

SUSTAINABILITY

Responsible and Sustainable Value Creator

2023
Report



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Edito

In a context where climate emergency is continually increasing, the role of investment funds is becoming more crucial than ever. As the impacts of climate change become more pronounced, it is imperative for every economic actor to take significant measures to contribute to the preservation of our planet.

In 2023, InnovaFonds made a major step in its ESG approach by adopting the quality of a mission-driven company. This evolution is not just symbolic; it reflects a deep and lasting commitment in terms of social, environmental, and governance responsibility.

Our purpose is now written in black and white in our statutes: "The Company, guided by the values of respect, commitment, and reliability, proactively supports, alongside committed entrepreneurs, companies in the industrial and service sectors in their economic, social, and environmental roles."

Iconic initiatives such as the Paris 2024 Olympic Games, which aim to be the most sustainable in history, are leading the way on climate commitment.

These Olympic Games are committed to reducing their carbon footprint and promoting eco-responsible practices, integrating sustainability measures at every level of their organization. It's an inspiring example of what can be achieved by a collective mobilization around sustainability.

In this global dynamic, investment funds must play a leading role. We can direct capital towards companies and projects that not only generate financial returns, but also deliver significant environmental and social benefits.

Faster, higher, stronger - together!

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PAI

InnovaFonds creates responsible and sustainable value

Since its creation, InnovaFonds has been committed to its role as a responsible investor, convinced that adopting a Sustainability approach creates value.

Our commitment has a very tangible positive impact on our shareholders, on our company and on the planet.

- In 2023, InnovaFonds strengthened its commitment as a responsible investor by becoming a "**Mission-Driven Company**" and incorporating its purpose into its bylaws.
- The FIT II, FIT III, PC II, and PM I funds are categorized as Article 8 under the **Disclosure Regulation – SFDR**.
- InnovaFonds continues its **decarbonization** efforts to support its participations in **the energy transition**. Thus, 78% of the portfolio has completed a full carbon assessment (scopes 1, 2, and 3) and implemented an action plan (emission reduction trajectory in a "carbon business plan").
- Within France Invest, InnovaFonds has led the **Commission** and particularly the Industry **Decarbonization Working Group**.

Why we are a Mission-driven company

"The Company, guided by the values of respect, commitment, and reliability, proactively supports companies in the industry and service sectors alongside committed entrepreneurs in their economic, social, and environmental roles."

2023

Flex
fundraising
Partenaire Managers
I - PM I

6
New investments

5
Build-up

A team with values



Anthony
Chairman



Benjamin
Senior Associate

Victoire
Senior Analyst



Clémentine
Administrative Manager



Cyril
Partner



Franck
Partner



Damien
Investment Director

Pauline
Investment Director



Quentin
Partner



Clémence
Associate



Victoria
Senior Analyst



Laura
Office Manager

Olivier
Partner



Nicolas
Head Investor Relations

Hugues
Director of Participations



Supporting managers in their growth

InnovaFonds is an **independent management company** owned by its partners. It is approved by the “**Autorité des Marchés Financiers (AMF)**” and is a member of **France Invest**.

As an active shareholder alongside management, and a true “sparring partner,” InnovaFonds engages in a **financial and industrial partnership with a strong business approach**. As a responsible and committed investor, InnovaFonds places **value creation through growth, human capital, and energy transition at the heart of its strategy**.

InnovaFonds offers its experience and networks to its participations to support organic development projects while promoting external growth operations.

3 strategies: national, regional, and “flex”

Active majority and minority investment

Enterprise value between €10 and €150 million

Investment tickets between €2 and €30 million (with our co-investors)

15
employees
+3 vs. 2022

3
Offices
Paris
Lyon
Nantes

350 M€
AUM

100%
independent

+30
investments



Our ESG approach



2014

Membership of the France Invest ESG Charter

Publication of InnovaFonds' ESG Charter
Appointment of ESG manager

2015



2016

Membership of PRI
Introduction of ESG survey for investments

Integration of the SDGs
Membership of the Climate Initiative and active participation in working groups
Carrying out carbon audits (scopes 1 and 2) for the entire portfolio



2017

Publication of the first Impact - ESG report
Commitment to the Proximité association



2018

Creation of the ESG rating grid
Member of France Invest's ESG Commission



2020

RELANCE label funds
Signing of the France Invest Mixité Charter

Carrying out carbon audits of all investments
Leading France Invest's "Decarbonization of Industry" group
Decarbonization trajectory and alignment of interests



2022



2021

Article 8 categorized fund (SFDR)
Establishment of a partnership with I Care specializing in energy transition
Member of the Sustainability Commission France Invest (decarbonation and regulation)

2023

Partnership with STEPS, specializing in decarbonization
Signing of the Value Sharing Charter by France Invest
InnovaFonds becomes a "Mission-Driven Company"



Our commitments (1/2)



Signature of charters ESG
Commission working group



Membership of the
International Climate Initiative since 2019



Member since 2016
Score 2023: 100/100 for the
Private Equity module



Integration of the **SDGs**
since 2019



InnovaFonds becomes a
"Mission-Driven Company"

Regulation Disclosure (SFDR)

Our FIT II, FIT III, PC II and PM I funds are categorized under **Article 8** of the **Disclosure Regulation**, promoting **environmental, social and governance characteristics**.

Our objectives

Stimulating decarbonization among SMEs

- Reduce greenhouse gas emissions
- Reduced energy consumption
- Use of renewable energies

Sharing value creation

- Implementation of profit-sharing and incentive policies
- Implementation of management packages

Supporting job creation and skills transmission

- Improved attractiveness of companies
- Implementation of talent management strategies and training policies

Our commitments (2/2)

Our ecosystem

Management

Adopting **responsible behavior** and **promoting best practices** in our ecosystem

Investors

Involve the team in business development and **share in the value created**

Portfolio

Encourage our portfolio companies to integrate ESG criteria into **their operations and management.**

Staff

Integrate the ESG dimension into our **investment analysis** and communicate the **progress made.**

Focus on the investment cycle

Our ESG approach is based on concrete actions throughout the investment cycle.

01



Pre-investment

- Sectoral exclusion
- Inclusion of ESG criteria and commitments in due diligence, offer letters, investment memoranda and shareholder agreements

02



During investment

- Calculation of the Carbon Footprint and Implementation of an Action Plan
- Development of a Non-Financial Business Plan with Management
- ESG Topics on the Agenda of Supervisory Boards

03



Impact Measurement

- Monitoring Actions and Progress: ESG Questionnaire and Impact KPIs
- Assigning a Score to Each of Our Companies Based on a Rating Scale

04

Exit

- Measurement of Non-Financial Performance
- Triggering the Carry Interest Mechanism for Management and the Leadership Team

Accelerating decarbonization

Carbon footprints and decarbonization plans in our portfolio

01

Measuring greenhouse gas (GHG) emissions

- Conducting a Comprehensive Carbon Footprint Assessment (Scopes 1, 2, and 3)
- Collection of Non-Financial Data

02

Decarbonization trajectory

- Defining a Realistic and Ambitious Reduction Trajectory with Concrete Actions
- Team Training

03

Implementing the action plan

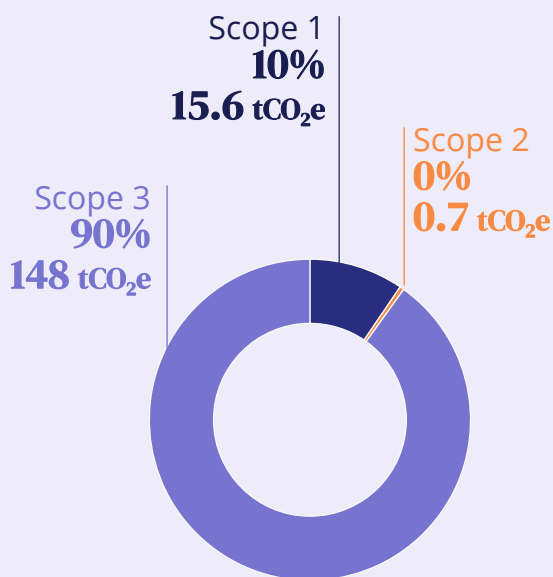
- Execution and Monitoring of the Action Plan According to a Timeline
- Measurement and Monitoring of Climate KPIs
- Updating the Carbon Footprint

04

To go further

- Life Cycle Analysis (LCA)
- Step-by-Step ACT Approach
- Biodiversity Conservation Policy

Carbon footprint of InnovaFonds



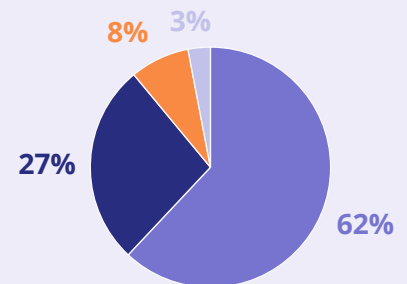
Carbon intensity ¹:

- 27.5 tCO₂e / M€ Sales
- 8.1 tCO₂e / FTE

¹These data have been restated for certain expenses not covered by other funds, for the sake of comparability.

