

An aerial photograph of a whale's circular wake in the ocean. The water is a deep blue, and the wake is a bright, frothy white. A whale is visible breaching the water near the center of the wake. The text "SUSTAINABLE DEVELOPMENT CHARTER 2022" is centered within the wake. Two thin white lines form a partial circle around the wake.

SUSTAINABLE
DEVELOPMENT
CHARTER
2022



INFRAVIA

CONVICTIONS & PRINCIPLES

Engagement, discipline, curiosity, entrepreneurship are our founding principles and as we grow, we put great emphasis on nurturing this culture. Sustainability has been embedded in our investment thesis for a long time because we, at InfraVia, are firm believers that sustainable businesses create better returns for our investors and for our stakeholders.

Our vision of growth is mindful of the environment and aims to benefit the economy and society as a whole. We are committed to integrating ESG considerations across the investment cycle, as we believe this can help anticipate risk as well as improve resilience and create value.

Transition is at the core of our ESG philosophy: we believe that every portfolio company should go through this journey at its own pace. We take a pragmatic approach to building action plans and measuring KPIs adapting to our portfolio companies' specific needs. We cannot switch overnight from a carbonized world to a net-zero economy.

We wish to help businesses adapt and finance the transition, which is fully aligned with our long-term convictions. We can thereby invest in technologies that can be part of the immediate solution as well as in companies that can accommodate future needs and changing patterns to support the energy transition. We believe that this approach is at the core of how we will collectively reach global sustainability goals.

Our position as active equity owners on behalf of our funds, enables us to exert influence and take an active role in the companies we invest in. We aim to make a difference, to be agile and embark our portfolio companies on a shared journey (including sustainability). We seek to help them design and develop practical ESG roadmaps and assess their progress every step of the way.

Acquiring majority stakes in our infrastructure portfolio companies, we are involved at the highest level of governance and can promote consideration of ESG risks and opportunities helping to drive change.

With our Growth portfolio companies, in which we typically have minority stakes, we seek to exert our rights through Board representation and stand as a key partner that can support them in shaping their sustainability strategy.

In all cases, we believe that ESG considerations should not be a topic viewed in isolation but needs to be embedded in the company governance and strategy, both for our management company and our portfolio companies.

In line with our convictions, we seek to raise ESG awareness with all our employees and shareholders, as we believe this is the best way to align everyone's interests.

Our sustainability Charter intends to reflect our approach and how we aim to contribute to the creation of long-term profitability, sustainability and value for investors, public or private sector partners, entrepreneurs, and the communities involved in our projects.

ESG ADVOCACY

ESG is a matter that needs to be tackled collectively. We are keen to work closely with our peers in the financial industry to stay abreast of ESG trends and challenges and to help drive a common positive transformation. At InfraVia we are actively involved in multiple working groups and associations to share our investment philosophy and best practices and to contribute to the deployment of strategic initiatives, regulations, guidelines and operational tools.



We believe the Principles for Responsible Investment (PRI) act as the cornerstone to build a common vision for investors and as such we commit to the six principles of the UN PRI:

- 1 We incorporate ESG issues into our investment analysis and decision-making processes;
- 2 We are active owners and incorporate ESG issues into our ownership policies and practices;
- 3 We seek appropriate disclosure on ESG issues by the entities in which we invest;
- 4 We promote acceptance and implementation of the Principles within the investment industry;
- 5 We work together with our peers to enhance our effectiveness in implementing the Principles;
- 6 We report on our activities and progress towards implementing the Principles.



We are active members of France Invest's ESG Commission and working groups and Climate Commission.



We are a member of the International Climate Initiative (ICI).



At InfraVia, we consider that harmonized standards are essential to push real change. This is why we became signatory of the Task Force on Climate-related Financial Disclosures (TCFD) Guidelines, These Guidelines inspire our climate reporting and assessment.



In 2021, we became an Alliance Member of SASB (Sustainability Accounting standards Board), now part of the IFRS (International Financial Reporting Standards) Sustainability Alliance. Its mission is to help connect businesses and investors with respect to the financial impacts of sustainability, providing guidance on disclosure of financially material sustainability information.

Through open dialogue, these groups can provide good insights, ideas and help us collectively pave the way to strengthen sustainability across the investment industry.

APPROACH

SDG FRAMEWORK

We commit to aligning our investments with relevant United Nations' Sustainable Development Goals (SDGs), recognizing them as the set of global goals that allow stakeholders to outline sustainability priorities and to speak a common language.

We recognise that our infrastructure and tech portfolio companies can have both positive and negative externalities on their wider environment. In that sense we developed a twofold approach:

- De-risk & build resilience. The first step to create sustainable value is identifying both the potential positive and negative impacts that are associated with the nature of our investments.
- Develop by creating value. We seek to act to mitigate negative externalities and scale-up positive ones. We acknowledge our role as long-term responsible investors and commit to help deploying a sustainability strategy.

