

# Our commitments towards sustainability



## Three priorities to guide our strategy

### UN SDG



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CLIMATE ACTION

CARBON NEUTRALITY BY 2050

### TARGET : PORTFOLIO

- Target : alignment on a **1.5°** trajectory
- Commitment to align with Net Zero in all our investments in equity
- Provide climate training to portfolio companies
- **70%** AuM in Equity on a net zero trajectory by 2030
- **50%** AUM in Debt on a net zero trajectory by 2030

### TARGET : MANAGEMENT COMPANY

- **5% decarbonation per FTE** and per year (French perimeter for 2023, extend to all offices in 2024)
- Provide 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 (equity) with very high stake on biodiversity implement responsible purchasing and action plan aligned with Kunming-Montreal global biodiversity framework
- **100%** of companies (equity) with very high stake on water implement water management policy
- promote CAPZA Responsible purchasing and water management policy

- No plastic
- Implementation of a waste treatment solution with customized reporting



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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 on December 31, 2022**
- 50% women in Executive Committee
- Gender diversity Index (Penicaud-Schiappa) in 2023 : 93/100 (+26 compared to 2022)
- Target 2030 : 30% women partners and 40% women in investment teams