



Nexus

Premium report

Gaia 2021 Campaign
on data for the financial year 2020



January 03, 2022

ISIN DE0005220909
Macro sector Service
Market Foreign Compartment

General information about Nexus

Macro-sector Service
Sector Health Care
Sub-sector Health Care Equipment & Services

This report presents the following information:

- Nexus's ESG scorecard, including: trend, benchmark, and scores per pillar and sub-pillar
- More detailed benchmarks *
- A focus on key indicators per ESG pillar (Environmental, Social, Governance, External Stakeholders) *
- A graph showing the distribution of ESG * scores
- The ranking of the company assessed *
- Top 5 companies in the sub-sector
- Research on controversial activities
- Modelled carbon footprint and intensity (Scope 1 & 2)
- The raw data with the analyst's comments

* This information is broken down by country, sector, and turnover.

Who are we?

Gaïa Research

Gaïa Research is an agency specialised in rating the ESG performance of companies listed on European markets. Gaïa Research is a brand of EthiFinance, a subsidiary of the Qivalio Group.

EthiFinance

Founded in 2004, EthiFinance is a non-financial analysis and consulting agency that accompanies its clients in managing the risks and opportunities related to sustainable development. EthiFinance has developed tailor-made offers to meet the specific expectations of its clients, whether they are investors, banks, companies or organisations.

Qivalio

Qivalio is an innovative European rating, research and advisory group for sustainable finance.

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Our methodology

Gaïa Research assesses the companies under its coverage according to a benchmark of around 170 criteria for France and 75 for Europe, divided into 4 pillars: Environment, Social and Governance and External Stakeholders. Non-financial analysis has historically been focusing on three main pillars: environmental, social and governance (ESG). However, we believe that in order to present a more comprehensive assessment, a fourth pillar, namely external stakeholders (ES), has to be added. Consequently, any reference to ESG throughout this document refers to all four pillars, including external stakeholders (ESG-ES). We update our framework annually based on the results of previous years and emerging ESG risks (new indicators, level of detail of answers, rating algorithms, etc.).

The evaluation process is as follows:

- Our analysts make a pre-assessment based on the company's public documentation.
- An initial quality control is carried out to ensure the reliability of the data.
- During the dialogue phase, we contact the company so that it can amend and/or modify its ESG questionnaire and provide qualitative information in the form of comments.
- The last phase consists of a verification of the overall consistency and a homogenisation of the data.

ESG Scorecard

Overall score over 3 years

Year	ESG rating
2020	66
2019	65
2018	57

The table below shows the ESG rating under the Gaia 2021 benchmark for the three years of assessment. The scores range from 0 to 100, 100 being the highest score.

The table highlights the details of the scores by pillar (ESG-ES) and sub-pillar. The benchmark used includes all the companies in the Health Care sector rated during the Gaia Research 2021 campaign, i.e. 114 companies.

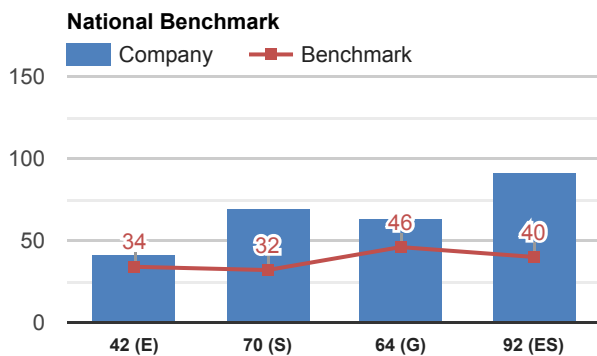
Red means that the company is underperforming the benchmark. Conversely, green indicates that the company is outperforming. Yellow means that the company's rating is similar to that of the benchmark.

