



CSR CHARTER



Our Corporate Social Responsibility
2022



INTRODUCTION

A BUSINESS VENTURE WITH A POSITIVE IMPACT

RGREEN INVEST is a French management company created in 2013. From the outset, the company has sought to make a positive impact by investing solely in the renewable energy sector, energy transition and climate change adaptation. We have provided support to business owners in more than 500 projects in Europe, initially in solar and wind energy and now in other low-carbon and climate change adaptation technologies.

Early 2021, RGREEN INVEST became a mission-driven company. Our raison d'être is to drive the fight against climate change by accelerating the energy transition and adaptation of society by financing infrastructures with a sustainable and positive impact on the environment, local populations and territories.

RGREEN INVEST is a pioneer in responsible investment and is actively engaged in an ESG approach. We integrate extra-financial analysis into our entire investment process. We are therefore continuously improving our tools and procedures to incorporate the latest best practices in the industry and to better identify and manage our risks. Our guiding principles have been previously defined in a bespoke ESG charter, published in 2018 and regularly reinforced since.

Through its investment activities and the responsible management of its funds, RGREEN INVEST aims to have a positive impact on the environment. However, the company is aware that these same activities can also have potentially negative impacts on the environment, biodiversity, and local communities.

A NEW CSR APPROACH

With this in mind, we now wish to become more actively involved in a CSR approach. We have decided not to limit ourselves strictly to an ESG analysis of our investments. We want to develop a charter to clearly differentiate between ESG and CSR and to strengthen the consideration of social responsibility principles at the level of our management company. This means applying the environmental and social standards that we impose on our partners on our company and engaging in an in-depth thought-process on our management of value chains and our responsibility towards the people who participate in and are affected by the RGREEN INVEST project.

The company aims to comply with international CSR standards. In particular, we refer to French and European regulations, to the Universal Declaration of Human Rights, and to the fundamental Conventions of the International Labour Organisation.

THE MAIN PRINCIPLES OF OUR RENEWED COMMITMENT

Our commitment is based on four pillars: (1) **Our responsibility in terms of governance and compliance**, (2) **Our environmental responsibility**, (3) **Our social responsibility** and (4) **Our societal and community responsibility**. These principles will structure our CSR roadmap over the coming years. This roadmap is accompanied by an action plan and indicators to be monitored (see Schedules 2 and 3).

In relation to the four levels of responsibility identified, our objectives are as follows:

1. Creating a governance structure that is compliant with the regulatory framework, open and dynamic,
2. Reducing the direct environmental impact of our activities and participating in the protection of the environment,
3. Providing our employees with the best possible support and offering them a respectful and rewarding work environment,
4. Participating actively in the promotion of a solidarity-based society.

REVISED CSR GOVERNANCE

In 2022, we set up a **CSR Steering Committee** composed of volunteer representatives from three complementary teams (Business Development, Office Management, ESG and Compliance). This committee meets every two months to decide on the year's program and ongoing actions. It is this committee that is responsible for monitoring the proper application of our charter. The progress made by the Steering Committee is then presented to a bi-annual **ESG & CSR Committee** which includes members of our management to facilitate decision-making.

Finally, in order to guarantee its compliance, this charter will have to be signed by all employees of RGREEN INVEST (see Schedule 4).



1. OUR RESPONSIBILITY IN TERMS OF GOUVERNANCE AND COMPLIANCE

For RGREEN INVEST, governance is the essential framework for ensuring consistency between expectations, commitments, and actions. RGREEN INVEST is a collective project based on open, transparent, and dynamic governance. With a fast-growing team, we are particularly attentive to the way in which we must fulfil our mission, promote the circulation of information, and guarantee the freedom of our associates.

For the past ten years we have been working to establish strong governance and to develop a clear, inclusive and accessible decision-making system. We have opened up our management committee to directors of the strategic divisions. We have set up an independent team that is responsible for compliance and internal control and which manages the ongoing training of our associates. We check the transparency of our activities in accordance with European public reporting requirements.

Our objectives

RGREEN INVEST is committed to acting as a responsible financial player thanks to the continuous improvement of our internal governance system. Through the launch of this CSR Charter project, we have identified three priorities on which we will focus our efforts for the coming years. We are looking to:

- Strengthen our corporate ethics and social responsibility practices, notably by training our employees,
- Formalise strong and flexible CSR governance and integrated into our overall governance framework,
- Improve communication, dialogue and internal consultation mechanics.

