2021
ESG REPORT

June 2022

Table of Contents

Jolt Capital as a responsible investor

About Jolt Capital

Jolt Capital SAS is a fully independent private equity firm specialized in technology investing.

The firm was founded and registered as an AIFM in 2011. In ten years, we have invested in 17 companies across Europe and realized 6 exits. At the end of 2021, our portfolio consisted in 11 companies and our assets under management amounted to 186 m€ across 3 funds: Jolt Capital II (vintage 2015), Jolt Capital III (vintage 2017) and Jolt Capital IV (vintage 2020).

We generate returns by enabling technology-rich companies to execute their growth strategies, in sectors that offer strong exit potential across Hardware-Driven solutions and Software-Driven Solutions.

We believe that Europe has a reservoir of untapped potential across the tech sector and a shortage of growth capital. In providing growth capital to our portfolio companies, we transform their value by enabling them to reach critical mass and supporting their growth in new global markets, new product markets and via new acquisitions & build-ups, while mitigating risks.

Passionate for innovation and disruptive technology, we are committed to supporting our portfolio companies in creating and delivering true value to the society.

Our investment focus: Deeptech

We invest in companies generating efficiency gains, improving business processes and solving problems through technology, not through the exploitation of natural or human resources.

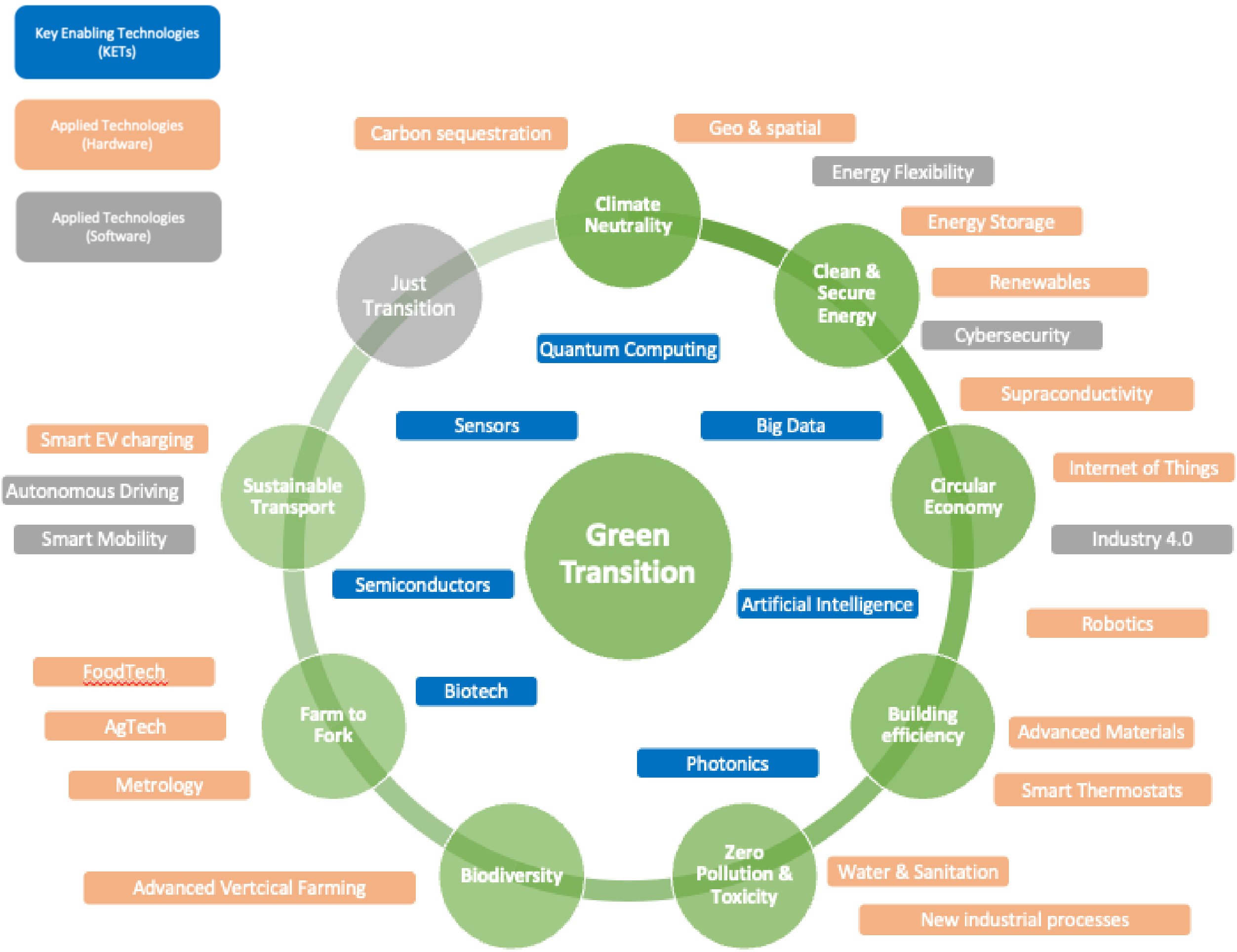
To ensure the effective delivery of such value creation to the society, we have implemented a positive screening approach enabling the proactive selection of companies with an impactful technology – we call this Deeptech - which means a technology able to improve directly or indirectly climate change, resource use, ethical data use, human skills and wellbeing.

