



ACTIVITY REPORT
2018/2019

SUPPORTING
SOCIAL
MOBILITY

ARDIAN _____
FOUNDATION

2018/2019 KEY FIGURES



MISSION

The Ardiان Foundation is dedicated to helping people from disadvantaged backgrounds realize their potential and achieve social mobility by gaining education and skills. Through the Foundation, which we established in 2010, Ardiان and its employees provide both funds and practical support for charitable organizations that share our aims. It is active in seven countries, supporting projects for primary-age schoolchildren at one end of the spectrum, up to adults working to better their employment opportunities or set up their own business.

The Foundation's work represents a central element of Ardiان's mission: to be a financial company with a powerful vision of sustainability and positive social impact at its heart. Ardiان's culture and values are based strongly on the idea of sharing. We believe staff should own shares in the business they work for; we believe in sharing our profits with all employees when we sell a company, and we believe in creating opportunities for others by sharing our success.

This is not just a question of providing money. A quarter of our staff are involved in the Foundation's work, donating not only money but giving their time, energy and expertise to help others.

The Ardiان Foundation reflects their personal values. And it allows them to put those values into action and help make Ardiان the kind of company they want to work for.

The Foundation has a €1.7m budget for 2019, financed by Ardiان, its management and staff. It is currently active in China, France, Italy, the United States, Luxembourg, Germany and the United Kingdom, supporting programs that include:

- **Partnering with charities** to help children gain access to education, culture, music and art;
- **Providing educational scholarships** and personal mentoring for students;
- **Coaching and funding** entrepreneurs from disadvantaged neighborhoods through the 3,2,1 project;
- **Enabling Ardiان employees to support charities** that are important to them.

In 2018, the Ardiان Foundation allocated €1.3m to 29 charities and supported seven employee-nominated projects. In 2019, the Foundation allocated €1.7m to 36 charities. Ardiان is committed to extending the Foundation's work and increasing its funding as our activities continue to expand globally.

INTERNATIONAL AMBITIONS COME TO THE FORE



The Ardian Foundation has reorganized the way it operates to allow staff around the world to become more involved in its activities. Foundation President Yann Bak explains how the organization has evolved over the past year.

How different does the Foundation look today compared with a year ago?

We've made some major changes to internationalize the Foundation and decentralize our decision-making. Instead of all decisions being taken in Paris, we now have ten budget managers who are responsible either for a country or a particular area of activity, which means a lot more responsibility lies with the local teams. Since we did this, we've seen a big increase in the number of local initiatives the Foundation is supporting outside France and therefore the money we are spending, especially in the UK with new projects such as Think Forward, Magic Breakfast and The Country Trust, but in other territories too. We're now funding 29 projects globally. That's a mix of initiatives the Foundation selects and employee-sponsored projects, where we top up the money our employees raise for causes they choose.

Have you also altered the Foundation's mission as part of these changes?

Our core objective remains the same: to give back part of our "success" and create the best conditions for people from challenging backgrounds to achieve social mobility. Originally, we concentrated on pursuing this through educational programs mainly aimed at secondary school pupils and students. But more recently we have broadened our approach to target part of our budget at cultural programs and initiatives that support younger children. And we have also started to look for ways to promote social mobility through entrepreneurship as well as education. This is the thinking behind our flagship project 3,2,1.

A program by the Ardian Foundation, which helps people from deprived neighborhoods to set up their own business.

What lessons have you learned from your move into supporting entrepreneurship?

3,2,1 has recently announced its third intake of people who are now working on setting up their businesses in the Paris area. We're still refining the program and learning lessons but one thing we can already see is that we need to provide more support to help people gain the basic skills they will need to run a business successfully, including basic academic skills. Setting up a business is very demanding - it takes a good idea, but people also need knowledge and skills to succeed. You cannot become an entrepreneur just by wanting to do it.

Will you ultimately have to limit the number of projects the Foundation supports?

This is an ongoing discussion at the Ardian Foundation board. We have recently diversified the scope of the Foundation and at the same time we have to make sure that our time and funding are allocated to the most "impactful" projects. Going forward, we will probably have to cap the number of projects we can back and allocate more time and funding to flagship projects such as 3,2,1 as opposed to smaller initiatives. At the same time, we aim at reinforcing the Foundation team in order to play an active role in the development of our core charities.