Rating	2018	2019	2020	Trend 2019-2020	Benchmark
GOVERNANCE	61	59	64	↗	52
Composition of the bodies of governance	40	40	40	=	57
Functioning of the bodies of governance directors	75	75	75	=	59
Remuneration of executives and directors	75	75	75	=	54
Business ethics	67	58	58	=	52
CSR policy and non-financial issues and implementation of the DPEF	50	50	83	↗	29
SOCIAL	58	71	70	↘	29
Social policy	63	88	88	=	49
Working conditions	25	17	50	↗	23
Skills development	50	63	63	=	5
Equal opportunities	75	100	75	↘	55

Rating	2018	2019	2020	Trend 2019-2020	Benchmark
Health and Safety	92	92	83	↘	19
ENVIRONMENT	43	43	42	↘	27
Environmental policy and management system	50	50	25	↘	19
Energy and GHG	25	25	44	↗	31
Water, air, soil and waste	100	100	100	=	33
EXTERNAL STAKEHOLDERS	60	100	92	↘	31
Relationship with suppliers	0	100	80	↘	31
Relationship with customers, civil society and product liability	100	100	100	=	31
Rating	57	65	66	↗	38

Benchmarks

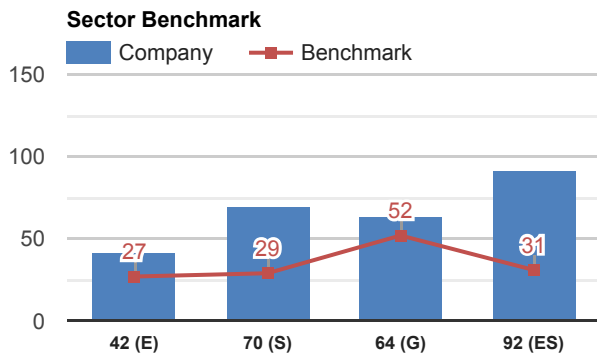
To offer a better comparison of performance by pillar, Gaia Research offers three types of benchmark. Nexus can compare its results with those of companies in its country, sector and turnover category.



Country benchmark

The country benchmark is composed of all **companies in Germany** covered by Gaia Research during its 2021 campaign, i.e. **243 companies**.

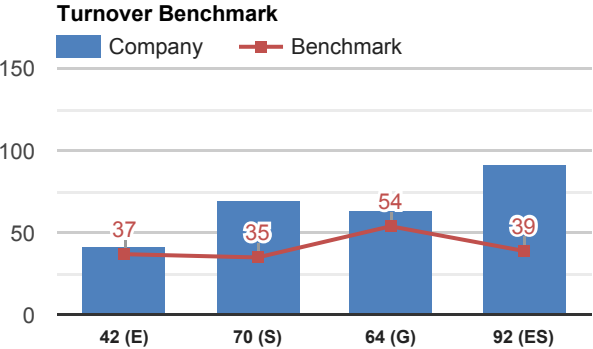
The overall average of the Country benchmark is **39/100**.



Sector benchmark

The sector benchmark consists of all companies included within the **Health Care sector** in the Gaia Research 2021 campaign, i.e. **114 companies**.

The overall average of the sector benchmark is **38/100**.



Turnover benchmark

Gaia Research distinguishes three turnover categories:

- <150 million €
- >150 Million €
- >500 Million €

Nexus's turnover category benchmark consists of all the companies in our coverage in the 2021 campaign **with >150 million in turnover**, i.e. **336 companies**.

The overall average benchmark by turnover category is **44/100**.

Focus on key indicators

In order to compare the company's performance with its peers, Gaia proposes a focus on several key indicators, each broken down by E-S-G-ES pillar.

Below you will find Nexus's performance on several key issues, compared to its various benchmarks (country, sector, and turnover).

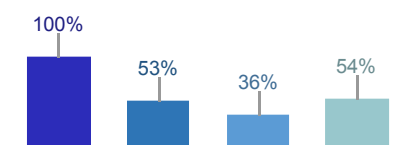
■ Company ■ Sector ■ Country ■ Turnover category

Governance

Share of independent Directors on the Board

The independence of the Board of Directors aims to ensure a diversity of interests in corporate governance.

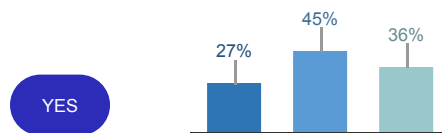
The independent director is usually a professional who has no personal or financial interest in the company: the company then benefits from this outside view for input on strategic decisions.



Nexus has 100% independent directors. The average is 53% in its sector, 36% in Germany, and 54% in its turnover category.

Presentation of the CSR strategy to the Board

This indicator highlights the companies presenting their Corporate Social Responsibility (CSR) approach to their Board of Directors. This makes it possible to understand the level of support for CSR issues in companies.