Our investments focus on Mobility, Cloud, Sensors, AI, Big Data, Robotics, Internet of Things (IoT), Cyber security, Industry 4.0/connected factories, Semiconductors, advanced materials, energy management and Digital Health.

Deeptech creates Impact

According to a study conducted by the Boston Consulting Group (BCG), 97% of Deeptech companies today contribute to UN Sustainable Development Goals.[1] This is achieved by combining both science and technology, and by breaking outdated business practices to encourage innovation. Our portfolio companies are already actively contributing to 7 SDG without creating harm to any of the 17 SDG.

Jolt Capital's current and future investments in Deeptech support directly or indirectly climate change mitigation & adaptation priorities and the necessary green transition of the society.



[1] https://www.bcg.com/en-in/publications/2021/deep-tech-innovation

Our ESG policy and processes

Jolt Capital responsible investment and ESG Policy is detailed in Appendix 1.

In a nutshell, our policy relies upon three pillars:

1) **Added value:** Jolt Capital targets companies generating efficiency gains and improvement of business processes through technology, not through the exploitation of natural or human resources.
2) **Exemplary governance:** we ensure that none of our operations carry a risk of corruption and that all can operate with complete integrity.
3) **Risk management:** Jolt Capital actively refuses to invest in ESG-sensitive sectors and products.

We firmly believe that accounting for Environmental, Social and Governance (ESG) stakes in investment decisions is vital in ensuring sustainable performance of our portfolio companies.

As a responsible investor and shareholder, we are committed to bringing out the full potential for value creation of each of our portfolio companies, by integrating ESG along the entire investment lifecycle, and by supporting our portfolio companies in promoting economic success, societal progress, environmental stewardship and sound governance. Our responsible investment approach also aims at promoting ESG standards in our industry.

During all key stages of the investment process, from pre-investment to exit, ESG considerations are integrated into decision-making and ownership processes.

- Implementation of a **positive screening approach** for future investments
- Application of an exclusion list for exposure of future investments to **activities in ESG-sensitive sectors**
- Conduct of **ESG due diligences** of each portfolio company, and defining of an action plan to be monitored throughout ownership;
- Request for an active **Board of Directors** with **independent** members

- **Annual reporting** of portfolio companies on ESG performance
- Yearly update of the **ESG due diligence reports and action plans**, on the basis of an interview with management
- Obligation of companies to notify Jolt Capital of **potential incidents and breaches** related to ESG considerations
- **Systematic reporting on HR issues** at every Board meeting
- Whenever possible, **appointing independent Board members** with **strong HR expertise**
- **Actively participating** in Board meetings, ensuring augmented visibility on ESG dimensions

- **Valuing of the ESG actions** implemented during the ownership phase

Our ESG and sustainability commitments

Jolt Capital became a UNPRI signatory in November 2020. As of 2021, we are committed to engage in annual PRI-related reporting to provide our stakeholder visibility on our responsible investment practices.

Moreover, in 2020 we signed the Parity Charter of France Invest and actively monitor the alignment of our practices with the 30 commitments of the charter.

Finally, in 2020, Jolt Capital was granted the French “Relance” label for its Jolt Capital IV fund. This label aims at directing the savings of French households towards investment vehicles sustainably investing in French small and medium enterprises (SMEs).

As of 31st December 2021

- Jolt Capital managed one fund qualifying as Art 8 under SFDR (Jolt Capital IV):
  - primarily targeting investments that consider ESG factors and promote environmental characteristics,
  - adopting the mandatory PAI indicators.

- The overall share of assets under management taking ESG criteria into account were:
  - for Jolt Capital IV : 37,576 M€
  - for Jolt Capital III : 106,338 M€
  - for Jolt Capital II : 54,237 M€

Report on Jolt Capital II and III funds

Qualification under Art 6 of SFDR

Jolt Capital II (also named Jolt Targeted Opportunities) and Jolt Capital III, respectively 2015 and 2017 vintage funds, represented a total AUM of 160,575 M€ at the end of 2021.

Under the SFDR framework, both funds qualify as Article 6 funds. Given this classification an environmental footprint assessment was not carried out for the portfolio companies held by these funds.

Nonetheless, the portfolio companies of both funds have complied with Jolt Capital's ESG policy, ensuring that various Environmental, Social and Governance characteristics have been implemented as a safeguard. These include:

- ESG risk management integrated in the decision-making process,
- Considerations on the adverse impacts of decisions on long-term sustainability,
- Screening in compliance with national and international legal requirements,
- Exclusion list in controversial industries/sectors.

