net direct jobs created
- 90% of portfolio companies have maintained or increased the number of jobs
- 100% of portfolio companies implement an **action plan** to improve working conditions (health & safety, wages, gender etc.)
- **80%** of workforce concentrated in **lower middle-income and least developed countries**
- **220,000** estimated indirect jobs supported*

*Updated employment multipliers, J. Bivens, Economic Policy Institute, 2019



2. Promote the economic inclusion of women



Among the sustainable development challenges of the African continent, the topic of women's inclusion in African economic systems is – in many ways – a central one.

In recent years, **there have been some positive results regarding the economic integration of women** on the African continent, as many countries have supported gender equality and women's empowerment. Most countries have ratified the African Union Protocol on the Rights of Women, known as the Maputo Protocol, as well as the Convention on the Elimination of All Forms of Discrimination against Women.

Nevertheless, **progress toward gender equality are insufficient and too slow**. At the current rate, it would take 142 years to achieve gender parity*. Among the many problems faced by women in many African countries are unequal access to education, to essential goods en services, and frequent sexism and violence. In the economic sphere in particular, there is also a lack of capital for women entrepreneurs, a gender pay gap, a lack of diversity on the board and in management. This is true in many sectors and many countries.

At Amethis, we recognize that all these issues are key to the fair and sustainable development of the continent, and we have made improving the position of women in business a key issue in our strategy.

We believe that our equity investments (whether majority or minority), sometimes combined with technical assistance services (set up jointly with partners), are powerful tools to enable us to contribute to this issue. Among the expected benefits of our intervention with our holdings, we can mention the increase in the proportion of **women in the workforce** of the companies in our portfolio, the increase in the proportion of **women in the management bodies**, or the improvement of women's working conditions.

This involves both:

- The implementation of action plans dedicated to this subject for each new investment
- The investment into companies that are already doing well on these topics.

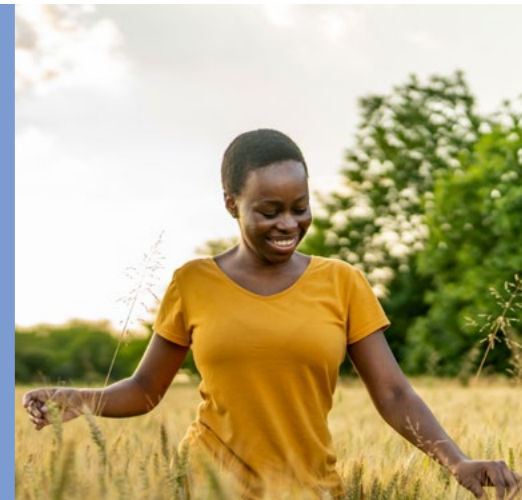
*McKinsey Global Institute, "The economic case for gender parity in Africa", 2019



Memberships & commitments on gender

Level 20		Organization promoting women in senior and mid-level positions in private equity
France Invest Diversity Charter		Charter to promote gender equality in private equity by France Invest
2X Challenge		Initiative by development finance institutions regarding gender equality

- 100% of portfolio companies invested since 2022 are required to implement an action plan to become 2X Challenge-aligned
- 2 funds have been 2X Challenge qualified
- 12 000+ women employed by portfolio companies



tarjama

Tarjama

Jordan
Language technology & services firm

- **Tarjama** was founded by Nour Al-Hassan, a Jordanian woman entrepreneur who is passionate about **women inclusion and empowerment**.
- The company has achieved gender parity with close to **50% of the company's 250 employees being women**.
- The firm also boasts a growing share of women in **senior management** e.g., Tarjama's AI department is women-led with a majority of women employees.
- Tarjama built one of the largest networks of freelancer translators reaching around **5,000** translators, the majority of whom are women.



Ramco plexus

Kenya
Printing and packaging

- Women represented **5%** of the workforce when Amethis invested
- Implementation of a gender action plan and new HR policy
- The share of women increased to close to **20%** (+380 additional women employed)



Amethis' gender journey



2012

- Gender is part of Amethis social engagements & ESG strategy

2020

- Signature of France Invest Diversity Charter to promote women in private equity

2021

- MENA II Fund is 2X Challenge qualified. Specific gender-related KPIs tracked in all portfolio companies.
- Amethis supports Level 20, a not-for-profit organization promoting women in senior and mid-level positions in Private Equity.