Nexus presents its CSR strategy to the Board.

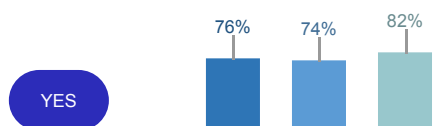
27% of companies present their CSR strategy to the Board within its sector, 45% in Germany, and 36% within its turnover category.

Governance

■ Company ■ Sector ■ Country ■ Turnover category

Formalisation of a business conduct and anti-corruption policy

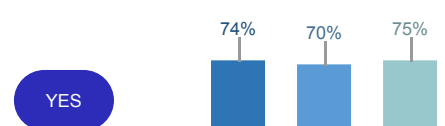
Business ethics help to ensure confidence in the market and thus guarantee its good functioning. Corruption and anti-competitive practices are particularly regulated and mismanagement of these risks can result in heavy fines and other penalties.



Nexus has formalised a business conduct and anti-corruption policy. 76% of companies have formalised such a policy within its sector, 74% in Germany, and 82% within its turnover category.

Existence of an ethical alert system

A whistleblowing system is a mechanism available to a company's internal and sometimes external stakeholders to report violations of laws and regulations, but also actions, behaviour or breaches of the company's code of conduct, ethical principles, etc.



Nexus has set up a whistleblowing system. 74% of companies have a whistleblowing system within its sector, 70% in Germany, and 75% within its turnover category.

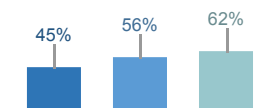
Environmental

■ Company ■ Sector ■ Country ■ Turnover category

Formalisation of an environmental policy

The formalisation of an environmental policy is a sign that the company has identified material environmental issues for its sector of activity. It is a starting point for defining an action plan to address these issues. Companies can go further by adding quantitative targets to the policy.

YES

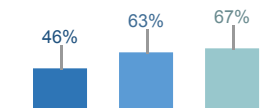


Nexus has formalised an environmental policy. 45% of companies have formalised such a policy within its sector, 56% in Germany, and 62% within its turnover category.

Existence of an action plan for energy saving and greenhouse gas (GHG) reduction

In addition to preserving the environment, energy savings and the use of renewable energy are major challenges for companies in order to optimise costs and benefit from tax advantages.

YES



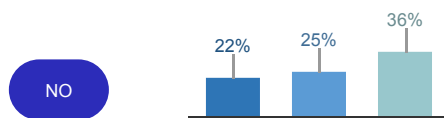
Nexus has an action plan for energy savings and the reduction of GHG emissions. 46% of companies have such an action plan within its sector, 63% in Germany, and 67% within its turnover category.

Environmental

■ Company ■ Sector ■ Country ■ Turnover category

Publication of greenhouse gas emissions for scope 3 (indirect emissions) in tons CO2 equivalent

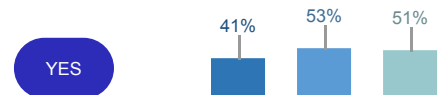
While reporting on scope 1 and scope 2 is now common practice, this is not yet the case for scope 3. This is why we consider that a company that communicates its scope demonstrates ambition and a desire for transparency. In addition, It may allow the company to explore ways of reducing its emissions throughout its value chain.



Nexus does not publish its GHG emissions for scope 3.
22% of companies report on this indicator within its sector, 25% in Germany, and 36% in its turnover category.

Initiatives/actions to reduce inputs/ consumables and/or waste

This indicator rewards companies that take action to reduce their upstream consumption of materials and inputs and/or their downstream production of waste. It allows us to assess the company's appreciation of the challenges of circular economy.



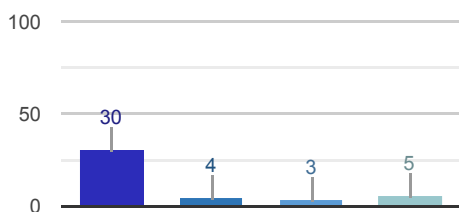
Nexus has implemented initiatives to reduce its inputs and waste.
41% of companies implement such initiatives within its sector, 53% in Germany, and 51% within its turnover category.