In addition to the above, the portfolio companies completed an annual ESG assessment questionnaire allowing Jolt Capital to monitor their progression year on year. It is worth reporting that, for 2021:

- at the Governance level, all companies had at least one independent board director;

- no major ESG incident or social litigation were reported for any of the companies;

- all companies have implemented annual profit-sharing schemes or collective compensation schemes (stock options, bonuses etc.) which go beyond legal requirements;

- all companies requested that employees undergo training at least once in the financial year (examples of this for Software companies include Anti-Bribery and Anti-Harassment trainings; examples of this for Hardware companies include trainings on leadership, software tools, and environmental training);

- the total headcount of the portfolio reached 568 individuals in total, representing a **(20.2%)** increase year on year;

- all companies implemented various policies at a governance level (including Human Rights policy, Bribery Policy, Money Laundering policy, Sustainable Sourcing Policy/Charter, Health and Safety Policy, Code of Conduct Policy, Environmental Policy etc).

Portfolio overview

At the end of 2021, the portfolio of Jolt Capital II and Jolt Capital III consisted in the following companies:

- **Unity SC** is a leader in metrology and inspection solutions for the semiconductor industry. The company combines advanced technologies in automated optical inspection and 3D imaging with microscopy, temporal-mode interferometry, and spectrometry, which enables customers to deliver higher yields and faster time to market solutions.

- **Alpha Mos** is a pioneer in sensory analysis solutions digitizing the human senses. The company combines technologies able to discern odours, tastes, and visual patterns electronically, using a combination of specimen profiling, data analytics, chromatography and state of the art proprietary sensors.

- **Interel** is a global provider of online Guest Room Management Systems & Energy Conservation solutions in the hotel industry. As a vertically integrated company, Interel manages the design, engineering, manufacturing, supply, supervision, commissioning, and after-sales service.

- **Blackwood Seven** is an analytics firm within Media & Marketing, using artificial intelligence (AI) and advanced platform technology to enable advertisers to predict, execute & evaluate real business outcomes of their media investments. The company provides genuine transparency & measurability to allow advertisers measure the efficacy & efficiency of the media spending.

- **Vectaury** offers a geo-location based programmatic advertising platform for retailers and brands that have physical stores, enabling them to better target their customers. Vectaury's data-centric geo-fencing tool allows advertisers to interact throughout their customers' journeys (>25 million profiles).

- **Nil Technology (NILT)** enables high-volume manufacturing of innovative optical components. More specifically, the company is a specialist in nano-imprint lithography: it designs and supplies meta lenses and other unique solutions to the Consumer Electronics, Biotechnology or the Food Industry.

- **4 Jet** develops innovative laser systems for cleaning, patterning, marking, cutting and modifying materials to achieve high-quality component surfaces. 4Jet creates highly capable integrated machine solutions for the industrial production by combining laser process technology, optics, machine vision, automation and software.

- **Sinequa** is an independent software vendor providing a cognitive search and analytics platform for Global 2000 companies and government agencies. Combining search with advanced Natural Language Processing (NLP), Machine Learning and Deep Learning algorithms, the solution extracts insight from both structured and unstructured data for users in their work context.

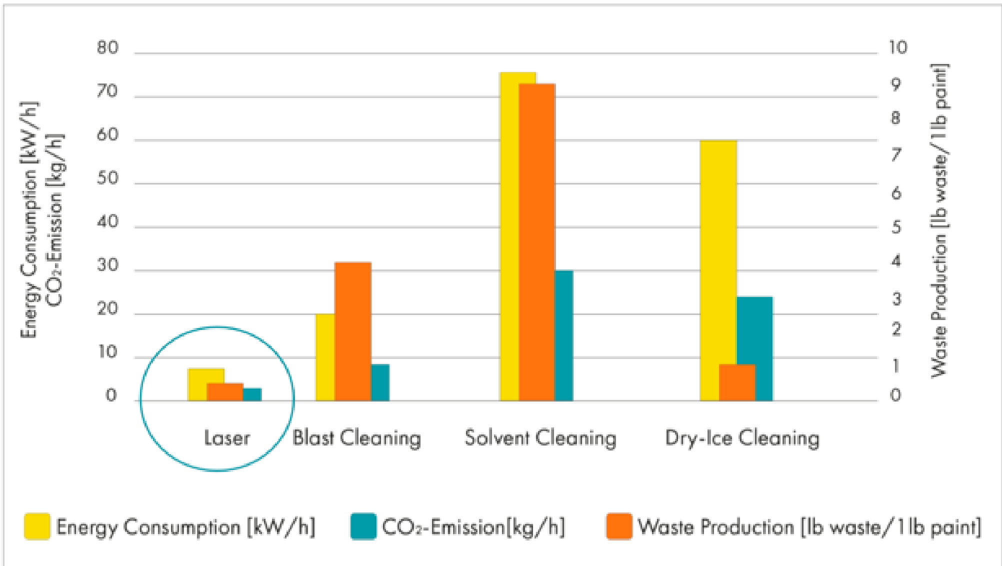
- **Efficient IP** enables secure and dynamic IP communication between users and apps/services by securing DNS services for protecting users, apps and data and ensuring service continuity, and simplifying life-cycle management of DDI resources, via smart automation, cross-platform visibility and policy control.