Key actions we will be implementing

Category	Actions
Dialogue and consultation	Organising communication / social events at least once a month
CSR Governance	Monitoring indicators and action plan every year, in the first quarter (developing an internal reporting system shared with all employees)
CSR Governance	Systematically including CSR topics on the agenda of management committees

2. OUR ENVIRONMENTAL RESPONSIBILITY

RGREEN INVEST is a market player committed to the fight against climate change through the financing of projects that contribute to the ecological transition and climate adaptation. Preserving our climate and environment is part of our DNA. At the company level, we have put in place measures to reduce and recycle waste and to be more digitally efficient.

In 2022, we strengthened our approach. With the completion of our first full carbon assessment in early 2022, we defined a strategy for reducing our emissions that includes a series of concrete actions to be implemented. Our ambition is to align ourselves with a 2°C scenario thanks to a reduction trajectory defined by 2030. In practice, we will, for example, better manage business trips, promote soft mobility and teleworking, raise awareness to eco-actions, and commit the company to a responsible purchasing approach.

Our objectives

We are committed to acting in an eco-responsible manner in our procurement, mobility, emissions and waste management. We are looking to:

- Encourage responsible purchasing and waste reduction,
- Reduce our emissions, notably by improving our mobility impact,
- Raise awareness among our employees, portfolio companies and service providers to environmental issues and to their roles.

Key actions we will be implementing

Category	Actions
Purchasing	Initiating a responsible purchasing process: 1. Defining a Responsible Purchasing Charter 2. Assessing the current contractors based on their CSR commitments
Mobility	Introducing a sustainable mobility package with an individual annual budget
Mobility	Deploying a travel plan
Emissions	Carrying out a full carbon footprint assessment each year (scopes 1 - 2 - 3 and 4 avoided emissions)
Emissions	Establishing an annual Climate & Biodiversity report
Emissions	Raising employee awareness to eco-actions

3. OUR SOCIAL RESPONSIBILITY

RGREEN INVEST is a project supported by all its teams. We recognise the value that all associates bring to the table and therefore consider their professional development a priority. This is why it is essential for Human Resources to be supported by strong governance, with mechanics for continuous dialogue on the expectations of each member of RGREEN INVEST. We consider it extremely worthwhile conveying our principles of social responsibility to our teams. With a rapidly growing workforce, this issue is all the more urgent.

At RGREEN INVEST, we want to develop an HR management that protects our employees, and which is based on trust, dialogue and well-being. We want the RGREEN INVEST experience to be an active support for employees in their professional and personal development. The issues of physical and psychological health, work balance and diversity and inclusion are important to us. For instance, we have recruited a Happiness Officer, who is responsible for fostering a positive working environment.

Our objectives

We believe that sustainable HR governance is necessary to implement measures that meet with our teams' expectations. With the creation of an HR committee and the development of an HR policy, we are looking to contribute to the achievement of the following objectives:

- Attracting, welcoming and retaining talent,
- Creating the best working conditions and promoting physical and psychological well-being at work,
- Promoting diversity and gender equality in our teams.

Key actions we will be implementing

Category	Actions
RH Governance	Promoting participative management and training managers in management practices
Loyalty	Developing flexible and responsible telework
Loyalty	Formalising a training funding policy and improving access to training
Loyalty	Creating a starter kit for the integration of new employees
Diversity	Conducting an annual gender pay equity audit



4. OUR SOCIAL AND ASSOCIATIVE RESPONSIBILITY

RGREEN INVEST takes its role as a concerned citizen very seriously. Every year, we fund academic and private research, as well as solidarity-based initiatives. We regularly interact with our peers through our participation in task forces and commissions in the financial and industrial world (*Finance for Tomorrow, France Invest, Syndicat des énergies renouvelables...*). We also directly fund the Climate Economics Chair at the University of Paris Dauphine, whose publications inform decision-makers of the urgency of implementing climate adaptation processes. Finally, we fund research on cystic fibrosis and the French Handisport Federation within the framework of the Roland Garros tournament.