Social

■ Company ■ Sector ■ Country ■ Turnover category

Average number of training hours per employee

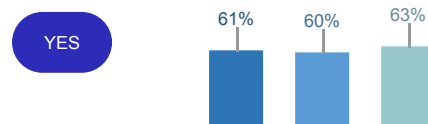
Training, considered as an investment in human capital, is one of the axes of a company's strategy. A structured skills development plan enables to match the company's needs with the skills of the employees. It is one of the company's responsibilities to maintain a high level of employee skills.



On average, Nexus employees were trained 30 hours in 2020. The average is 4 in its sector, 3 in Germany, and 5 in its turnover category.

Existence of a Human Resources Department

The Human Resources department has technical, strategic and operational functions and thus plays an essential role in supporting employees and managers. It is an important indicator of the company's social policy.



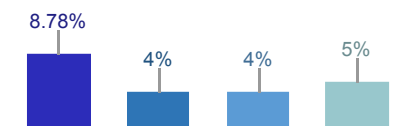
Nexus has a Human Resources department. 61% of companies have a HR department within its sector, 60% in Germany, and 63% within its turnover category.

Social

■ Company ■ Sector ■ Country ■ Turnover category

Job turnover rate

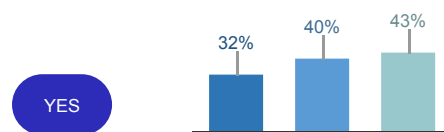
In order to assess the attractiveness of the company and its ability to retain talent, it is interesting to assess the share of voluntary departures compared to the total number of departures.



On average, Nexus has a turnover rate of 8.78%. The average is 4% for its sector, 4% in Germany, and 5% in its turnover category.

Commitment to the promotion of social dialogue

This indicator aims to determine whether the company is explicitly committed to promote social dialogue in a dedicated document. According to the International Labour Organisation (ILO), social dialogue includes all forms of negotiation, consultation and exchange of information between government representatives, employers and workers on matters of common interest related to economic and social policy.



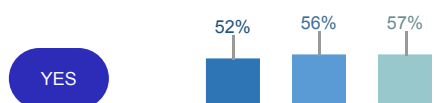
Nexus is committed to promoting the social dialogue. 32% of companies commit to the promotion of social dialogue within its sector, 60% in Germany, and 43% within its turnover category.

External Stakeholders

■ Company ■ Sector ■ Country ■ Turnover category

Integration of social criteria in purchasing/subcontracting practices

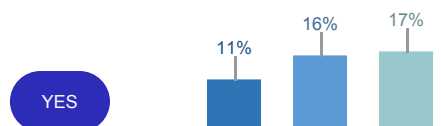
Increasingly, companies are integrating their approach to social responsibility into their relationships with their suppliers and subcontractors. Thus, organisations tend to establish "responsible purchasing charters" which define the criteria for selecting products, or "supplier charters" which require suppliers and subcontractors to make commitments and comply with social standards and legislation (e.g. ILO Conventions).



Nexus integrates social criteria into its purchasing/subcontracting practices. 52% of companies integrate social criteria in purchasing/subcontracting practices within its sector, 56% in Germany, and 57% within its turnover category.

Taking into account the proximity of suppliers in purchasing practices

This indicator lists the companies that state that they integrate geographical proximity as a supplier selection criterion, or that indicate that they give priority to local purchases when possible. From an environmental point of view, this choice enables to reduce transport times and, ultimately, the carbon footprint. From a societal point of view, favouring local suppliers can maintain the trust and cooperation of local stakeholders.



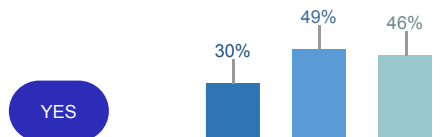
Nexus takes supplier proximity into account in its purchasing practices. 11% of companies take into account the proximity of suppliers in purchasing practices within its sector, 16% in Germany, and 17% within its turnover category.

External Stakeholders

■ Company ■ Sector ■ Country ■ Turnover category

Conducting customer satisfaction surveys

The attention given to customer satisfaction is a key issue for a company's sustainability. The level of customer satisfaction and the quality of services determine the perceived value of the products. Carrying out customer satisfaction surveys suggests a willingness to market products in line with customers' expectations.