Yann Bak and two mentees of the Foundation, Boubacar Diallo and Shezad Muttur

Do you measure the impact of the initiatives you support?

We are starting. This year for the first time we are trying to take a systematic approach to measuring impact. We have engaged a specialist consultant to help us decide which KPIs we should be tracking, depending on the nature of the project, so we can do a global analysis. It's difficult because some projects focus on a small number of people who receive a lot of financial or practical support, and others have indirect beneficiaries that could be in the thousands. It will take some time to refine our approach, but we definitely want to assess impact in order to help budget managers select the best projects/charities.

How many Ardian employees are involved in supporting the Foundation's projects?

We count c.150+ employees involved but we will have a clearer number thanks to our impact analysis. Our aim is to have at least a quarter of our staff supporting the Foundation in one way or another.

And what are you doing to show them how they can get involved?

Lunch and Learn sessions are organized regularly in all offices to present the Foundation strategy and charities. In addition we have just organized our first Foundation

Day, which took place in May in Paris and several of our international offices thanks to our budget managers. We ran a series of sessions where we showcased some of the charity programs we support and enabled staff to spend one afternoon with two charities helping disabled children & elderly people.

Then in the evening in Paris we held the awards ceremony for the 3,2,1 project of the year. I'm very pleased that we've created the Ardian Foundation Day - I think we can be proud of the new dynamic we are seeing, both in France and internationally.

What challenges do you see ahead for the Foundation?

I think the main challenge will be to manage the Foundation's growth, strengthen the team and further internationalize the board.

As for any of our portfolio companies, we are also investigating to which extent we can leverage "digital" to increase impact on beneficiaries and accelerate the development of our charities.

2018/2019 KEY EVENTS



JANUARY 2018

01/16
Visit with 120 children to the Gauguin exhibition at the Grand Palais in Paris



MAY 2018

05/17-18
Nine Ardian employees from London cycled to Paris to raise money for The Country Trust, a charity that educates primary schoolchildren about living and working in the countryside



MARCH 2018

03/22
Awards ceremony for the first intake of entrepreneurs on the 3,2,1* program

*3,2,1 is Ardian Lab's new name



JUNE 2018

06/18
The Foundation organized its summer drinks party and concert by the Paris Mozart Orchestra



OCTOBER 2018

10/25
20 students at Cité Internationale Universitaire de Paris start receiving individual mentoring from Ardian employees



12/17
The Foundation hosted Christmas drinks for all its partners and supporters, including a toy collection for disadvantaged children

DECEMBER 2018

12/6
20th anniversary celebrations for Couleurs de Chine. Ardian employee Colin Wang gave an address on the longstanding relationship between the charity and the Ardian Foundation



MAY 2019

05/07
The Ardian Foundation took 100 children to visit the "Moon" exhibition at the Grand Palais in Paris



05/13
The first Ardian Foundation Day



FEBRUARY 2018

02/20
Nine young people from the charity Sport Dans La Ville visited Ardian's Paris office to meet our teams and learn more about the private equity industry



03/27
The Foundation held a workshop for young people receiving training from Somanyways, a start-up that helps young people prepare for employment and plan their career

SEPTEMBER 2018

09/23
Around 30 Ardian staff took part in the annual sponsored race in Paris's Luxembourg Gardens, raising €36,000



09/25
Launch of the second round of the Foundation's flagship entrepreneurial, 3,2,1 program



NOVEMBER 2018




















11/29
The Foundation selects seven new charities to receive financial support









MARCH 2019

03/10
Four Ardian employees bravely committed to take on a half-marathon challenge in support of Street League



