



Our charter of commitment to ESG criteria

Founded in 2008, InnovaFonds is an independent private equity management company that invests in the development of industrial or service companies with high growth potential. With an entrepreneurial approach, our goal is to forge a true partnership with our portfolio companies. This partnership is the foundation for mutual trust, a focus on long-term growth of financial and non-financial criteria, and the inclusion of sustainable development goals. We also uphold our core values that are rooted in responsible capitalism and worth of human resources.

Recognizing our belief that environmental, societal and governing factors influence the performance of our investments, we have affirmed our commitment by signing the ESG Charter of France Invest (French investors association) in March 2014.

As of today and to that end, we commit to all parties involved that our investment process complies with our own ESG charter.

- **Our commitment to our investors is to:**
 - Always align our own interests with those of our investors respecting equality and fairness principles;
 - Communicate regularly with our investors about financial or non-financial matters in order to ensure independence and transparency. And to this end, the ESG charter is subject to review in our annual reports;
 - Take into account and identify relevant ESG parameters and challenges to select and analyze investment opportunities;
 - Follow our ethical approach that precludes us from investing in companies in specific "at risk" business sectors (weaponry, gambling, tobacco, pornography, cloning, etc.). We also exclude companies that do not respect fundamental conventions on human rights and labor law;
 - Respect the applicable obligations and laws relating to the fight against money laundering and funding of terrorism, in all of our investment process.

- **Our commitment to our portfolio companies is to:**
 - Respect the confidentiality of all the information made accessible to us;
 - Motivate our partners to improve their managerial practices focusing on respect for all individuals and avoidance of any discrimination;
 - Favor our investments to include the ESG criteria in their activity (for example for industrial and innovation processes) and their management. We are intent on promoting continual improvement of their non-financial performance criteria;
 - Establish a suitable governance by, for example, encouraging the presence of independent members on decision-making committees.

- **Our commitment to our employees is to:**
 - Encourage the creation of a diversified team to broaden our company's vision, creativity and competencies;
 - Support each staff member involved in the business development and decision-making process of our company's management and investments;
 - Motivate all of our employees to fully identify with the ESG parameters and live by them whether in our business or their personal lives;
 - Create a work environment conducive to teamwork, community, transparency and the each team's member personal development.

- **Our commitment to InnovaFonds is to:**
 - Use our resources and skills to support an association dedicated to education, culture, research, solidarity and entrepreneurial approach through either a financial commitment or a skill-based sponsorship;
 - Demonstrate a responsible attitude by limiting our impact on the environment as much as possible (reduce our use of non-renewable resources, sort and recycle waste, control heating and lighting, etc.).

All InnovaFonds employees commit to sign this charter, live by it daily and to allow it to evolve over time.