Focus on 4 Jet: a company with a strong impact

Through technology and innovation, 4 Jet's "dry manufacturing" process transforms the traditional industry (automotive, tire, glass, …).

With its laser system technology for cleaning, patterning, marking, cutting and modifying materials, the company replaces conventional manufacturing processes which are often wet and dirty (ie: using chemicals and water). This new manufacturing process allows for huge savings in terms of energy, water, detergent, GHG emissions, etc.

Reducing Emissions and Waste by Dry Laser Surface Cleaning



Data for Removal of 0,5kg Paint with different technologies

Overall 4Jet's laser surface treatment allows for up to 11 times lower energy consumption, 18 times lower waste production and 12 times lower CO2 emission. It also provides the thin film photovoltaic industry with solutions to optimize the efficiency and cost of solar modules.

4Jet is therefore actively contributing to five SDG.

Ensure availability and sustainable management of water and sanitation for all

Target 6.3: by 2030, ensure improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

Ensure access to affordable, reliable, sustainable and modern energy for all

Target 7.2: by 2030 increase substantially the share of renewable energy in the global energy mix

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target 9.4: by 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes,

Ensure sustainable consumption and production patterns

Target 12.5: by 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Take urgent action to combat climate change and its impacts

Target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Report on Jolt Capital IV fund

Fund overview

This Fund was closed in 2020 and qualifies under Art 8 of SFDR (see RTS in appendix).

At the end of 2021, the portfolio consisted in two companies: Virta and Kebony.

VIRTA

Founded in 2013, Virta is one of the fastest-growing electric vehicle charging platform in Europe and operates in over 30 countries, working with hundreds of partners to build future-proof Electric Vehicle (EV) charging businesses. Its digital platform connects all the key players in the EV ecosystem and provides services for the entire value chain. Virta offers one of the most cost-effective channels to launch, scale, and operate commercial services in the EV charging ecosystem – as a primary business or as a value-added service.

Headquarters	Helsinki, Finland
Offices	Berlin, Stockholm, Paris, London, Singapore
Number of employees	127
Global reach	Over 30 countries with charging networks on the Virta platform Serving 7.1% of EV drivers in Europe

KEBONY

With 15 years of experience, Kebony redefines standards in the timber industry and offers new possibilities for wood as a sustainable construction material. Its patented process enhances the properties of sustainable wood with a bio-based liquid, increasing its strength and durability. With production facilities located in Norway and Belgium, Kebony has sales and distribution across Europe, spanning into North America and the rest of the world.

Kebony has received multiple awards in innovation, environment and marketing, such as the Global Cleantech 100, Surface Design Awards, Build-It Awards, European Product Design Award, Timber Trade Journal Award, Architizer A+ Award, Wood Design and Building Awards. In 2021 Kebony won the BLT Built Design Awards and the Paris DNA Design Awards and was a finalist in the 2021 WAN awards.

Headquarters	Oslo, Norway
Production facilities	Norway and Belgium
Number of employees	123
Global reach	Sales in more than 30 countries

2021 ESG performance of portfolio

Summary of 2021 ESG KPIs at fund level

CSR Management	
Percentage of portfolio companies that discuss sustainability issues at the Supervisory board at least once a year	100%
Percentage of portfolio companies that have a formalised CSR action plan and/or objectives	100%
Environment	
Percentage of portfolio companies having implemented specific measures to improve their environmental impact (e.g. improving waste management, water management, energy efficiency, etc.)	100%
Total carbon emissions from Scope 1 (in tons of CO_2 eq.)	1 055
Total carbon emissions from Scope 2 (in tons of CO_2 eq.) - location based	712
Total carbon emissions from Scope 2 (in tons of CO_2 eq.) - Market based	1 937
Total carbon emissions from Scope 3 (in tons of CO_2 eq.)	16 821
Scope 1 carbon intensity (in tons of CO_2 eq. per m€ of revenue)	15
Scope 2 carbon intensity (in tons of CO_2 eq. per m€ of revenue) Location Based	10,0
Scope 2 carbon intensity (in tons of CO_2 eq. per m€ of revenue) Market Based	27,3
Scope 3 carbon intensity (in tons of CO_2 eq. per m€ of revenue)	320
Total carbon emissions (Scope 1, 2 and 3) Location Based	18 588
Total carbon emissions (Scope 1, 2 and 3) Market Based	19 813
Total carbon intensity (Scope 1, 2 and 3 – in tons of CO_2 eq. per m€ of revenue) Location Based	262
Total carbon intensity (Scope 1, 2 and 3 – in tons of CO_2 eq. per m€ of revenue) Market Based	279
Average Power Usage Effectiveness of data centres [Software sector]	1,7
Social	
Total annual Job creation	26
Average turnover rate	18%
Average percentage of employees who had a training provided over the year	92%
Average percentage of women among total headcount (%)	27%
Average percentage of women among senior management positions (%)	21%
Average occupational accident frequency rate	8,82
Average occupational accident severity rate	0
Percentage of portfolio companies having implemented value-sharing schemes	100%

