



We connect. We power. We grow.

Diversity, Equity and Inclusion Charter

December 2022



INFRAVIA

ONE TEAM WITH A COMMON ENTREPRENEURSHIP AND INVESTMENT CULTURE

- Our job is to **connect** businesses and communities with capital, investors with entrepreneurs, performance with sustainability, infrastructure with technology, people with purpose.
- Our job is to **power** the businesses we invest in, the entrepreneurs and the managers we back, the great deals we want to happen and the communities we work in.
- Our job is to **grow** our companies, our impact to investors, our people and our ecosystem.

To do that, we are one team that shares a common culture built around discipline, entrepreneurship, curiosity and engagement.

OUR VISION

Our company is made up of **highly talented people** that are fully engaged to invest themselves into making us the successful organization we are today.

We strongly believe in **our responsibility as a firm** in creating and maintaining a great workplace in particular where **diversity, equality and inclusion** are deeply rooted.

Fostering a strong culture as well as **attracting and retaining the best talents** are two of our key priorities. They go together and we nurture them without compromising on one or the other. **Our employees are our best assets**, we win together. Our culture is the guardian of our resilience and the foundation of our **growth**. There is no tolerance in our organization for discrimination in whatever shape or form.

More than ever, sense of purpose and belonging is very important, and we believe that this goes with **a diverse and inclusive way of thinking and acting**. We thrive on by winning and developing through empowerment and initiative. We are an **organic organization** that promotes learning through experience, mentoring, networking and creating the right ecosystems. Everyone needs to feel they can make an impact and that they have a voice while being in a great place to work.

We are convinced that a diverse and inclusive organization supports value creation for our investors and portfolio companies and enables us to deliver performance:

- 1 – Diverse backgrounds be it academical, social, educational etc..., diversity of skills, opinions, experience, thoughts and perspectives help make better investment decisions.
- 2 – Maximize competitive edge as well as attractivity and creativity. Be the first choice for talents as well as investors and like-minded entrepreneurs.
- 3 – Push our people to be their true selves and promote the environment for them to achieve their full potential.



WHERE WE ARE

Today we are proud that more than **45% of our employees are women.** Our firm is also diverse and has **more than 10 nationalities represented.**

InfraVia is a signatory of France Invest gender parity Charter and look to participate and **support employees willing to engage themselves** in related initiatives.

Our employees are our best assets. **We win together as a team.** We do not compromise on quality of talents and cultural fit. Our ambition is to continue to work hard and **challenge ourselves to improve diversity and inclusivity over the long run.** As an active shareholder, we also intend to drive that agenda for the businesses we invest in and help our management teams on that journey, in sharing best practices and developing roadmaps.

HOW WE MOVE FORWARD

Taking into account the specifics of our business we have designed our DEI action plan around **four pillars:**

- building the team
- nurturing the work environment
- creating the framework for people to grow
- leverage on our ecosystem

For each of these pillars, we have designed specific actions that we believe will have long-lasting impacts.

These actions are being implemented across the organization over the short to medium terms. We measure and track progress by collecting data and KPIs at InfraVia's level as well as at portfolio company level.



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