

CLIMATE & IMPACT REPORT

2023

blisce/

Table of Contents

01

Management
Company

02

Investment
Process

03

Portfolio
Companies

04

What's
Next?

Foreword

“2023 marked a significant milestone for blisce/ as we achieved our B Corp **re**certification. This highlights our continued commitment to building responsible business practices in the long run.

This year has been punctuated by several strong investments, stating our dedication to supporting impactful companies: the femtech Sorella, disrupting women’s healthcare; Reforest’Action contribution to recreating ecosystems; Local Infusion, disrupting access to infusion therapy.

Looking forward, we aim to strengthen this direction with complementary investment strategies. We’re deeply convinced that responsible finance is essential to make innovation work better for the people and our planet.”



Alexandre Mars,
CEO of blisce/

A stylized, handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Introduction

At blisce/, our mission is to make innovation work better for the people and our planet through responsible finance.

As investors, we are convinced that enabling businesses to protect and focus on their mission is a critical driver of performance. We are doing so by aligning all stakeholders around a clearly articulated long-term impact and explicit KPIs to measure it.

That is why we integrate Climate & Impact into our investment approach and portfolio support through a “one team” approach, with dedicated points of contact for our portfolio companies within the blisce/ team.

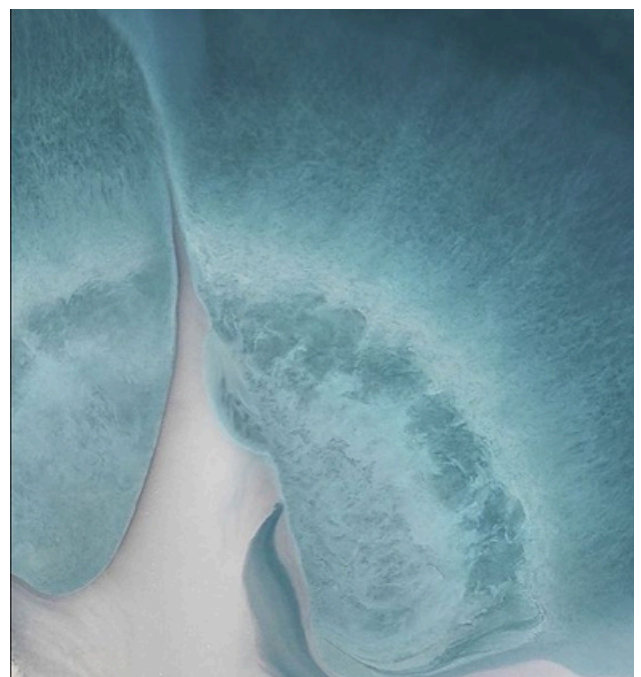
Since our inception, we have annually taken further steps to enhance the quality of our analysis and support to companies on these subjects. Over time, we have built and refined our due diligence methodology to further integrate climate and impact in our analysis.

We have introduced mission protective provisions in our term sheets to establish organization-wide accountability. We also seek only lead or co-lead positions to influence boards on impact matters.

In the last couple of years, we have been striving to move away from jargon and normative claims to focus on actionable Climate & Impact support for our portfolio. This aims at protecting and accelerating the impact of the companies we work with.

Our recommendations are backed by a strong business rationale, practical experience from prior investments and rigorous external research.

With this report, we aim to provide an overview of the impact we had in 2023 through our management company, portfolio investments, and investment processes.



Part I.

Management Company

01

Our
Ethos

02

Our
Method

03

Our
Stakeholders

Our Ethos

At blisce/, we believe that pairing finance and impact is a catalyser for performance.

As investors we are convinced that, enabling businesses to protect and focus on their mission by aligning stakeholders around a clearly articulated long-term impact, is a critical driver of success.

1 Alignment is key to **reduce management & operational risk.**

Effective leadership alignment around a clear mission is a game changer. When leadership teams are not unified in their mission and goals, management and execution risks increase significantly. A mission statement needs to be clear and well-communicated to ensure coherent strategy and successful implementation.

2 A strong drive from founders gives **more resilient companies.**

Founders who do not embody the mission and lack personal investment in its success are less resilient, struggle to recover from setbacks, and are more prone to burnout or abandonment of their goals.

3 Maintaining a consistent voice to **manage crisis & stakeholders.**

Companies that fail to clearly articulate their purpose often struggle to maintain a consistent voice, becoming easily distracted by current social issues. This challenge is amplified in today's politically charged environment, where consumers and employees expect companies to take a stand. Without a guiding principle, companies are unable to manage crises and stakeholder relationships effectively.

4 Founders **prioritize vision & purpose alignment** with their investors.

There is a growing demand among founders for alignment with investors on vision and purpose. The recent State of European Tech 2023 report by Atomico highlights this trend, with 36% of founder respondents citing shared alignment of vision and purpose as their top priority from VCs.

