

Article 29

Of the Energy and Climate Law

2022 Report

Table of contents

Foreword	3
1. General approach to the consideration of ESG criteria.....	4
1.1. Vision and values	4
1.2. Consideration of ESG criteria in the investment strategy	4
1.3. Communication of ESG issues to stakeholders	7
1.4. Financial product driven by ESG criteria	9
1.5. Joined initiatives or obtained ESG labels	9
2. Internal means deployed to contribute to the transition	11
2.1. Human resources dedicated to ESG.....	11
2.2. Financial resources dedicated to ESG	11
2.3. Technical resources dedicated to ESG	11
2.4. Actions taken to strengthen the entity's internal capacity.....	13
3. Integration of ESG criteria at the governance level	14
3.1. Governance bodies and ESG knowledge.....	14
3.2. ESG in the remuneration policy	15
3.3. Use of ESG criteria in governance bodies	15
4. Integration of ESG criteria at the governance level	16
4.1. Scope of companies covered by the engagement strategy	16
4.2. Voting policy.....	16
4.3. Evaluation of the engagement strategy.....	16
4.4. Sectoral disengagement.....	17
5. European Taxonomy and fossil fuels	18
6. Alignment with the objectives of the Paris Agreement	19
7. Alignment with biodiversity goals.....	20
7.1. Measure of compliance with the objectives of the Convention on Biological Diversity	20
7.2. Contribution to reducing the main pressures and impacts on biodiversity	20
7.3. The use of a biodiversity footprint indicator	21
8. Consideration of ESG criteria in financial and sustainability risk management	22
8.1. Process for identifying, assessing, prioritising, and managing ESG risks	22
8.2. Description of the main ESG risks considered	22
8.3. Risk management method, review, and action plan	23
9. List of financial products mentioned in accordance with article 8 and 9 of the SFDR	24
Appendix.....	25

Foreword

Cathay Capital (referred as “Cathay” or "The Group") firmly believes that accounting for Environmental, Social and Governance (ESG) stakes in its activities is fundamental to its role as an investor. Integrating ESG factors in investment decisions is vital in determining risks and opportunities, and ensuring long-term, sustainable value creation for the company, its portfolio companies, their management and employees, the environment, and society on a global level.

As such, Cathay formalised a responsible investment approach in 2017 by designing and implementing a dedicated ESG Management system. The approach that was decided upon strengthens Cathay’s consideration of ESG issues in all stages of the investment process and allocates Cathay’s roles and responsibilities to accompany portfolio companies in adopting sustainable practices and implementing continuous improvement.

Compliance with the ESG reporting obligations now required by the Article 29 of the Energy and Climate Law (Loi Energie Climat, hereinafter “Art 29 LEC”) is therefore a natural step for Cathay. This is in line with its voluntary approach to extra-financial transparency, which is reflected in the publication of its ESG reports.

Cathay global investment firm organises its activities around two major entities:

- **Cathay Capital Private Equity**, which invests in small to midsize companies across the world to help navigate the challenges and opportunities of globalisation and the digital transformation of industries from healthcare & wellness, consumer goods & services, education, business transformation, and beyond.
- **Cathay Innovation**, which invests in start-ups that positively impact the world and is a global, multi-stage fund that backs companies at the centre of digital revolution from fintech to retail, the future of work, healthcare, mobility, energy, and more.

Managing more than 500M€ of assets, **Cathay Capital Private Equity** and **Cathay Innovation** are subject to all the elements required for this report published in 2023, relating to the financial year 2022. This report constitutes **Cathay Innovation’s** annual compliance as the entity responds to its regulatory requirement through this document.

1. General approach to the consideration of ESG criteria

1.1. Vision and values

Cathay unifies the investment landscape from private equity to venture capital by backing entrepreneurs and established companies across the world. Cathay has built a global platform that brings together entrepreneurs, investors, experts, management teams, and leading corporations to share knowledge and provide the tools, networks, and market access needed to scale, while helping corporate partners innovate. From making the right introductions to designing the best go-to market and M&A strategies, the entire Cathay family supports its portfolio companies at every stage of their lifecycle. This support includes addressing sustainability risks and opportunities, which are key to every business model.

This vision of investment is reflected in Cathay's values:

- Being useful: "We build trust by constantly being useful to our ecosystem in achieving their goals."
- Do what you say: "Sincerity is the universal language."
- Determination: "If we don't work hard today, we won't have a rice bowl tomorrow."
- Gratefulness: "When we drink water, don't forget those who dug the well."
- Diversity: "We are one global team, with various backgrounds and cultures, for one world."
- Change the world for the better: "We want to leave the world better than how we found it."

1.2. Consideration of ESG criteria in the investment strategy

Cathay sees tomorrow's greatest companies not as the largest, but as those able to promote sustainable growth and transformation of economies. These companies cannot be built in silos and the transition will take an ecosystem-level response across regions, sectors, and the value chain. Under this overarching sustainability vision, Cathay's team sees impact and ESG as value creation drivers and has developed responsible investment approaches tailored to its two main capital management companies:

- For **Cathay Capital Private Equity**, sustainability is a crucial transformation lever through which the entity works jointly with committed entrepreneurs and management teams to promote resilient, future-ready, and global leaders.
- **Cathay Innovation** goes a step further by integrating impact and selects game-changing start-ups that support the global sustainable transition of the economy. Cathay Innovation's teams work together with entrepreneurs to boost impact and ensure that sustainability is woven through operations and the value chain.