A MATERIALITY-DRIVEN APPROACH

In this context, we use the SDG framework to define a set of baseline material priorities for all our investments, regardless of the sector. We also conduct a sector-based materiality approach for each of our investments. Integrating the concept of

materiality, our approach is therefore focused and sector specific. As such our strategy can remain pragmatic and actionable to ensure our efforts are aligned with what is particularly relevant to our portfolio companies' businesses with regards to their markets and stakeholders.

To evaluate the materiality of a specific ESG topic, we aim to identify associated risks and opportunities via this lens of priority SDG targets. We use the SDG framework to systematically review potential impacts with regards to technology, regulation, reputation, market or other emerging factors.

TRANSVERSAL PRIORITIES

The seven SDG targets we selected represent our sustainability priorities and are used to analyse the global impact of all our portfolio companies regardless of sector. These constitute the baseline for our analysis.

For each transversal SDG, to ensure coherence and make our data readily comparable, we have aligned the indicators we use according to the SDG Compass and the Global Reporting Initiative (GRI) standards, both widely used international references.

We are convinced that all our portfolio companies can take actions on those cross-cutting sustainability areas and we commit to providing support to improve their maturity over time. We seek to collect relevant data from our portfolio companies to be able to measure progress. We also continuously seek to improve the reliability of this data; and this is an essential feature of work with our portfolio companies.

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8.2: achieve high productivity and sustain economic growth.

We invest in infrastructure and tech companies that are engines for economic growth. Promoting productive employment and effective training should lead to greater access to skilled, productive talent, which will in turn make companies more successful and competitive.

Example of tracked indicators: job creation, EU Taxonomy focus (revenues, capex, opex eligible); trainings per employees and allocated budget, etc.

8.8: protect labour rights and promote safe and secure working environments.

Companies that uphold labour standards across their own operations and value chains face lower risk of reputational damage and legal liability. We aim to support our assets in improving safety conditions and providing secure working environments, with the objective to contribute to higher quality jobs.

Example of tracked indicators: decent employment conditions, Health & Safety metrics; employee satisfaction survey (& score); collective bargaining agreement, work-related injuries etc.



16.6: ensure accountability and transparency.

We participate in our companies' governing bodies and encourage transparency and accountability. We also support, when needed and possible, our portfolio companies in the definition of business ethics and anti-corruption policies, as well as integrating and monitoring the rule of law across their supply chains.

Example of tracked indicators: governance; independent board members; ESG governance & engagements; ESG-linked remuneration; ESG disclosure; code of ethics or business conduct; activities in high-risk countries; responsible purchase policy etc.



5.5: ensure women's full and effective participation and equal opportunities.

We believe that gender equality is not only a fundamental human right, but a necessary foundation for a sustainable world that fosters social development, innovation and business performance. We encourage diversity, equal treatment and women promotion by working with our companies to achieve the right balance, depending on their sector of activity, and keeping in mind European targets.

Example of tracked indicators: women's full & effective participation: % women in headcount/ExCom & Board, gender equality policy, equal pay ratio, parental leave policy etc.



9.1: develop quality, reliable, sustainable and resilient infrastructure.

We invest in infrastructure that supports economic and social development. As part of our investment strategy, we also make investments to upgrade infrastructure through capital expenditure programs, technology, innovation and environmental management systems.

Example of tracked indicators: business continuity plan; certifications; R&D management and associated budget; GDPR compliance; cybersecurity tests & evaluation etc.



10.3: ensure equal opportunities and reduce inequalities of outcome.

We aim to support social inclusion, decent job creation, entrepreneurship and creativity. We also strongly believe that employees benefit from increased motivation & belonging by supporting them in their career paths, sharing culture and value.

Example of tracked indicators: discrimination and inclusion policy and initiatives; headcount (full-time/part-time); disabled employees; social welfare plans; shareholding scheme; well-being initiatives; performance reviews etc.



13.3: fight and adapt to climate change.

Climate change is affecting all asset classes and companies are increasingly exposed to climate change risks and opportunities, both physical and transition related. Through our investments we aim to promote energy efficiency improvements, carbon footprint reductions, as well as the development of innovative low-carbon products and services.

Example of tracked indicators: climate change materiality; governance & strategy; risk & opportunities; GHG Emissions; scope 1 indicators (direct consumption); scope 2 indicators (electricity, steam); scope 3 sector-specific indicators etc.

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Our objective when assessing materiality and building ESG roadmaps is to increase the integration between ESG KPIs and operational KPIs to make this data more reliable and meaningful from a management & business perspective.

In addition to the above, to reflect emerging biodiversity considerations we have opened discussions on SDG target 15.5 with our portfolio companies, seeking to understand if this is a material topic with regards to their business and activities.

