



Amethis sustainability statement

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At Amethis, we are committed to integrating Environmental, Social and Governance (ESG) and impact criteria into our investment strategy. We believe that taking these criteria into account not only enhances the long-term sustainability of our investments, but also makes a positive contribution to society and the environment.

- **Environment:** We promote environmentally friendly practices and measure the carbon footprint of our investments.
- **Social:** We implement mechanisms designed to ensure respect for human rights, improved working conditions, diversity and more.
- **Governance and business integrity:** We promote transparency, ethics and responsibility in corporate management
- **Impact:** Our investment activity aims to intentionally generate a measurable positive impact. Our ambition is to offer sound financial returns, while contributing to the Sustainable Development Goals (SDGs) defined by the United Nations. We closely monitor the ESG performance and impact of our investments through indicators and regular reporting.

To implement these principles, Amethis integrates environmental, social, governance and impact considerations at all stages of its investment process.

- **Pre-investment:**
 - We identify material ESG topics.
 - We carry out due diligence and prepare an ESG and impact action plan.
 - We do not invest in certain sectors and activities where we believe the negative impacts are unmanageable and/or contribute negatively to the achievement of key sustainable development objectives.
- **During investment:**
 - We support our portfolio companies in implementing their ESG and impact action plan, and make resources available to help them in this process.
 - We report to our investors on the progress of the action plans.
- **At the time of our exit:**
 - We make available ESG-related information about the company.

- We expect our action plans to ensure that the ESG approach continues after our exit.

Amethis has a robust Environmental and Social Management System (ESMS) with procedures for identifying and managing all ESG topics, including reporting throughout all its investment cycle. We regularly update our approach and resources so that we continue to make progress along our sustainability journey. In particular, we are strengthening our practices in relation to gender-smart investing, climate change and, more generally, our impact practices. We are a member of the main initiatives on these subjects (UN PRI, Operating Principles for Impact Management, 2X Challenge, International Climate Initiative).



We have formally embedded ESG and impact criteria into our remuneration mechanisms through the introduction of an ESG and impact-linked carry mechanism on Amethis Fund III, and will continue to work with our investors to innovate on ESG and impact investment topics.

We would like to thank all our stakeholders, investors and companies who are our trusted partners, and who encourage us to be increasingly ambitious on ESG and impact considerations. For us too, this approach makes sense: investing with more impact is our responsibility as managers, but also as women and men.



Luc Rigouzzo Laurent Demey

Founders and managing partners