

ESG Chart

We are fully aware of the social and environmental stakes to come. Our ambition is to keep acting as responsible investors, because we believe that responsible investments are both meaningful and value creators in the long run.

ESG has been part of our DNA since our founding in 2002

- **A strict ethical policy, as ex members of a major Dutch insurance company (2002-2014)**
- **A long term investment philosophy : « time for growth » has been our motto since 2002**
- **We started coining our ESG statements in 2010**

What we do as responsible investors

We are committed to acting concretely towards all our stakeholders

- **With our investors :**
 - Our funds bylaws include ESG commitments since 2014
 - We do not allow ourselves to invest in certain types of companies (gambling, guns, etc...)
 - We deliver yearly ESG reports to our investors, allowing them to control the achievements and progresses of our portfolio companies
- **With our portfolio companies :**
 - *Before investing :*
 - ESG criteria are part of our primary concerns when selecting investment opportunities. This remains one of our main focuses throughout the whole process
 - We order ESG due diligences when we believe it is relevant (before or right after investing)
 - We implement ESG commitments in the shareholders agreements of our portfolio companies
 - We try our best to give our portfolio companies' employees a part of the shares
 - *During our time with the company :*
 - We define priority ESG objectives alongside the management team
 - These objectives initiate concrete action plans, along with scalable and monitored KPIs during supervisory boards KPIs
 - We operate a yearly reporting of ESG indicators
 - We apply the best governance methods : we respect ethical principles, we implement conflict of interest prevention, transparency of the decision process, appointing of independent administrators
 - *At the exit :*
 - We analyze and measure the progresses made during our investing period
 - We order vendor ESG due diligences when we believe this is relevant

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- **Within our team**

- Parquest's governance is virtuous and transparent : we take every investment decision together as a team
- Every member of the investing team invests into the funds managed by Parquest, and thus shares the value creation
- In 2011, the Parquest team started attending to programs, conferences, seminars or workshops on the topic ESG on a regular basis
- An internal ESG committee gathers regularly, including front, middle and back offices team members
- Since 2018, the investment team initiated a Pro Bono program to help entrepreneurs

We commit to ESG charts

- **France Invest Chart**



- *In 2008, we signed the capital investors chart. We brought our commitment to the next level in 2014 by signing France Invest's chart for growth by investors*
- *We regularly attend to France Invest ESG committees*
- *We answer France Invest yearly survey about the progresses of our commitments and about the role of women in private equity*

- **We signed the PRI**



- *In 2015, we became members of the Principles for Responsible Investment*
- *We committed the PRI to communicate a yearly transparency report about our actions and endeavors towards ESG criteria. You can download the latest report here : <https://www.unpri.org/signatories/parquest-capital/1618.article>*