

PARIS
March 14, 2022

Alixio, the French leader in business transformation with significant human implications, joins forces with Ardian to accelerate its development

Ardian, a world-leading private investment house, and the shareholders of Alixio have entered into exclusive negotiations with a view to Ardian acquiring a stake in the company's capital.

Alixio, which is founded and chaired by Raymond Soubie, is the French leader in supporting companies with transformations having significant human implications. Its combined expertise in strategic consulting and operational services in human resources has made Alixio the partner of choice for a large range of small and medium-sized companies and public organizations.

With Ardian as a partner, Alixio aims to continue the strong growth that it has achieved since its creation (both organic and through targeted acquisitions), to consolidate its leadership in relevant markets and to expand its portfolio of businesses in value-add activities.

The acquisition will not change the operational governance structure of Alixio, which will remain chaired by Raymond Soubie. Philippe Vivien and Guillaume Allais will retain their respective positions as Vice President and General Manager.

The transaction is subject to a consultation process with the employee representative bodies of the entities concerned, as well as the approval of the French competition authority.

"Over the past ten years, Alixio's partners and teams have been able to establish privileged relationships with our clients, understand their new challenges, translate them into organizational and human projects, and support them throughout their implementation. I am delighted to find in Ardian an ideal partner for the next stage of Alixio's development; its cross-functional experience and international footprint will be strong assets for attracting new talent, supporting growth, acquiring skills or platforms for expansion in a world where changes are multiplying and intensifying every day."

● **RAYMOND SOUBIE** ● PRESIDENT AND FOUNDER OF ALIXIO

"We are very pleased to support Alixio in the next stages of its development. Raymond Soubie has surrounded himself with a high-quality team, which has enabled the company to become the undisputed French leader in supporting companies in transformation. Knowing how to attract and manage talent is more important than ever and a key measure of success for companies. Our international network and know-how will enable us to accompany Alixio into a new phase of growth, both organically and through build-ups."

● **FRANÇOIS JERPHAGNON** ● HEAD OF ARDIAN EXPANSION

PARTIES TO THE TRANSACTION

Ardian:

Marie Arnaud-Battandier, Stéphan Torra, Steven Barrois, Leslie Parmast, Paola Ismail

Legal advisors: Paul Hastings (Olivier Deren, Sébastien Crepy, Vincent Nacinovic, Allard de Waal, Thomas Pulcini, Alban Castarede)

Strategic Due Diligence: McKinsey & Company (Alexandre Ménard, Charles-Henri Rannou, Benjamin Houssard, Eléonore Depardon)

Financial Due Diligence: EY (François Estin, Elsa Abou mrad)

Legal, tax and labor due diligence: EY (Jean-Christophe Sabourin, Anne-Elisabeth Combes, Lionel Benant, Nevenna Todorova)

Insurance Due Diligence: Finaxy (Déborah Hauchemaille)

Alixio:

Financial advisors: Fabrice Martineau, DC Advisory (Jean-Christophe Kawaishi, Soufiane Daouil, Emeric Masurel)

Legal advisors: Lawways (Hortense Rouvier, Laura Pallavicini)

Management advisors: Delaby & Dorison (Emmanuel Delaby), GCA (Alexandre Gaudin, Guillaume Oger)

Strategic Due Diligence: Indefi (Julien Berger, Mehdi Belefqih)

Financial Due Diligence: Eight Advisory (Eric Demuyt, Mathieu Morisot, François Thoumie)

Tax Due Diligence: Eight Advisory (Guillaume Rembry, Hubert Christophe, Priscille Baizeau)

ABOUT ALIXIO

Founded in 2010 by Raymond Soubie and several associates, Alixio, the French leader in supporting companies in their transformations with high human stakes, now employs nearly 750 people and has a turnover of 120 million euros in 2021. Its offer, which is based on a unique model combining consulting and services, covers five areas of expertise:

- Restructuring and social strategy
- HR performance and skills development
- Training
- Change Management and organization
- Health at work and QWL

www.alixio.fr

ABOUT ARDIAN

Ardian is a world-leading private investment house with assets of US\$125bn managed or advised in Europe, the Americas and Asia. The company is majority-owned by its employees. It keeps entrepreneurship at its heart and focuses on delivering excellent investment performance to its global investor base.

Through its commitment to shared outcomes for all stakeholders, Ardian's activities fuel individual, corporate and economic growth around the world.

Holding close its core values of excellence, loyalty and entrepreneurship, Ardian maintains a truly global network, with more than 850 employees working from fifteen offices across Europe (Frankfurt, Jersey, London, Luxembourg, Madrid, Milan, Paris and Zurich), the Americas (New York, San Francisco and Santiago) and Asia (Beijing, Singapore, Tokyo and Seoul). It manages funds on behalf of more than 1,200 clients through five pillars of investment expertise: Fund of Funds, Direct Funds, Infrastructure, Real Estate and Private Debt.

www.ardian.com

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