Our Method

The general approach of our entity regarding the positive and negative externalities of our business is based on an integrated framework dedicated to each investment. We actively work to align our environment, community, team, and society, considering shareholders as stakeholders in our company.

1 The board reviews climate and impact commitments and progress twice a year.

The entire team is responsible for our commitments, integrating social and environmental goals into management and objectives. New members undergo climate and impact training during onboarding, and we provide continuous training for all employees.

We annually assess our Scope 1, 2, and 3 carbon footprint with Plan A.

Given that the majority of our investments come from our Scope 3 emissions category, we are strongly committed to supporting our portfolio companies in reducing their emissions.

3 Philanthropy is an integral part of blisce/'s DNA. 20% of blisce/'s accrued interest is donated to social causes.

Additionally, each employee has the opportunity to dedicate 5% of their time (120 hours/year) to volunteer activities or promoting a social, environmental, or political cause they care about.

Our decisions are taken with having in mind the impact on our Founders & our Limited Partners, putting them as key stakeholders in our business.

4



Our Stakeholders

Governance

Community

Team

(Re)Certified



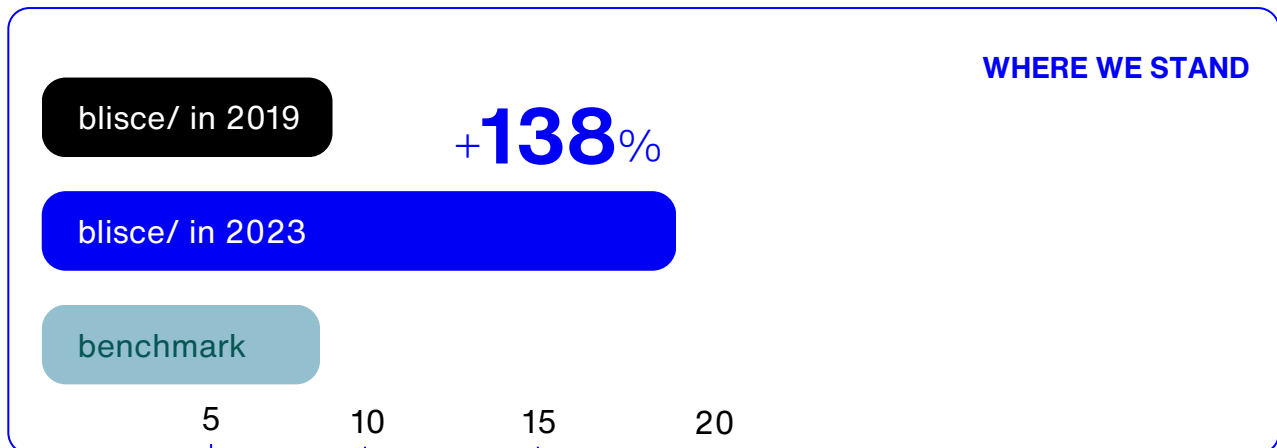
Corporation

**Founders
&
Limited Partners**

Environment

Governance

We invest purposefully. As stewards of capital we work to protect and advance the interests of all our stakeholders by fueling innovation, impact and growth; positive finance is not an oxymoron for us.



HOW WE DID IT

1. We Locked our Mission

We have solidified our mission by amending our corporate governing documents to mandate consideration of all stakeholders in our decision-making process.

2. We Track our Impact

We have conducted a materiality assessment of our company, identified and measure metrics based on the results of this assessment.

3. Internal training on Sustainable Matters

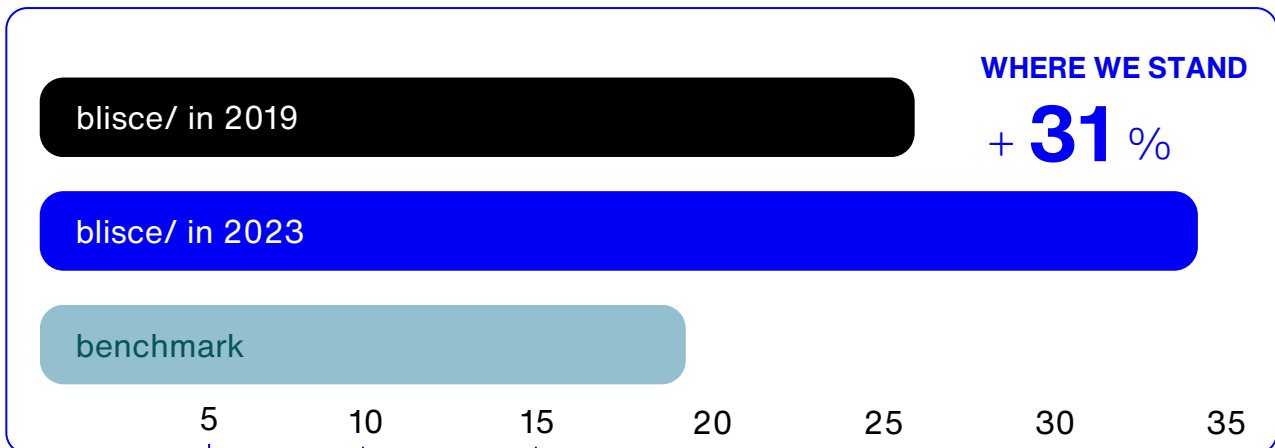
Every employee, at the time of their arrival, benefit from an internal training on our sustainable practices. These practices are also embedded throughout all of our processes on a daily basis.