Governance	
Average percentage of women within the Board	20%
Average percentage of independent members within the Board	33%
Percentage of portfolio companies having at least one independent member within the Board	100%
Average percentage of women within the Executive Committee	29%
Supply Chain	
Average percentage of products by revenue that contain critical materials [Hardware sector]	0%
Percentage of portfolio companies that have adopted an eco-design approach for their products [Hardware sector]	0%

Governance of sustainability topics

Jolt Capital firmly believes that a solid governance system relating to all ESG issues within a company is vital in ensuring that ESG policies, procedures and initiatives are appropriately implemented and managed. Moreover, Jolt Capital closely monitors its portfolio companies' ESG performance through a dedicated set of key performance indicators.

Percentage of portfolio companies that discuss sustainability issues at the Supervisory board at least once a year

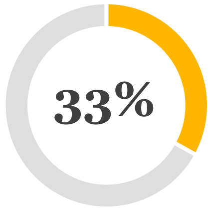
Percentage of portfolio companies that have a formalised CSR action plan and/or objectives

In 2021, 100% of the portfolio companies of Jolt Capital IV discussed sustainability issues at a Supervisory board level. In addition to this, both companies also appointed a dedicated person in charge of sustainability matters.

Virta and Kebony have both demonstrated strong commitments to sustainability through formalized CSR action plans, supplemented by specific measurable objectives. Virta's sustainability policy is available on the company's website as of March 2022 with detailed commitments and key performance objectives on the company's most material matters. Kebony published its first sustainability report in April 2022 which includes an in-depth analysis on the Company's sustainability strategy and initiatives.

The 2 portfolio companies both carried out materiality assessments to identify and prioritize the most relevant sustainability risks and opportunities across their value chain.

Percentage of portfolio companies having at least one independent member within the Board



Average percentage of independent members within the Board

As stated by the G20/OECD Principles of Corporate Governance[2], independent board members can bring an objective view to the performance evaluation of the board and management, as well as external knowledge and expertise to the decision making. In addition, they can play an important role in areas where the interests of management, the company and its shareholders may diverge. For this reason, in 2021, 100% of the portfolio companies of Jolt Capital IV have at least one independent member within the Board of Directors, which translates into an average of 33% independent members overall for the portfolio.

Business Ethics

Management and monitoring of business ethics within a company allows the company to safeguard itself and its employees from any risks associated with its activities, ultimately aiming at a better level of control over these risks, when and if identified. To promote this idea, 100% of the portfolio companies have a Code of ethics in place. In addition, both companies have implemented a whistleblowing scheme, enabling employees and relevant stakeholders, to report any potential breach of conduct.

In 2021, zero incidents of corruption or bribery were recorded among the portfolio companies.

Data management and security

As a software company with a transaction-based business model, security and privacy are top priorities for Virta. The Company complies with all relevant regulatory requirements and has held an ISO27001 certification since 2019. The certification demonstrates that Virta has implemented an information security management system (ISMS) which meets the internationally recognized standard. Virta's ISMS ensures that strict security controls are in place to protect customer data and ensure secure operations of Virta's products and services.

Moreover, a Data Protection Officer was appointed and 100% of employees took part in GDPR training. In 2021, the Company faced no data security breaches and no controversies or incidents regarding customer privacy were reported.

[2] https://www.oecd-ilibrary.org/governance/g20-oecd-principles-of-corporate-governance-2015_9789264236882-en;jsessionid=wgTgp78EOooEY5fxaJOmbHJl.ip-10-240-5-190

Environmental management

In 2021, the two portfolio companies implemented specific measures to lower their environmental impact. In a context of rising concerns about climate change, the two portfolio companies are firmly focused on measuring and reducing their environmental footprint as well as increasing the share of renewable energy in their respective energy mix.

Percentage of portfolio companies having implemented specific measures to improve their environmental impact (e.g. improving waste management, water management, energy efficiency, etc.)

