

Sustainability Charter

Responsible investor

January
2023



InnovaFonds
PARTENAIRE CROISSANCE

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 Encourage 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 **equality and fairness** principles.

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 labour 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

Respect **confidentiality** of all information we have access.

MANAGERIAL PRACTICES

Encourage our partners to improve their managerial practices by giving priority human person respect and excluding any form of **discrimination**.

SENSIBILISATION ESG

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**.



BENEVOLENCE

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

Internal organisation 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.



Signature of the ESG Charter and the Gender Charter

Involvement in several Committees



PRI membership
Score: 98/100



Joining the International Climate Initiative



Integration of SDG (Sustainable Development Goals)



Labelled "Relance"



Support in decarbonizing the portfolio

A team and values



Anthony
Managing Partner

Anthony Dabut



Benjamin
Associate

Benjamin Calzart



Victoire
Analyst

Victoire Estager



Clémentine
Administrative
Manager

Clémentine Bonvallet



Cyril
Managing
Partner

Cyril Chaumien



Franck
Managing
Director

Franck Urbanski



Pauline
Principal

Pauline Elay



Damien
Principal

Damien Demers



Christel
Office Manager

Christel Rivet



Quentin
Directeur Associé

Quentin Ducouret



Nicolas
Head of Investors
Relations

Nicolas Bouchery



Olivier
Managing Director

Olivier Richard



Victoria
Analyst

Victoria Guégan