

COMMITMENTS & OBJECTIVES OF OUR CSR POLICY



ENSURE AN EXEMPLARY AND RESPONSIBLE GOVERNANCE

- ✓ Ensure **transparent and structured governance** of our funds and portfolio companies
- ✓ Take into account **CSR considerations** at all stages of the investment process
- ✓ Promote the **implementation of responsible practices**, especially on our four priority themes



- 1 **independent director** in 20% of portfolio companies by 2030
- Structured **share ownership, operational & CSR governance** for all our portfolio companies
- All our new portfolio companies have established a formal **CSR policy** and a **CSR action plan** to which part of the carried interest and management packages will be indexed



LIMIT OUR ENVIRONMENTAL IMPACT

- ✓ **Reduce our greenhouse gas emissions**
- ✓ **Limit our collective waste production**
- ✓ Promote **eco-friendly practices** internally
- ✓ Implement **responsible purchasing practices**



- Implementation of **scope 1, 2 and 3 carbon footprint** and a **"decarbonisation" action plan** in all our new portfolio companies
- Implementation of a **responsible purchasing policy** in all our portfolio companies



PROMOTE WELL-BEING, EQUALITY AND COMMITMENT

- ✓ Create a **fulfilling work environment**
- ✓ Encourage **upskilling and commitment** of all employees
- ✓ Ensure **equality** for all employees and promote **diversity** in our teams and recruitment
- ✓ **Redistribute the value** created by our portfolio companies to employees



- Implementation of a **value sharing** mechanism in each new portfolio company
- Calculation of the **workplace equality** index in all our portfolio companies (including under the legal threshold) and implementation of corrective actions
- Raising awareness of **diversity and discrimination** issues among all our portfolio companies



CONTRIBUTE TO OUR INDUSTRY'S ENGAGEMENT

- ✓ Participate in and influence the **environmental and social transition of the investment sector**
- ✓ **Redistribute part of the value created** to society through philanthropic and sponsorship actions



- Allocation of 2% of Capital Croissance's revenue to the **Ouréa philanthropic fund** (1% for the planet and 1% for people)
- Participation in **sector reflection** work on our four priority themes (France Invest commissions, International Climate Initiative, etc.)
- A half day of **skills sponsorship** per year per employee

OUR PRIORITY ENGAGEMENT AREAS:

OUR OBJECTIVES INCLUDE: