

## ESG TEAM



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## ASSETS UNDER MANAGEMENT

€8.5Bn

## AREAS OF EXPERTISE

- LBO

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## ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- PAI performs ESG-specific due diligence on all potential investments of the new PAI Europe VI fund, from the very beginning of the investment process. This ESG due diligence is designed to uncover and/or better understand risks and opportunities that could significantly impact the value or performance of an investment. Its findings are systematically integrated into the investment memorandum and the investment appraisal, and are discussed at the Investment Committee meetings.

## ESG SUPPORT TO PORTFOLIO COMPANIES

- Once the investment has been made, PAI conducts an ESG audit and draws up a targeted ESG action plan. PAI uses two tools to implement and monitor the ESG strategy. First, it makes customised recommendations, a set of priority measures to be implemented by portfolio companies according to their level of ESG implementation and risk exposure.
- In addition, companies complete a detailed annual ESG questionnaire (145 indicators), to assess progress over time, to identify ESG key issues as they arise, and to submit new recommendations.

## ESG VENDOR DUE DILIGENCES

- Upon any sale, ESG information (including the above) is shared in Data rooms.

## QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Since 2011, PAI has meets portfolio company sustainability managers in person at least twice a year, at the PAI Sustainability Club.
- PAI Partners conducts ESG portfolio reviews since 2011.
- Since 2014, PAI Partners publishes a ESG annual review with the support of a dedicated ESG team.
- PAI Partners is one of the 5 founders of "Initiative Carbone 2020" launched in November 2015.
- Since 2015, Blaise Duault chairs the AFIC ESG Commission.
- Since 2016, Blaise Duault is member of Invest Europe Professional Standards Committee.