2022

- 2X Challenge approach is replicated to Fund II
- All new investments include a gender action plan
- Gender training for all Amethis staff

2023

- Amethis Fund III is 2X Challenge qualified and aims for 100% of its portfolio companies to align with 2X Challenge criteria
- ESG-linked carry mechanism includes a gender target
- Delegated Technical Assistance enveloppes launched to support, among other ESG priorities, the promotion of gender in portfolio companies.
- Progress against our internal targets :
 - 43% women within Amethis' staff
 - 34% women within Amethis' investment teams (above our target of 30% by 2025, and on track for 40% target by 2027)

INCREASING WOMEN IN THE WORKPLACE – RAMCO PLEXUS



Ramco Plexus, in collaboration with Amethis, has identified room for improvement in the employment of women. After implementing various ESG action plans and a new HR policy, women now represent over 20% of the workforce. In the words of Kofi Annan, at Ramco Plexus we believe that "There is no more effective development tool than the empowerment of women".



Agnes Kimaru,
ESG Senior Manager





3. Measure and manage greenhouse gas emissions and environmental performance



Climate change is the most important challenge we face, posing an existential threat to mankind. To mitigate global warming and ensure the sustainability of our planet for our society, we must collectively strive to reduce carbon emissions and manage our resource consumption more efficiently.

As a responsible investor, we recognize the important role we play in tackling climate change. This is why we actively support our portfolio companies in their transition to a more sustainable business model. This includes **measuring greenhouse gas emissions, implementing emission management plans, and improving resource consumption and waste production.**

The African continent has a specific climatic context, articulated around low levels of consumption, low greenhouse gas emissions (0.4 t GHG/inhabitant compared to 6.4 in the European Union and 15 in the United States) and high exposure to the consequences of climate change. In light of this fact, which raises not only climate but also major social issues, we strive to adopt an approach that contributes to improving the carbon efficiency of companies and mitigating the effects of climate change within our portfolio.



Micro-irrigation basin using solar pumping in Morocco, installed by Magriser

- **100%** of new portfolio companies carry out a carbon footprint and identify areas of improvement
- **100%** of portfolio companies are required to implement environmental measures around **waste management and pollution prevention**
- Investment in projects related to **adaptation to climate change** (e.g., drip irrigation) and **avoiding emissions** (e.g., butane gas bottles replacing charcoal for cooking)
- **Exclusion** of high-emitting sectors
- Assessment of **climate-related risks** during due diligence



Example of climate-related projects supported by Amethis



Preparing territories to adapt to climate change

We are financing a specialist in the distribution and installation of complete micro-irrigation and solar pumping systems (Magriser), enabling farmers to reduce water input while improving agricultural productivity. These irrigation systems save 100 million m3 of water each year, equivalent to the annual consumption of 4 million people in Morocco.



Integrating climate into financial activities

We help Global Corp integrate climate risks (physical and transitional) and opportunities into their investments. This involves risk mapping, setting up appropriate governance and developing a tool for measuring portfolio emissions.



Investing in projects that improve the carbon efficiency of energy sources

We supported the growth of a butane gas supplier in Burkina Faso. Gas comes as a less carbon-emissive solution for cooking, as it replaces wood (often from illegal deforestation), thus preserving sources of emissions capture. This comes on top of massive health benefits (gas for cooking reduces respiratory diseases for women and child mortality).



