

# 2021 Responsible Investment Policy

Signatory of:



## 2021 Responsible Investment Policy

### Founding principles and objectives

Antin is a long-term investor committed to using environmental, social, and governance (ESG) principles as a tool for value creation, in terms of both mitigating risks and seizing opportunities. The cornerstone of our Responsible Investment (RI) Policy hinges on integrating ESG considerations into our investment process. Throughout the investment cycle, we strongly believe that engaging in ESG matters allows us to diminish business risks, boost productivity, reduce costs, and grow revenue in our portfolio, and, in turn, meet our fiduciary responsibilities.

We also affirm that awareness of ESG topics amongst employees and stakeholders produces a real and positive change in the way people work. Establishing and maintaining trusting relationships with all actors in the investment process is of key importance to us, and going hand-in-hand with this notion is our belief that being a good corporate citizen is good business practice and creates long-term value for our investors.

For these reasons, ESG values continue to be one of the core aspects of our overall investment strategy and remain a priority in our investment committees, at portfolio review committee meetings, and in discussions with management, boards, and investors.

### Our commitments

Antin frames its RI Policy around the six principles of the United Nations-supported Principles for Responsible Investment (PRI), which we believe provide an important universal framework through which signatories can work together, learn from each other, and form a collective voice on ESG issues. As such, we commit to:

1. Incorporating ESG issues into our investment analysis and decision-making processes.
2. Being active owners and incorporating ESG issues into our ownership policies and practices.
3. Seeking appropriate disclosure on ESG issues by the entities in which we invest.
4. Promoting acceptance and implementation of the PRI within the investment industry.
5. Working with other investors to enhance our effectiveness in implementing the PRI.

6. Reporting on our activities and progress towards implementing the PRI.

### Responsible investment governance

The day-to-day development and implementation of our RI Policy is led by our Sustainability Team, composed of Félix Héon (Sustainability Director), and Nathalie Pie (Sustainability Analyst).

On a monthly basis, our Sustainability Team reports to the Antin Sustainability Committee, that is responsible for overseeing sustainability progress throughout the organisation, and to provide strategic guidance, advice, and direction on all sustainability-related matters, including responsible investment. The Committee is currently composed of Alain Rauscher (Managing Partner and Chief Executive Officer), Mark Crosbie (Managing Partner), Mélanie Biessy (Senior Partner and Chief Operating Officer), Sébastien Lecaudey (Senior Partner and Head of Investor Relations), and Wendy Ng (Compliance Officer).

### Delivering on our commitments

#### 1. Incorporate ESG issues into our investment analysis and decision-making processes

##### Asset selection and origination

We maintain an exclusion list of areas we refuse to invest in, including weapons manufacturing, tobacco production and distribution, prostitution, coal-based businesses, gambling, pornography, drugs- and alcohol-related activities, and any operations involving serious or systematic human rights violations.

During the initial screening of potential investments, we first ensure that a target company does not operate in any of the sectors on our exclusion list. We then carry out an analysis to identify key ESG risks likely to have a material impact on its financial and operational performance, and flag areas to be further investigated throughout the acquisition process. This analysis is based on our internal ESG assessment frameworks, as well as various international standards, such as the Sustainability Accounting Standards Board (SASB)'s Materiality Map – an interactive tool that compares ESG issues across different industries.

## 2021 Responsible Investment Policy (continued)

### ESG due diligence and deal execution

After submitting a non-binding offer, we conduct due diligence to assess a target company's exposure to ESG risks identified during the first phase of the acquisition process, as well as the policies, procedures, and processes it has in place to mitigate these risks. Because we are committed to working with companies to optimise ESG potential and enhance value creation, a deficient ESG track record will not automatically exclude a target company from further consideration, especially if we believe that there is opportunity for substantial improvement, and if we see that its ESG management approach is aligned with ours.

Results of the ESG due diligence are always documented, and provided to the Investment Committee for consideration before it makes a final investment decision.