164 tCO₂e
Carbon emissions 2022

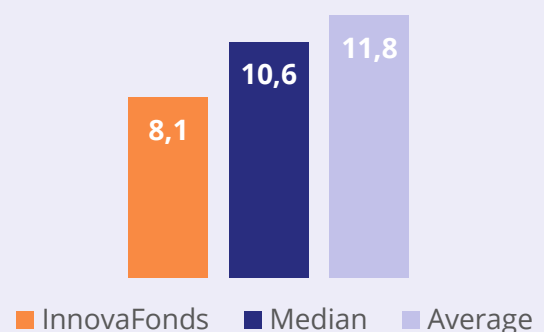
Breakdown by business sector



Comparison with peers





■ Services ■ Transport ■ IT ■ Offices

Carbon intensity INNOVAFONDS vs. Peers tCO₂e / M€ per FTE

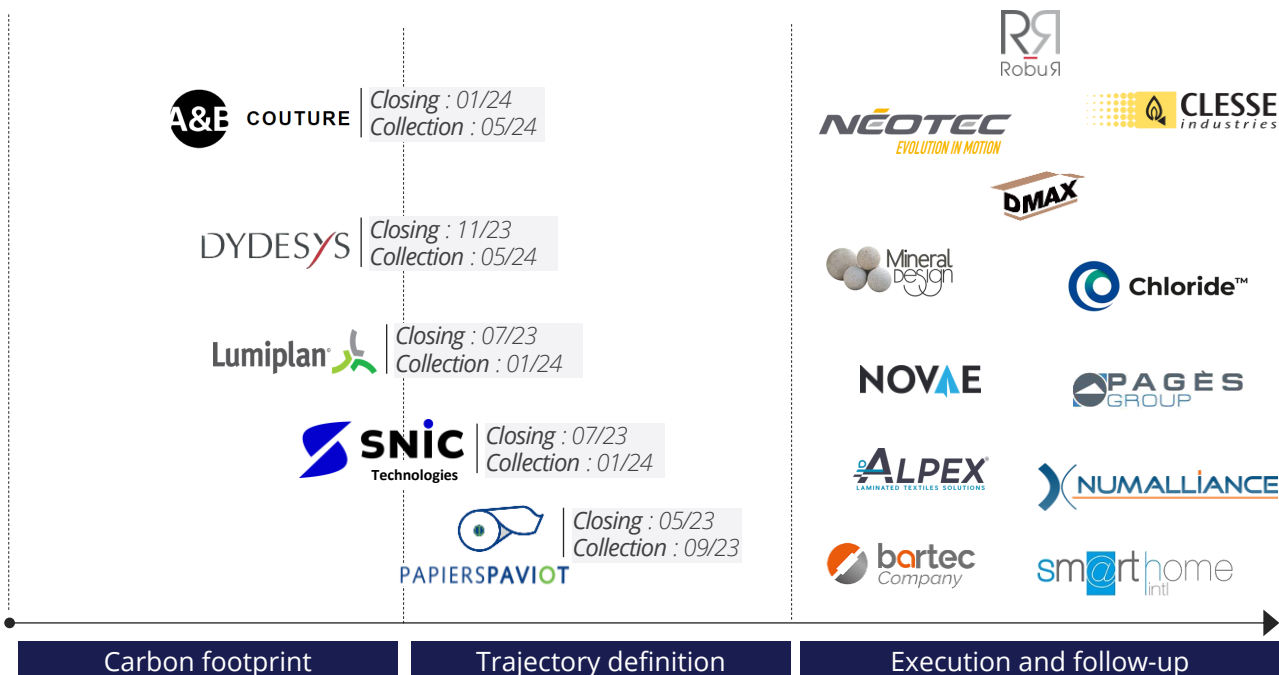


Overview of ESG actions in our portfolio

Overview of Investments – Preferred ESG Actions (Examples)

<p>ENERGY EFFICIENCY</p>		<p>NEOTECH : Development of a range of hybrid machinery (33% of revenue in 2023) SNIC TECHNOLOGIES : 30% of energy consumption from renewable sources</p>
<p>ECO-DESIGN</p>		<p>ALPEX : Launch of product lines made from recycled, bio-based materials, and PFAS-free LUMIPLAN : Development of solar-powered communication screens that are more energy-efficient</p>
<p>LOCAL SOURCING</p>		<p>CLESSE : Restructuring of metal procurement in Europe and increased percentage of recycled metals MOLINEL : Policy of selecting certified suppliers and eco-friendly raw materials</p>
<p>SUSTAINABILITY & RETROFIT</p>		<p>CHLORIDE : Development of a sodium battery with a lifespan of 35 years (vs. 10 years) PAGES GROUP : 20% of revenue from tools that extend the lifespan of equipment</p>

Overview of Investments – Carbon footprint and decarbonization plan



Our contribution to the SDGs

In 2015, United Nations member states adopted **17 Sustainable Development Goals (SDGs)**.

The SDGs encompass **all aspects of sustainable development**, including climate, biodiversity, energy, water, as well as poverty, gender equality, economic prosperity, peace, agriculture, and education.

Convinced of our role in the transition to a fair and sustainable society, we have included in this report an impact assessment **of our investments with respect to the SDGs**.

OUR COMPANIES AND INNOVAFONDS CONTRIBUTED TO 13 SDGS IN 2023 (NON-EXHAUSTIVE LIST):

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



7 AFFORDABLE AND CLEAN ENERGY



3. Good health and well-being

Encourage our investments to establish good working conditions for the well-being and safety of their employees.

4. Quality education

Promote training within teams and partnerships with schools in local areas.

5. Gender equality

Encourage our portfolio to aim for gender diversity within their teams and equal pay.

7. Affordable and clean energy

Encourage our companies to adopt new, more planet-friendly energy modes.

8. Decent work and economic growth

Support the growth and improved performance of our investments, creating jobs in local areas.

9. Industry, innovation, and infrastructure

Place industrial innovation at the heart of our portfolios to increase productivity and build international champions.

12. Responsible consumption and production

Help our leaders recognize their social and environmental responsibilities.

13. Climate action

Encourage our investments to adopt best practices to reduce their carbon footprint and measure their impact.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



Focus on 2023 Actions at InnovaFonds



REDUCING OUR ENVIRONMENTAL IMPACT

Still no plastic **water bottles purchased in 2023!**

Over 11,000 plastic bottles saved (approximately 385 kg) since the installation of our filtered water fountain in 2020.

Implementation of a **Sustainable Mobility Allowance** for all employees to encourage green mobility.



PROMOTING HUMAN DEVELOPMENT AND EMPLOYEE WELL-BEING

Ongoing initiatives:

- Profit-sharing agreement
- 100% coverage of supplementary health insurance
- Alumni event

2023 Highlights for:

Team Cohesion and Employee Well-Being:

- 1 team seminar in France
- 1 Christmas party
- Yoga classes every Monday morning

Training and Skill Development: 13% of employees received training fully covered by InnovaFonds in 2023.

Diversity:

- 6 women in the Management Company (40%)
- 4 women in the investment teams (33%)



PHILANTHROPY

For 6 years, InnovaFonds has supported the **Proxité** association, which works for the academic and professional success of young people in difficulty.

For more information or to make a donation: www.proxite.com



Solidarity Migrants Entrepreneurs (SME)

Aims to promote, support, and assist migrants with entrepreneurial projects. InnovaFonds has supported SME since its creation by participating in the financing of "honor loans" granted to selected projects.

For more information or

to make a donation: www.smeasso.org



For the past 3 years, InnovaFonds has sourced coffee from **Café Joyeux**, which employs and trains people with disabilities in our cities' centers.