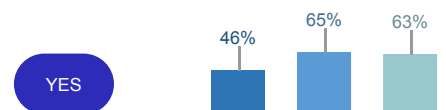


Nexus conducts customer satisfaction surveys.

30% of companies conduct customer satisfaction surveys within its sector, 49% in Germany, and 46% within its turnover category.

IT risks are presented to governance bodies at least once a year

This indicator aims to determine whether cybersecurity issues are considered material by the company and if the related risks are managed by the governance bodies. In order to counter the threat of cyberattacks, strategies must be implemented. The first step is therefore to identify these risks prior to controlling them.



Nexus presents IT risks to its governance bodies.

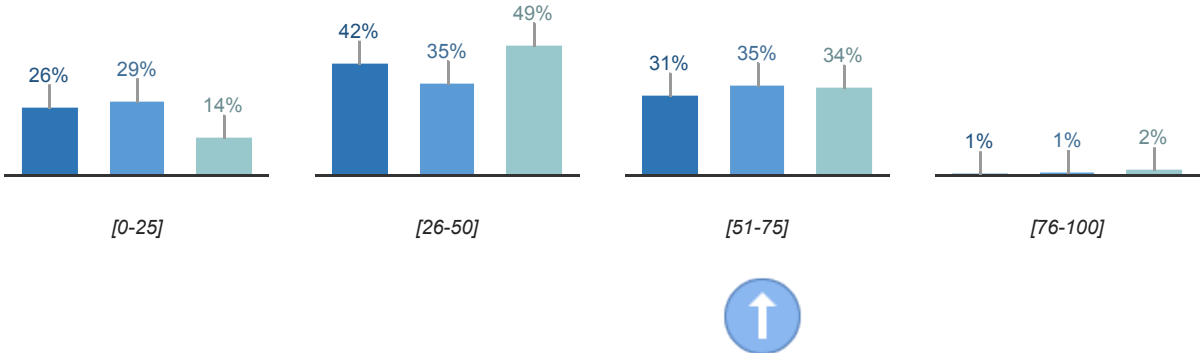
46% of companies present IT risks to their governance bodies within its sector, 65% in Germany, and 63% within its turnover category.

Positioning of the issuer in relation to its peers

The graph below highlights the distribution of ESG ratings of Gaia Research's coverage, according to Nexus's sector, country and turnover category. The arrow represents the company's ESG performance.

Distribution of ESG ratings

■ Sector ■ Country ■ Turnover category



Ranking of Nexus



Top 5 companies in the sub-sector

The companies listed below are the best performing ESG companies under our coverage and are in the same sub-sector as Nexus, i.e. the Health Care Equipment & Services sub-sector.

Top 1
GVS SpA

Top 2
Agfa-Gevaert

Top 3
Ypsomed Holding AG

Top 4
Nexus

Top 5
Amplifon

Controversial activities

The company is not exposed to activities considered controversial. Gaïa's research covers the following activities: controversial weapons, chemical production (especially pesticides), fossil fuels, alcohol, pornography, tobacco, gambling. It should be noted that the first three activities mentioned are mandatory indicators (RTS) of the Sustainable Finance Disclosure Regulation (SFDR).

The activities identified as controversial in the ESG analysis are central to the implementation of investors' responsible investment strategies. This information will enable the issuer to identify the extent to which some of its activities may be controversial and thus organise its communication to investors accordingly.

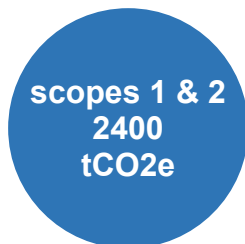
Modelled Footprint and Carbon Intensity

Some companies do not report their greenhouse gas (GHG) emissions data. Gaia Research has developed a model to estimate the missing GHG emissions data based on available data, including revenues, number of employees, main sector of the company, electricity and fuel consumption, etc. This module gives you access to an estimate of your scope 1 and scope 2 carbon footprint.

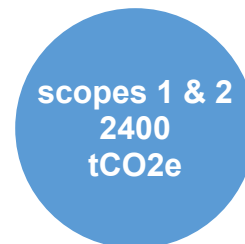
N.B.: Scope 1 corresponds to direct emissions resulting from the combustion of fossil fuels. Scope 2 relates to indirect emissions from the consumption of electricity, heat or steam required to manufacture Nexus products.

