

2023

# Sustainability Charter

Responsible and  
Sustainable Value Creator

# Responsible and sustainable value creator



InnovaFonds is an independent management company that invests in the development of high-potential industrial and BtoB services companies. Through our entrepreneurial approach, our objective is to establish a valuable partnership with our companies. By creating a relationship of trust, we wish to optimize **value creation over the long term**, both financially and extra-financially (by integrating specific objectives). We also pay particular attention in respecting our values, which are based on economic development promoting **social well-being and environmental protection**.



In accordance with the Sustainable Finance Disclosure Regulation (SFDR) regulation, InnovaFonds' FCPIs are categorized under article 8, pursuing three specific objectives:

- 1** Stimulate the decarbonization of SMEs: reduction of greenhouse gas emissions, reduction of energy consumption, use of renewable energies
- 2** Supporting job creation and skills transfer: making companies more attractive, implementing talent management strategies and training policies
- 3** Sharing the value creation: setting up profit-sharing policies and management package mechanisms, encouraging employees' capital investment

# Commitments to our investors

## Alignment of interests

Always align our own interests with those of our investors, respecting the principles of equity and equality.

Communicate regularly with our investors, in a spirit of **independence and transparency**, on both financial and non-financial issues.

## Transparency

## Exclusion policy

Continue our ethical approach prohibiting investments in companies operating in **specific « risky » sectors**, for example:

- Polluting industries, fossil fuels
- Weapons
- Gambling
- Tobacco
- Pornography
- Cloning

We also discard companies that do not respect fundamental conventions on **human rights and labor law**.

Comply with applicable **anti-money laundering** and **anti-terrorist financing** obligations and laws throughout the investment process.

## Fight against money laundering

# Commitments to our companies

## CONFIDENTIALITY

Respecter la **confidentialité** de toute information à laquelle nous avons accès.

## MANAGERIAL PRACTICES

Inciter nos partenaires à améliorer leurs pratiques managériales en privilégiant **le respect de la personne humaine** et en excluant toute forme de **discrimination**.

## ESG AWARENESS

Raise awareness of ESG / Sustainability issues among management teams and encourage them to implement:

- 1 Monitoring of ESG criteria relevant to their business and organization
- 2 Concrete actions to reduce their carbon footprint, promote employee well-being and formalize their ESG policy

We assist our companies in the **continuous improvement of their extra-financial performance**.

## GOVERNANCE

Establish **appropriate governance** by integrating for example **independent members** in the decision-making and control bodies.

# Commitments to our employees



## DIVERSITY

By forming a diverse team to broaden InnovaFonds' vision, **creativity** and **skills**.



## INVOLVEMENT

By promoting **involvement** and **empowerment** of each team member in our **business development**, in the **decision-making process** related to the management company and investments and in being **active** in the investment fund life.



## SUPPORT

By encouraging employees in undertaking **various training** to enhance their **knowledge**, develop their **skills** and get involved in **various issues and causes**.



## KINDNESS

By building a working environment based on **team spirit**, **conviviality**, **kindness**, **transparency** and the **development** of each member.

# Internal organization and membership



Investment team involvement in the ESG criteria analysis pre-investment and during the investment cycle of the company.



**Pauline Eloy**  
INVESTMENT  
MANAGER IN  
CHARGE OF  
SUSTAINABILITY

An ESG department composed of a Principal Head and 4 active members: definition of the ESG strategy, regulatory monitoring and application of standards, extra-financial reporting and scoring, drafting of the sustainability report, etc.



Signing of the ESG, Gender and Value Sharing Charters  
Involvement in several Committees



PRI membership  
Score : 98/100 (Private Equity module)



Joining the International Climate Initiative



Integration of SDG



Labelled "Relance"



Support in decarbonizing the portfolio

# A team and values



**Anthony**  
Managing Partner

*Anthony Dubut*



**Victoire**  
Analyst

*Victoire Estager*



**Benjamin**  
Associate

*Benjamin Colzart*



**Clémentine**  
Administrative  
Manager

*Clémentine Bonvallet*



**Cyril**  
Managing  
Partner

*Cyril Chaumien*



**Franck**  
Managing  
Director

*Franck Urbanski*



**Damien**  
Principal

*Damien Demers*



**Pauline**  
Principal

*Pauline Eloy*



**Quentin**  
Managing Director

*Quentin Ducouret*



**Victoria**  
Analyst

*Victoria Guégan*



**Clémence**  
Associate

*Clémence Poissard*



**Olivier**  
Managing  
Director

*Olivier Richard*



**Laura**  
Office manager

*Laura Delprat*



**Nicolas**  
Head of Investors  
Relations

*Nicolas Bouchery*