OUR PARTNERSHIPS AROUND THE WORLD

		FRANCE 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 82-4000 solidaires	The charity organizes mountaineering courses to young people from disadvantaged backgrounds (Paris suburbs).	
 3,2,1	The Foundation's flagship program for entrepreneurs, supporting unemployed people from disadvantaged backgrounds (Paris's suburbs) to launch their own microbusiness. The Foundation has created a program of coaching and financial support.	
 Agir Pour l'École	Charity providing public school teachers with efficient digital tools and methods. The Foundation provides funds and equipment.	
 Article 1 (ex frateli)	Charity promoting equality of opportunity for students from disadvantaged background. The Foundation provides support through mentoring schemes.	
 Chamber Orchestra of Paris	The charity provides classical music classes for refugee children.	
 Chemins d'Avenir	The charity enables young students from rural areas and small towns to achieve their potential as well as those from larger cities.	
 CIUP (Cité Internationale Universitaire de Paris)	Campus for international students in Paris. The Foundation provides housing grants and mentoring for students.	
 Ecole M	Private bilingual school for children from 3 years old. The Foundation funds three scholarships for children from modest backgrounds.	
 Essec	French business school. The Foundation provides scholarships and mentoring for seven students.	
 Grand Palais RMN	Public arts venue; we help to facilitate learning workshops for children and mentees as well as private visits to various exhibitions.	
 Institut de l'Engagement	Charity which trains students and helps them find employment. The Foundation provides financing.	
 La Maestra	We help organizing an international competition for young female music conductors with the Paris Mozart orchestra and the Philharmonie de Paris.	
 Magic Makers	Charity providing coding lessons to children. Ardian provides financing and equipment.	
 Miksi	Co-working space run by Article 1 where students and entrepreneurs can work together.	
 Paris Mozart Orchestra	Orchestra that created the project "Un orchestre dans mon bahut" enabling children from modest backgrounds to experience classical music and art.	
 Sport dans la ville	Charity aiming to facilitate social integration through sports. The Foundation is involved through mentoring schemes and activity programs.	
 Tumo Paris	The school dedicated to digital creation offers teenagers the opportunity to learn new creative technologies.	
 Un avenir ensemble	Foundation working for underprivileged secondary school pupils. The Foundation has taken part in numerous activities and supports a mentoring scheme.	

		GERMANY 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Frankfurt School	The Foundation provides scholarship for one student and mentoring.	
 Konzerthaus	The Foundation helps to fund young international students studying music with the Berlin Orchestra.	
 Uberdentellerrand	The Foundation supports the charity through the job buddy program which provides assistance to refugees looking for jobs, studies, etc. as well as a mentoring program between locals (mentors) and refugees (mentees).	



		ITALY 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Bocconi	The Foundation provides scholarships for students at this famous Italian university, based in Milan.	

		UNITED KINGDOM 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Country Trust	The Foundation provides funds to the Country Trust, an organization dedicated to bringing to life the working countryside for primary school children who cannot access it.	
 Magic Breakfast	Charity providing free breakfasts to vulnerable children every morning. The Foundation gives funding and practical support.	
 The Brilliant Club	The Foundation provides financial aid to the Brilliant Club, which aims to increase the number of pupils from under-represented backgrounds gaining places at elite universities.	
 ThinkForward	ThinkForward works with young people at risk from failing at school and facing unemployment. The Foundation is involved through mentoring schemes.	

		LUXEMBOURG 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Maison du coaching et du mentoring	Charity aiming to introduce young people to professionals in the workplace. The Foundation has helped deliver mentoring schemes.	

		UNITED STATES 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 College is real	Charity supporting high-school students to enter college. Ardian provides funds and mentoring for one student per year.	
 Riverside Hawks	Charity that combines academic tutoring, high level basketball instruction and college preparation for young adults. The Foundation provides financial support.	
 Student sponsor partners	Helping low-income high-school students to enter high-quality private universities in New York City. Ardian provides a mentoring program and financing.	
 Toigo	Charity promoting diversity in the finance industry. Ardian funds an MBA scholarship.	
 Year Up	Intensive one-year program to integrate young adults in the professional environment. The Foundation provides mentoring and six-month internships in Ardian's New York office.	

		CHINA 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Couleurs de Chine	Charity working with young girls from ethnic minorities in China. The Foundation helps to support 22 students.	
 Duancun School	Elementary school in China. The Foundation helps to support 20 pupils.	
 Paris Tech Shanghai	French engineering school based in Shanghai. The Foundation has helped provide 27 scholarships for students.	