### **2. Be active owners and incorporate ESG issues into our ownership policies and practices**

#### Business transformation and value creation

Antin takes an active role in the companies in which it invests. We aim to acquire majority stakes, and when minority stakes are acquired, we seek to acquire the same rights as larger investors by way of Board representation and a list of reserved matters to ensure we retain joint control over the company. Involvement at the highest level allows us to address ESG risks and opportunities directly with our portfolio companies and initiate change where required.

Post-closing, we thoroughly review a new portfolio company's performance in managing ESG issues material to its business and stakeholders, building up on due diligence conducted during the acquisition process. Results of this review are used to highlight areas of progress and establish an ESG action plan for the portfolio company. Progress towards implementing this plan is monitored by the Investment team throughout the holding period, during regular Board meetings and on-site ESG reviews.

### Exit preparation

Nearing the exit phase, we assess a portfolio company's ESG progress and achievements since acquisition by using the initial ESG review performed as a benchmark.

Where possible, the impacts of various ESG factors on the portfolio company's financials are also measured, and when relevant, this information is then incorporated into exit operations to demonstrate to prospective buyers the business value created through ESG.

### **3. Seek appropriate disclosure on ESG issues by the entities in which we invest**

During the holding phase, we periodically monitor the ESG performance of our portfolio companies as part of the risk management process. ESG issues are specifically itemised for discussion at our quarterly Portfolio Review Committee (PRC) meetings, and addressed directly with our portfolio companies during each Board meeting.

Moreover, we implemented a comprehensive ESG survey which must be completed by all our portfolio companies annually. This survey, which is regularly revised and updated, includes both generic and company-specific questions in a wide range of ESG areas, including climate change, resource efficiency, environmental pollution, health and safety, human capital management, community engagement, ethics and governance, data security, and responsible sourcing.

To improve the effectiveness of our ESG data collection and monitoring process, we also implemented an online ESG reporting platform. On this platform, our portfolio companies can access our annual ESG survey, report their company's data, upload required attachments, as well as track and monitor progress.

## 2021 Responsible Investment Policy (continued)

### **4. Promote acceptance and implementation of the PRI within the investment industry**

Antin actively engages with co-investors and sponsors on the rationale for responsible investment and the development of good practices. We have also communicated our RI Policy and ESG expectations to relevant stakeholders (i.e. investors, fellow shareholders, company employees, and other third parties), from whom we have received strong acceptance and support for our initiatives.

Furthermore, our participation in ESG-related industry groups and initiatives, such as Invest Europe's Responsible Investment Roundtable, France Invest's ESG Commission, and the International Climat Initiative (iCI), helps to promote the acceptance and implementation of the PRI.

### **5. Work with other investors to enhance our effectiveness in implementing the PRI**

Antin continually collaborates with peers in order to inform, develop, and promote the widespread adoption of responsible investment practices through various ESG-related industry groups, such as Invest Europe's Responsible Investment Roundtable, and France Invest's ESG Commission. We are also an active member of the PRI community, regularly attending and participating in the organisation's events, conferences, workshops, and webinars.

Furthermore, in 2020, Antin took over leadership of the French network of the iCI, the world's first private equity-focused initiative on climate change. Through this initiative, we have committed to measuring and gradually reducing the greenhouse gas (GHG) emissions of our carbon intensive portfolio companies and sharing best practices with other signatories.

### **6. Report on our activities and process towards implementing the PRI**

Antin provides ESG data and information to its investors through acquisition, annual, and exit reporting. Our yearly Sustainability Report includes information about our firm's progress towards implementing the PRI as well as the ESG performance of our portfolio companies.

We also provide an ESG update at our annual Investor Day and regularly communicate our RI Policy to relevant stakeholders (i.e. investors, fellow shareholders, and other third parties).

## 2021 Responsible Investment Policy (continued)

### A materiality-driven approach

We apply the concept of materiality when determining which ESG issues to address in our portfolio. This approach allows us to remain pragmatic and ensures that our ESG efforts are aligned with what matters the most to our portfolio companies' business and stakeholders.

To assess the materiality of an ESG issue, we consider the various risks that it could pose to a company's business as well as the value creation opportunities it might offer.