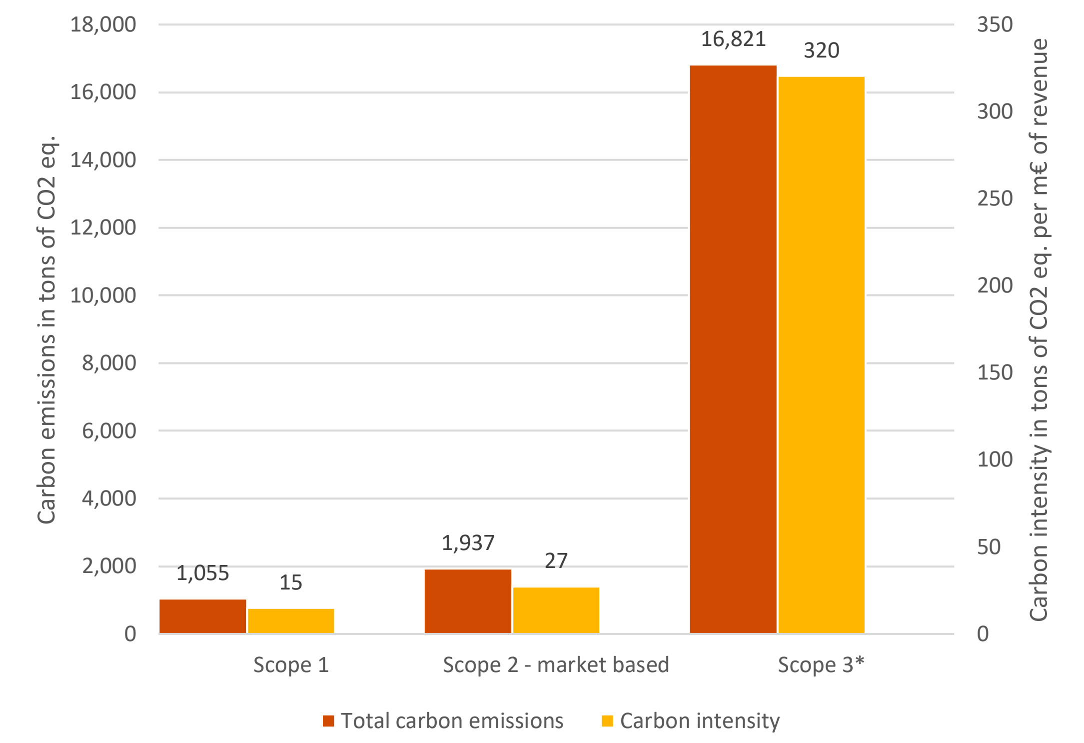
Moreover, the 2 companies both obtained an environmental certification or label. In 2021, Virta underwent an assessment by EcoVadis and was subsequently awarded a Silver Medal. This yearly assessment will continue to track Virta's sustainability performance.

As a software company, Virta generates a limited amount of waste. However, the Company is raising awareness among its employees on circularity, regarding both its workplace and the potential impact of the technology sold to customers. Electronics' end-of-life is a growing global challenge that Virta is actively tackling by minimizing electronic waste where possible in the company, and by ensuring that electronic waste is recycled. Virta has ambitious plans to reduce any negative impact resulting from the company's activities.

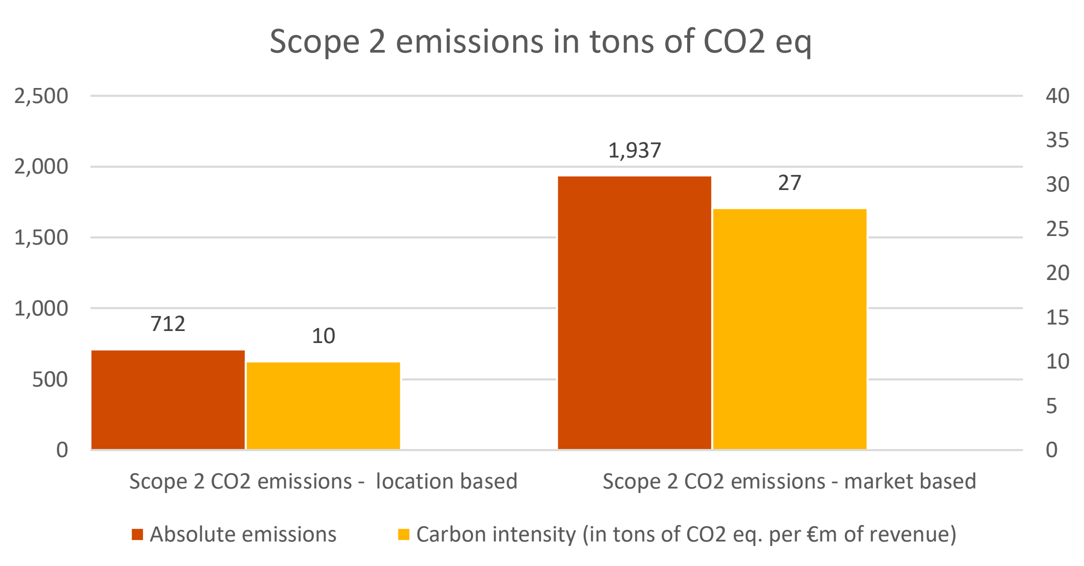
All goods delivered by Kebony are Swan Eco-labelled. The Swan is the official Nordic Eco-label, introduced by the Nordic Council of Ministers, to help consumers choose the most environmentally friendly products.