Scope 3 corresponds to other indirect emissions, such as the extraction of materials purchased by the company for the production of the product or emissions related to the transportation of employees and customers coming to buy Nexus products. The data is expressed in tons of CO₂ equivalent.

Reported carbon footprint



Estimated carbon footprint



Estimated carbon intensity



Raw data

On the following pages, Gaia Research presents the raw data from your evaluation of the 2018-2019-2020 fiscal years for the Gaia Research 2021 campaign:

ECONOMIC DATA		2018	2019	2020	Source
Q73	Consolidated turnover	136,47	147,65	162,94	Public disclosure
Q105	Market capitalization at the end of year (31/12)	385,09	545,00	803,40	Public disclosure
COMPANY RESPONSE		2018	2019	2020	Source
Q217	Company response to the Gaia questionnaire	YES	YES	YES	Internal information
GOVERNANCE		2018	2019	2020	Source
Q401	Control of capital (ownership >=34% of shares) by a shareholder or group of shareholders	NO	NO	NO	Internal information
Q7	Number of Board members	6,00	6,00	6,00	Public disclosure
Q403	Number of independent Board members as reported by the company	6,00	6,00	6,00	Public disclosure
Q12	Number of women on the Board	1,00	1,00	1,00	Public disclosure
Q116	Number of members of the Executive Committee (or Management Committee)				Not identified
Q605	Share of women in the Executive Committee				Not identified
Q15	Commitment to comply with the recommendations of the home country governance code (e.g AFEP-MEDEF French corporate governance code)	YES	YES	YES	Public disclosure
Q118	Number of Board meetings during the financial year	4,00	6,00	8,00	Public disclosure
Q119	Average attendance rate at Board meetings	100,00	91,67	93,75	Public disclosure
Q97	Existence of an Audit or Risk Management committee	YES and the chair of the committee is an independent director	YES and the chair of the committee is an independent director	YES and the chair of the committee is an independent director	Public disclosure
Q405	Existence of a Remuneration and/or Appointments committee	YES and the Chairman is independent	YES and the Chairman is independent	YES and the Chairman is independent	Calculation with published data

Q114	Total compensation paid to Board members	112,00	112,00	129,00	Public disclosure
Q92	Total compensation of the CEO (excluding potential attendance fees)	847,00	1 386,00	1 047,00	Public disclosure
Q407	Disclosure of the criteria for calculating the variable compensation of the CEO	YES, with performance indicators	YES, with performance indicators	YES, with performance indicators	Public disclosure
Q120	Definition of a Business Code of Conduct and Corruption Policy	YES	YES	YES	Public disclosure
Q620	Existence of a whistleblowing system	YES, with a compliance officer	YES, with a compliance officer and the system is confidential	YES, with a compliance officer and the system is confidential	Public disclosure
Q16	Share of audit costs in total auditors' fees	94,54	86,21	82,50	Calculation with published data
Q76	Formalisation of a structured CSR strategy which includes an action plan (with or without objectives) on social, environmental and external stakeholder issues	YES	YES	YES	Public disclosure
Q408	Existence of a manager or a division in charge of CSR / sustainability	NO	NO	YES	Internal information
Q636	Presentation of the CSR strategy to the Board during the year	YES, once	YES, once	YES, once	Public disclosure
Q409	Signature of the UN Global Compact	NO	NO	NO	Not identified
SOCIAL		2018	2019	2020	Source
Q27	Average workforce (in FTE, including fixed-term contracts, temporary work, apprenticeship but excluding interns)	1 153,00	1 296,00	1 322,00	Public disclosure
Q410	Total staff at the end of the financial year (full-time equivalent [FTE], including fixed-term contracts, temporary work, apprenticeship but excluding interns)	1 350,00	1 551,00	1 603,00	Internal information
Q412	Non-permanent workforce at the end of the financial year (FTE, fixed-term contracts + temporary work + apprenticeship)			30,00	Internal information
Q124	Evolution of the workforce compared to the previous year at constant/pro forma perimeter, e.g., excluding acquisitions & disposals (net job creation, FTE)		146,00	26,00	Internal information
Q608	Share of total workforce located in the	70,00	57,00	54,00	Internal in-