For both lines of investments and all asset classes, Cathay formalised a specific ESG Management system in 2017 that integrates ESG issues and criteria in all stages of the investment cycle from pre-qualification to exit stage. All of the ESG initiatives described in this report cover all asset classes. Furthermore, a Sustainable Investment Procedure was formalised and updated at the end of 2022 specifying the sourcing criteria and the qualification of the deal flow, the ESG due diligence process, the ESG tools to be used during the holding period and finally the exit procedure. While risks and opportunities are assessed prior to investment, Cathay's focus is to co-develop actionable roadmaps with its portfolio companies and, most important, make sure they have the resources to turn roadmaps into results.

Cathay Innovation's ESG investment strategy is presented below.

Exclusion list

Cathay has set up an exclusion list of sectors not aligned with its ESG approach. Each opportunity is screened against this exclusion list and the investment team must confirm that the Company is not operating in any of the excluded sectors before moving to the next stage. The complete list is presented in this document's appendices and is applied to all investment opportunities.

Screening questionnaire

A screening questionnaire is performed to assess the impact and ESG potential of companies during the first stage of the investment cycle. This screening is performed by the investment team using a set of simple screening questions, meant to ensure the consideration of the full scope of issues when looking into investment opportunities. Whilst early in the process, this step is key in Cathay Innovation's decision of going further with a company.

Impact 1-pager

When relevant (e.g., most of our investments show low to very low materiality issues), analyses performed at this sourcing and deal flow qualification stage are embedded in an Impact 1-pager and presented to the Investment Committee prior to moving to the due diligence phase of the pre-investment process. To be considered as a qualified deal, the Impact 1-pager must include:

Any activity listed in the exclusion list.

A report on any known material ESG matters, based on the initial review and investigation of public information regarding any adverse impact on local communities or the environment associated with the proposed portfolio Company. The findings are then discussed at the Investment Committee Level to identify any potential No-Go decision.

Letter of Intent / deal sheet

The Letter of Intent memo is first sent to the Local Partners Committee for approval. The Letter of Intent includes a report on any known material environmental and social matters.

Whenever the investment context allows it, a sustainability clause is included in the Letter of Intent stating the importance of sustainability alignment for **Cathay** and, in that sense, that investment is conditional on satisfying sustainability due diligence procedures.

Sustainability due diligence

During this acquisition phase, a sustainability due diligence is systematically conducted by a third-party expert. It assesses specific risks and opportunities of the company's operations and value chain, regarding environmental, social and governance challenges the company may face.

The Investment memo is then sent to the Global Partners Committee to approve next steps.

Cathay Innovation's report presents:

- Preliminary insights on the overall level of integration of sustainability issues throughout the company's business model.
- An assessment of the company's value proposition impact and recommendations for key impact metrics to track over time.
- A sustainability roadmap with prioritised actions, timeframes, milestones, and KPIs.

If context and deal timing do not allow the performance of a Sustainability due diligence, a Sustainability one-pager is produced to present priority and strategic issues for the company and any potential red-flag areas.

A full Sustainability due diligence is then systematically performed within six months of the investment. This one pager (or the conclusions from the due diligence process if performed pre-investment) are integrated in the Investment Memorandum.

Sustainability Letter

Whenever the investment context permits, a Sustainability Letter is included in the deal's contractual document. Through this letter, the Management agrees to: (1) work with **Cathay** teams to develop and adopt a sustainability roadmap and, (2) report quarterly on a set of Impact KPIs and annually on a broader set of Sustainability KPIs.

During the closing stage, the deal team will only complete an investment in a proposed portfolio company if any material adverse impact has been resolved in accordance with the ESG requirements.

HOLDING PHASE

During the holding period:

- 1) Cathay monitors portfolio companies' performance on a set of core ESG KPIs, as well as on some Impact KPIs when applicable alongside the Impact Management Project (IMP) framework. This monitoring is conducted thanks to a digital platform where portfolio companies can log in and reply to dedicated questionnaires.
- 2) In order to develop the ESG and Impact performance of portfolio companies, Cathay has developed an ESG Resource Hub to provide some best practices and benchmark tools, which can help them to achieve a more sustainable path while continuing to grow as expected. To name a few, these useful resources cover SDG awareness, carbon footprint assessment, value sharing examples, diversity initiatives, digital responsibility and data ethics, good governance principles, etc. These resources are the supporting material used during working sessions, where Cathay positions itself as a facilitator.

The ownership phase is an opportunity for engagement, support, and network creation around sustainability value creation levers for companies. Therefore, the deal team follows up on the relevant Action Plan and, more generally, on continuous improvements on a regular basis (*see 1.3 "Communication of ESG issues to stakeholders" below for more information on follow-up and reporting*).

EXIT PHASE

At the heart of Cathay's approach is the ambition to grow companies for them to become leaders in their fields and have a positive impact on society. At the exit stage, companies are thus expected to have a robust management of ESG issues and a sustainability-aligned value proposition.

Whenever the investment context allows, an ESG Exit Memo is formalised and/or a Vendor Due Diligence (VDD) is performed.

1.3. Communication of ESG issues to stakeholders

Cathay provides their investors with:

- An annual report on their funds' ESG performance (see details below), which are sent to LPs and published on Cathay's website. For 2022, the report will be published mid-2023.
- A trimestral report on the extra-financial criteria of each portfolio company, including an ESG score, an impact score, and an analysis of the exposure to climate risks.
- Information on the implementation of the ESG management system, the ESG analysis performed

during ESG due diligences, and the action plans validated with portfolio companies (all upon request).

