

Shareholder Engagement Policy

In accordance with Article L. 533-22. of the French Monetary and Financial Code, and the European Commission's Delegated Regulation (EU) No. 231-2013 of December 19, 2012, Revaia, as a portfolio management company, has established a "Shareholder Engagement Policy" describing how it integrates its role, as a shareholder in the portfolio companies in which it holds a stake, into its investment strategy (the "Companies"), in accordance with the terms specified in Article R533-16 of the Monetary and Financial Code.

A. Monitoring strategy, financial and non-financial performance, risks, capital structure, social and environmental impact and corporate governance

Revaia assigns the monitoring of each investment to one or more members of its investment team.

The member(s) thus designated and duly authorised to represent Revaia, the manager of the alternative investment fund present in the capital of the Companies, attend(s) shareholders' meetings and all committees organised by the Company to which shareholders are invited.

Revaia may take part in meetings of the Company's management bodies as a member of the supervisory board, and/or of specific committees (strategy, compensation, etc.) and/or of the board of directors.

In addition, the almost systematic signing of shareholders agreements by Revaia as part of its investments ensures that each Company provides Revaia with relevant information on its strategy, financial and operational performance, its commitments in terms of social, environmental and corporate governance ("ESG") impact, and its forecast, so that Revaia can exercise its role as shareholder in a professional manner. This information is shared in particular via reports sent to Revaia, acting as representative of the alternative investment funds it manages and which invest in the Companies.

Each Company's strategy, financial and non-financial performance, risks, capital structure and ESG contribution are closely monitored by Revaia.

B. Dialogue with the Companies

Dialogue with the Companies is ensured through :

- General meetings with other shareholders,
- Regular meetings with the management of the Company (either physical or through video conferences call),
- Active interaction by phone or email.

As a specialist in supporting and financing operations alongside management teams, Revaia makes it a duty to maintain a close relationship with these teams in order to better understand their needs, support each Company in its development, and thus foster its growth.

Dialogue is maintained throughout the lifetime of the investment, and also ensures the implementation of the exit process, alongside management.

Revaia has signed up to several commitments:

- UN PRI (Principles for Responsible Investment)
- International Climate Initiative signatory, aiming to develop and share best practices to reduce the carbon emissions of private equity-backed companies
- Sista Charter and Parity Charter of France Invest signatory, both initiatives aiming to foster diversity and inclusion within the investment landscape
- French Tech Parity Pact signatory, aiming at introducing more gender parity for companies of the Tech sector
- Member of the Tech Your Place initiative to promote diversity and inclusion in the Tech industry

Revaia communicates its commitments to Companies in order to raise their awareness of ESG issues and promotes industry best practices in ESG initiatives.

C. Exercise of voting rights and other rights attached to shares

Revaia carries out its own valuations and analyses for the exercise of its voting rights in the Companies and does not seek voting advice for this purpose. Voting rights are exercised at general meetings of instruments held by the alternative investment fund concerned, via the member(s) of the investment team responsible for monitoring the holding concerned.

When exercising its voting rights, Revaia's primary aim is to protect the interests of the investors in its managed alternative investment funds. Its policy on exercising voting rights also takes into account the Company's orientations and strategy, and the ethical and sustainable convictions to which Revaia is committed.

Resolutions submitted at Company level are systematically voted on by Revaia.

These resolutions may concern, in particular

- Decisions involving amendments to the Company's bylaws
- Approval of financial statements and appropriation of earnings
- Appointment and dismissal of corporate bodies
- Regulated agreements
- Share issue and buyback programs
- Appointment of statutory auditors

D. Cooperation with other Company shareholders

Revaia encourages exchanges with other Company shareholders to promote debate and pool ideas and resources, with the main aim of acting in the best interests of the Companies.

This cooperation may take the form of discussions at shareholders' meetings, or on the various committees set up by the Companies on which Revaia and the other shareholders are represented.

E. Communication with stakeholders

In the course of its operations, Revaia may interact with a variety of stakeholders. It is involved in a number of initiatives, including International Climate Initiative, Tech Your Place and Venture ESG, and supports a number of associations.

Revaia is also a very active player in the private equity sector and participates in discussions led by France Invest and France Digitale: several Revaia's members are present on the decision-making bodies or commissions of these professional organisations.

F. Preventing and managing conflicts of interests

Revaia has put in place a Conflicts of Interests Management Policy to ensure the prevention, identification and treatment of conflicts of interests. This policy is available at Revaia's headquarters, and a register of conflicts of interest is also kept by Revaia.

Revaia complies with the principles of professional ethics defined by France Invest and the AFG, in particular the identification, prevention, to the extent possible, and best possible handling of any conflict-of-interest situation.

Any potential or actual conflict of interest that may arise when investing or exercising voting rights must be reported to the Compliance Officer. The Compliance Officer will be responsible for analysing the situation and taking appropriate measures to resolve the conflict, in consultation with Revaia's management.