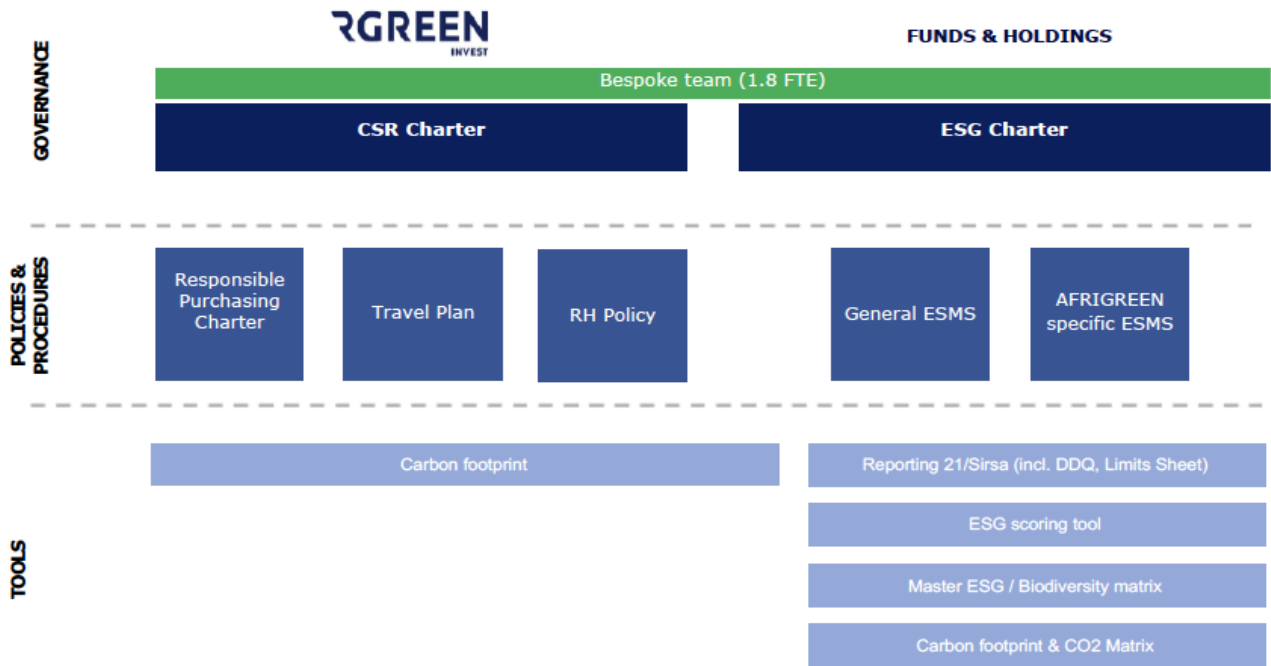
In 2022, we are looking to promote our associates' commitment by sharing decisions on RGREEN INVEST supported projects, whether it be in terms of financial donations, volunteering or sponsorship of skills. We are planning to organise an annual federative sports event in partnership with an association and to set up a donation mechanism that will allow us to share decision-making power.

Key actions we will be implementing

Category	Actions
Associative	Communicating better on the associations that receive donations from RGREEN INVEST internally and give employees the opportunity to propose initiatives
Associative	Enabling employees to contribute to the choice of organisations that receive donations from RGREEN INVEST through an association funding platform



SCHEDULE 1 – SUMMARY OF THE ESG AND CSR SYSTEMS (Q2 2022)