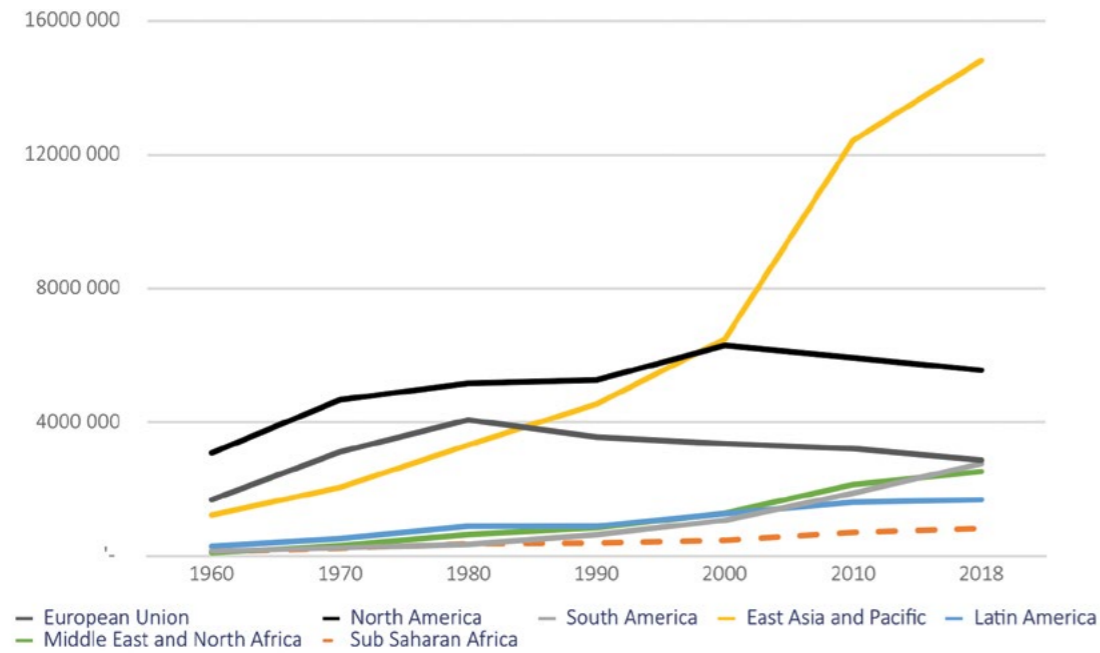
Systemize energy efficiency projects key for economic production

We supported energy efficiency work in a supermarket chain in Kenya (Naivas) to reduce the energy consumption of buildings and ovens.



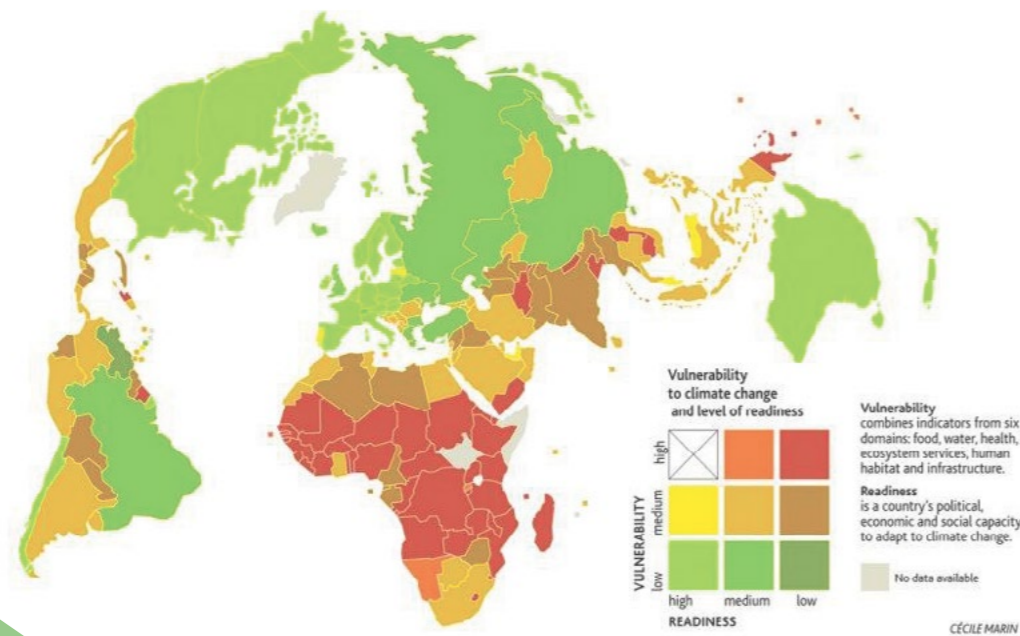
Africa is a continent with low carbon emissions, yet highly vulnerable to climate change