For more information or

to make a donation: www.cafejoyeux.com/fr





Portfolio highlights

Interview Molinel Robur

Cécile Jollet, Head of quality assurance and sustainable development

Rachel Boulos, Group director of CSR/ESG Division

Since their merger in 2022, the iconic professional textile brands Molinel and Robur have formed the Manufacturers Invest group.

Both entities share a common culture and ambition regarding CSR policies.

Cécile Jollet, Head of Quality Assurance and Sustainable Development, and Rachel Boulos, Group Director of the CSR/ESG Division, discuss the group's main commitments and challenges.

Can you tell us what the ESG/CSR approach means within the Manufacturers Invest Group?

The ESG/CSR approach began many years ago for each of the companies and has been enriched over the years.

Since their merger, we've been working to harmonize this approach at the Group level to strengthen our commitments.

We are convinced that CSR plays a significant role in the longevity of our organizations. The formalization of this approach, both internally and externally, is gradually taking place. As a member of the United Nations Global Compact, we publish a CSR report every year.

The textile sector is one of the main contributors to carbon emissions in France. Have you measured the Group's environmental footprint?

We conducted our first carbon footprint assessment at Molinel in 2021 and at Robur the following year. We are currently in the process of updating it at the Group level.

Most of our emissions come from the products themselves, so material choices are highly impactful.

Our main actions are therefore focused on eco-design.

Can you describe your achievements and goals in terms of eco-design?

We ensure the traceability of materials throughout the life of our products, as evidenced by our GOTS (Global Organic Textile Standard) and GRS (Global Recycled Standard) certifications.



These labels guarantee the use of organic fibers and recycled materials.

We purchase materials from certified suppliers, whom we support in enhancing their skills. We are in the process of formalizing a Responsible Purchasing Charter.

By 2030, our goal is to have 20 to 25% of our catalog made from eco-friendly materials.

What internal actions are you taking to achieve this goal? How are the employees responding to these changes?

Our technical teams are trained in eco-design, and we have implemented a tool that allows us to calculate the emissions of each product and simulate emissions before developing new products.

By the end of 2024, we will have completed our consolidated Group carbon footprint assessment as well as the Life Cycle Analysis (LCA) of our products. It's essential to have the same tools for each entity and to be self-sufficient in making updates and tracking progress.

Our employees are aware and involved; they understand the positive impact of this approach on all the Group's entities.

You have several production sites around the world. How do you handle the challenge of transporting goods?

Indeed, we own factories in Tunisia, Morocco, and Madagascar. We prioritize maritime transport, optimizing the filling of our containers, followed by road transport, and we limit air transport as much as possible.

What social initiatives have you implemented at your production sites outside of France?

At our production sites, the management team is very vigilant about the working conditions of our employees.

Our site in Tunisia is in the process of being certified ISO 45001, a standard that includes regulatory requirements in terms of health and safety at work, allowing us to ensure that all the rules are properly applied.

We plan to obtain this certification at our other sites as well.

Today, the Group employs nearly 1,300 people. What is your recruitment strategy?

We are working on our employer brand to become more attractive and to inspire young people to join the Group.

We see a real need to adapt to the new generation, who no longer settle for just a job description but seek a meaningful project with a clear company vision while preserving the environment. Some technical profiles, such as those responsible for prototypes, are more difficult to find.

Our brands are characterized by a strong corporate culture, and the management is attentive to employees.

Each year, employees' development wishes are reviewed in connection with the strategy.

Have you implemented a diversity policy?

A large portion of our workforce consists of female employees (over 80% of FTEs), as the production workshops are predominantly composed of women.

Regarding diversity in a broader sense, we identify two aspects:

- Internally: We have established a genuine culture of inclusion, which is currently being formalized ;
- Externally: For some of our tasks, we use ESATs (Work Assistance Establishments and Services) or companies that employ people undergoing reintegration. For example, this includes maintaining green spaces, collaborating on our upcycled clothing collection for waste recovery, and more.

What are your future projects and challenges in terms of the ESG approach?

Since 2011, Molinel has implemented a system for recycling used workwear. It's still too early to discuss details, but we are considering deploying this within the Group and using this resource as part of a circular economy project.

We are convinced that distinctive projects, compared to our competitors, allow us to stand out. In general, we are seeing a significant acceleration in CSR initiatives across the board.

On a personal level, what actions do you take daily?

Cécile Jollet : On my side, I've equipped my house with solar panels and a rainwater harvesting system. Next step: composting! In terms of mobility, I prioritize carpooling whenever possible. I also participated in an all-women solidarity trek in Morocco with three colleagues. During this adventure, one day was dedicated to solidarity work in an isolated village, including workshops such as renovating a school and planting a palm grove.

Rachel Boulos : As for me, I'm involved in an initiative called "Les Petites Cantines." It's a neighborhood kitchen that's both participative and supportive, where people come together to cook and share a meal made from unsold produce and local, seasonal fruits and vegetables.

Alpex is one of the leading European manufacturers of technical textiles through lamination.



Alpex has highly recognized and innovative technical expertise, allowing the company to offer customized solutions that meet the most demanding expectations of its clients, such as firefighters, police forces, and military units.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Carbon footprint, recruitment of an ESG manager	Objectives and trajectory to be defined over the next 5 years
Climat	Energy & GHG	- ● ● ● +	Switch to 100% LED lighting	Energy impact study for future machine purchases
	Ecodesign	- ● ● ● +	Increasing integration of PFAS-free membranes	Continued R&D into alternative green solutions
	Responsible purchasing	- ● ● ● +	Preferred local suppliers	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	Increasingly resistant products Valorization of dormant stock	Lifecycle analysis
	Water consumption	- ● ● ● +	Development of a waterless dyeing process	Speeding up sales promotion of this offering
Social	Working conditions	- ● ● ● +	Accident prevention (low and declining accident frequency)	Setting up a social climate barometer
	Diversity	- ● ● ● +	Improving indicators	Group-wide formalization
	Training / mobility	- ● ● ● +	Active training policy, sandwich courses	Continuing the internal mobility program

Manufacturer and Design Office for Luxury Ready-to-Wear.

A&B Couture boasts exceptional expertise in women's ready-to-wear fashion for prestigious luxury brands. The company holds the EPV (Living Heritage Company) label, and its workshops are certified GOTS (Global Organic Textile Standards).



Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy in progress, GOTS and EPV certification	Enriching the approach, producing a carbon footprint
Climate	Energy & GHG	- ● ● ● +	Use of renewable energies	Reinforce energy savings, raise team awareness
	Ecodesign	- ● ● ● +	N/A: shaper, does not buy raw materials	N/A: shaper, does not buy raw materials
	Responsible purchasing	- ● ● ● +	N/A: shaper, does not buy raw materials	N/A: shaper, does not buy raw materials
	End of life / retrofit	- ● ● ● +	Launching recycling and second-hand sales channels	Cardboard / plastic recycling
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Purchase of water-saving machines
Social	Working conditions	- ● ● ● +	Flexible working hours, above-market wages	Implementing an accident prevention policy
	Diversity	- ● ● ● +	Actions in schools, Pôle emploi training	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Very active training policy (school in the workshops)	Creation of an in-house training school

Bartec is a leading player in the manufacture of metal reinforcement bonding solutions



Bartec protects people and the environment by securing reinforcement elements in complex structures. Bartec's product ranges are certified by recognized organizations worldwide.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Carbon footprint calculation	Formalization of an environmental policy (in progress)
	Climate			
Climate	Energy & GHG	- ● ● ● +	Lower energy consumption	Continue to raise team awareness, electric/hybrid vehicles
	Ecodesign	- ● ● ● +	No major achievements	Increase the proportion of recycled materials purchased
	Responsible purchasing	- ● ● ● +	Search for the nearest coupling manufacturer	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	N/A	N/A
	Water consumption	- ● ● ● +	Managing water consumption, but a minor issue	Maintaining awareness of the need to reduce consumption
Social	Working conditions	- ● ● ● +	Accident prevention policy	Setting up a social climate barometer
	Diversity	- ● ● ● +	No major achievements	Increase the number of female employees and managers
	Training / mobility	- ● ● ● +	Active training policy	Continuing the training program



Chloride is a global leader in industrial uninterruptible power supply (UPS) solutions.