		ABU DHABI 
NAME OF THE ORGANIZATION	THE ORGANIZATION'S MISSION	
 Sorbonne Abu Dhabi	The Foundation provides scholarship and mentoring for students from the French university in Abu Dhabi.	

SUPPORT FOR SCHOOLCHILDREN

WHY BREAKFAST IS THE MOST IMPORTANT MEAL



The Ardian Foundation supports Magic Breakfast, a British charity that provides food for children who would otherwise start the school day on an empty stomach. Emily Wilkie, Head of Fundraising, and Laura Colgan, Head of Corporate and Restaurant Partnerships, explain the difference a good breakfast can make to a child's performance in the classroom.

How many schoolchildren do you feed every day?

Emily Wilkie: We're currently providing breakfast for an average of 40,656 children per day in 484 schools of all sorts: primary, secondary, special educational needs schools and pupil referral units. Our aim is to make sure that no child enters the classroom lacking in energy and unable to concentrate because they haven't had anything to eat.

Laura Colgan: We provide schools with breakfast food - Quaker Porridge, Nestlé Cereal, special recipe Bagel Nash bagels, unsweetened juice and so on. The schools can provide those breakfasts however they like depending on their resources. Some have breakfast clubs, some provide bagels in the playground, others will have breakfast in the classroom or the dining room before the start of the day. Our focus is just to reach as many of the most vulnerable children as possible without any barriers or stigma.

Emily Wilkie: We know that 1.8 million children are at risk of hunger in the UK and that it has a huge impact on their

ability to learn. We feed an average of 84 children per day in each school and that's gone up in the past year. In 2016-17 we were feeding 67 children per day on average and I think that growth reflects our success in reaching more of the vulnerable children, but it also shows the environment we're in, where so many people need support to get enough food. We know there are more parents and carers in jobs but because of things like zero-hours contracts there's actually a lot of hidden poverty.

Laura Colgan: That's why the campaigning we do to raise wider public awareness and push the government to do more to tackle this

problem is so important. It's not just about delivering food to schools every day.

How big a difference does starting the day on a full stomach make to these children?

Emily Wilkie: It makes a massive difference. We did a rigorous piece of research about this in 2016 with the Institute for Fiscal Studies, funded by the Education Endowment Fund. They compared a group of schools that provided the Magic Breakfast with a similar group that didn't, and they found that after one academic year the children in the Magic Breakfast



schools were two months ahead of the other pupils in reading, writing and maths results. That's not just the children who had our breakfasts, but all the children in those schools.

Laura Colgan: It shows that if we can make sure children don't start the school day hungry, their behaviour and concentration will be better and that helps to create a better learning environment for everyone. Once we were able to prove our impact through this study and really make the case for investing in our work, we saw more corporate supporters getting involved and a lot more interest in our work from the government.

Emily Wilkie: We now have a project running in partnership with the charity Family Action called the National School Breakfast Programme, which is funded by the Department for Education and reaches another 1,775 schools. That shows the government recognizes the impact of what we're doing.

How do you decide which schools and which children need your help?

Emily Wilkie: We work with schools where at least 35% of the pupils are eligible for the pupil premium, which provides extra support for the most disadvantaged children including free school meals. Those are the pupils we're trying to reach. The average family income, after housing costs, for children on free school meals is £7,400 a year - so that gives you an idea of the deprivation we're talking about. And I was in a school recently where 80% of the children receive the pupil premium. According to the government's criteria for deprivation, there are 8,000 schools in the UK that are what they call "hunger hit", which means they need the kind of support that we can give.

What is the Ardian Foundation doing to support your work?

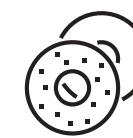
Laura Colgan: The Ardian Foundation has donated €20,000, which will enable us to give a healthy, nutritious breakfast to 200 children every school day for a year: that's 57,236 breakfasts. We were delighted when we met the team at Ardian and talked about a partnership of two years

to start with, at least. They've come to see what we do and met the children, which was great. We hope to work with them throughout the next two years on some fun and exciting fundraising initiatives.