Virta Mobile App

New Kebony factory



*Scope 3 only includes data from Kebony



100% of portfolio companies have implemented active measures to encourage the energy transition and the reduction of GHG emissions.

The average Scope 1 carbon emissions of 1055 tons of CO2 eq. are linked to Kebony's production process.

The portfolio companies witnessed on average scope 2 carbon emissions of 1937 tons of CO2 eq. Both companies put in place measures to reduce these emissions.

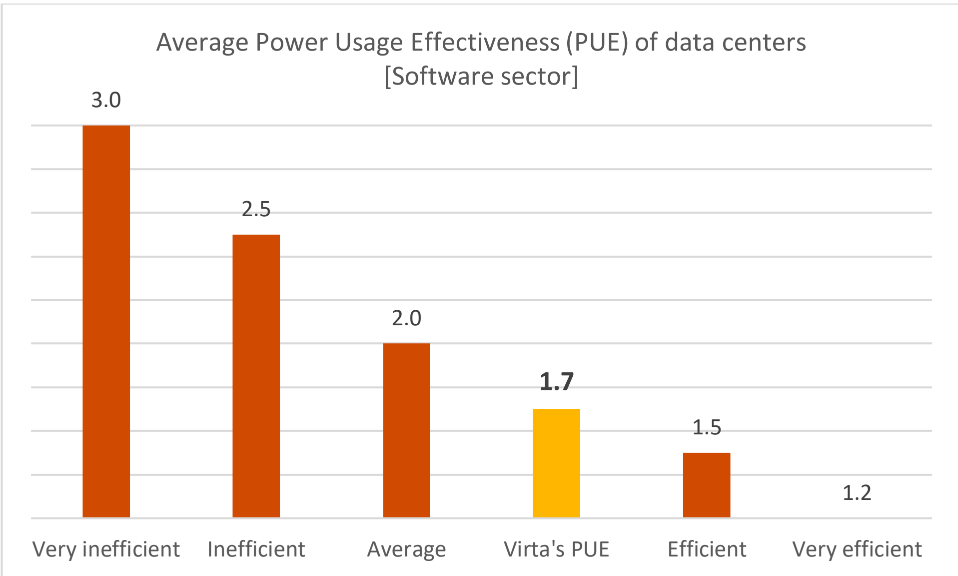
Virta's headquarters are already running on carbon free energy sources, with a goal of 100% of the offices running on renewable energy in the coming years. As of February 2022, all of the company cars are fully electric. Currently, Virta's network in Finland is running on low carbon energy sources. Virta's goal is to provide a low carbon electric vehicle charging network.

Kebony purchases renewable electricity in Norway and Belgium and plans to set emission reduction targets in 2022 that are aligned with the Paris Agreement. Based on the average lifetime of its products, that is longer than those of several alternatives, and their carbon lock-in characteristic, Kebony shows great promise in contributing to carbon emission reduction goals.

The fund's results for Scope 3 are solely based on Kebony's reported data.

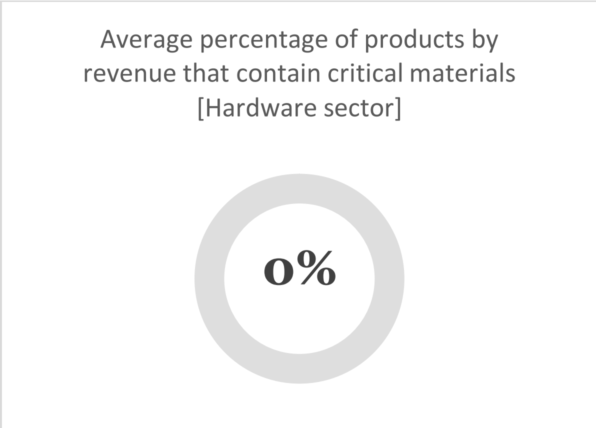
Kebony also carried out life cycle assessment of its products to map emissions throughout the entire value chain. The Company identified emissions from the production of organic additives as a significant contributor to its carbon footprint. Nearly three quarters of indirect GHG emissions stem from the production of these additives. The company has identified measures to reduce reliance on these additives in the future.