SCHEDULE 2 – MAIN ELEMENTS OF OUR ACTION PLAN - RGREEN INVEST

Pillar	Sub-Category	Actions	Timetable
Governance	Dialogue	Developing an intranet to improve the collaborative space	Underway
Governance	Dialogue	Validating the organisation of an annual seminar to disseminate information on the company's strategy, figures and prospects	2023
Governance	Dialogue	Organising communication / social events at least once a month	Underway
Governance	CSR Governance	Creating a CSR Charter that includes our commitments, an indicators and action plan to be monitored	Underway
Governance	CSR Governance	Monitoring the indicators and action plan every year, in the first quarter (developing an internal reporting shared with all employees)	2023
Governance	CSR Governance	Updating the CSR Charter at least every year with a reporting schedule	2023
Governance	CSR Governance	Systematically including CSR issues on the agenda of management committees	Underway
Governance	CSR Governance	Publishing an annual Mission report and performing an audit every two to three years	Underway
Environment	Responsible purchasing	Initiating a responsible purchasing process:	Underway
		1. Defining a Responsible Purchasing Charter 2. Assessing the current contractors based on their CSR commitments	
Environment	Mobility	Introducing a sustainable mobility package with an individual annual budget	Underway
Environment	Mobility	Deploying a travel plan	Underway
Environment	Mobility	Maintaining a fleet of no more than two vehicles and 100% electric	2024
Environment	Mobility	Preferring the train whenever it is possible to travel by train in under five hours	Underway
Environment	Mobility	Making at least 50% of car journeys in electric or low-carbon cars (including taxis, chauffeur-driven vehicles, rentals)	Underway
Environment	Emissions	Carrying out a full carbon footprint assessment each year (scopes 1 - 2 - 3 and 4 avoided emissions)	2022
Environment	Emissions	Formalising a sub-2° trajectory with an attached action plan	Underway
Environment	Emissions	Joining the Carbon Disclosure Project (CDP)	2022
Environment	Emissions	Establishing an annual Climate & Biodiversity report	2022
Environment	Emissions	Raising employee awareness to eco-actions	Underway
Environment	Emissions	Establishing a digital and energy sobriety plan with Xelya (standby, second hand digital...)	2023
Environment	Emissions	Implement a training plan for employees on environmental issues: climate, carbon footprint, biodiversity	Underway
Social	Loyalty	Developing flexible and responsible remote work	2023

Social	Value sharing	Offering long term incentives with extended access to Carried Interest	In parallel to the launch of IIFRAGREEN V
Social	Value sharing	Setting up a profit-sharing scheme	2023
Social	HR Governance	Promoting participative management and training managers in management practices	2023
Social	HR Governance	Relaunching a bi-annual HR committee	2023
Social	HR Governance	Adopting the collective bargaining agreement for financial companies	2023
Social	Health & safety / Wellbeing	Developing internal skills in psychosocial risk management and quality of life in the workplace	2023
Social	Health & safety / Wellbeing	Developing in-house skills on managing moral and sexual harassment	2023
Social	Loyalty	Formalising a training funding policy and improving access to training	2023
Social	Loyalty	Creating a starter kit for the integration of new employees	Underway
Social	Loyalty	Setting up an internal sponsorship program: Assigning a manager-mentor to each new recruit, on a voluntary basis for both parties.	Underway
Social	Loyalty	Organising a formalised first induction week with rotating interviews	Underway
Social	Loyalty	Systematically organising an exit interview for employees and trainees/interns who leave the company, conducted by HR	2023
Social	Diversity	Resorting to head-hunters committed to equality and diversity whenever the company uses them. In direct recruitment processes, equality and diversity values will also be taken into account.	Underway
Social	Diversity	Conducting an annual gender pay equity audit	Q4 2022
Social	Diversity	Becoming a signatory of the France Invest Gender Equality Charter + the UN Women Empowerment Principles	2023
Societal	Associative	Communicating better on the associations that receive donations from RGREEN INVEST internally and give employees the opportunity to propose initiatives	2023
Societal	Associative	Enabling employees to contribute to the choice of organisations that receive donations from RGREEN INVEST through an association funding platform	2023
Societal	Associative	Allowing employees to get involved in associations out of their work time (one day a year)	2024
Societal	Biodiversity	Launching a thought-process on the financing of biodiversity impact compensation projects with CDC Biodiversity	2023



