

CAPZA's commitments towards sustainability



Three priorities to guide our strategy

UN SDG*

TARGET: PORTFOLIO

TARGET: MANAGEMENT COMPANY



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CLIMATE
ACTION

CARBON
NEUTRALITY BY
2050

- Alignment on a **1.5°** trajectory
- **70%** AuM in Equity on a net zero trajectory by 2030
- **50%** AUM in Debt on a net zero trajectory by 2030
- Providing climate training at portfolio company level

- **5% decarbonation per FTE** and per year (French perimeter for 2023, extend to all offices in 2024)
- Providing climate training (“La Fresque du Climat”) to employees



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LIFE
ON LAND

LIMITING
BIODIVERSITY
LOSS

- **Annual full biodiversity** analysis
- **100%** of companies with high impact implement water saving solutions by 2025
- Developing and promoting CAPZA Responsible purchasing and water management policy

- **No plastic**



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REDUCED
INEQUALITIES

PROMOTING
INCLUSION AND
VALUE SHARING

- Within 2 years after investing (equity), at least **one independent member**, trying to **promote and increase board diversity**

- 100% employee shareholders
- 50% women in the Executive Committee
- Gender diversity Index (Penicaud-Schiappa) in 2022: 66/100 (11+ compared to 2021)
- Target 2030: 30% women partners and 40% women in investment teams

*United Nations Sustainable Development Goals