Industrial UPS systems are essential for securing sites with complex environments (energy, industry, processing, etc.) as they regulate electrical intensity and prevent power outages.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, carbon footprint, ESG resp.	Continuing to enrich the approach
Climate	Energy & GHG	- ● ● ● +	GHG emissions reduction plan underway	Recycling energy from test benches to workshop lighting
	Ecodesign	- ● ● ● +	Sodium battery, systematic eco-design	Generalized life cycle analyses
	Responsible purchasing	- ● ● ● +	Work on optimizing supply chains	CSR criteria in supplier selection
	End of life / retrofit	- ● ● ● +	Complete retrofit package	Remote maintenance development
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Focus on key issues
Social	Working conditions	- ● ● ● +	Preventing accidents in the workplace	Setting up a social climate barometer
	Diversity	- ● ● ● +	Actions in schools, training programs	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Active training policy, sandwich courses	Continuing the internal mobility program

Clesse is a leading manufacturer of technical safety equipment for gas.



The group offers a wide range of safety devices (gas regulators, valves, fittings, etc.) designed to be installed on networks, tanks, or pipelines transporting LPG and natural gas.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, carbon footprint	Continuing to enrich the approach
Climate	Energy & GHG	- ● ● ● +	Transition to a fleet of electric/hybrid vehicles	Promote the purchase of products containing recycled metals
	Ecodesign	- ● ● ● +	Choice of recyclable steel, development of compact equipment	Design to cost: reducing materials at the design stage
	Responsible purchasing	- ● ● ● +	Local suppliers (France or Europe)	Integrate CSR criteria into supplier selection (ongoing)
	End of life / retrofit	- ● ● ● +	N/A	N/A
	Water consumption	- ● ● ● +	Lower water consumption	Maintaining awareness of the need to reduce consumption
Social	Working conditions	- ● ● ● +	Accident prevention (frequency rate down)	Setting up a social climate barometer
	Diversity / Equality	- ● ● ● +	Increase in the proportion of women in the workforce	Continue to reduce the average M/F pay gap
	Training / mobility	- ● ● ● +	Very active training policy, sandwich courses	Continuing the internal mobility program

-2 bps
absenteeism rate



D-MAX specializes in premium B2B and industrial relocation.

D-MAX uses innovative equipment and technology to ensure a level of service that meets the highest customer standards.



Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Carbon footprint assesment	Policy being formalized
Climate	Energy & GHG	- ● ● ● +	Eco-driving and hybrid/electric vehicles	Increase the fleet of "green" vehicles
	Ecodesign	- ● ● ● +	Creation of DBOX (patented innovation: reusable cardboard)	Continue in this direction to reduce waste
	Responsible purchasing	- ● ● ● +	Local suppliers & supplier CSR charter	Code of ethics being formalized
	End of life / retrofit	- ● ● ● +	N/A: service activity	N/A: service activity
	Water consumption	- ● ● ● +	N/A: service activity	N/A: service activity
Social	Working conditions	- ● ● ● +	1 ^{er} social climate barometer in 07/2023	Continuing to promote well-being in the office
	Diversity	- ● ● ● +	Formalizing a diversity charter	Calculate the gender equality index
	Training / mobility	- ● ● ● +	Very active training policy, sandwich courses	Continuing the internal mobility program

The Dydesys Group operates in B2B electronic maintenance and industrial monitoring.

Its services are primarily aimed at elevator companies and electrical UPS systems. It also designs industrial monitoring solutions for the pharmaceutical industry, electrical networks, and parking operators.



Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Policy not yet formalized	Formalize the approach, produce a carbon footprint
	Climate			
Climate	Energy & GHG	- ● ● ● +	Reduced energy consumption	Raising team awareness about GHG reduction
	Ecodesign	- ● ● ● +	N/A: service activity	N/A: service activity
	Responsible purchasing	- ● ● ● +	Policy not yet formalized	Formalize a sourcing policy
	End of life / retrofit	- ● ● ● +	100% of ADLC's products are <i>retrofits</i>	Deploy retrofit initiatives in other subsidiaries
	Water consumption	- ● ● ● +	N/A: service activity	N/A: service activity
Social	Working conditions	- ● ● ● +	Setting up a social climate barometer	Continuing to improve employee well-being
	Diversity	- ● ● ● +	Signing of a diversity charter (Askco)	Deploy the Diversity Charter in other subsidiaries
	Training / mobility	- ● ● ● +	Very active training policy, apprenticeship contract	Continuing the active training program



Eternity Systems is a global leader in cleaning containers and bins for the food and industrial sectors.

A key player in the circular economy, the group cleans 700,000 reusable containers annually. Each container helps avoid the disposal of approximately 40 single-use packages and is converted into a new container after seven years.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, recruitment of an ESG manager	Carbon footprint
Climate	Energy & GHG	- ● ● ● +	Return of electrical energy via centrifuge	Roll out actions in all centers
	Ecodesign	- ● ● ● +	N/A: service activity	N/A : service activity
	Responsible purchasing	- ● ● ● +	N/A : service activity	N/A : service activity
	End of life / retrofit	- ● ● ● +	Recasting end-of-life plastic bins	Pursuing the circular economy approach
	Water consumption	- ● ● ● +	Wastewater treatment (up to 70%)	Continuing and strengthening water treatment
Social	Working conditions	- ● ● ● +	Automation of centers reduces repeatability	Continuing to promote well-being in the office
	Diversity	- ● ● ● +	Formalizing a Diversity Charter	Continue to promote gender diversity, calculate the M/F equality index
	Training / mobility	- ● ● ● +	Training, apprenticeships, Graduate Program and VIE	Reinforce internal mobility Europe / USA

Lumiplan is a leading French company in dynamic display solutions for cities and transportation.

Lumiplan is a major player in providing integrated dynamic information solutions, both hardware (digital panels, destination signs, information kiosks, etc.) and software, for transportation operators and local authorities.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy	Carbon footprint
Climate	Energy & GHG	- ● ● ● +	Bringing the building into compliance with the Tertiary Decree	Post-carbon footprint emissions reduction trajectory
	Ecodesign	- ● ● ● +	PV panels and e-paper technology for displays	Strengthening the post-carbon footprint approach
	Responsible purchasing	- ● ● ● +	Approval of electronic components from Asia	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	Preventive and corrective maintenance	Retrofit development
	Water consumption	- ● ● ● +	N/A: minor issue	N/A: minor issue
Social	Working conditions	- ● ● ● +	Moving and setting up a works council	Workplace accident prevention policy
	Diversity	- ● ● ● +	No significant achievements	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Active training policy and climate mural	Continuing the in-house training program



Lotronic specializes in the design, sourcing, and distribution of sound and lighting equipment.

Based in France and Belgium, the group offers a comprehensive range of products primarily for specialized stores, large retail chains, and e-commerce platforms.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	CSR policy being formalized	Continue to implement carbon footprint initiatives
Climate	Energy & GHG	- ● ● ● +	Moving to new HQE premises	Acquiring hybrid/electric vehicles
	Ecodesign	- ● ● ● +	Reflection on an eco-design approach	Focus of future carbon footprint action plan
	Responsible purchasing	- ● ● ● +	Integrating CSR criteria into supplier selection	Continuing the process
	End of life / retrofit	- ● ● ● +	N/A: distribution company	N/A: distribution company
	Water consumption	- ● ● ● +	N/A: distribution company	N/A: distribution company
Social	Working conditions	- ● ● ● +	Moving to new HQE premises	Enhancing employee well-being
	Diversity	- ● ● ● +	No significant achievements	Promoting diversity
	Training / mobility	- ● ● ● +	No significant achievements	Accelerate employee training



20%
the proportion of
renewable energy
consumed

Location **Haute-Savoie** Sales **15 M€** FTE **100** Invest. **2021**

Mineral Design is a leading French company in natural stone worktops

Mineral Design is one of the top French companies in the design, manufacturing, and sale of natural stone countertops for interior spaces such as kitchens and bathrooms.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	First carbon audit	Continuing to enrich the approach
Climate	Energy & GHG	- ● ● ● +	Installation of PV panels for self-consumption	Reinforce energy savings, raise team awareness
	Ecodesign	- ● ● ● +	Natural stone processing	Development of a range of products using off-cuts
	Responsible purchasing	- ● ● ● +	Local suppliers	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	N/A	N/A
	Water consumption	- ● ● ● +	Investment in a recycling tank	Further reduction in water consumption
Social	Working conditions	- ● ● ● +	Accident prevention and invest. safety equipment	Setting up a social climate barometer
	Diversity	- ● ● ● +	Increase in the number of women executives	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	No significant achievements	Implement a training policy

<5%
M/F pay gap



Location **Occitanie** Sales **21 M€** FTE **73** Invest. **2024**

Neotec is the European leader in the design and manufacturing of road/rail vehicles dedicated to railway maintenance.