When relevant, Cathay informs its investors of any event that may have a significant impact on the ESG criteria considered for a portfolio company. None were reported in the 2022 exercise.

Annual reporting

Cathay is committed to regularly monitoring both positive and adverse impacts on the environment and stakeholders. Information regarding the ESG performance of the portfolio companies is published on an annual basis in dedicated annual sustainability reports. By publishing these reports, Cathay aims to provide full transparency on their portfolio companies' impact on the environment and society and to encourage continuous improvement.

In this framework, portfolio companies are required to fill in a yearly questionnaire through the Reporting 21 software tool¹ to track progress as well as exposure to risks and opportunities on the following dimensions:

- Impact
- Corporate and ESG Governance
- Business Ethics
- Human Resources
- Environment
- Health & Safety
- Supply Chain
- Community Involvement
- Economic sanctions

Companies also provide qualitative information and KPIs to illustrate their answers.

In addition, Cathay Innovation asks its portfolio companies to report KPIs quarterly. Cathay Innovation then shares the results with local partners through the funds' Quarterly Reports to visualise each company's impact & ESG situation.

Finally, Cathay answers to its Limited Partners on an annual basis through questionnaires and surveys to provide them with information on funds' practices.

For better visualisation and monitoring, several documents are drafted and provided within the quarterly reports, including:

- An aggregated dashboard on ESG KPIs monitored related to diversity & jobs created, HR & well-being, good governance (related to business ethics and data management), and climate actions.
- Dedicated scorecards on ESG issues, climate-related risks & opportunities, and impact (*see 2.3 "Technical resources dedicated to ESG" for more details*).

¹ Reporting 21 is a digital platform that facilitates data collection and analysis and allows to share it back with management teams and boards.

1.4. Financial product driven by ESG criteria

In 2022, Cathay Innovation amounted to a total of 1 840 M€ of assets under management:

	Name of the fund	SFDR Classification	Assets under management (M€)	Share taking into account ESG criteria
Cathay Innovation	Cathay Innovation II	Article 6	650	100
	Cathay Innovation III	Article 8	651	100
	TOTAL	-	1 301	100

As of today, the Cathay Innovation II fund is classified under Article 6 of the Sustainable Finance Disclosure Regulation (SFDR²). However, all investments are subject to the UNPRI and to the Group's responsible investment policy. ESG criteria is considered prior to investment or during the holding period (*see 1.2 Consideration of ESG criteria in the investment process*).

In addition, during Q3 of 2022, Cathay Innovation set up a new generalist fund, Innovation III. Cathay Management selected the SFDR Article 8 classification for this newest fund and intends to commit future funds to the same classification. 95% of Cathay Innovation's assets under management take ESG criteria into account.

1.5. Joined initiatives or obtained ESG labels

Cathay's ESG Management strategy encompasses internationally recognised standards that drive investment decisions, including:

- The Universal Bill of Human Rights, in line with the United Nation Guiding Principles on Business and Human Rights
- The United Nations Principles of Responsible Investment
- The OECD Guidelines for Multinational Enterprises
- The Commonwealth Development Corporation standards
- The conventions of the International Labour Organisation: Core Labour Standards and Basic Terms and Conditions of Work
- The Rio Declaration on Environment and Development
- The United Nations Sustainable Development Goals
- The United Nations Convention against Corruption

Cathay's ESG reporting also relies upon recognised international reporting standards:

² Sustainable Finance Disclosure Regulation, which requires obligatory ESG disclosure commitments for asset managers and other financial markets participants with applicable provisions of the regulation operative from 10 March 2022



Cathay signed the United Nations Principles for Responsible Investment (UN PRI) in December 2020, committing to monitor and report on ESG at an even more granular level. In 2022, Cathay achieved a score of 4 out of 5 (based on 2021 data). Results on 2022 data are pending.



In parallel, Cathay's sustainability framework uses the United Nation Sustainable Development Goals (UN SDGs) with the objective to help the portfolio companies to measure their respective impact footprint.



Cathay has signed the Sista pledge (France), which aims to promote diversity in tech. Through the pledge, the Group committed to measuring gender metrics in its investments and adopting inclusive practices in investment and recruitment processes. One of the Cathay Investment Directors is an active member of the Sista Initiative.

2. Internal means deployed to contribute to the transition

2.1. Human resources dedicated to ESG

A central milestone has been the creation of an executive-level sustainability position, Cathay's Chief Impact Officer, highlighting the importance of these issues to the Group. The Chief Impact Officer's first mandate was the steering of a structural and strategic processes, with the help of external experts and advisors, to define a broader sustainability vision, roadmap, investment procedure, and investment tools applicable to Cathay Innovation. Building upon solid track records, this large-scale, strategic project has involved all of Cathay's management. Cathay's management performs as sponsors to actively promote the implementation of ESG procedures within their teams through several committees, mainly the Investment Committee. In addition, Cathay organises several internal committee meetings for the management of its investments covering a wide range of themes (e.g., Portfolio Valuation Committee and Investors Committee (LPAC), which brings together designated investors as often as necessary).

Operational responsibility for sustainability topics is assigned within Cathay Innovation teams. Sustainability ambassadors act as reference points for their colleagues to help deploy the current procedure in deal contexts and contribute to the annual portfolio performance assessment process. All teams in contact with companies are also engaged in carrying out the Group's ESG strategy by sharing the ESG issues/policy with the company's management.