4. Board Reporting

We regularly report on ethics, as well as ESG and impact matters, to the board. ESG and impact topics are given the same priority as our other key issues.

Employees

We empower people with trust and autonomy who demonstrate judgement, leadership, integrity, independent thinking, and values. We prioritize diversity in building our team to be faster and stronger long term. We reached a +50% women/men ratio in 2023.



HOW WE DID IT

1. We Track Satisfaction

We implemented an NPS Survey to track our employee's satisfaction and collect feedback for further improvement. We achieved a score of 90%+.

2. Diversity, Equity, Inclusion

We formalised our DEI policy, detailing our objectives, targets and commitments. Last year, we reached a milestone with 50%+ of our workforce identifying as women.

For comparison, in the VC sector in Europe, women only represent 23% of total workforce.

3. Well-being at Work

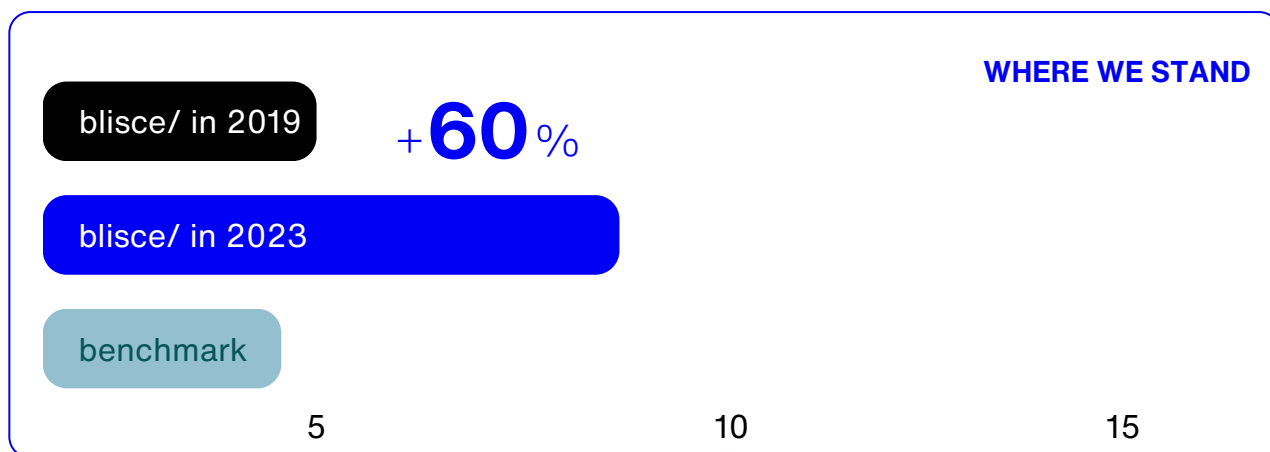
We provide job flexibility options. Employees can work from home twice a week and have a flex-time work schedule. We offered an additional week of holidays for all and subscription to mental-health platform.

4. Career Development

We offer ongoing training on core job responsibilities to employees but also cross-skills training for career advancements and non-career-specific life-skill training such as English or French lessons.

Environment

We take action to address the climate crisis in our operations and investment strategies to minimize our environmental footprint and decarbonize the economy.



HOW WE DID IT

1. We Track our Carbon Emissions

We worked with an independent third party to calculate our Scope 1, 2, and 3 emissions with significantly greater precision. These results will now serve as our baseline.

To date, 93.4% of our emissions come from our investments.

2. We Focus on Business Travels

We have identified business travels as our third source of emissions.

Consequently, we implemented a "train-first policy", resulting in a nominal 22% year-over-year decrease in this area in 2023, equating to a 50% reduction per headcount.