Emily Wilkie: We spend a lot of time with our supporters talking about deprivation but the message that we really want to come across from Magic Breakfast is one of positivity. It's so easy to make a difference - just a decent breakfast can really change the picture.

In 2017/18 Magic Breakfast provided over **7.8 million** breakfasts

Actual food that made up these breakfasts by standard portion, total number of:



2,884,512
bagels



2,016,727
bowls of cereal



1,765,446
glasses of juice



242,705
bowls of porridge

SUPPORT FOR ENTREPRENEURS

HOW WE HELP MICROBUSINESSES TAKE OFF



3,2,1 is the Foundation's program working with people from the deprived district of Seine-Saint-Denis, on the outskirts of Paris, to help them develop and set up their own businesses.

Each intake of applicants receives six months of support and mentoring from a group of experts assembled by Ardian, together with grant funding to help them launch their venture. Eugène-Henri

Moré, who co-created 3,2,1 with Dominique Senequier, President of Ardian, and is a member of the organizing committee, explains the thinking behind the program and how it works.

Why did the Ardian Foundation decide to launch 3,2,1?

Personally, I have worked to tackle the problems of deprived areas of Paris for years. I proposed this program just as Dominique Senequier, Ardian's Sustainability team and the Foundation were considering new ways to promote social mobility in addition to supporting deserving students. Supporting entrepreneurship through the Ardian Foundation was an obvious route to choose, given Ardian's DNA, and that naturally led to us to develop 3,2,1. We can see that the world of work is changing; salaried employment is no longer the only way to progress professionally. This change is important for people from modest backgrounds who see in entrepreneurship an opportunity to overcome the difficulties they face in finding a job and escaping unemployment. But people in deprived areas don't have the background, the money, the network or the tools to create a business that can support them. So 3,2,1 is a way to address that need and give people the skills to succeed.

What sorts of business does 3,2,1 help to create?

We support projects that are part of the community's daily life: real-economy businesses. These are mainly service businesses that allow the people to earn a living thanks to their professional skills. We recently supported 15 project leaders who were involved in the creation of a hairdressers, restaurants, a theatre, clothing designers, a tennis academy, home organizers, photographers, web developers and so on. These are jobs that allow people to make a living from their talents and skills.

How do people gain access to the 3,2,1 program?

Pôle Emploi, the French government agency that helps the unemployed back into work, selects the people who will pitch their idea to 3,2,1, targeting communities in the department of Seine-Saint-Denis. At the end of the recruitment process, Ardian employees choose the candidates who will join the 3,2,1 program. The successful candidates are paired with a coach from Ardian as well as one from each partner company, namely Gide, Eight Advisory, Archery Consulting, the ÉGÉE association and CBRE, who all provide support and advice to the candidates on different aspects of their project.



3,2,1 second edition's contestants with Yann Bak and Eugène-Henri Moré

But it's important to say that the 3,2,1 program doesn't end when we present the entrepreneurs with their funding. We continue to support them afterwards, for example helping them to find premises to open their business, obtain bank loans etc.

What goals do you set yourselves with 3,2,1?

We're obviously focused on creating a positive social impact and improving social mobility, but in terms of concrete targets we aim to see 80% of our candidates launch their business after completing the program, and we want 50% to still be working after three years.

What are the strengths of the 3,2,1 program for you?

I like the fact that it brings together people from very different backgrounds and encourages them to collaborate and support each other. The diversity of the teams involved in the program is a real strength. I also like the way 3,2,1 opens the doors of successful businesses for people who would never otherwise get the opportunity to meet and work with them. Without programs like this one, people in these deprived neighborhoods, with good ideas but few resources, would never be able to turn their idea into a business and change their lives for themselves.

After six months of guidance and mentoring, the candidates pitch their business proposal - including their business plan, strategy and financial projections - to the 3,2,1 investment committee. The winner receives a grant and the others all get a smaller amount of financial support to get their idea off the ground.

To supplement these meetings with coaches, we organize conferences on relevant topics and ENID3 (my organization) supports them on personal development. Every two months, we have an evaluation committee that gives them recommendations for the next stage of their development work.