Neotec offers specialized equipment for the installation and maintenance of railway catenary infrastructures. It is renowned for the reliability and safety of its equipment, which are key drivers of productivity for operators.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	First carbon audit completed	Continuing to enrich the approach
Climate	Energy & GHG	- ● ● ● +	Reducing energy consumption, setting up an EDM	Integrating renewable energies into consumption
	Ecodesign	- ● ● ● +	Development of hybrid and electric vehicles	Increase the number of hybrid and electric references
	Responsible purchasing	- ● ● ● +	Local suppliers	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	Service, repair, retrofit and maintenance of the range	Developing remote maintenance
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Continuing to raise awareness of the need to reduce consumption
Social	Working conditions	- ● ● ● +	Strengthening workplace safety policy	Set up a profit-sharing policy
	Diversity	- ● ● ● +	Increase in the proportion of women on the Management Committee	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Active training policy	Increase the number of employee training sessions

Novae is a leading French company in consulting and maintenance services for the aeronautics sector.

Novae offers a comprehensive range of services (engineering and operational support) for the aeronautics industry as well as training and manufacturing support to its top-tier, long-term clients such as Dassault, Safran, Nexter, and others.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, carbon audit carried out	Continuing to enrich the approach and setting up a CSR committee
	Climate			
	Energy & GHG	- ● ● ● +	Reduced transport	Optimize travel for training activities
	Ecodesign	- ● ● ● +	N/A: service activity	N/A: service activity
	Responsible purchasing	- ● ● ● +	Environmental criteria in service provider evaluation	Responsible purchasing for the 5 most frequently used references
	End of life / retrofit	- ● ● ● +	N/A: service activity	N/A: service activity
	Water consumption	- ● ● ● +	N/A: service activity	N/A: service activity
Social	Working conditions	- ● ● ● +	Profit-sharing agreement in place	Promoting teleworking and disseminating best practices
	Diversity	- ● ● ● +	Recruitment of diversified profiles	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Active training policy with a dedicated program	Sedentary living and low-carbon transport

86%
employees
trained



A global leader in productivity solutions for bending and forming tubes, wires, and flat bars.

With a strong international presence through its 10 subsidiaries, the Group provides equipment to a diverse range of industrial clients, helping them to boost performance, produce higher-quality parts, and reduce waste.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy (purchasing, ethics, environment and HR)	Carbon footprint and decarbonization trajectory
	Climate			
	Energy & GHG	- ● ● ● +	Switch to electric power, use of renewable energies	Reinforcing energy ecos, raising team awareness
	Ecodesign	- ● ● ● +	Choice of recyclable steel, development of compact equipment	Life Cycle Assessment post carbon footprint
	Responsible purchasing	- ● ● ● +	Local suppliers (max. 120 km from sites)	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	Retrofit, increasing equipment durability	Remote maintenance development
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Installation of a connected water meter
Social	Working conditions	- ● ● ● +	Accident prevention (frequency rate down)	Setting up a social climate barometer
	Diversity	- ● ● ● +	Actions in schools, promotion of the industry	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Very active training policy, sandwich courses	Continuing the internal mobility program

Pagès Group manufactures automated and robotic systems for the packaging and medical industries.



Historically focused on plastics, the Group has developed new technology for the decoration of cardboard and pulp packaging.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, carbon footprint	Continue to enrich the approach, decarbo trajectory.
	Climate			
	Energy & GHG	- ● ● ● +	Switch to more energy-efficient technologies	Focus of current carbon assessment action plan
	Ecodesign	- ● ● ● +	Sales of tooling to extend service life	Focus of current carbon assessment action plan
	Responsible purchasing	- ● ● ● +	No significant achievements	Establish a supplier selection policy
	End of life / retrofit	- ● ● ● +	Development of a retrofit offer	Communicate more with customers
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	N/A: minor issue
Social	Working conditions	- ● ● ● +	Existence of a safety committee and a hardship agreement	Setting up a social climate barometer
	Diversity	- ● ● ● +	Actions in schools, promotion of the industry	Continue to promote trades (open house)
	Training / mobility	- ● ● ● +	Increase in number of employees trained and number of apprentices	Pursuing apprenticeship and training policy

1%
absenteeism
rate



PAPIERS A. PAVIOT
depuis 1867

Groupe A. Paviot is a leading French company specializing in food-contact packaging solutions.

The Group produces a range of food-contact packaging made from paper and aluminum, ensuring the safety of food products for the food industry.



Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	First carbon audit in progress	Continuing to enrich the approach
	Climate			
	Energy & GHG	- ● ● ● +	Investment in 100% LED lighting	Integrating electric and hybrid vehicles into the fleet
	Ecodesign	- ● ● ● +	Development of a 100% recyclable and compostable paper offer	Increase the proportion of production using recycled paper
	Responsible purchasing	- ● ● ● +	Purchase of recycled paper	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	Development of a 100% recyclable and compostable paper offer	Increase the proportion of 100% recyclable and compostable paper
	Water consumption	- ● ● ● +	Investment in an ink station to reduce consumption	Ongoing policy to reduce consumption
Social	Working conditions	- ● ● ● +	Accident prevention, creation of a dedicated break room	Set up a social climate barometer
	Diversity	- ● ● ● +	No significant achievements	Set up actions to promote diversity
	Training / mobility	- ● ● ● +	Training policy, sandwich courses	Strengthening training policy

Molinel Robur is a major player in the production of professional workwear.

Operating in the textile sector, which faces significant carbon challenges, the Group has implemented a committed CSR approach to assess and minimize its environmental impact while ensuring the quality and traceability of its products.



Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Formalized policy, carbon footprint	Consolidated Carbon Footprint, Product Life Cycle Analysis
Climate	Energy & GHG	- ● ● ● +	Moving to a less energy-intensive site	Renewable energies, energy renovation
	Ecodesign	- ● ● ● +	Use of recycled and organic materials	Further increase the proportion of recycled materials
	Responsible purchasing	- ● ● ● +	Preferred local suppliers	Formalization of a Responsible Purchasing Charter
	End of life / retrofit	- ● ● ● +	Collection and recovery of end-of-life equipment	Creation of a recycling program
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Installation of a connected water meter
Social	Working conditions	- ● ● ● +	Accident prevention (frequency rate down)	Needs assessment
	Diversity	- ● ● ● +	Improving diversity indicators	Formalizing a Diversity Charter
	Training / mobility	- ● ● ● +	Active training policy	Continuing the internal mobility program



Smart Home International specializes in connected domotics products for homes, buildings and offices

These home automation solutions help reduce energy consumption (lighting, heating), enhance security (alarms, video doorbells), and provide greater comfort (automatic gates, rolling shutters).

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Creation of a CSR and carbon footprint focus group	Formalizing a CSR report
Climate	Energy & GHG	- ● ● ● +	Development of battery-free solutions	Strengthening energy ecos, raising team awareness
	Ecodesign	- ● ● ● +	Training 20 employees	Increase the use of recycled materials
	Responsible purchasing	- ● ● ● +	Sourced exclusively in Asia	Integrating CSR criteria into supplier selection
	End of life / retrofit	- ● ● ● +	N/A	N/A
	Water consumption	- ● ● ● +	N/A: minor issue	N/A: minor issue
Social	Working conditions	- ● ● ● +	Flexible working hours / Teleworking	Continuing to promote well-being in the workplace
	Diversity	- ● ● ● +	Increase in M/F equality index (79%)	Continuing to combat discrimination
	Training / mobility	- ● ● ● +	Active training policy, sandwich courses	Continuing training, ramping up teams

SNIC Technologies specializes in designing equipment for railway signaling and critical infrastructure.



The company's offerings consist of critical products that require a very high level of reliability and are used in the railway industry, urban mobility, defense, and nuclear applications.