	Company's home country				formation
Q28	Share of the permanent workforce located in the Company's home country	70,00	57,00	54,00	Internal information
Q24	Existence of Group a Human Resources Manager (Yes(D) if the HR manager is a member of the executive or management committee)	YES	YES	YES	Public disclosure
Q30	Share of non-permanent staff			1,87	Internal information
Q31	Employee turnover rate	3,00	8,03	8,78	Internal information
Q303	Written commitment in favour of social dialogue	NO	NO	YES, reference to regulatory compliance	Public disclosure
Q40	Employee training ratio	100,00	100,00	100,00	Internal information
Q416	Average number of training hours per employee (Total training hours / average number of employees)		30,00	30,00	Internal information
Q35	Share of women in the workforce	35,00	33,90	34,20	Public disclosure
Q36	Share of women in management positions	21,28	30,30	20,93	Calculation with published data
Q641	Gender wage gap		0,00	0,00	Internal information
Q121	Implementation of an HSS (Health, Safety, Security) management system	NA	NA	NA	
Q49	Absenteeism rate for illness and work accidents	2,10	2,30	2,61	Internal information
Q50	Accident frequency rate(number of accidents with lost days x 1,000,000 / number of hours worked)	0,00	0,00	0,00	Public disclosure
Q51	Accident severity rate (Number of days lost to accidents or occupational diseases x 1000 / number of hours worked.)	0,00	0,00	0,00	Public disclosure
ENVIRONMENT		2018	2019	2020	Source
Q418	Adoption of an environmental policy (identification of issues and objectives)	YES	YES	YES	Public disclosure
Q131	Share of activity under an environmental certification (e.g. ISO 14001, EMAS)	No certification	No certification	No certification	Not identified

Q421	Implementation of a product eco-design process	NA	NA	NA	
Q642	Biodiversity diagnosis (assessment of impact and dependency of company activities)	NA	NA	NA	
Q58	Action plan to reduce greenhouse gas emissions and energy consumption	YES	YES	YES	Public disclosure
Q422	Implementation of an energy audit in the last four years	YES	YES	YES	Public disclosure
Q423	Total energy consumption (MWh)			4 499,04	Not identified
Q56	Total electricity consumption (MWh)	1 614,51	1 454,96	1 342,11	Public disclosure
Q71	Total oil consumption (MWh)			3 015,00	Internal information
Q72	Total gas consumption (MWh)			141,93	Internal information
Q125	Consumption of produced/bought renewable energy (MWh)	800,00		0,00	Internal information
Q126	Greenhouse gas emissions, Scope 1 (direct emissions) and Scope 2 (indirect emissions from purchased energy) (Ton CO2 eq.)			2 400,00	Internal information
Q425	Greenhouse gas emissions, scope 3 (other indirect emissions) (Ton CO2 eq.)				Not identified
Q419	Initiatives / actions to reduce the quantity of inputs / consumables - excluding energy - (paper, water, raw materials, etc.) and / or waste	YES	YES	YES	Public disclosure
Q67	Water consumption (m3)	NA	NA	NA	
Q61	Volume of non-hazardous waste (tonnes)	NA	NA	NA	
Q62	Volume of hazardous waste (tonnes)	NA	NA	NA	
Q64	Share of re-used/recycled/recovered waste (internally or externally)	NA	NA	NA	
EXTERNAL STAKEHOLDERS		2018	2019	2020	Source
Q54	Integration of social criterias/requirements in purchasing practices / outsourcing	NO	YES	YES	Public disclosure
Q55	Implementation of supplier/contractor audits regarding social criteria	NO	YES	YES	Public disclosure
Q59	Integration of environmental criteria/requirements in procurement practices	NO	YES	YES	Public disclosure

	tices/outsourcing				
Q60	Existence of supplier/contractor audits to control the implementation of environmental criterias	NO	NO	YES	Not identified
Q430	Average payment term of suppliers		5,00		Not identified
Q649	Consideration of supplier proximity in purchasing practices	NO	YES	YES	Public disclosure
Q130	Share of your activity under quality certification (e.g. ISO 9001)	Global (>90%)	Global (>90%)	Global (>90%)	Public disclosure
Q128	Implementation of customer satisfaction survey in the past three years	YES	YES	YES	Internal information
Q634	Presentation of IT risks to the governance bodies at least once a year	YES	YES	YES	Public disclosure

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