How many entrepreneurs have you worked with so far?

Since 2017 we've supported 17 entrepreneurs and have made awards to 15 of them. Throughout the six months, they have regular meetings with all their coaches who help with different aspects of their project, and we provide three dry-run sessions so they can practice their pitch presentation and get feedback. We position candidates as entrepreneurs who must lead their networks of coaches in order to achieve their objective of creating a sustainable

“
We support projects that are part of the community's daily life: real-economy businesses
”

PORTRAIT OF SAMIR BOULEFA

A CANDIDATE FROM THE FIRST INTAKE OF 3,2,1

Samir Boulefa was selected as the winning candidate from 3,2,1's first intake of entrepreneurs for his proposal to set up a café-theater.

Can you introduce yourself ?

My name is Samir Boulefa, I'm 38 and I live in Saint-Ouen (Seine-Saint-Denis). I was previously a lawyer and more recently an entrepreneur.

Can you explain your project?

The project I had in mind for a long time was to open a café-theater in my home town, Saint-Ouen (Seine-Saint-Denis). The idea is to offer a friendly space to showcase new talents (comedians, singers, magicians, etc.). The café-theater will be divided into two spaces: the stage and a restaurant area, which will offer original and quality dishes. I want this project to support the local economy in Saint-Ouen, because most café-theaters are located in Paris rather than the suburbs, yet a lot of people live in these neighborhoods.

Can you tell us what the 3,2,1 program gave you?

3,2,1 was vital for me and for this project. I was supported by professional consultants who helped me at every stage with strategy,



3,2,1 allowed me to gain technical skills which are essential for an entrepreneur but also to meet people and create a real professional network



business plan, legal advice, etc. This gave me technical skills in these areas, which are essential for an entrepreneur, but it also enabled me to meet people and create a real professional network, which would have been very difficult otherwise. The other important thing is the credibility and reputation of the stakeholders in this program, especially with the banks, because the final document we receive is very professional and ensures that we are taken seriously. The honorary loan of €30,000 that I received was also critical, of course, for the realization of my project.

What are your next steps?

I had some difficulty finding a site that met my needs and when I did find one, I hit another problem that unfortunately forced me to let it go. I am now looking for suitable premises and I hope to find them soon and make a proper start on this entrepreneurial adventure. I'm looking forward to it!

EDITION 2

WHERE WE STAND

3,2,1: Our Second Intake

Following the successful pilot of the Ardiان Foundation's 3,2,1 program, which ended with the presentation of grants to our first group of seven entrepreneurs in March 2018, a further eight unemployed candidates from the Seine-Saint-Denis district of Paris were selected for our second intake.

The eight, aged between 27 and 60, began their six months of coaching and mentoring in September 2018. The process aims to help develop a business plan and investment pitch for their projects, which this time included photography, upcycling, home organizing, leather goods and ecotourism businesses.

Support for the group came from Ardiان staff, alongside the Foundation's partners for this project: Eight Advisory, a financial consultancy which provided more than 20 in-house coaches, as well as the law firm Gide, Archery consulting (a strategy consulting firm) and ÉGÉE, an association of senior volunteers helping entrepreneurs.

At the end of the process, the eight candidates pitched their plans to the 3,2,1 investment committee in April 2019 and received grants totalling more than €90,000.

Our eight 3,2,1 winners were (in that order):



Nylaan Postel with Nylange, a leather/wax goods business making bags for women. **€25,000**



Léna Lélou for A.U.R, an upcycling business. **€20,000**



Samia Amrichat with Simple Comme Organisé, a home organizer. **€10,000**



Wilaury Bertrand with Acanopya, an ecotourism platform. **€10,000**



Ingrid Marie Sainte with her artistic photography business, Alex Marquay. **€10,000**



Patricia Fenu for Fun U zen, a co-working wellbeing company. **€10,000**



Jean-Baptiste Imbey founder of tennis coaching company Imbey Academy. **€7,500**



Patrick Heraudeau with his furniture design business Oztoo. **€500**

SUPPORT FOR ARDIAN EMPLOYEES HOW WE HELP OUR STAFF MAKE A DIFFERENCE

The Foundation's employee projects initiative enables our staff to nominate charitable causes that are close to their heart for support from the Foundation.