At Cathay, we prioritise the continuous development of our team of professionals, and we are dedicated to promoting a culture of ESG values within our organisation. To this end, Cathay has held regular training sessions with the front office teams of portfolio companies on a case-by-case basis, for them to be in position to roll out the Sustainable Investment Procedure properly, as well as to receive support from sustainability ambassadors when needed. On 9 November 2022, Cathay organised a training session to comply with the Autorité des marchés financiers (AMF) requirement to cover the LCB-FT (anti-money laundering and the anti-terrorism financing) law. The training was conducted by a third party (Kroll).

2.2. Financial resources dedicated to ESG

To support internal resources, **the Group** regularly calls on external consultants to accompany the definition and deployment of its ESG strategy, including:

- PwC, which provides a team of consultants specialised in sustainable development. Missions led by the consultants include regulatory compliance reporting under Article 29 of the Energy and Climate Law), annual support (ESG reporting campaign), or ad hoc support (support for the definition of the Sustainable Investment Procedure and ESG scoring frameworks).
- SIRSA, which provides its SaaS platform Reporting 21 and services.
- Greenly which accompanies Cathay in the set up of its carbon footprint assessment (management company + portfolio companies)

Thus, the total budget dedicated by the Group to ESG amounts to approximately €310,000.

2.3. Technical resources dedicated to ESG

Cathay has defined a best-in-class ESG & Impact approach through well-established and recognized procedures across its funds. A dedicated online platform (Reporting 21) has also been set up to facilitate reporting on ESG & Impact KPIs.

Moreover, specific ESG and impact screening methodologies and scorecards have been designed for Cathay Innovation portfolio companies and are reviewed quarterly.

The ESG screening methodology

An ESG rating tool provides a preliminary maturity score for Cathay Innovation portfolio companies and identifies actions that need to be taken to ensure that key ESG issues are appropriately managed.

The Climate screening methodology

Cathay, with the deal team in dedicated sessions, systematically reviews and collectively evaluates the physical and transition risks and opportunities to which the portfolio companies are exposed, to identify if actions are required or if any caveats exist. More precisely, the entity deployed an internal Climate screening tool assessment to identify:

- The portfolio companies' climate-related risks and opportunities on nine major climate-related financial risks and opportunities within a materiality matrix, and a tailored approach to climate change issues (ex: climate deep dive, climate action plan).
- The relevance of performing a carbon footprint assessment for the portfolio companies based on the type of products and services provided, if there are physical products are put on the market by the companies, and any potential avoided emissions.

The Climate screening tool qualitatively analyses the materiality of drivers for potential financial impact on costs, revenues, and assets or capital identified based on SASB's Climate Risk Technical Bulletin and climate indexes. It is also aligned with the "Initiative Climat International."

The Impact screening methodology:

For Cathay Innovation's portfolio companies, a tailored Impact questionnaire is circulated on a quarterly basis. This questionnaire focuses on each company's specific value proposition and aims to capture key metrics. The portfolio companies' societal impact is then assessed against the UN SDGs using Cathay Innovation's own impact measurement methodology—based on the widely recognised impact framework developed by the Impact Measurement Project (IMP). For each new investment, Cathay Innovation assesses whether the company contributes to the attainment of a specific SDG and, when this is the case, calculates the company's associated impact score at acquisition and every year afterwards.

To obtain a company's impact score (out of 100), Cathay Innovation evaluates the company on the IMP framework's five complementary dimensions:

- (1) *WHAT* – Which is the main SDG the company contributes to? What is the company's performance on associated metrics?
- (2) *WHO* – Who is experiencing the outcome? How underserved are stakeholders?
- (3) *HOW MUCH* – How positive (or negative) is the company's contribution? How many beneficiaries does it reach?

(4) *CONTRIBUTION* – How efficiently is the company addressing the SDG target compared to alternative solutions?

(5) *RISK* – Are there potential positive or negative unexpected impacts?

Based on its overall impact score, the company is positioned on a spectrum ranging from “causing harm” through “contributing to solution,” reflecting the extent to which the company contributes to the attainment of the UN SDGs.

2.4. Actions taken to strengthen the entity's internal capacity

From an internal perspective, ESG topics are discussed in Cathay’s Deal Flow meeting at least once a month on average. In addition, each due diligence presents an opportunity for each deal team to be exposed to ESG requirements, which helps internal teams on board to integrate ESG into their day-to-day activities.

In 2022, on October 17th and 18th, a large event has been organised by Cathay with:

- Cathay’s Forum - Cathay welcomes around 350 global investors, friends of the ecosystem and speakers to a programme packed with knowledge-sharing, debate, conferences, and networking.
- Local Limited Partners meetings - the funds' performance and strategy are presented, systematically including a presentation on an ESG-related topic, 2022 topic being "How to combine high growth with high ESG standards in fast growing economies?". Half the day is devoted to innovation, the other half to private equity.

In addition, Cathay receives support from ESG experts to help them assess, report on, and improve their ESG processes.

Cathay also applies a certain number of formalised procedures to advance internal capacity on ESG topics, for example:

- Training on the LCB-FT law to comply with AMF requirements, in which all Cathay employees are trained annually by a third party (Kroll) to raise awareness as well as to apply the procedure.
- Encouraging transparency on personal transactions.
- Having a procedure for the GDPR (General Data Protection Regulation) in place to ensure compliance throughout the company.
- Adopting a strict ethical code to hold employees to the highest standards.

