



We connect. We power. We grow.

Diversity, Equity, and Inclusion Charter



INFRAVIA

December 2022

ONE TEAM WITH A COMMON ENTREPRENEURSHIP AND INVESTMENT CULTURE

ONE TEAM

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

To do that, we are one team that shares a common culture made of 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, equity 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 of 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 to win and develop through empowerment and initiative. We are an **organic organization** which promotes learning through experience, mentoring, networking and creating the right ecosystems. Everyone needs to feel it can make an impact and that it has 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 through **agility and innovation**.

- 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 and also investors and like-minded entrepreneurs.
- 3 – Push people to be their true self and promote the environment for them to achieve their full potential.



WHERE WE ARE

Today we are proud to have more than **45% of our employees which are women**. Our firm is also diverse and have **more than 10+ citizenships represented**.

InfraVia is a signatory of France Invest gender equality charter and look to participate and **support employee willing to engage themselves**.

Our employees are our best assets. **We win together**. 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 in the long run**. As an active shareholder, we also intend to drive that agenda for the businesses we invest into and help our management teams on that journey, in particular in sharing best practices and drawing roadmaps.

HOW WE MOVE FORWARD

Taking into accounts the specificities 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
- work on our ecosystem

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

Those 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 level as well as at our portfolio companies' level.



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