3. Offsetting our Emissions

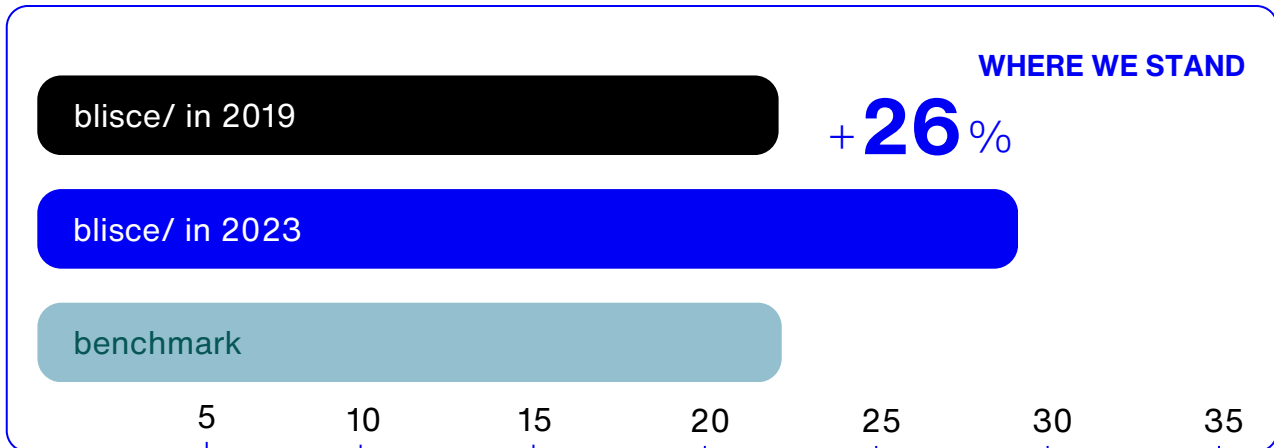
All of our residual Scope 1 and Scope 2 emissions, which we were unable to eliminate, are fully offset through our partnership with Reforest'Action, a company dedicated to tree planting and biodiversity preservation.

4. Environmental Policy

We designed blisce's environmental policy, which is freely accessible to all employees and included in the onboarding process for newcomers.

Customers

We consider our customers to be our Founders as well as our Limited Partners. We work with both, taking great pride in providing them with support and transparency.



HOW WE DID IT

1. Advocate for Best Practices

A third of our portfolio companies now have a mission-locked legal governance structure that mandates consideration of all stakeholders.

3. We Create a Product with Purpose

A majority of our funds' prospectus include a statement that outlines specific areas of impact beyond adherence to international standards that the fund will focus on over its investment lifetime.

2. We use Transparency

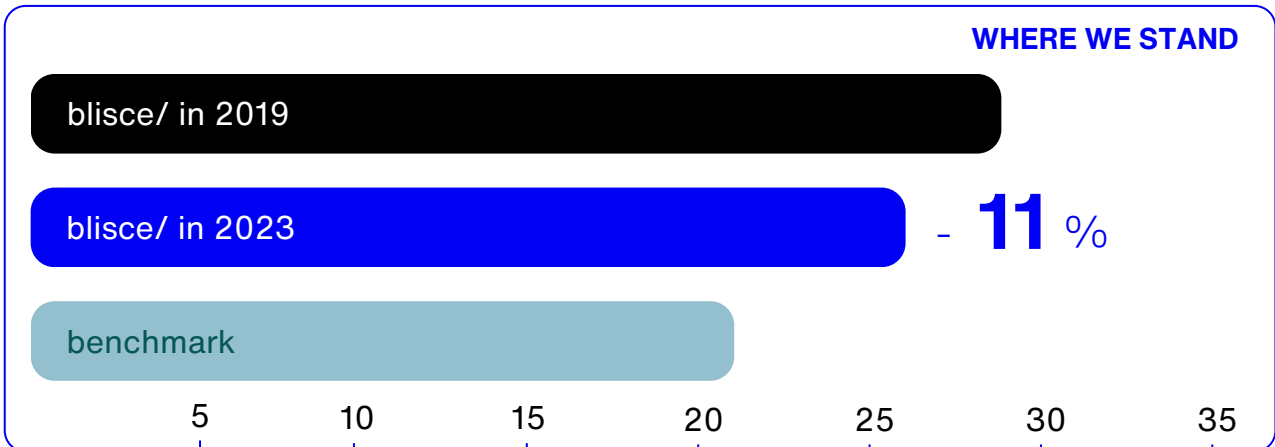
We share annual reports and aggregated data on the social and environmental performance of the portfolio companies with the board, the public, LPs, coworkers and the portfolio management.

4. Investor Relations

We created a dedicated team (IR) to support LPs throughout their journey with blisce/. In 2023, this highly responsive team has been setting up a strategy and roadmap, increasing follow-up frequency and initiating new formats, resulting a in a 5 points increase of the LPs NPS score.

Community

We will forever embed a significant commitment to giving back as a pillar of our business and our culture. We give back as a way of enhancing our impact and aligning our values as a team.