SCHEDULE 3 – MAIN CSR INDICATORS TO BE MONITORED AT THE COMPANY LEVEL - RGREEN INVEST

Pillar	Sub-Category	Indicators	Units
Governance	General governance	Certifications	Wording
Governance	General governance	Proportion of independent members on the management committee	%
Governance	General governance	Proportion of associates trained in compliance related matters	%
Governance	General governance	Proportion of associates trained in ESG issues	%
Governance	General governance	Number of controversies	Number
Governance	CSR Governance	Number of members on the CSR Pilot Committee	Number
Governance	CSR Governance	Number of meetings of the CSR Pilot Committee	Number
Governance	Dialogue	Number of corporate social events	Number
Governance	Dialogue	Date of the last Works Council election	Date
Environment	Environment	Measures and initiatives to limit impacts on the environment	Wording
Environment	Responsible purchasing	Total amount of purchases	Euros
Environment	Responsible purchasing	Amount of purchases made in France	Euros
Environment	Responsible purchasing	Amount of expenditures with SSE operators	Euros
Environment	Responsible purchasing	Amount of expenditures with the regulated and adapted sectors	Euros
Environment	Responsible purchasing	Proportion of our suppliers having signed our Responsible Purchasing Charter	%
Environment	Mobility	Amount of expenditure on the sustainable mobility package	Euros
Environment	Emissions and consumptions	Electricity consumption of buildings	kWh
Environment	Emissions and consumptions	Electricity consumption of buildings / m ²	kWh/m ²
Environment	Emissions and consumptions	Direct emissions - Scope 1	tCO2e
Environment	Emissions and consumptions	Indirect emissions related to electricity consumption - Scope 2	tCO2e
Environment	Emissions and consumptions	Indirect emissions - Scope 3	tCO2e
Environment	Emissions and consumptions	Avoided Emissions - Scope 4	teqCO2
Environment	Waste	Volume of waste produced	kg
Environment	Waste	Volume of waste recycled	kg
Social	HR Governance	Number of employees	Number
Social	HR Governance	Average seniority	Years
Social	Governance RH	Total number of recruitments over the year	Number
Social	Governance RH	Number of trainees recruited over the year	Number
Social	Governance RH	Number of associates under open-term contracts	Number
Social	Governance RH	Number of associates working part-time (amount, % Men/Women)	Number
Social	Governance RH	Turnover rate	%
Social	Governance RH	Departure of employees under open-term contracts	Number
Social	Governance RH	of which proportion of resignations	%



Social	Governance RH	of which proportion of contractual terminations	%
Social	Governance RH	of which proportion of dismissals	%
Social	Diversity & Inclusion	Measures and initiatives to encourage equality and diversity	Wording
Social	Diversity & Inclusion	Pénicaud Index (mandatory from 50 employees)	
Social	Diversity & Inclusion	Number of women in workforce (amount and proportion)	Number / %
Social	Diversity & Inclusion	Proportion of women in investment teams	%
Social	Diversity & Inclusion	Proportion of women in top management (directors and partners)	%
Social	Diversity & Inclusion	Proportion of women on the management committee	%
Social	Diversity & Inclusion	Proportion of women recruited	%
Social	Diversity & Inclusion	Average age	Number
Social	Diversity & Inclusion	Average age on the management committee	Number
Social	Diversity & Inclusion	Proportion of associates less than 26 years old	%
Social	Diversity & Inclusion	Associates with disabilities (<i>RQTH</i>)	Number
Social	Health & safety	Absenteeism rate	%
Social	Health & safety	Number of people on parental leave	Number
Social	Health & safety	Total number of workplace accidents	Number
Social	Health & safety	Number of hours of sports lessons	Number
Social	Health & safety	Proportion of associates having attended sports lessons	%
Social	Value sharing	Gender pay gap	%
Social	Value sharing	Ratio between highest and lowest salary (multiple, excluding variable part)	%
Social	Value sharing	Proportion of share capital held by employees	%
Social	Value sharing	Average salary	Euros
Social	Loyalty et motivation	Proportion of associates trained	%
Social	Loyalty et motivation	Percentage of payroll dedicated to training	%
Social	Loyalty et motivation	Proportion of associates trained in psychosocial risks and Quality of Life in the Workplace	%
Social	Loyalty et motivation	Proportion of associates trained in moral and sexual harassment	%
Social	Loyalty et motivation	Proportion of managers trained in management	%
Societal	Recherche	Supported research initiatives	Wording
Societal	Recherche	Total donations (monetary contribution) to research	Euros
Societal	Associative	Supported associations and initiatives	Wording
Societal	Associative	Total donations (monetary contribution) to associations	Euros
Societal	Associative	Volunteer hours / sponsorship	Hours
Societal	Awareness	Number of people who have undergone awareness raising sessions organised for employees	Number



SCHEDULE 4 – OUR CERTIFICATE OF ACKNOWLEDGEMENT

All RGREEN INVEST associates have to sign this certificate of acknowledgement, which commits each and every one to comply with the implementation of the Company’s CSR Charter. Since September 2022, this certificate is part of the HR arrival package.

Done in _____

On _____

I, the undersigned _____

as an associate of RGREEN INVEST hereby confirm that I have reviewed in full the RGREEN INVEST’s Corporate Social Responsibility Charter and hereby undertake to facilitate the implementation of its roadmap.

Second Name _____

First Name _____

Signature
