

INDUSTRY ENGAGEMENT

SUSTAINABILITY AT ARDIAN

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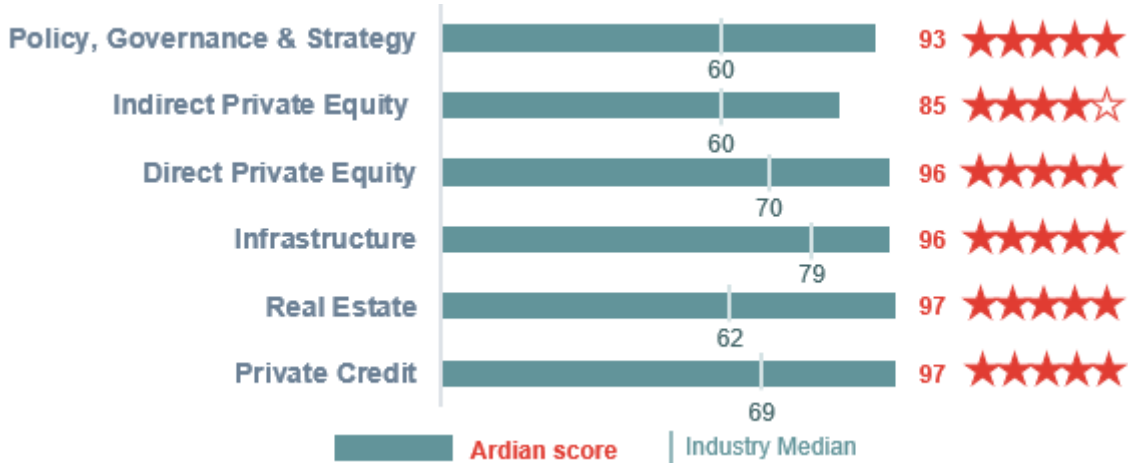
At Ardian, we believe that it is key to engage with our peers and wider financial industry to drive a positive transformation and address current and future economic, social and environmental challenges. In this objective, Ardian is actively involved in several leading working groups, organizations and collaborative platforms to contribute to the development of strategic initiatives, market methodologies, tools and regulations.

RESPONSIBLE INVESTMENT



Ardian was an early signatory of the **UN Principles for Responsible Investment (UNPRI)** in 2009, becoming one of the first signatories from the private equity industry in the process. These Principles urge investors to integrate environmental, social and governance (ESG) issues into their decision-making to better manage risk, generate sustainable and long-term returns and benefit the society as a whole. Ardian’s ESG performance is assessed by the UN PRI on an annual basis and benchmarked against peers in the industry.

In 2023, Ardian scored consistently above industry median in all modules completed:



Note: Industry median refers to the median score achieved by all PRI signatories eligible to be scored on the module.



In 2022, Ardian became a member of the **ESG Data Convergence Initiative** supported by the ILPA, a coalition of 100+ LPs/GPs working towards the objective of: 1) Aligning the industry around a set of common ESG KPIs; 2) Facilitating reporting to LPs; 3) Improving transparency for the global non-listed industry. The work of the ESG Data Convergence Initiative will also provide a benchmark on the private equity industry's ESG performance.

VALUE SHARING



In December 2022, Ardian became the first European partner of **Ownership Works**. It is a US non-profit organization that partners with companies and investors to provide employees with the opportunity to build wealth at work.



In June 2023, furthering its commitment in favor of sharing value with employees, Ardian signed **France Invest's Value Sharing Charter of Commitment**.

DIVERSITY & EQUAL OPPORTUNITIES



Since September 2019, Ardian is a signatory of the **Investor Leadership Network (ILN)**, a collaborative platform for leading investors interested in addressing sustainability and long-term growth. Ardian has been particularly involved in the ILN diversity stream with the objective of increasing diversity in investment and management roles in the financial industry.



In 2020, Ardian signed the **France Invest Charter on Gender Diversity**. The initiative promotes gender parity within French private equity firms and the companies they support.



In December 2020, Ardian became a founding signatory of the **ILPA's Diversity in Action initiative** making a commitment to take new concrete steps to advance diversity, equity and inclusion, both within their organization and the industry more broadly.



Since March 2021, Ardian is also a supporter of **Level 20**, a non-profit organization dedicated to improving gender diversity in the European private equity industry.



In January 2024, Ardian became a member of **Out Investors**, a LGBTQ+ network of private investment professionals committed to fostering inclusivity and open discussions on sexual orientation within the workplace.

CLIMATE TRANSITION



In 2015, Ardian launched the **Initiative Climat International (iC International)** with four other French GPs. Through this voluntary pledge, Ardian commits to: 1) Recognizing that climate change will have effects on the economy that represent risks and opportunities for companies; 2) Becoming involved to contribute, at their level, to the COP 21 objective of limiting global warming to two degrees; and 3) Contributing to a reduction in greenhouse gas emissions from companies in their portfolio and ensuring sustainability of performance. The iC International has been endorsed by the UNPRI since 2018 and now counts over 200 signatories worldwide.



In November 2020, with four other global private investment firms, Ardian founded the **One Planet Private Equity Funds (OPPEF)** initiative to support the members of the One Planet Sovereign Wealth Funds (OPSWF). The OPSWF Framework focuses on integrating climate change risks and investing in the smooth transition to a low-carbon economy.



In December 2020, Ardian became a supporter of the **Task Force on Climate-related Financial Disclosures (TCFD)**. By publicly declaring support for the TCFD and its recommendations, Ardian demonstrates its commitment to build a more resilient financial system through climate-related disclosures.