HOW WE DID IT

1. Create Advocacy

blisce/ is now an active member of the Initiative Climat International (icI), which aims to better understand and combat climate change. We are regular key speakers at forums dedicated to fairer finance.

2. Give back 5%

We believe in giving back: all employees dedicate 5% of their working hours to volunteer activities. Last year, thanks to their engagement, inspiring initiatives have been undertaken, such as:

- the mentoring of students or young entrepreneurs from disadvantaged backgrounds;
- volunteering such as collect of hygiene products;
- or participation in a skills-sharing program to provide consulting services free of charge.

LEARNINGS

Despite an overall increase in our BIA score and improvements in most pillars, the Community pillar saw a decrease during recertification. This was primarily due to cyclical factors, including fewer new hires during the reporting year, which impacted our Economic Impact score. Additionally, changes in the rating criteria contributed to this decline.

Community

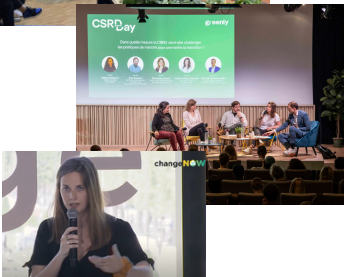
Looking back on 2023

2023 has been a year full of impactful initiatives. We have actively participated in numerous events to advocate for purposeful capital -a value we strongly believe in- and our coworkers have engaged in remarkable projects. Below, we selected a few examples that demonstrate our commitment.

1. Create Advocacy



We are member of the VentureESG Steering Committee as well as member of DiversityVC (level 1 certified) and active members of the BLab community.



Key speakers on stage at events

- COO at ChangeNow - "Investing in Climate", & CSRDay
- CEO at Maddy Keynote - "Does it Really Pay to do Good?", X-HEC Impact Roundtable - "Combining Impact and Profitability"
- Investment Director at TEDx - "Commitment or Finance: Do we Have to Choose?"

2. 5% Give Back: Initiatives

Our team selects several associations or causes where they'd like to volunteer on a punctual or recurring basis.

Some initiatives we implicated ourselves in:

- **Team volunteering:** In December, we organized a Christmas collection at the office to buy food which we then distributed to the Secours Populaires, as well as books and clothes.
- **Operational & Strategic support for Codi Tech:** This initiative provides a free six-month training program that teaches students coding and leadership skills. The NGO's goal is to use coding as a catalyst for social innovation, inclusion, and employment. We assisted in setting up two workshops and drafting a business plan for the NGO's next 2-3 years.
- **Mentoring with Les Déterminés:** Some coworkers were on the jury to evaluate the projects carried out over six months by entrepreneurs from disadvantaged areas. A way to give them the final tips on how to get started on their own.



Part II.

Our Investment Process

01

A Fully Integrated
Process

02

In-House
Methodology

03

Creating
Accountability

A Fully Integrated Process

Our Climate & Impact analysis is part of every due diligence process and is being performed by the Portfolio Impact team, in conjunction with our investment team, to enhance decision-making.

Pre-Term Sheet

We developed a proprietary methodology to assess 4 key dimensions of our investments (see 'focus' section) to effectively detect key environmental and social risks and opportunities before signing the term sheet.

Post-Term Sheet

To further build upon our analysis, we leverage the B Impact Assessment, which helps inform the final recommendation on the investment target to the investment committee and informs our portfolio support roadmap.

Post-Investment Support

Based on findings from the due diligence process, we compile a list of priority projects to partner on with founders to accelerate their mission.

Pre-Term Sheet

**Screening
Potential
Misalignment**

Screening

1

To ensure this is integrated into our investment process and thinking, and not a “check the box” due diligence exercise, we conduct training each year to update the investment team on our Climate & Impact Analysis processes. Based on this, they are able to screen out misaligned companies quickly

2

Initial Due Diligence

**Proprietary
Impact
Analysis**

To be mindful of founders' time before the term sheet is signed, but still provide a comprehensive analysis to the investment committee, we developed a proprietary methodology that enables us to assess companies relatively quickly across 4 key dimensions: mission, impact, responsibility and sustainability (see ‘focus’).

3

Term Sheet Signature

We work with the founders and board to structure governance and protect the mission of the company long term. We then include additional specific legal clauses to ensure accountability and focus on the company's long-term mission and impact.

**Creating
Accountability**

In-house Methodology

Based on desk research, company material analysis, and interviews, we assess a total of 29 criteria, including positive and negative signals, to compute a score for each of the following 4 dimensions.

We evaluate the leadership team's focus on a clear and measurable mission through which they align all key stakeholders in the business to generate shareholder and societal value.

Mission

We look for companies managed in a highly ethical and responsible manner, as such we evaluate if the success of the business relies on wins for all stakeholders (consumers, diverse workforce, shareholders, ...).