3. Integration of ESG criteria at the governance level

3.1. Governance bodies and ESG knowledge

Corporate officers

Main responsibility: Management of the company

The Chairman and the Chief Executive Officer oversee the management (non- investment decisions) of the company, including all decisions relating to strategy, operations, and general administration (e.g., strategic planning, investor relations, human resources, finance, and budget). Their roles and powers are defined by the company's articles of association and are governed by French law.

Investment Committee

Main responsibility: Investment decision

Cathay Innovation's Investment Committee is the central driver for all investment and exit decisions, including add-on investments and refinancing. It oversees the company's investment strategy and approach to all investment matters, including major portfolio developments, acquisitions, refinancing, etc. The Investment Committee is chaired by Mingpo CAI, Cathay's founder and president and Denis Barrier, Cathay Innovation's CEO. It is managed on a consensual basis with other members, all of whom are partners at Cathay. Transaction teams propose deals to the Investment Committee. Investment Committee meetings are held as often as necessary. The sector and/or country teams report to the Investment Committee.

Other committees

In addition, Cathay has several internal committee meetings for the management of its investments, including:

- Semi-annual meetings of the Portfolio Valuation Committee
- Investors Committee Meeting (LPAC) that gathers the designated investors as often as necessary
- Weekly transaction team meetings during which the teams discuss the performance, development, valuation, exit strategy, and outcome of each investment, which ensures objectivity in the execution of the steps and accountability of the transaction teams. The IC is informed of any substantive issues requiring key investment decisions.

Cathay's management team is made up of highly experienced individuals such as Bruno Bezar, former director of the French Treasury, and Daniel Balmisse, former head of all funds of funds activities at BPI. In addition, the former CEO of the Michelin Group heads Cathay's ESG practice.

3.2. ESG in the remuneration policy

Sustainability risks are not only incorporated into investment processes but are also ingrained into the remuneration policy.

As acting as a portfolio management company approved by the AMF, Cathay Capital has a remuneration policy, including variable compensation linked to risk management and compliance with internal procedures and policies, including ESG issues.

As far as variable remuneration is concerned, the half-yearly individual interview with employees considers all contributions. For all elements of performance (including ESG issues), there are no key performance indicators, as it is the overall performance on the mission of responsibility that is considered. For employees for whom ESG issues are at the heart of their mission, ESG criteria are considered to a greater extent than for others.

3.3. Use of ESG criteria in governance bodies

To date, there are no sustainability criteria formally integrated into the internal regulations of the management company's governance bodies. However, Cathay already promotes good governance practices, notably through the diversity of experience and skills within its governing bodies. In addition, Cathay has a Chief Impact Officer, demonstrating that ESG issues are taken into account at the highest level of management in the company.

4. Integration of ESG criteria at the governance level

4.1. Scope of companies covered by the engagement strategy

100% of Cathay Innovation funds benefit from a complete implementation of the ESG framework described in previous pages.

4.2. Voting policy

Cathay's position is to vote on resolutions that are put to the vote during the general shareholder meetings of their portfolio companies and to report on the voting decisions made in the funds' annual reports. On the board of Cathay's portfolio companies, it participates in annual councils except when acting as observer only. Cathay works continuously alongside the management of its portfolio companies in a collaborative approach to decide whether to develop ESG roadmaps in line with value creation.

Cathay Innovation is committed to conducting ESG due diligence, from which concrete ESG action plans are drawn up with a timetable. These action plans are monitored on an annual basis.

To date, Cathay Capital does not produce a voting policy report.

4.3 Evaluation of the engagement strategy

Cathay implements sustainability considerations at all steps of the investment life of the portfolio companies, that are accompanied throughout their development and participate in the deployment of a sustainable roadmap.

As an example, following Cathay Innovation's investment in the French sporting marketplace Colizey in 2021, and although the company was still in its early stage of development, the Deal Team and the Chief Impact Officer started to work with the management on the following aspects:

- Eco-responsibility of sporting products: number of eco-responsible merchants, number of eco-responsible products offered, promotion of these merchants and products.
- Eco-responsible logistics: delivery in pick-up points, recyclable packaging, digital size measurement tools to reduce the rate of orders returned.
- Suppliers' ethics charter: business ethics (IT, equity, transparency, etc.), working conditions, health & safety protection, environmental protection (certification of resource use – materials, water, electricity, waste – ban on certain pollutants, etc.), carbon footprint when possible.

As an example, following Cathay Innovation's investment in the Singaporean refurbished marketplace Rebeelo in 2022, the Deal Team and the Chief Impact Officer started to work with the management to address the carbon footprint associated with manufacturing new devices in the following ways:

- Encouraging eco-responsibility of refurbished products to reduce e-waste and carbon footprint by empowering users to purchase refurbished devices at affordable price.
- Implementing an eco-responsible carbon compensation, which results in an emission compensation plan to reduce the carbon footprint associated with every purchase (plant trees, etc.).
- Monitoring impact KPIs on a quarterly basis, such as greenhouse gases saved (10,636 tonnes CO₂eq), water saved (14.4m liters) and devices sold (144k)

4.4 Sectoral disengagement

Cathay has set up an exclusion list of sectors that are not aligned with its ESG approach. Each opportunity is screened against this exclusion list and investment teams must confirm that it is not operating in any of the excluded sectors before moving to the next stage. Cathay regularly follows the principles outlined in its exclusion list and has dropped out from some investments due to the operation of certain business models.