Ardian staff who want to raise money for charitable projects can apply to the Foundation for funding to increase their contribution. For 2018, the budget for employee projects was set by the Foundation's Executive Committee at €70,000.

A separate committee of Ardian staff examines each proposal, agrees the level of support the Foundation will provide and monitors the progress of each project. The committee is composed of five employees.

Alongside our employees' practical support for their chosen projects, the Foundation undertakes to boost the money they raise according to the following rules:

- For projects related to the mission of the Ardian Foundation - education and social mobility - it gives €3 for every €1 raised with a cap at €10,000;
- For projects outside the scope of the Foundation, it matches the total raised with a cap at €5,000.

More than €55,000 was raised by employees for seven projects during 2018.

The Foundation then increased these donations by €65,000, bringing the total raised by employee projects in 2018 to €120,000.

SOME OUR EMPLOYEES' PROJECTS FOR 2018-2019



Courses for young people from disadvantaged backgrounds that don't have access to activities such as climbing, via ferrata and mountaineering. Two Ardian employees spent three days accompanying groups of young people on the course.

TOTAL AMOUNT:
€13,000
FOCUS:
social integration

COUNTRY:
France
EMPLOYEE:
Rémi Grentzinger



Nine Ardian employees from London cycled from London to Paris in just 24 hours to raise funds for The Country Trust, which now receives ongoing support from the Foundation.

TOTAL AMOUNT:
€21,800
FOCUS:
childhood

COUNTRY:
United Kingdom
EMPLOYEE:
Inigo Weston



An association focused on permaculture, a new form of agriculture based on imitating natural ecosystems.

TOTAL AMOUNT:
€20,000
FOCUS:
environment

COUNTRY:
France
EMPLOYEE:
Thibault Basquin





A charity in the Foundation's portfolio which also received individual support from Ardian employee Delphine Hecquet, who ran a half-marathon to raise funds for them.

TOTAL AMOUNT:
€7,790

FOCUS:
social integration

COUNTRY:
United Kingdom

EMPLOYEE:
Delphine Hecquet



An NGO focusing on healthcare during epidemics in countries across sub-Saharan Africa.

TOTAL AMOUNT:
€50,000

FOCUS:
NGO/health

COUNTRY:
Sub-Saharan Africa

EMPLOYEE:
Dominique Senequier



On behalf Ardian's women's network, the Ardian Women's Club, 50 Ardian team members ran in the annual Odyssea fundraising race, raising over 17k€ for breast cancer research.

TOTAL AMOUNT:
€17,000

FOCUS:
Health

COUNTRY:
France



ARDIAN STAFF IN ACTION

THE COLD REALITY OF SLEEPING ROUGH



Aaron Deutsch
Analyst, Fund of funds

Why did you decide to raise money for Covenant House?

Aaron Deutsch: I knew about Covenant House because friends and family back home in Atlanta had supported them in the past and after I moved to New York I discovered that this is the biggest chapter in the country. Charles is my mentor within Ardian and when we were discussing how we could give back with the Foundation's support, I mentioned the idea of doing a sleep-out for Covenant House. That was the start of it.

Charles Adjakpa: Their annual sleep-out was less than two months away so we didn't have long to organize it but we got a lot of support from our colleagues and we've had a lot of interest since we did it. I'm certain we'll have a bigger group next year.



Charles Adjakpa
Manager, Investor relations

What was the experience of sleeping outside like for you two?

A. D.: We arrived around 7pm to listen to presentations on the work Covenant House does and hear from some of the young people they help, which was great. Then around 11pm we went over to the sleep-out space under a bridge next to the Javits Convention Centre on the West Side of Manhattan.

C. A.: They gave us all a sleeping bag and some cardboard to lie on and we all went to find a spot and bed down. It was uncomfortable and there were constant sirens and horns. But the hardest part about sleeping on the street, which Aaron and I didn't have to deal with, is the constant fear. We were in a secure area and we never felt unsafe, but if you're a homeless youth you must be sleeping with one eye open all night.