Responsibility

We look for game changing solutions with tangible and measurable social or environmental impact and evaluate potential negative externalities over time.

Impact

We look for documented evidence of sustainability considerations in decision making and assess if the company anticipates upcoming legally enforceable sustainability regulations.

Sustainability

This process helps us identify key areas of improvement and starts to inform how we support the company post-investment. Based on the assessment, key observations and items to flag are presented to the investment committee.

Post-Term Sheet

**B Corp
Impact
Assessment**

Final Due Diligence **4**

We ask post term-sheet signing that the company completes the “B Impact Assessment” (designed by the B Lab, who certify B Corporations) as this external tool allows us to verify our findings and benchmark our investment targets according to size, country and sector.

5 Post Investment Support

**Impact &
Mission Planning**

Based on due diligence findings we develop a dedicated programme to partner with founders and their teams on protecting the mission. The investment partners ensure there is focus from the board members, and that progress is being made to operationalize further each year.

6 Exiting Process

To help address critical issues for founders and their business to build attractiveness for potential acquirers and public markets, we designed an adaptive approach using a proprietary framework to focus on different topics and initiatives, depending on the company's growth trajectory, maturity stage and regulatory environment.

**Impact Value
Creation per
Maturity Stage**

Creating Accountability

By integrating social and environmental commitments into our term sheets and our continued advocacy as board members, we help companies remain founder-led, long-term oriented and laser-focused on a clear and measurable mission. The combination of these efforts ensures that companies establish accountability across the entire organization.



1.

Annual Assessment

Complete an annual ESG & Impact Assessment.

2.

Board Integration

Report material environment, social, governance issues at the BoD bi-annually.

3.

Performance Reviews

Incorporate social and environmental issues into the objectives and performance evaluation of management teams while also establishing training programs on these topics.

4.

Diversity, Equity, Inclusion

Establish a DEI policy and interview at least one woman or a member of an underrepresented group for each open executive level employment position.



Part III.

Our Portfolio Companies

01

Portfolio
Overview

02

Active
Support

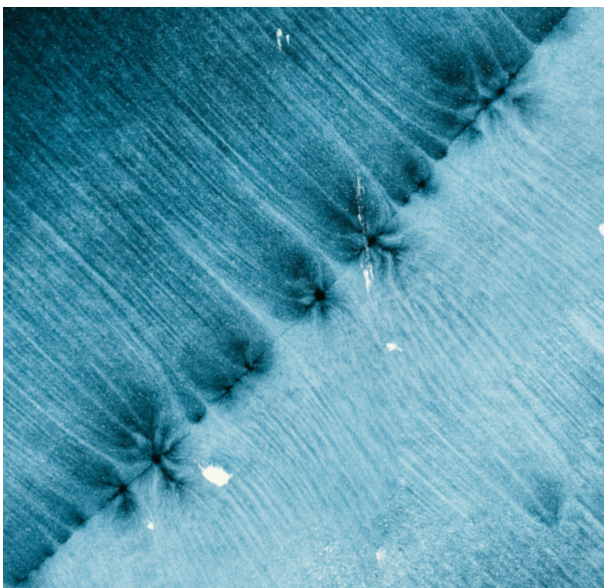
03

Impact
Focus

Active Portfolio Support

At blisce/, we are committed to actively support companies deploying impact strategies and protecting the mission long-term. This involves:

- **Impact Value Creation:** Based on our experience and research, we built a proprietary Impact value creation framework that identifies key areas to be prioritized based on a company's maturity and business trajectory.
- **Ongoing Support:** The portfolio impact team provides consistent engagement on tracking the mission and supports portfolio leadership in projects related to their life cycle.
- **Board Oversight:** We help founders "operationalize" the mission into objectives, measure progress and communicate effectively to the



9.2 /10

Founders consider
blisce/ is a leader
on sustainability
(2023)

board and other priority stakeholders.

- **Prioritization:** We focus on addressing critical issues for founders and their business not to add unnecessary operational improvements.
- **Annual Assessment:** Every year the ESG & Impact survey enables us to identify areas of improvements and foster accountability on progress tracking.

Portfolio Overview

Brut.

World's leading social media for Millennials & GenZ

Mission

Is on a mission to give everyone access to trusted, unbiased information and educational content on issues that matter, creating engaged communities with the tools to act on them.

22 bn

Media views worldwide (2022)

1

N°1 on ecology, feminism, in social media conversations in France

Mission

Is on a mission to build a world where everyone can own and get value from their data and digital asset.

Dapper Labs

+ 2 m

Global Users

Blockchain-based experiences and digital collectibles

DICE

Curated live events marketplace

Mission

Is on a mission to get people out more and at the best fair.

55,000

Artists promoted on the ticketing platform (2023)

50%

Women in leadership

Portfolio Overview



Mission

Is on a mission to provide every person access to lifelong mental health support.