The complete list is presented in this document's appendices and is applied to all investment opportunities.

5. European Taxonomy and fossil fuels

Investee companies are not subject to the disclosure requirements under Article 8 of Regulation (EU) 2020/852. Cathay has verified the possibility to collect Taxonomy-related KPIs from investee companies by addressing several questions via their annual questionnaire, including one question that asks companies about their eligibility for the EU Taxonomy and a second one that asks companies about their alignment with the EU Taxonomy. However, the information collected does not allow Cathay to draw conclusions on the alignment of the Fund's investments with the EU Taxonomy. Furthermore, no investment is qualified as Taxonomy-aligned to date.

Cathay has no exposure to companies active in the fossil fuel sector (0%).

Cathay's funds do not have a sustainable investment objective, but they promote Environmental and Social characteristics and encourage investments with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy, and/or with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy, and/or with a social objective.

The following environmental and social objectives are promoted by the fund:

- Environmental: resource management, responsible production, energy transition, development and financing of sustainable mobility, sustainable digital transformation.
- Social: health, human rights, gender equality, public health, well-being, disability inclusion, serving the underserved, digital inclusion, ethics.

Cathay Capital does not yet measure its alignment to the EU Taxonomy. However, by 2024, Cathay is considering an action plan to address the Taxonomy requirements more precisely. Moving forward, Cathay intends to identify the portfolio companies that are eligible for the Taxonomy as well as offer a training session to companies that may potentially align with the EU Taxonomy.

6. Alignment with the objectives of the Paris Agreement

Given its activity as a management company and its sectoral focus on technology start-ups, Cathay Capital has not yet carried out a diagnosis of its carbon footprint. However, going forward, Cathay Capital has established specific targets at the management company, entity, and portfolio levels regarding climate change. Cathay is also in the process of assessing its carbon footprint and has launched a carbon footprint assessment campaign for its portfolio companies for 2023.

At the management company level,

- As part of a transparency initiative, Cathay will measure its Scope 1 and 2 emissions through a third-party carbon footprint assessment starting in 2023.
- By the end of 2025, Cathay's ambition is to leverage the collected data and establish a reduction target in line with the 1.5°C Paris Agreement trajectory. These targets will undergo annual reviews to adapt and improve Cathay's overall strategy.
- Furthermore, once the carbon footprint assessment results are obtained, Cathay Capital will publish them and comprehensively evaluate progress in future ESG and Art 29 LEC reports.

Furthermore, climate issues are integrated into ESG investment processes, and **the entity** supports its participations in their transition. Indeed, Cathay has committed to financing the carbon assessment of each of its portfolio companies.

- Climate issues are integrated into **Cathay's** ESG Management system and are systematically addressed for each investment.
- Climate-related indicators are monitored every year through the reporting campaign.
- According to data for the year 2022, three out of the 16 portfolio companies of **Innovation II** that responded have measured their carbon footprint (19%). 79% of responding companies have implemented environmental initiatives related to operations and 60% have implemented initiatives related to products and services.
- **The entity** supports companies in their climate transition and encourages them to implement dedicated actions.
- **The entity** supports its portfolio companies and shares best practices about climate action to reduce their emissions, like identifying key carbon intensive activities throughout the company's products, services, and operations and encouraging actions to curb them. These actions include measures such as implementing a low carbon travel policy, reducing main inputs of consumption, carbon compensation, introducing shorter supply chains, performing life cycle analyses, offering easy to repair products, etc.

Moreover, **Cathay Innovation** makes a point to back companies that can make a difference for the planet. It has launched the dedicated and pioneer Cathay Smart Energy Fund in China, which invests in companies that are fighting climate change with innovative carbon neutral solutions. For example, taking action to fight climate change was key in the decision to invest in companies such as Wallbox and Kayrros, along with the hydrogen fuel cell mobility company, Refire, classified as a Cathay Smart Energy investment. Similarly, Cathay decided to invest in Reebelo with the aim of contributing to the development of the circular economy and the reconditioning of electronic devices (smartphones,

computers, etc.). Additionally, in the development of the Innovation III Fund, the energy transition was included as part of its investment thesis.

At the portfolio level,

To meet the growing expectations of investors and to pursue its commitment to society and the environment, Cathay is resolute in driving meaningful change across all its investments.

- First, by working with an external service provider and officially measuring its carbon footprint, Cathay will also measure portfolio companies' carbon footprints, which correspond to Cathay's scope 3 emissions.
- Starting in 2023 and based on the action plan at management company level defined above, Cathay intends to encourage portfolio companies to carry out a carbon footprint assessment annually and regularly report on progress.
- To make the most of its climate commitments and improve their use in the investment strategy, Cathay aims to collect the carbon footprint, information on the decarbonisation trajectory, and the ESG levers and willingness of target companies during due diligence. If this information is not available during the due diligence process, it will be collected in the 12 months following the investment to obtain an overview of the carbon impact of each company in the portfolio.
- Finally, Cathay aims to support portfolio companies to define concrete actions on their decarbonisation trajectory by 2025.

7. Alignment with biodiversity goals

7.1. Measure of compliance with the objectives of the Convention on Biological Diversity

Cathay acknowledges the importance of biodiversity protection, and the role financial actors must play in this activity. Furthermore, Cathay is willing to do its part in accordance with the objectives defined in the Convention on Biological Diversity of 1992, as outlined below:

- the conservation of biological diversity
- the sustainable use of biological diversity
- the fair and equitable sharing of benefits arising from the utilisation of genetic resources

Cathay is committed to integrate the biodiversity dimension into its investment process, specifically by assessing its materiality within all the investments.