Category	Subcategory	Maturity	Achievements	Next steps
CSR	CSR / ESG approach	- ● ● ● +	Recruitment of an ESG manager	First carbon audit underway and ISO standard in progress
Climate	Energy & GHG	- ● ● ● +	Use of renewable energies (geothermal)	Carbon footprint under definition
	Ecodesign	- ● ● ● +	Setting up a product renovation system	Carbon footprint under definition
	Responsible purchasing	- ● ● ● +	Local suppliers (mainly in France)	Integrate CSR criteria into supplier selection (ongoing)
	End of life / retrofit	● ● ● ● +	No significant achievements	N/A
	Water consumption	- ● ● ● +	Management vigilance but a minor issue	Installation of a connected water meter & recovery unit
Social	Working conditions	- ● ● ● +	New personal protective equipment	Continuing to build employee loyalty
	Diversity	- ● ● ● +	Actions to recruit diversified profiles	Pursue inclusion initiatives, Equality Index M/F
	Training / mobility	- ● ● ● +	No significant achievements	Strengthening training policy

EXTRA-FINANCIAL REPORTING



Non-Financial Reporting

SCORING METHODOLOGY

Each score is constructed similarly through aggregation and weighting of subcategories.

Rating criteria

Score

Environmental

- Initiatives for reducing carbon footprint: Life Cycle Analysis, supply chains, materials, energy efficiency.
- Formalization of an environmental policy.
- Completion of a carbon assessment.
- Use of renewable energy sources.

Score

Social

- Creation of jobs.
- Diversity and inclusion.
- Gender equality index.
- Training policy.
- Working conditions.
- Workplace safety.
- Incentive policy.
- Presence of a Works Council.

Score

Governance

- Ethical and deontological approach: charter, code of conduct.
- Appointment of a CSR manager
- CSR actions at the local level.
- Philanthropic actions and donations.
- Cybersecurity.
- Certifications.

KPIs



90%

Response rate



+ 3 000

KPIs collected and analyzed

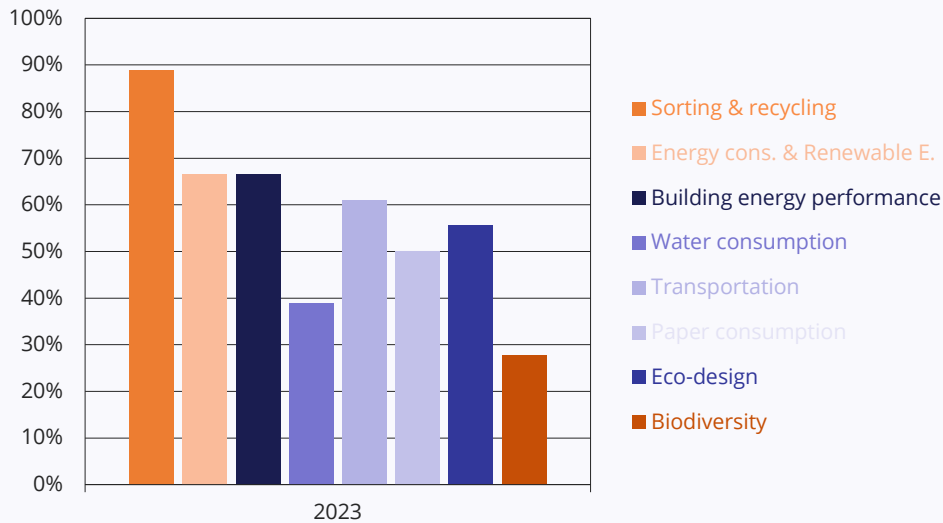


+ 100

ESG interviews conducted

Environmental and climate data

Percentage of companies having implemented actions to reduce their environmental footprint

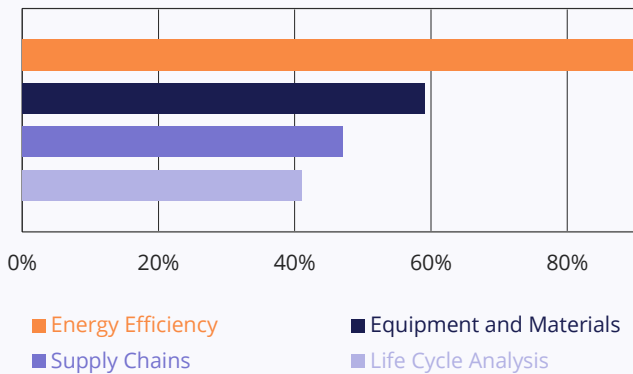


100%

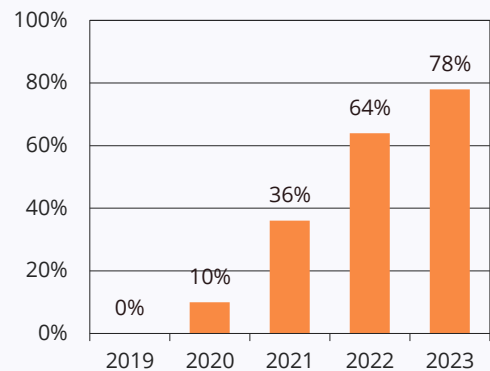
of companies have taken at least one initiative to reduce their environmental footprint.

90% of the portfolio has implemented on-site sorting and recycling.

Percentage of companies that have taken actions to reduce the carbon footprint of their products and/or services.



Companies that have completed a comprehensive carbon assessment (Scopes 1, 2, & 3).



6.6/10

vs. 7.1/10 in 2022

Portfolio score on the environmental pillar

→ Slight decrease due to the addition of newer investments that are less advanced in ESG.

0

environmental litigation since 2016

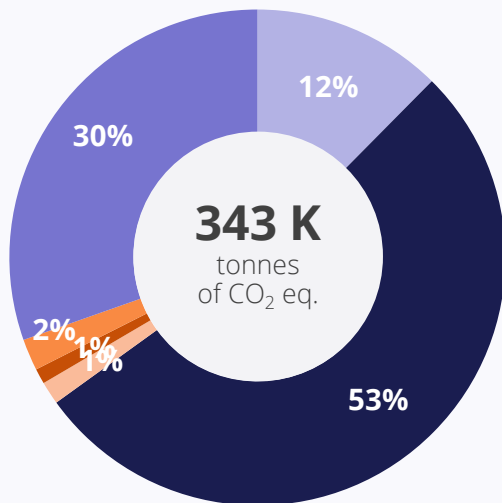
56%

of companies have environmental certifications

Focus on carbon footprint

In 2023, we intensified our environmental efforts, making the **decarbonization** of our portfolio companies one of our top priorities in our support strategy.

To date, **78% of our portfolio has completed their carbon assessment** (results presented below).

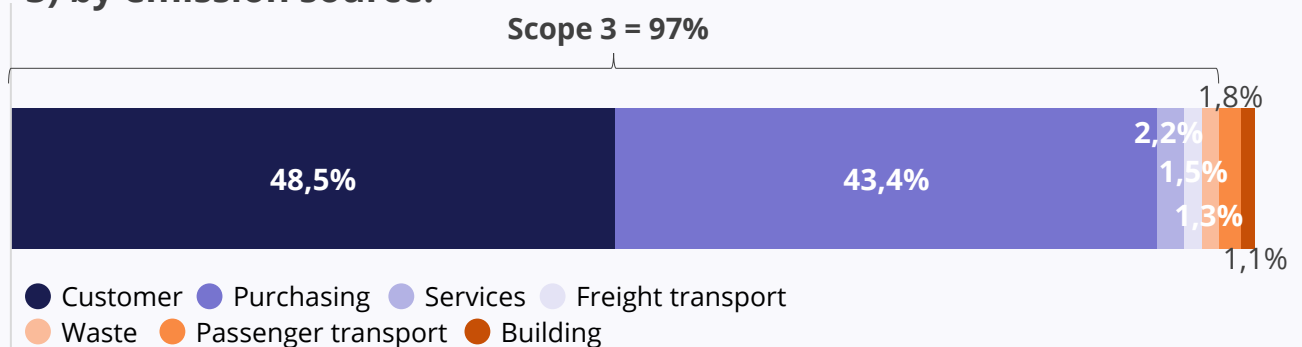


CO2 emissions from our portfolio across Scopes 1, 2, and 3 by industry sector.

- Distribution
- Capital Goods
- Industrial Services
- Construction and Public Works
- Industrial Products
- Textiles

The equipment and textile sectors are the highest emitters of greenhouse gases, accounting for 83% of the portfolio's GHG emissions.

CO2 emissions from the companies in our portfolio that have conducted a comprehensive carbon assessment (Scopes 1, 2, and 3) by emission source.



Scope 3 accounts for 97% of the total emissions from our portfolio companies, primarily driven by (i) **product use by customers** and (ii) **purchases** (raw materials, components, etc.).

Completing the carbon assessment is an essential first step in **measuring the carbon footprint**, **identifying key issues**, and **determining decarbonization strategies**.