SECTOR-BASED MATERIAL PRIORITIES

On top of the transversal approach which constitutes the pillar of the policy, we systematically define sector-specific exposure and cover additional priority SDG targets that are relevant to our infrastructure and technology portfolio companies within their specific sectors. In fact, many of the SDG targets are intertwined and should be looked at in their entirety.

This combination of transversal as well as sector specific SDG targets provides a framework for assessing and then prioritising the positive and negative impacts of our investments. For each asset we review the materiality of the ESG risks and opportunities to establish and prioritize in conjunction with the management teams relevant KPIs for each business.

Some examples of the sector specific thematics and priorities⁽¹⁾:

⁽¹⁾ Please note that the additional sector-based indicators presented are illustrative and not exhaustive



ENERGY & UTILITIES:

- Potential positive contribution: renewable capacities in the energy mix helping reduce carbon emissions related to fossil fuel usage (i.e. through alternative materials such as biofuels and an efficient use of energy resources).
- Potential adverse impacts: potential leaks and fugitive emissions on land, water and biodiversity.



COMMUNICATIONS:

- Potential positive contribution: enhancing economic productivity through the development of technological capabilities and fostering digital inclusion of society.
- Potential negative contribution or risk: electricity consumption and carbon emissions as well as cybersecurity risks.



TECHNOLOGY:

- Potential positive impact: well-being through digitisation, mobile apps, big data or the cloud, offering innovative solutions to society, addressing life improvements and driving efficiencies.
- Potential exposure: cybersecurity risks and adverse impact on environmental concerns, notably through energy consumption.



TRANSPORT:

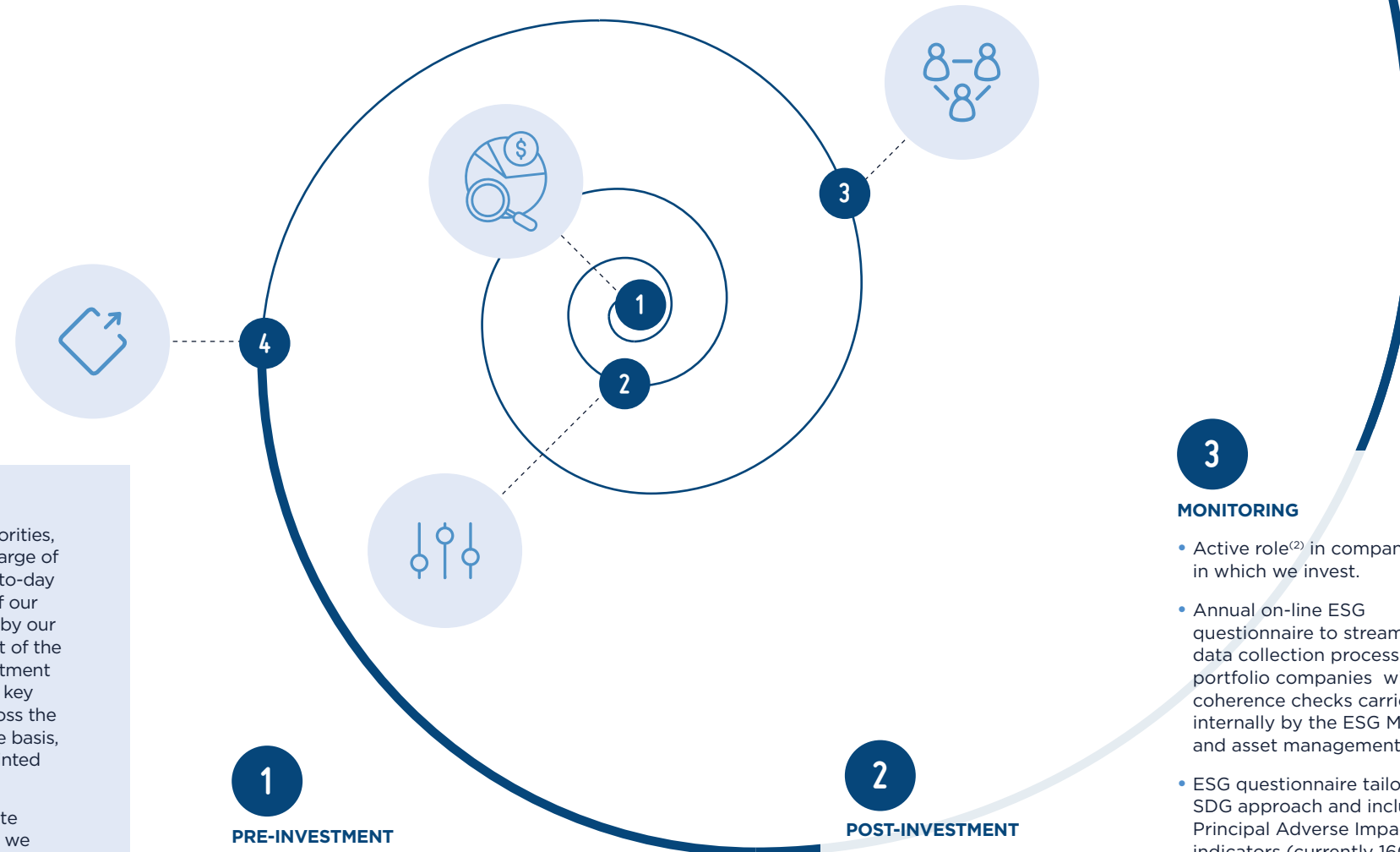
- Potential positive impact: achieving better integration of the economy, building resilience of the cities in which they operate while respecting the environment.
- Potential adverse impact: energy consumption, contribution to climate change and land, water and biodiversity.



