

## Portfolio Support Policy

Revaia believes that the investment industry has a responsibility to include ESG matters in their portfolio companies' strategy and reporting.

We consider ESG matters as part of the company's operations, governance and philosophy, as they help mitigate execution risk. We also think that we must actively support the entrepreneurs we work with to maximize their social and environmental impact while maintaining their financial strategy.

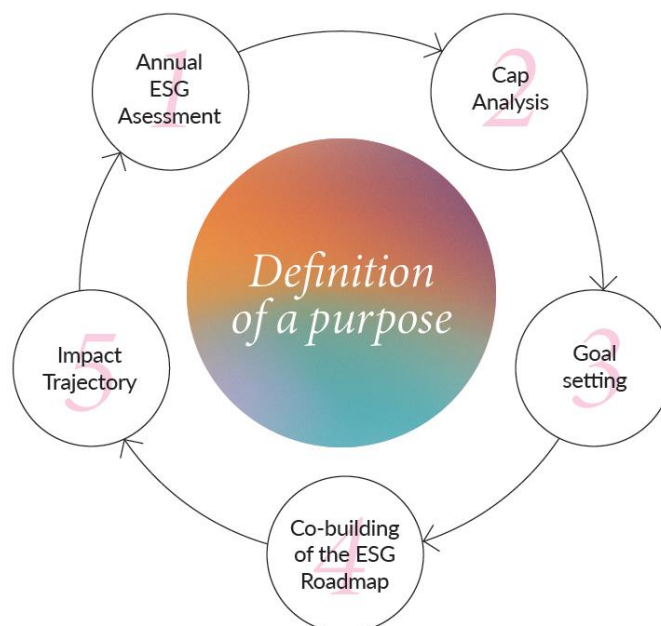
That is why we evaluate companies on a large range of environmental, social, and governance (ESG) inhouse criteria.

We are proud to operate proactively and in collaboration with each of our portfolio company from the first day of our investment to our divesture.

At the very beginning of our investment, we define, in collaboration with the company's management, measurable social and environmental indicators which can be followed on the long term. These KPIs can relate to business practices (transparency, employee retention, work policies, etc.) as well as the company's business model (education, partnerships, employment, etc.).

They are then regularly discussed with management and advisory board as part of the company's reporting.

As this process takes time, we have designed a cyclical process that enables our portfolio companies to assess their ESG performance annually, and to design an improvement roadmap that fits into the frame of the purpose they have defined for their company.



## Revaia's commitments:

While monitoring our portfolio companies, Revaia's commitments consist in:

- Prioritizing "positive impact" opportunities
- Defining the sensitivity of management on these issues from 1st management presentation
- Engaging on a constant dialogue and help set up roadmap
- Raising awareness at Board level and set annual ESG reporting as an objective
- Implementing dedicated ESG KPIs to each portfolio company
- Monitoring and quantifying progress