CO2 Emissions per region (in ktonnes), 1960-2018



* Source: World Bank

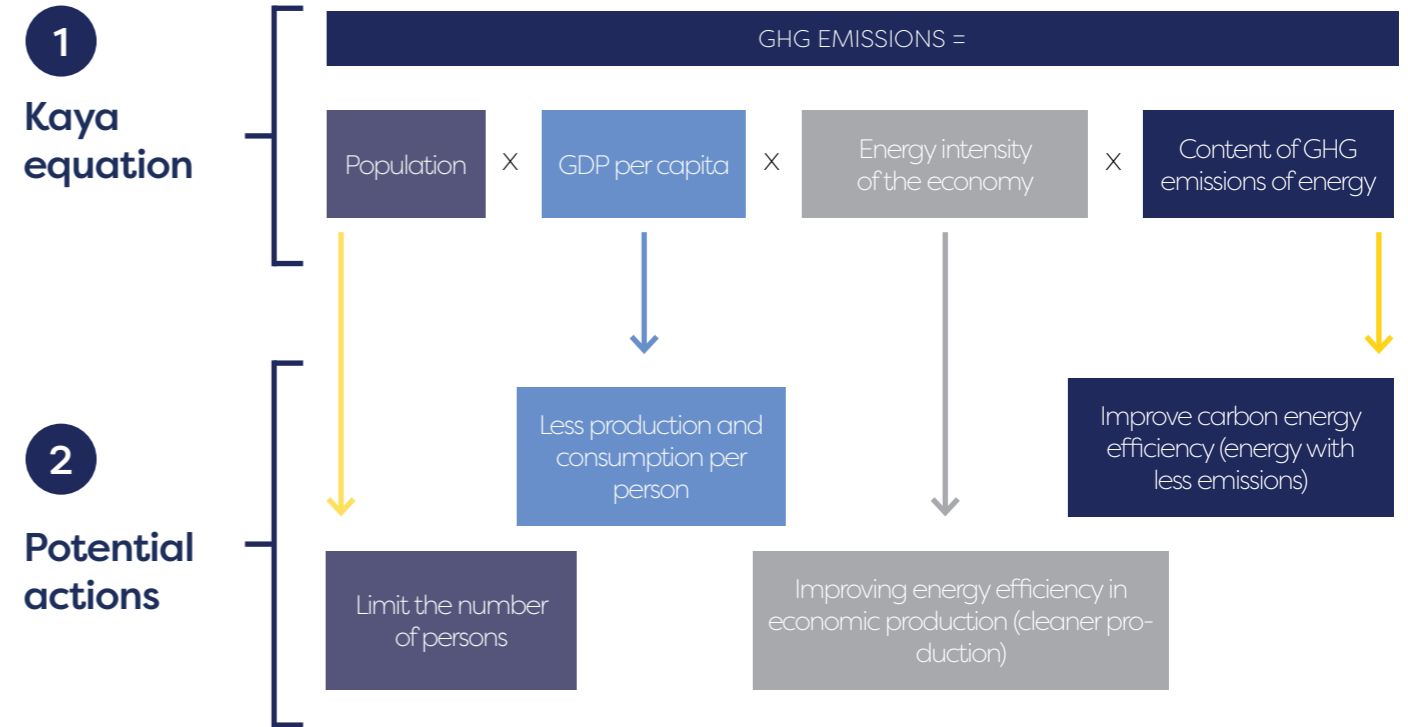
Vulnerability and preparedness to climate change**



**Source: Notre Dame Global Adaptation Initiative, 2019



Africa's future GHG emissions profile: a multifactorial equation



The Kaya equation presents the four main factors that determine the level of GHG emissions in an economy. Levers for action on these four factors are identified, but have different characteristics (and social acceptability and feasibility). Indeed, the level of acceptability and feasibility of a decrease in both population and consumption is low.

If these two factors tend to increase, we must act strongly on the two remaining factors: **improve the energy efficiency of production systems and use less emissive energy.** Through our investments, it is on these two levers that we wish to aim.

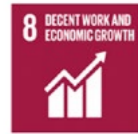
Several of these factors are interdependent. Up to a certain extent, an increase in GDP per capita can lead to a decrease in population growth. A decrease in the GHG emissions of energy can go hand in hand with less energy-intensive production.



