



ESG TEAM



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ASSETS UNDER MANAGEMENT

€400M*

(*for the Small Cap strategy, excluding I&F Mid Tomorrow)

AREAS OF EXPERTISE

- Buyouts
- Growth capital
- Small and Mid Caps (SMEs for tickets from €2m to €50m)

ESG DUE DILIGENCES DURING INVESTMENT PROCESS

- In 2020, with the launch of a new strategy « Tomorrow Private Equity Fund », focused on French and European medium-sized companies integrating the environmental transition and the SDGs in the evolution of their business model, the company has strengthened its ESG approach for all its activities.
- The company systematically conducts an ESG assessment of its targets during the investment phase, adapted to their activity and characteristics. For Tomorrow's targets, this assessment is more advanced on environmental aspects.

ESG SUPPORT TO PORTFOLIO COMPANIES

- Initiative & Finance accompanies its portfolio companies in their continuous improvement process, by regularly exchanging on ESG assessments and monitoring of indicators.
- To further its Responsible Investor approach, Initiative & Finance has selected specific themes which are climate change, training, youth integration as well as gender diversity and equality, to which it wishes to pay particular attention.
- In addition, our fund « Tomorrow » has dedicated resources to support the transformation process of portfolio companies, providing them especially with expertise, methodological support and an exhaustive set of non-financial indicators.

ESG VENDOR DUE DILIGENCES

- On a case-by-case basis

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Initiative & Finance's values are based on loyalty, simplicity, conviction and the collective.
- The company is a signatory of the France Invest charters. It is also one of the first signatories of the France Invest Charter for Gender Equality. Similarly, Initiative & Finance is a signatory of the PRI.
- Initiative & Finance is sensitive to ESG issues in the structuring and management of its operations. In 2020, the company updated and strengthened the charter defining the integration of ESG components in its investment policy and approach, formalized in 2015.
- In 2020, the company launched Tomorrow, a new strategy focused on French and European companies, actively integrating the environmental transition and the SDGs in the evolution of their business model, their organization and their production methods. A specific methodology based on an impact approach has been developed for this fund.