However, there are limitations when it comes to Scope 3. SMEs generally have minimal (if any) influence over purchases or supplier choices. The impact of customer use is especially significant for durable products, as the calculation considers the lifespan of the equipment.

Social data

By the end of 2023, the total number of **FTEs reached 5,985** (+13% vs. the previous year on a total scope* and +7% vs. the previous year on a like-for-like basis**).

*Total Scope: Portfolio changes between 2022 and 2023, including 5 new investments & 2 divestments.

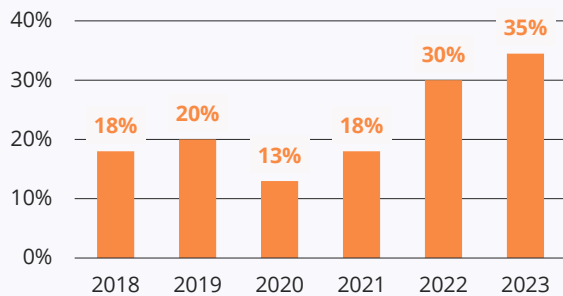
**Like-for-Like: 2022 Portfolio.

Indicator	2021	2022	2023	Change 2021/22	Change 2022/23
Net job creation	12	324	416	▲	▲
% of women on the EXCOM	18%	18%	18%	▬	▬
Diversity Charter	n/a	6%	11%		▲
Improving working conditions for employees	86%	88%	84%	▲	▼
% of employees trained	17%	17%	25%	▬	▲
Employee training budget (% of total payroll)	1,3%	3,1%	1,2%	▲	▼

→ Net Job Creation

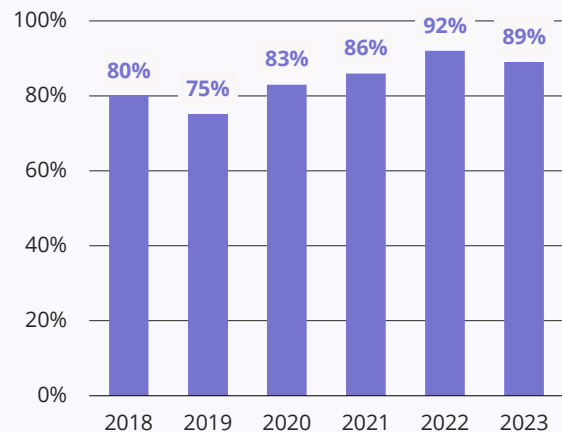
Job creation was primarily driven by the strong growth experienced by Eternity System (+264 FTEs hired) and Novae (+132 FTEs hired).

Gender diversity within companies



> The presence of women within our portfolio companies is steadily increasing.

Profit-sharing policy



> The percentage of companies with profit-sharing policies remains stable at around 90%. We encourage our portfolio companies to implement these policies to enhance their employer brand, attractiveness, and employee retention.

68%

of companies had a Works Council in place in 2023

(vs. 60% in 2021)

63%

of companies have implemented an accident prevention policy.

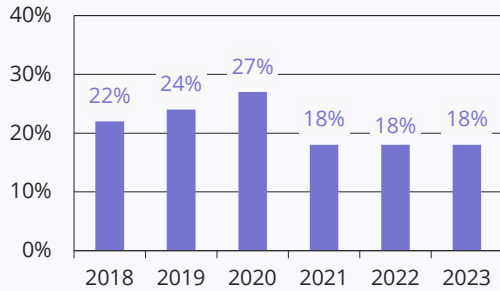
5.8/10

vs. 5.9/10 in 2022

Portfolio score on the social pillar

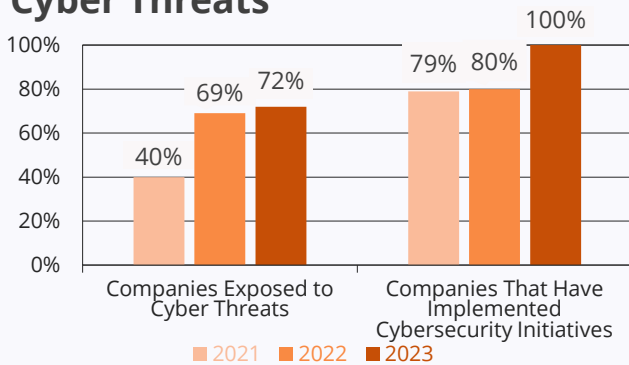
Societal Data, Governance, and Best Practices

Women on Supervisory Boards



> Women make up nearly 20% of the members on the supervisory boards of our portfolio companies. For comparison, women represent 26% of the members of boards of directors in CAC 40 companies.

Companies Exposed to Cyber Threats

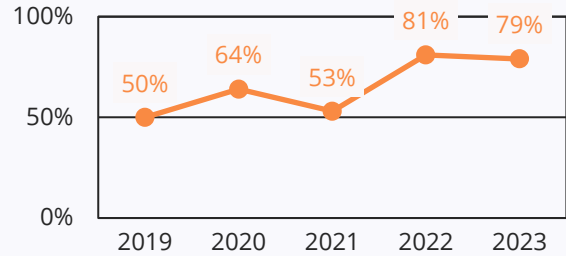


CYBER THREATS

Portfolio companies have seen a significant increase in their exposure to cyber threats. InnovaFonds has implemented a policy to raise awareness about **cyber-attack risks and strongly encourages the adoption of cybersecurity initiatives (100% of the portfolio is now covered).**

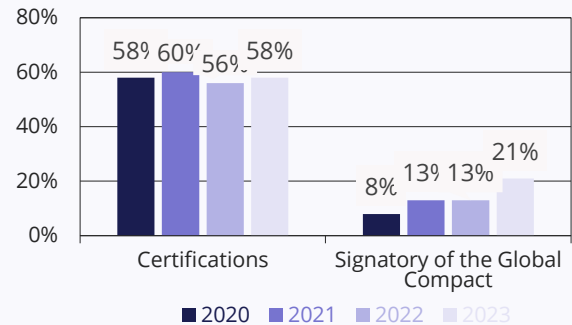
Existence of a CSR Manager

> Increasingly, CSR managers are being hired within portfolio companies.



Governance Best Practices

> Increasingly, companies are obtaining certifications and becoming signatories of the United Nations Global Compact.



68%

of companies have implemented an ESG/CSR policy in 2023

7.5/10

vs. 7.7/10 in 2022




Portfolio Score on the Social Pillar, Governance, and Best Practices

100%

of the companies have multiple key executive shareholders who benefit from an exit management package

2022 summary and 2023 objectives



Pillar	Score	2024 targets
 Environment	6.6 _{/10}	<ul style="list-style-type: none"> • Continue conducting and updating carbon assessments across the entire portfolio. • Monitor decarbonization plans for each company according to a specific timeline. • Measure progress through established environmental indicators. • Support our portfolio companies in implementing CSRD sustainability reporting.
 Social	5.8 _{/10}	<ul style="list-style-type: none"> • Encourage the appointment of women to the Executive Committees of companies. • Promote the formalization of HR policies (such as mobility and talent management) and training programs. • Systematically calculate and communicate the gender equality index to enhance the employer brand of the companies.
 Governance	7.5 _{/10}	<ul style="list-style-type: none"> • Strengthen the structuring of CSR/ESG policies and organizational frameworks. • Pay particular attention to ensuring that governance bodies are more gender-balanced and include more women and independent members. • Continue raising awareness among companies about the increasing risks of cyber-attacks.

Statement on the Principal Adverse Impacts of Investment Decisions on Sustainability Factors (1/4)

In compliance with the SFDR regulation and the classification of funds FIT II, PC II, and PM I under Article 8, InnovaFonds incorporates the analysis of **Principal Adverse Impacts (PAIs)** on sustainability into its monitoring procedures. This involves evaluating the negative impact that the fund's investments may have on ESG factors.