7.2. Contribution to reducing the main pressures and impacts on biodiversity

- Given its activity as a management company and its sectoral focus on technology start-ups, **Cathay Innovation's** impact on biodiversity remains limited. However, biodiversity issues are integrated into each step of the investment process. At the **acquisition** stage, the exclusion list prevents the fund from investing in activities involved in the destruction of critical habitat or any forest project under which no sustainable development and managing plan is implemented (see Appendix for more details about the exclusion list).

- ESG Due Diligences performed by **Cathay Innovation** include a **materiality impact assessment** covering biodiversity risks and actions are implemented whenever risks are identified. No significant biodiversity risk has been identified among portfolio companies in 2022.
- **Cathay Innovation** applies a no-go policy at due diligence stage when risks linked to biodiversity issues are considered too high, which is determined on a case-by-case basis. **Cathay Innovation's** investment thesis shows low to no exposure to biodiversity impacts from its portfolio companies. If a potential investment shows a high biodiversity risk, Cathay Innovation will not proceed unless a drastic solution plan along with proper financing are presented by the company.

Additionally, **the entity's** yearly reporting questionnaire includes questions related to biodiversity. This raises awareness among companies' management teams and helps monitor progress and initiatives taken at company level. **Cathay** performs a full assessment of biodiversity risks when necessary and invests both in time and monetarily only when risks are demonstrated.

In 2022, six of the 26 responding companies in **Cathay Innovation's** portfolio declared that they conducted a biodiversity assessment and/or mapping of specific impacts. Two of these companies evaluated for Key Biodiversity Areas (KBAs) and found that no site is located in or next to KBAs³. Four of these companies found that the issue was material.

³ Key Biodiversity Areas (KBA) are 'sites contributing significantly to the global persistence of biodiversity', in terrestrial, freshwater and marine ecosystems. The Global Standard for the Identification of Key Biodiversity Areas (IUCN 2016) sets out globally agreed criteria for the identification of KBAs worldwide.

Moving forward, as Cathay is aware of the importance of the subject of biodiversity, it aims to carry out concrete actions by 2024-2025 to better assess its contribution to the issue, when biodiversity risks are demonstrated and when further biodiversity assessment shows that the company may have an impact. In the majority of cases, there low to no exposure to biodiversity risks. Going forward, Cathay plans to implement further practices linked to biodiversity.

- First, Cathay intends to carry out a screening via the Encore tool of the main biodiversity impacts and dependencies of its portfolio companies.
- Once this screening has been carried out, Cathay's objective is to carry out an analysis of the proximity of the companies in the portfolio to sensitive areas in terms of biodiversity via the IBAT tool.

7.3. The use of a biodiversity footprint indicator

At this stage Cathay has not yet defined a biodiversity footprint indicator on which to rely and to monitor regularly, except for the indicators reported by the investments in its portfolio.

As part of Cathay's future biodiversity strategy and depending on the results obtained following the Encore analysis, Cathay aims to:

- Define the most relevant KPIs for measuring biodiversity risk,
- Present the approach adopted and regularly publish the results of the indicators by 2025.

8. Consideration of ESG criteria in financial and sustainability risk management

8.1. Process for identifying, assessing, prioritising, and managing ESG risks

Sustainability risks, as defined in Article 2 of the SFDR, are an environmental, social or governance event or situation, which, if it occurs, could have an actual or potential material adverse effect on the value of the investment.

As part of its investment process, Cathay identifies sustainability risks that may affect the value of its investments and whether negative effects that may have a negative impact on the social or natural environment in the medium or long term are considered.

In particular, the **Innovation II and III funds'** risk management approach considers:

- Financial risks, linked to physical risks and transition risks for the business models of portfolio companies, are analysed through a dedicated Climate screening tool. This tool conducts analyses of climate-related risks and opportunities through a materiality matrix to propose a tailored and relevant approach to climate change issues. It is based on SASB's Climate Risk Technical Bulletin and aligned with the "Initiative Climate International" initiative. Additionally, the methodology assesses the relevance of performing a carbon footprint for the portfolio companies.
- Extra-financial and/or non-financial risks are analysed through sustainability due diligences. When the context permits, a sustainability due diligence is conducted by an external third-party expert to assess specific risks and opportunities of the portfolio company's operations and value chain. If context does not permit the performance of a sustainability due diligence, a sustainability one-pager is produced with the help of external third-party experts to present any potential red-flag areas, as well as priority and strategic issues for the company.
- This approach is completed by an exclusion policy (*see Appendix*) that aims to limit sustainability risks. Moreover, by focusing primarily on technology start-ups, **Innovation II** is well positioned to generate positive societal impacts through its investments.

8.2. Description of the main ESG risks considered

For each company, Cathay Innovation systematically reviews and evaluates the following set of risks and opportunities:

Physical Risks:

- Increased operating costs (e.g., due to inadequate water/resources supply).
- Reduced revenues from decreased production capacity (e.g., transport difficulties, supply chain interruptions).

Transitions Risks:

- Increased operating costs (e.g., higher compliance costs, increased insurance premiums, fines).
- Increased production costs due to changing input prices and output requirements.