SOCIAL:

- Potential positive contribution: healthcare and education that is essential for society.
- Potential adverse impacts: can be linked to building energy and resource consumption and management of environmental performance.

ESG ACROSS OUR INVESTMENT CYCLE



GOVERNANCE OVERVIEW

Sustainability is one of InfraVia's priorities, as such InfraVia's founders are in charge of defining the ESG strategy. The day-to-day implementation and coordination of our ESG approach and processes is led by our dedicated ESG Manager, who is part of the Asset Management team. The investment and asset management teams have key roles in deploying sustainability across the investment cycle. On a case-by-case basis, external advisers may also be appointed to assist on specific subjects.

In line with our ambition to promote sustainability across the company, we also take ESG criteria into consideration when assessing our employee's performance. In that respect, qualitative criteria are, depending on the role and function of the employee, determined to assess the employee's performance. These criteria may refer to the quality of ESG analysis, involvement in the development and monitoring of the ESG action plan, the adherence to our sustainability charter amongst others.

We consider principal adverse impacts of our investment decisions on sustainability factors as part of our investment due diligence process and procedures described on the side. We use for this purpose the analysis undertaken with regards the UN SDGs described before.

(2) Our impact and influence on the portfolio company is linked to our shareholder position thus related to the size of our participation.

(3) To note that the carbon footprint is completed by Sirsa (our long-standing partner) on the basis of reported operational KPIs with no formal control, certification or audit.

1

PRE-INVESTMENT

- Pre-investment exclusions reviewed by Investment Team.
- Investment team responsible for ESG materiality analysis using Internal ESG Assessment Toolbox (comprising SASB materiality finders, SDG targets internal benchmarking, etc.).
- Output: mapping sustainability risks and opportunities against SDG targets, assessing any adverse impact on financial and operational performance, climate-specific analysis carried out.
- ESG-profile systematically presented to the Investment Committee.
- During Due Diligence phase, external expertise may also be used if some red flags have been identified.

2

POST-INVESTMENT

- Adjustment, completion and validation of the investment' ESG profile within first year by investment and asset management team.
- Assessment of maturity and performance to-date on each transversal and sector-specific SDG target using the proprietary ESG Questionnaire to collect data with asset management team coherence check.
- Definition of customized SDG roadmap and KPIs with company management teams with actionable objectives and KPIs adapted to the business plan.
- InfraVia appointed Board member responsible for presenting ESG strategy at the portfolio company board level.

3

MONITORING

- Active role⁽²⁾ in companies in which we invest.
- Annual on-line ESG questionnaire to streamline data collection process for portfolio companies with data coherence checks carried out internally by the ESG Manager and asset management team.
- ESG questionnaire tailored to SDG approach and includes Principal Adverse Impact indicators (currently 160+ data points) regularly reviewed and updated for regulations and sector/asset specific KPIs.
- Asset management team responsible for review of year-on-year progress and action plans.
- Annual internal monitoring committee and review at portfolio company Board meeting covering extra-financial matters led by InfraVia appointed Board member.
- Annual carbon footprints completed for all portfolio companies owned by our funds⁽³⁾.
- ESG reporting communicated to investors via Annual Investor Reports (Q2) and the Annual Sustainability Report (Q3).

4

DIVESTMENT

- Assessment of the portfolio company sustainability roadmap based on the progress and achievements since acquisition, using the initial analysis as benchmark.
- When possible, measurement of impact of ESG initiatives in the financials to demonstrate business value created over time to prospective buyers.
- Exit ESG Vendor Due Diligence, when considered beneficial.



INFRAVIA

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This document presents a high-level overview of our convictions, approach and objectives in terms of sustainability. It reflects our views as of the date of this publication yet may be adjusted in response to economic, regulatory, market or geopolitical developments. We will do our best to disseminate our convictions and achieve these objectives but cannot guarantee that we will be successful in all our actions nor that all portfolio companies will achieve their goals.