PAI FIT II	Metric	2023	2022	Explanation	Objective
GHG emissions		528	214	We have carried out a carbon assessment on 7 portfolio companies (out of 10 at 31/12/23). Scope 3 represents 99.2% of total GHG emissions. The industry is heavily impacted by the carbon footprint of its value chain (purchasing, transport, etc.).	We would like to carry out a carbon audit on all our portfolio companies. The remaining 3 full carbon audits are in progress. The aim will then be to implement ambitious action plans.
Scope 1		201	196		
Scope 2		87 838	28 777		
Scope 3	See formula p.42	88 567	29 187		
Carbon footprint	See formula p.42	848	652	The carbon footprint of the FIT II fund is 848 (emissions t CO ₂ e per M€ of assets under management). This figure cannot be compared with 2022, as the formula has changed between the two years (formula error in 2022).	The aim is to reduce the carbon footprint of our holdings
Carbon intensity	See formula p.42	537	412	The carbon intensity of the PC II fund was 537 vs. 412 in N-1.	The aim is to reduce the carbon intensity of our holdings
Exposure to the fossil fuel sector	% portfolio	10%	0%	We exclude fossil fuels from our investment policy (the 10% represents Clesse's exposure to gas).	0%
Proportion of energy consumed and/or produced from renewable sources	% average portfolio	6%	7%	The proportion of energy consumed and/or produced from renewable sources is still low.	The aim is to increase this share (by proposing it in the carbon footprint, seeking subsidies, etc.).
Total energy consumption	GWh/M€ Sales	16,373	n.d.	Total energy consumption is 16.373 GWh per M€ of sales.	Controlling and reducing this metric
Share of activities with a negative impact on biodiversity	% portfolio	0%	0%	We make our companies aware of this issue, and attach increasing importance to it when analyzing investment proposals.	0%
Water pollution caused by the main pollutants	m3/M€ invested	0,0	0,0	We don't have companies that pollute the water.	0

Statement on the Principal Adverse Impacts of Investment Decisions on Sustainability Factors (2/4)

PAI FIT II	Metric	2023	2022	Explanation	Objective
Hazardous waste production	tonnes/M€ invested	11,9	1,2	As industrial companies, some of our businesses produce hazardous waste (technical fabrics, capital goods).	Reducing the amount of hazardous waste produced by raising awareness of this issue among managers
Share of investments in violation of the UN Global Compact	% portfolio	0%	0%	We are careful to invest only in companies that respect the key principles of the United Nations Global Compact.	0%
Percentage of investments with a UN Global Compact monitoring mechanism	% portfolio	30%	22%	We encourage companies to set up UN Global Compact monitoring mechanisms.	Increase this share
Average unadjusted gender pay gap	% average	7%	9%	The unadjusted pay gap is 7%, compared with the French average of 15.4% (2021, Eurostat).	Reduce the gap and stay below the French average
Women CODIR members	% average	16%	16%	Our industrial companies still have highly masculine management committees, due to a strong cultural heritage.	Increase this share
Share of investments exposed to controversial weapons	% portfolio	0%	0%	We exclude controversial weapons from our investment policy.	0%

Formula PAI 1 (GHG emissions):

$$\sum_n^i \left(\frac{\text{Valeur actuelle de l'investissement}_i}{\text{Valeur d'Entreprise de la société}_i} \times \text{Emission de GES (scope x) de la société}_i \right)$$

Formula PAI 2 (carbon footprint):

$$\frac{\sum_n^i \left(\frac{\text{current value of investment}_i}{\text{investee company's enterprise value}_i} \times \text{investee company's Scope 1, 2 and 3 GHG emissions}_i \right)}{\text{current value of all investments (€M)}}$$

Formula PAI 3 (GHG intensity of investee companies) :

$$\sum_n^i \left(\frac{\text{Valeur actuelle de l'investissement}_i}{\text{Valeur actuelle des investissements totaux (M€)}} \times \frac{\text{Emission de GES (scopes 1,2 et 3) de la société}_i}{\text{Revenus de la société (M€)}_i} \right)$$

Statement on the Principal Adverse Impacts of Investment Decisions on Sustainability Factors (3/4)

In accordance with the SFDR regulation and the classification of FIT II and PC II funds under Article 8, InnovaFonds integrates the analysis of **Principal Adverse Impacts (PAIs)** on sustainability into its investment monitoring procedures. This involves assessing the negative impact that the fund's investments may have on ESG factors.

PAI PC II	Metric	2023	2022	Explanation	Objective
GHG emissions		72	21	We have carried out a carbon assessment on 2 of the 4 companies in the portfolio. Scope 3 accounts for 98.6% of total GHG emissions. Industry is heavily impacted by the carbon footprint of its value chain (purchasing, transport, etc.).	We would like to carry out a carbon audit on all the companies in the portfolio. The remaining 2 full carbon audits are in progress. The aim will then be to implement ambitious action plans.
Scope 1		47	1		
Scope 2	See formula p.44	8 320	3 838		
Scope 3		8 439	3 860		
Carbon footprint	See formula p.44	510	965	The carbon footprint of the PC II fund is 510 (emissions t CO ₂ e per M€ of assets under management). This figure cannot be compared with 2022, as the formula has changed between the two years (formula error in 2022).	The aim is to reduce the carbon footprint of our holdings.
Carbon intensity	See formula p.44	314	423	The carbon intensity of the PC II fund was 314 vs. 423 in N-1.	The aim is to reduce the carbon intensity of our holdings.
Exposure to the fossil fuel sector	% portfolio	20%	0%	We exclude fossil fuels from our investment policy (the 20% represents Clesse's exposure to gas).	0%
Proportion of energy consumed and/or produced from renewable sources	% average portfolio	13%	11%	The proportion of energy consumed and/or produced from renewable sources is still low, but rising.	The aim is to increase this share (by including it in the carbon footprint, seeking subsidies, etc.).
Total energy consumption	GWh/M€ Sales	1,380	n.d.	Total energy consumption is 1.380 GWh per M€ of sales.	Controlling and reducing this metric
Share of activities with a negative impact on biodiversity	% portfolio	0%	0%	We make our companies aware of this issue, and attach increasing importance to it when analyzing investment proposals.	0%
Water pollution caused by the main pollutants	m ³ /M€ invested	0,0	0,0	We don't have companies that pollute the water.	0

Statement on the Principal Adverse Impacts of Investment Decisions on Sustainability Factors (4/4)

PAI PC II	Metric	2023	2022	Explanation	Objective
Hazardous waste production	tonnes/M€ invested	0,0	0,0	None of our companies produces hazardous waste (4 portfolio companies to date).	Raising managers' awareness of this issue
Share of investments in violation of the UN Global Compact	% portfolio	0%	0%	We are careful to invest only in companies that respect the key principles of the United Nations Global Compact.	0%
Percentage of investments with a UN Global Compact monitoring mechanism	% portfolio	25%	50%	One in four companies has a UN Global Compact monitoring mechanism.	We encourage companies to set up UN Global Compact monitoring mechanisms.
Average unadjusted gender pay gap	% average	7%	13%	The unadjusted pay gap is 7%, compared with the French average of 15.4% (2021, Eurostat).	Reduce the gap and stay below the French average
Women CODIR members	% average	15%	25%	Our industrial companies still have highly masculine management committees, due to a strong cultural heritage.	Increase this share
Share of investments exposed to controversial weapons	% portfolio	0%	0%	We exclude controversial weapons from our investment policy.	0%

Formula PAI 1 (GHG emissions):

$$\sum_n^i \left(\frac{\text{Valeur actuelle de l'investissement}_i}{\text{Valeur d'Entreprise de la société}_i} \times \text{Emission de GES (scope x) de la société}_i \right)$$

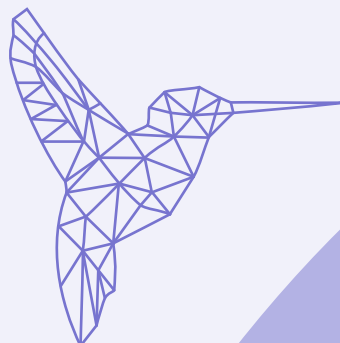
Formula PAI 2 (carbon footprint):

$$\frac{\sum_n^i \left(\frac{\text{current value of investment}_i}{\text{investee company's enterprise value}_i} \times \text{investee company's Scope 1, 2 and 3 GHG emissions}_i \right)}{\text{current value of all investments (€M)}}$$

Formula PAI 3 (GHG intensity of investee companies) :

$$\sum_n^i \left(\frac{\text{Valeur actuelle de l'investissement}_i}{\text{Valeur actuelle des investissements totaux (M€)}} \times \frac{\text{Emission de GES (scopes 1,2 et 3) de la société}_i}{\text{Revenus de la société (M€)}_i} \right)$$

« The hummingbird is a true record-breaker in the avian world. Despite being the smallest bird on the planet, it can reach astonishing speeds. Its incredible agility and quick reflexes enable it to flap its wings up to 200 times per second, showcasing its remarkable prowess. »



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