

FRANCE

BENCHMARK OF ESG KEY INDICATORS

	SEED	SERIES A
ENVIRONMENTAL METRICS		
Percentage of companies that implemented:		
Carbon Footprint Assessment	39%	65%
Environmental policy	33%	35%
Formalized Climate Targets	8%	19%
Decarbonization strategy or plan	8%	16%
Full-time or Part-time ESG leader	NA	45%

	SEED	SERIES A
SOCIAL METRICS		
% Women in workforce	32%	34%
% Women in Exco	NA	20%
% Unadjusted Gender Pay Gap	NA	7%
% Companies that have a formalized diversity charter	60%	48%
% Companies that conduct a regular employee survey	64%	71%
% Companies with Value Sharing Scheme	64%	71%
% Share of capital held by employees	NA	19%

	SEED	SERIES A
GOVERNANCE METRICS		
% Companies that have at least one woman at Board	64%	52%
% Companies with at least one independent board member	NA	59%
% Companies with Supplier code of conduct	NA	NA
% Companies with Data privacy certification	NA	NA

UK

BENCHMARK OF ESG KEY INDICATORS

	SEED	SERIES A	SERIES B
ENVIRONMENTAL METRICS			
Percentage of companies that implemented:			
Carbon Footprint Assessment	53%	64%	NA
Environmental policy	42%	47%	20%
Formalized Climate Targets	15%	13%	18%
Decarbonization strategy or plan	23%	12%	27%
Full-time or Part-time ESG leader	NA	NA	NA

	SEED	SERIES A	SERIES B
SOCIAL METRICS			
% Women in workforce	36%	35%	35%
% Women in Exco	NA	NA	NA
% Unadjusted Gender Pay Gap	9%	20%	NA
% Companies that have a formalized diversity charter	56%	75%	64%
% Companies that conduct a regular employee survey	83%	88%	100%
% Companies with Value Sharing Scheme	NA	NA	NA
% Share of capital held by employees	NA	NA	NA

	SEED	SERIES A	SERIES B
GOVERNANCE METRICS			
% Companies that have at least one woman at Board	62%	65%	73%
% Companies with at least one independent board member	NA	36%	NA
% Companies with Supplier code of conduct	NA	NA	NA
% Companies with Data privacy certification	NA	NA	NA

GERMANY

BENCHMARK OF ESG KEY INDICATORS

	SEED	SERIES A	SERIES B
ENVIRONMENTAL METRICS			
Percentage of companies that implemented:			
Carbon Footprint Assessment	71%	63%	73%
Environmental policy	24%	33%	36%
Formalized Climate Targets	14%	18%	7%
Decarbonization strategy or plan	24%	14%	7%
Full-time or Part-time ESG leader	NA	NA	NA

	SEED	SERIES A	SERIES B
SOCIAL METRICS			
% Women in workforce	38%	30%	36%
% Women in Exco	NA	NA	NA
% Unadjusted Gender Pay Gap	14%	20%	15%
% Companies that have a formalized diversity charter	55%	73%	73%
% Companies that conduct a regular employee survey	90%	89%	100%
% Companies with Value Sharing Scheme	NA	NA	NA
% Share of capital held by employees	NA	NA	NA

	SEED	SERIES A	SERIES B
GOVERNANCE METRICS			
% Companies that have at least one woman at Board	52%	60%	50%
% Companies with at least one independent board member	44%	19%	42%
% Companies with Supplier code of conduct	NA	NA	NA
% Companies with Data privacy certification	NA	NA	NA