Meditation & mindfulness app

+70 m

Downloads
(Feb. 2024)

- 32%

Stress reported
in 30 days using it

30

Days of mindfulness
improve immune cell gene
regulation

Mission

Is on a mission to expand access to fair credit to give anyone the opportunity to improve their financial security and mobility.

Empower 

1.06 m

Insecure Credit
Customers Served (in 2023)

65 %

People able to afford \$200
emergency after using Empower

*Democratize
access to financing
solutions*

Local  **Infusion**

Mission

Is on a mission to transform the specialty infusion industry by improving access, cost, and experience because patients deserve better.

*Revolutionize
infusion
treatments*

40-60 %

Av. payers & patients
saved per claim

6

Days from Referral to
Ready for Treatment

98 %

Treatment efficacy
(Patient reported)

Portfolio Overview

Misfits Market

Sustainable & affordable food delivery

Mission

Is on a mission to reduce food waste and make shopping for sustainable, high-quality groceries easier and more affordable.

210 m

Pounds of food saved from waste or lesser outcomes (in 2023)

500 k

Pounds per week (in 2023)

6+ millions

Pounds of food donated to food banks and pantry partners (in 2023)

Mission

Is on a mission to unlock human potential with tools and experiences that are conventionally considered unattainable.



30

Applications Produced

5 %

carbon footprint reduction in 2023 compared to 2022

Creative app publisher



Healthcare innovation platform

Mission

It is on a mission to be a new model for innovation in healthcare — improving the experience for patients, providers and other stakeholders in the process.

50

Healthcare companies built from the ground up

14 m

Lives impacted since inception

Portfolio Overview



Contribute to the planet's decarbonation and biodiversity's regeneration

Mission

Is on a mission to regenerate terrestrial ecosystems on a large scale to tackle global challenges using field experience, local communities, science and technology.

30 k

Restaured hectares (35m trees) (in 2022-23)

1,500+

Projects financed (in 2022-23)

650+

Projects owners in 2022-23

Mission

Is on a mission to bring sports fans across the globe closer to the players, teams, and leagues they love.



3m

Users (2022)

Net Zero

Measure emissions and set decarbonisation pathways to reach net-zero in 2025

Sport cryptocurrency-based video game



Multidisciplinary approach for women health care

Mission

Is on a mission to empower every woman to take control of her health by providing comprehensive care to all woman from puberty to post menopause.

25 %

Patients with pluridisciplinary care journey

7%

CSS or AME beneficiaries among patients in 2023

Portfolio Overview

Talkiatry

High-quality, in-network psychiatric care

Mission

Is on a mission to transform psychiatry with accessible, human, and responsible care.

+1 m

Total patient visits since inception

65 %

Patients with anxiety & depression, no longer report clinical symptoms

Mission

Is on a mission to inspire and empower everyone to fight food waste together.



121,7 m

Meals saved in 2023

+6 bn

Estimated yearly product packages carrying the Look Smell Taste label

World's leading marketplace for surplus food

wecasa

Online home services platform

Mission

Is on a mission to help busy people take back control over their time.

65

Professional NPS (2023)

10 k

Professionals (2023)

60

Customer NPS (2023)

350 k

Customers (2023)

Portfolio Overview

**Welcome
to the Jungle**

*Global talent
marketplace and
employer branding
solutions*

Mission

Is on a mission to give work a more sustainable place in our lives. We publish their diversity data to be publicly accountable to positive change. In 2023, women amounted for 50% of executives and 43% of board members.

148 k

Monthly Applicants
as of Nov. 2023

5,500

Clients from various
industrie (2023)

Building a Strong Governance

By offering actionable support, we thrive to support our portfolio companies to continuously integrate Climate & Impact considerations into their governance and activities. Here are a few examples.

75 %

Portfolio companies have integrated impact into management objectives

75 %

Portfolio companies have formally reviewed, at least once a year, the company's ESG performance on their Executive Committee or Board of Directors

83 %

Portfolio companies report on mission & impact at the board

Brut.

At Brut, corporate social responsibility objectives are indexed to bonus management.

Source: blisce/ reporting

Welcome to the Jungle

Welcome to the Jungle included an ESG strategy session as part of their annual board offsite to improve prioritization of impact initiatives in order to reinforce their midterm business objectives and define their long-term intended impact.

Source: blisce/ reporting

Embedding Mission in the Core Business



In 2023, Local Infusion defined its mission north stars, tracked them and shared outcomes in a public report. Among them, a 98% Patient Net Promoter & Satisfaction score and an average 6 Day duration from Referral to Ready for Treatment.