Loading a truck to distribute Sodigaz butane gas cylinders in Burkina Faso



4. Share value created with portfolio company employees

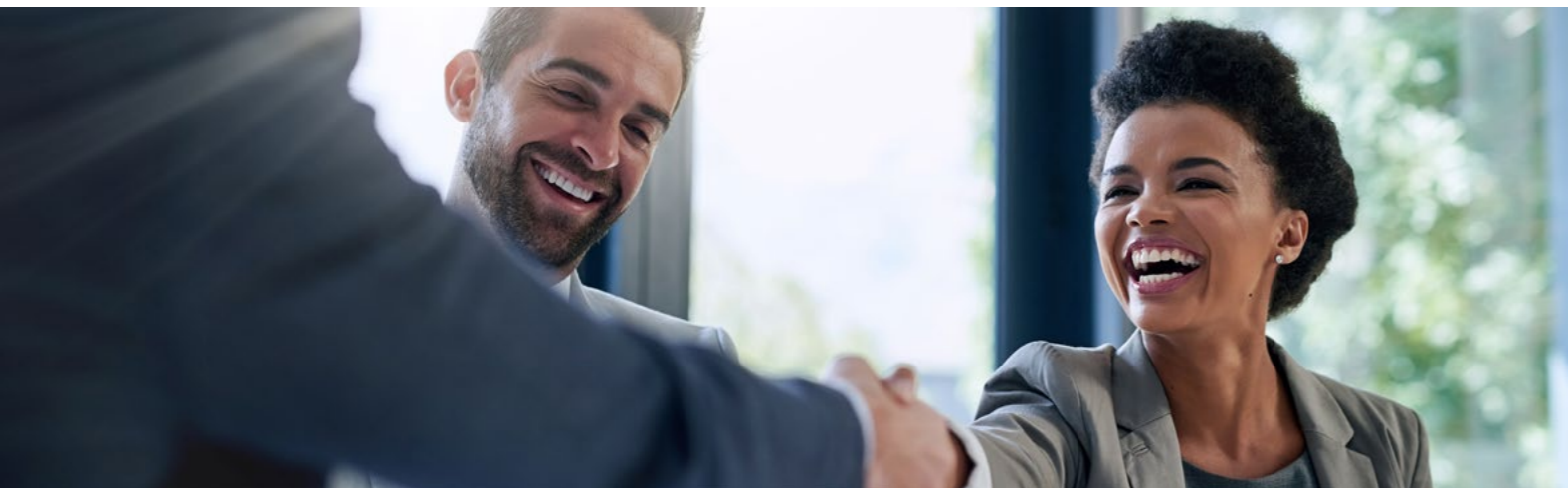


Amethis European strategy promotes value-sharing mechanisms with its portfolio companies. We believe that the introduction of value-sharing mechanisms offers a number of significant advantages:

- Alignment of interests
- Employee retention
- Enhanced performance and productivity
- Enhanced brand image with stakeholders
- Reduced inequalities

We strongly believe in the positive signal of value-sharing mechanisms within a company. We are convinced of the superior performance of companies whose employees are committed to the company's success.

- 2 value sharing mechanisms implemented
- Signed France Invest charter on sharing the value



Groupe Office Automation

France
B2B distribution of IT solutions

- Groupe office Automation designed and implemented two employee shareholding schemes: a company ESOP ("Plan d'Epargne Entreprise") and a value-sharing contract ("contrat de partage").
- Two thirds of employees agreed to enter the value-sharing contrat, and will benefit from a potential increase in the value of the company.



Amethis Europe Expansion has signed the France Invest charter on sharing the value created with employees. This charter provides for the systematic introduction, within 12 months, of profit-sharing agreements, value-sharing bonuses or participation schemes for newly-invested companies. We are very pleased to see that a large number of French private equity players are taking action on this issue, on which our investment teams have already been working for several years.



Example of a partnership with a portfolio company



- SIBM manufactures precast concrete products in Ivory Coast
- The company employs over 1,200 people, working across 8 production sites

ESG and impact journey together between SIBM and Amethis

2021

Initial assessment

- Initial assessment of the company's environmental, social and impact profile
- Internal review by Amethis teams
- Due diligence carried out by a specialized provided

2022

Action plan definition and kickoff

- Definition of environmental and social roadmap / action plan
- Contractualization of action plan between Amethis and company
- Nomination of environmental and social resources within SIBM (HR, health & safety, environmental)
- Inclusion of ESG on the agenda of boards
- First environmental and social site visit for monitoring purposes

2023

Action plan implementation

- Development of less carbon-emissive concrete formulas for the Abidjan subway
- Technical assistance project framed and contractualized between SIBM, DEG and Amethis
- First carbon footprint
- Preparatory work the ISO 14001 (environmental management)
- Preparatory work the ISO 45001 (environmental management)

2024-2025

Next steps

- Carbon emissions management plan
- Implementation of ISO remediation plans to progress towards certification
- Formalization of a gender strategy
- Implementation of strategy in Senegal, following the opening of a new production site



SIBM workers manufacturing an electric pole in Côte d'Ivoire

Sanitation pipes manufactured by SIBM in Côte d'Ivoire

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