

SRI / ESG Strategy

Abénex Capital is sensitive to environmental, social and governance factors (ESG). The team is committed to a proactive approach in favour of a harmonious and sustainable development both for the economy and for society. Abénex Capital thus formalised and implemented a Socially Responsible Investment policy (SRI) as well as an ESG policy which are based on several axes.

Signatory of Principles of Responsible Investment « PRI » :

Abénex Capital signed up to the Principles of Responsible Investment (« PRI ») which are sponsored by the United Nations.

ESG dimension integrated in the investment process:

- ESG factors are part of the investment process as well as of the monitoring of our portfolio companies.
- As part of investment prospects' due diligences, and depending on the identified ESG potential issues, the team does not hesitate to resort to external consultants and experts to analyse any sensitive ESG topic.
- Abénex Capital does not invest in sectors which are considered non ethical such as : weapons, tobacco, porn industry, alcohol and gambling.
- We do not invest in companies which are not in compliance with international treaties (human rights, children labour, forced labour.....).
- The team is supportive and, in some cases, helps portfolio companies structuring their approach on ESG topics.
- Abénex Capital collects and analyses ESG data from portfolio companies through a documented and formalised process.

Internal resources allocated to make sure our ESG commitment is delivered:

- A Founding Partner in charge of the SRI & ESG strategy;
- A Director in charge of the monitoring and coordination of ESG topics and actions;
- A continuous team dialogue and training to guarantee a collective commitment of all team members each at his/ her respective level of responsibilities.

An ESG approach which is part of our internal processes:

- **Environment:** The team has set up internal processes which take into account the impact of our business on the environment (recycling, energy savings, transport optimization, review of key suppliers' own ESG policies ...).
- **Social:** Abénex Capital corporate values are based on transparency and promote a continuous internal dialogue among team members. A profit sharing scheme has been implemented and benefits all employees. All team members receive an individual follow up process which includes a documented annual performance appraisal review and specific objectives set for each individual.
- **Governance :** The company has implemented a weekly meeting to which all team members attend and which facilitates information sharing and collective discussions on all covered topics. The control environment includes a number of committees which facilitate, within their respective scopes, a collective approach. Abénex Capital is independent and benefits from a stable shareholding structure with 100% of the capital owned by the management team.