How much did you raise for Covenant House?

A. D.: We raised almost €10,000 and the Foundation Employee Project Committee contribute three-for-one up to €10,000 on any project linked to social mobility, so our total triggered another €10,000 from the Foundation. That made €20,000 overall.



COVENANT HOUSE

Covenant House was founded in the US in 1972 and today runs shelters for homeless young people in 31 cities across six countries: the US, Canada, Mexico, Guatemala, Honduras and Nicaragua. It is the largest charity serving young homeless people in the US and each year its centres provide accommodation and support services to 80,000 vulnerable youngsters. As well as offering secure, short-term housing to children and young people who have often separated from their family and experienced abuse or trauma, Covenant House also helps them move back into long-term accommodation, continue their education and reintegrate into society.

SPREADING THE WORD

THE FIRST FOUNDATION DAY

Ardian staff turn out in force to take part in a day of events devoted to our activities around the world.



The 3,2,1 awards ceremony with a concert by Paris Mozart Orchestra



Some employees spent an afternoon in a specialized medical care for the elderly



Presentation of Article 1 during the Lunch and Learn session in Paris

This year for the first time, the Ardian Foundation organized a day-long event to showcase our support for social mobility and encourage more employees to find out about the Foundation and get involved. Foundation Day, which will become an annual event, highlights the increasingly important role the Foundation is playing within Ardian as the company's increases its focus on sustainability across all its activities.

On May 13, 170 staff in Ardian's offices in Paris, London, New York and Beijing took time out of their daily routine to participate in a series of events involving charities, most of which already receive support from the Foundation.

In Paris, Ardian staff took part in a citizen's day, during which they volunteered with two charities, helping elderly residents of a care home and children living with disabilities. Although most of the day's events involved charities that already receive support from the Foundation, the citizen's day in Paris aimed to allow employees to support people

who would not normally be covered under the Foundation's core mission.

Alongside the citizen's day, staff were invited to a Lunch and Learn session, where they watched presentations by a further two charities, both of which were existing Foundation partners. The Paris Foundation Day was rounded off with the climax of the second 3,2,1 program – the presentation honoring the eight successful candidates who had completed the Foundation's flagship project to support entrepreneurs from disadvantaged neighborhoods of the French capital.

Reflecting the Foundation's recent drive to become more active internationally, this year's Foundation Day also featured parallel events in London, New York and Beijing. Staff in the US volunteered at cooking classes for the homeless and saw presentations from Year-Up and Toigo, two of the Foundation's partner charities in the US, while in China, employees went to meet orphans receiving care in Tianjin Children Welfare, a child welfare organization the Foundation supports.

Finally, British employees shared breakfast at a school where disadvantaged children are able to start their lessons each day on a full stomach, thanks to Foundation partner charity Magic Breakfast. The London team also held a bake-off competition and invited two local partners, Brilliant Club and ThinkForward, into the London office for a Lunch and Learn session.

By organizing events with obvious impact that staff could fit into their schedules, Foundation Day succeeded in mobilizing a large proportion of the company's staff, and has already prompted several employees to become mentors, working with the talented students from disadvantaged backgrounds that the Foundation supports.

Planning for the Foundation Day 2020 is under way with an important celebration as it will be the 10 year anniversary of the Ardian Foundation.



New York employees during their cooking class



Employees from the Beijing office with orphans from the Tianjin Children Welfare



The bake-off competition in the London office

GOVERNANCE



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Honorary President



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President



Gilles de Soto
Treasurer



Amir Sharifi



Philippe Poletti



Colin Wang



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Marco Bellino
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social integration*



My-Lan Gaillard
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art projects*



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Matthew Thornton
*Budget manager
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Fabian Wagener
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Germany and Luxembourg*



Colin Wang
*Budget manager
Asia*

EMPLOYEE PROJECTS COMMITTEE



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Delphine Hecquet



Lynn Hochard



Aymeric Lepeu

We thank the mentors of the Ardian Foundation,
our donors and volunteers for their great contribution to our mission.

If you wish to donate to the Foundation or participate
in one of our programs, please contact
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