- Reduced revenues from decreased demand for goods and services due to reputational issues.
- Reduced revenues from decreased demand for goods and services due to shifts in consumer preferences.
- Impact on the value of core assets due to changes in policy leading to asset impairment and early retirement of existing assets.

Transition opportunities:

- Reduced operating costs due to resource efficiency and shift to alternative energy sources.
- Increased revenue through demand for low emissions products/services and solutions for energy efficiency or adaptation needs.
- Increased capital availability (as more investors favour low emissions producers/ solution providers).

8.3. Risk management method, review, and action plan

Cathay has implemented several procedures to manage risks, such as required trainings on the LCB-FT law to comply with AMF requirements, in which all Cathay employees are trained annually to raise awareness as well as to apply the procedure. Cathay also has a procedure for the GDPR (General Data Protection Regulation) in place to ensure compliance and reduce risks throughout the company. These procedures represent a method to ensure risk mitigation. In the shareholders' agreement, there is always an obligation on the part of the portfolio company to warn its investors (including Cathay) of any risks arising from their activity. An example of a certain investment risk assessment is provided below during the last round investment period.

The portfolio companies acknowledge that certain investors without limitation, Cathay, are bound by investment commitments whereby their investments in companies and the management thereof have to be made in consideration of environmental, social, corporate and good corporate governance standards, such as:

- use of natural resources;
- environmental impact;
- employment;
- social dialogue;
- human resources;
- attention paid to people;
- relationship with suppliers and clients;
- relationship with the region and “stakeholders” in general;
- governance; or
- management.

To improve its risk management framework, Cathay plans to implement an annual review of its risk management framework between 2023 and 2024 and carry out a review of the results obtained.

In the other hand, Cathay does not make a quantitative estimate of the financial impact of the main ESG risks identified due to a lack of materiality.

- However, between 2023 and 2024, Cathay plans to define the approach used to assess the ESG risks identified, either quantitatively, using Climate VaR (MSCI), or qualitatively.
- Finally, based on the chosen approach, Cathay intends to present the results obtained transparently

in its future ESG and Art 29 LEC reports by 2025.

9. List of financial products mentioned in accordance with article 8 and 9 of the SFDR

	Name of the fund	SFDR Classification	Assets under management (M€)	Share taking into account ESG criteria
Cathay Innovation	Cathay Innovation III	Article 8	651*	100

Cathay's Innovation III fund is classified under Article 8 of the SFDR. It is a €1 billion global venture capital fund (one of the largest multi-stage venture capital funds in the world).

* Temporary fund size on 31/12/2022. The Innovation III fund is currently being raised and will exceed €1 billion under management once completed.

Appendix

ESG EXCLUSION LIST

- Activities involving any use of forced labour or child labour;
- Activities that are illegal under the law of the host country or under international treaty, convention or regulation, in particular activities not consistent with the Kimberley Process concerning trade in diamonds and activities counter to the International Tropical Timber Organisation (ITTO) agreement;
- Production of, or trade in, arms or ammunition;
- Production of, or trade in, alcoholic beverages (other than beer and wine)
- Production of, or trade in, tobacco; and alternative tobacco products, such as
- Gambling, casinos and equivalent activities;
- Trade in wildlife and products within the scope of CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora);
- Production of, or trade in, radioactive materials;
- Production of, or trade in, or use of, asbestos;
- Commercial deforestation or purchases of equipment for such purposes in tropical rain forests;
- Production of, or trade in, products containing polychlorinated biphenyl (PCBs);
- Production of, or trade in and storage or transport of significant volumes of dangerous chemicals, or the use of dangerous products for commercial purposes;
- Production of, or trade in, pharmaceutical products subject to international prohibition or destruction requirements;
- Production of, or trade in, pesticides or herbicides subject to international prohibition or destruction requirements;
- Production of, or trade in, ozone depleting substances subject to international destruction requirements;
- Fishing at sea with the use of floating nets of a length exceeding 2.5 km;
- Production on, or investment in, land belonging to, or claimed in an adjudication process by, an indigenous people without the duly documented agreement of the same people;
- Activities contrary to applicable ADS or IFC policies (whichever is stricter in the case concerned)
- Threats to the status of individuals, leases, companies or private institutions;
- Production or distribution of, or trade in, pornographic material;
- Prostitution;
- Products and commodities subject to French or European embargo;
- Companies which realise their turnover in any Prohibited Activities;
- Companies which would not represent due compliance with the minimum requirements relating to Employment Conditions or regarding which the Management Company would reasonably determine that they would not comply with these conditions;
- Companies which are established or have part of their businesses activities in any country listed as a non-cooperative country and territory by the Financial Action Task Force on anti-money laundering and terrorist financing;
- Companies which are established or have part of their business activities in any country which is subject to sanctions imposed by the European Union pursuant to the procedure set forth in articles 96 and 97 of the agreement amending the Partnership Agreement between the members of the African, Caribbean and Pacific Group of States, of the one part, and the European Community and its Member States, of the other part, signed in Cotonou;
- Companies which are established or have a substantial part of their business activities in any

- country listed as tax heaven or a non-cooperative jurisdiction by the OECD; or
- Other investment funds or other pooled investment vehicles, except that the Fund may invest its available cash in money market funds or other short-term negotiable instruments for non-speculative purposes.
 - Companies that generate more than ten percent (10%) of its turnover in coal activities, including but not limited to, coal mining and /or energy production and / or coal electricity. *

* Only applicable to Innovation III fund