Examples of risks that we consider when assessing the materiality of ESG issues include, but are not limited to:

- Compliance risk, i.e., risk of financial penalties, legal issues, or material business loss resulting from the failure to comply with ESG-related laws or regulations;
- Regulatory risk, i.e., risk of a change in ESG-related laws and regulations that could potentially lead to financial penalties, legal issues, or material business loss;
- Business risk, i.e., risk of material business disruption or revenue loss resulting from inadequate or failed internal processes, people, and systems for addressing a given ESG issue (e.g. employee injuries, fatalities, strikes, environmental pollution incidents, business contract loss, etc.);
- Reputational risk, i.e., risk of possible damage to a company's brand and reputation resulting from the failure to address ESG issues perceived as highly important to key stakeholders.

Examples of value creation opportunities that we consider in order to assess the materiality of ESG issues include, but are not limited to:

- Reduction in carbon emissions costs;
- Reduction in operational costs associated with energy, fuel, and water use;
- Reduction in insurance premium costs associated with employee accidents or environmental or climate change-related threats;

- Reduction in uninsured costs associated with employee accidents (e.g. replacement costs, lost time, extra wages, sick pay, production delays, legal costs, site clearance, accident investigation, etc.);
- Reduction in employee absenteeism costs (e.g. wages paid to absent employees, high-cost replacement workers, administrative costs, etc.);
- Reduction in employee turnover costs (e.g. costs of recruiting, hiring, and training new employees);
- Improvement of brand value and reputation;
- Assurance of social license to operate;
- Enhancement of employee productivity, motivation, morale, wellbeing, and engagement.

Below is a sample of the ESG issues we assess across our portfolio and through our annual ESG survey:

### Environment

#### Climate change

- GHG emissions
- Climate adaptation

#### Resource efficiency

- Energy use
- Water use
- Fuel use

#### Environmental pollution

- Air, water, and soil pollution
- Waste generation

### Social

#### Health and safety

- Employee health and safety
- Contractor health and safety
- Customer health and safety

#### Human capital management

- Labour relations
- Employee wellbeing and satisfaction
- Employee training and development

#### Community engagement

- Impacts on local communities

## 2021 Responsible Investment Policy (continued)

### Governance

#### Ethics and governance

- Bribery and corruption
- Fraud
- Conflicts of interest

#### Data security

- Cybersecurity
- Personal data protection

#### Responsible sourcing

- Supply chain ESG risks
- Third-party ESG impacts (e.g. suppliers, contractors, etc.)

### Incorporating climate change into our investment strategy

As an infrastructure investor, we are aware of the potential impacts that some of our portfolio companies may have on the climate, as well as the various physical and transition risks related to climate change they could be exposed to. Furthermore, we recognise that thoroughly addressing and providing solutions to climate change can be a source of opportunity. As such, climate change is an integral part of our responsible investment strategy. Our commitment to climate change action is further evidenced through our involvement in the iCI.

During the acquisition phase, where relevant, our ESG due diligence process may involve an analysis of climate change-related risks, such as changing regulations and carbon pricing mechanisms, technical hazards, sea-level rise, and extreme weather events.

During the holding period, we measure and monitor the GHG emissions of our carbon intensive portfolio companies as part of our annual ESG survey, and we work with them to develop and implement carbon reduction and climate change adaptation measures. We also assess opportunities that could derive from climate change, such as reducing energy costs by using more energy-efficient technologies.

### Assessing our contributions to the SDGs

All our investments have a significant societal function, and we constantly seek to capture and maximise their positive impacts. We view the United Nations Sustainable Development Goals (SDGs) as an established standard through which we can measure companies' positive contributions. The SDGs also provide a universally recognised framework which we can use in order to work with companies to enhance their impacts. As such, we are committed to aligning our portfolio's activities with the SDGs.

Every year, we assess how our portfolio companies might contribute to the SDGs using various SDG-based KPIs that are reported in our annual Sustainability Report.

## Modification

The subjects dealt with in this Policy are a constant subject of discussion, both within the Antin organisation and outside. Antin will periodically revise this Policy, at least every year and after any significant change in the insights on which it is based.

## Contact

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