Source: Local Infusion's Annual Outcomes Report 2023

83 %

Portfolio companies company's products/services address a social or economic problem for their customers and/or their beneficiaries

58 %

Portfolio companies track at least one mission-related KPI

42 %

Portfolio companies have a CSR label or certification

Improving Diversity

We believe that diverse teams have inherent strength, resiliency, and adaptability, which drive long-term profitability and maintain a competitive edge.

Since 2020, we have implemented processes to support our portfolio companies' Diversity, Equity, and Inclusion initiatives. We provide strategic guidance, tools, and resources and support executive recruitment and board placements.

79 %

Portfolio companies have a Diversity, Equity, Inclusion policy

37 %

Portfolio company executives are women

17 %

Portfolio companies' board of directors are women

DICE

Dice has a comprehensive Diversity, Equity & Inclusion policy and publish their diversity data to be publicly accountable to positive change. In 2023, women amounted for 50% of executives and 43% of board members.

Source: Dice Website

Talkiatry

Talkiatry has used the ESG framework to support the adoption of OKRs and a new management process.

The company has 48% of women in the leadership team and tracks this KPI as a business KPI.

Source: blisce/ reporting

Taking Action for the Environment

Every company has the responsibility to respond to the climate crisis and take action. We actively supported our portfolio companies in initiating or advancing their sustainability strategies by assessing their environmental footprint.

With a baseline year of data, our focus for 2023 is to guide portfolio companies in developing comprehensive climate strategies that effectively mitigate climate-related risks and decarbonize their business.

58 %

Portfolio companies have carried out a carbon footprint assessment

36 %

Portfolio companies have established a reduction strategy

32 %

Portfolio companies have sources of energy coming from renewables

WECASA

Wecasa partnered with Plan A for their carbon footprint assessment and decarbonization strategy. Since the majority of emissions come from the transportation of the professionals, they have actively been working in 2023 on ways to support pros with green transportation options or shorter distances of travel.

Source: blisce/ reporting

 **sorare**

Sorare has a partnership with plan A that will also focus on developing and implementing a science-based long-term netzero strategy by the end of 2025 by (i) reducing emissions in its value chain and (ii) investing in high-quality carbon offsets.

Source: blisce/ reporting

Enhancing Ethics within the Companies

Enhancing ethics within companies is not just a moral obligation but a strategic imperative that fosters trust, loyalty, and long-term success. By cultivating a culture of integrity and transparency, businesses can inspire their employees, attract conscientious customers, and build resilient communities.

Ethical practices lead to more sustainable decisions, reduce risks, and enhance the overall reputation of the company. In a world where stakeholders increasingly value corporate responsibility, prioritizing ethics is a powerful way to drive positive change and ensure enduring prosperity for all involved.

92 %

Portfolio companies have a formal ethics policy

50 %

Portfolio companies have a policy in place that strictly addresses matters in relation with human rights

33 %

Portfolio companies have a formal statement or commitment for charitable donations or employee volunteering policy



Through Too Good To Go's Shareback initiative, employees get one day a year to take part in company volunteering to help people experiencing food insecurity, and up to three days to 'match' personal volunteering time. In 2023, 417 employees volunteered a total of 2,800 hours.

Source: TGTG Impact Report 2023

What's Next?

Management

Company

Since our early years of investing, our goal has been to drive impact by supporting the community, sharing profits, promoting diversity and inclusion, and fostering climate consciousness in tech.

In the coming years, we will focus on reducing our Scope 3 and financed emissions by better supporting our portfolio companies' reduction strategies. We recognize the urgent need to track and integrate our direct impact on the planet and people.

We are developing a climate strategy for decarbonization strategy to address biodiversity issues.

Given our strong conviction that Climate & Impact efforts are important to our financial returns, we strive to lead in the industry by pushing ahead.

We want to solidify and clarify blisce/'s unique intellectual property and value-add even further regarding our approach to working with companies on Climate & Impact to make it as actionable as possible internally for LPs and companies.

Investment Processes

& Active Support

We are working on improving our due diligence methodology - not only from a risk management perspective but also from a value-add one. For that, we want our analyses to fuel an even stronger portfolio support roadmap, helping founders build durable long-term businesses that makes a tangible difference in their customers' lives.

We will keep issuing practical and actionable recommendations alongside our existing frameworks including case studies, open source best practices and proof points (internal and external data).

In particular, we will continue to refine our Impact Value Creation framework to expand the range of services we offer and double down on impact measurement.

While we acknowledge there is still much to be done, we want to take this opportunity to thank our founders for their trust and collaboration.

Anne-Claire, COO

Melina Foehrenbach, Impact Senior Director

The background of the cover is an abstract composition of organic, flowing shapes in various shades of teal and white. The shapes overlap and blend into each other, creating a sense of movement and depth. The teal colors range from a deep, dark green to a lighter, more vibrant turquoise. The white areas are interspersed among the teal shapes, providing a high-contrast visual element.

blisce/

2023 Climate &
Impact Report