

# Our commitments towards sustainability

## Three priorities to guide our strategy

	PORTFOLIO		MANAGEMENT COMPANY	
	Commitments	As of 2023	Commitments	As of 2023
Carbon neutrality	Gradual alignment on a <b>1.5 C° trajectory</b>	In progress	<b>5% decarbonization</b> per FTE and per year	<b>-15,40% in 2023</b>
	Commitment to align with Net Zero in all our investments in equity funds	<b>Achieved</b>	Provide climate training (La fresque du climat) to all employees and offer them to become facilitators	<b>100%</b> employees trained <b>16</b> facilitators
	<b>0%</b> portfolio companies with very high risk on climate	<b>Achieved</b>		
	<b>70%</b> amount invested in Equity funds on a net zero trajectory by 2030	<b>47%</b>		
	<b>50%</b> amount invested in Debt funds on a net zero trajectory by 2030	<b>26%</b>		
<b>100%</b> of companies (equity) with average or higher risk on climate implement an action plan aligned with Net Zero by end of 2025	In progress			
Biodiversity and water preservation	<b>0%</b> portfolio companies with very high risk on biodiversity or water	<b>Achieved</b>	Implementation of a waste treatment solution with customized reporting	<b>Achieved</b>
	<b>100%</b> of companies (equity) with average or higher dependency or impact on biodiversity implement responsible purchasing by end of 2025 and action plan aligned with Kunming-Montreal global biodiversity framework by 2030	In progress	Limit the use of nonessential plastics	<b>Achieved</b>
	<b>100%</b> of companies (equity) with average or higher impact or dependance on water implement water management policy by end of 2025	In progress		
Inclusion and Value sharing	Within 2 years after investing (equity), at least one independent member, trying to increase board diversity.	In progress	A large Majority of employee shareholders	<b>82%</b>
	<b>30%</b> seats on Executive committees in companies with more than 500 employees held by women by 2030	In progress	<b>More than 30%</b> seats on Executive committee held by women	<b>35%</b>
	Promote employee shareholding	In progress	Gender equality Index over 85 (Penicaud-Schiappa)	93
			<b>30%</b> women partners and <b>40%</b> women in investment teams by 2030	<b>24%</b> women partners <b>28%</b> women in investment