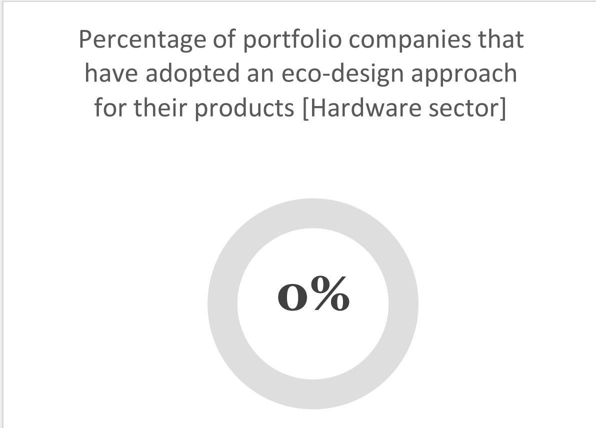
Virta plans to work with an external provider to assess scope 3 emissions by the end of 2022. Hardware suppliers (EV charging stations) and software suppliers (telecom companies, AWS) are likely to be significant sources.



Source PUE scale : https ://www.akcp.com/articles/what-is-power-usage-effectiveness-in-data-center/

Compared to benchmark, Virta demonstrated a strong performance in energy efficiency of its data centers in 2021. Virta's PUE amounted to 1.7 translating in a slightly above average result in terms of efficiency.





None of the companies of Jolt Capital IV fund use or produce products containing critical materials. Kebony's technology modifies wood by forming locked-in furan polymers in the wood cell walls. The process is based on impregnation with furfuryl alcohol, which is produced from agricultural crop waste.

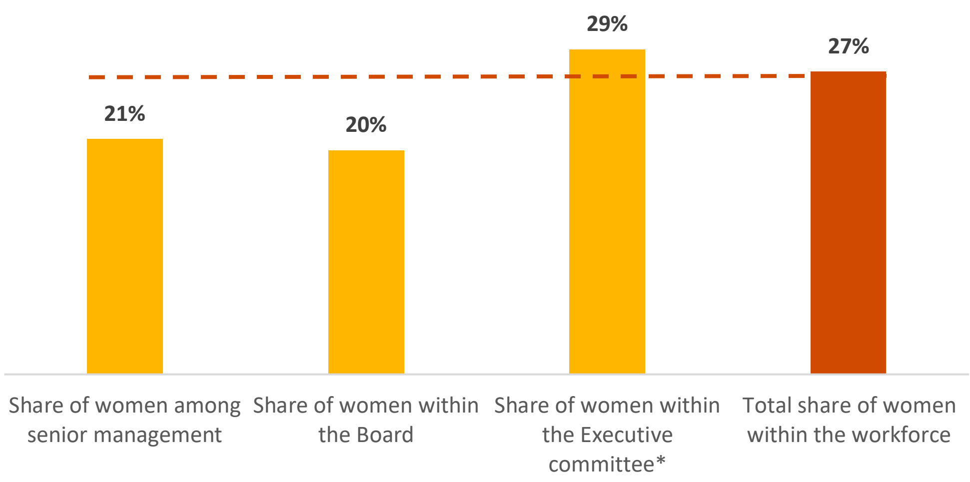
Although Kebony has not yet adopted a formal eco-design approach, the company has developed a circularity approach regarding production and will continue looking for more circular solutions which could be deemed compatible with their products. In addition, Kebony is currently considering the possibility of using its products as firewood at the end of their life cycle.

Finally, no environmental controversies or incidents were reported for 2021 at either company.

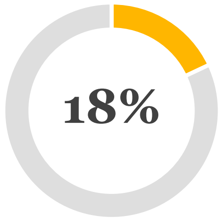
Human Resources management and Health and Safety

Both portfolio companies have formalized and implemented a HR policy.

Average percentage of women within the workforce by category



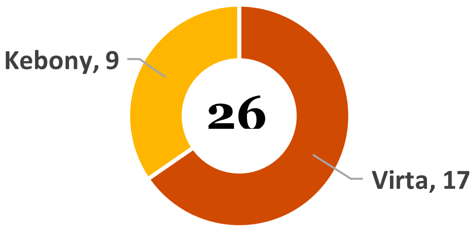
A diverse and inclusive workplace is of upmost importance for the portfolio companies of Jolt Capital IV, who view it as a driver for positive performance. Strong initiatives and policies were deployed in 2021, resulting in a strong representation of women across management and governance bodies compared to the share of women within total workforce (27% on average). Both companies focus on the recruitment process, as a mean to improve workforce diversity & inclusion.



Average turnover rate

The 2021 turnover rate can be directly linked to the aftermath of the Covid-19 pandemic and the wave of resignations that it triggered in many parts of the world. As such, the average 18% turnover rate witnessed among the portfolio companies of Jolt Capital IV reflects current trends in the job market.

Nonetheless, both companies experienced strong performance showed by a significant growth of their workforce. Over the course of 2021, the portfolio companies saw 26 job creations, translating in a 7% increase of the workforce for Kebony and 13% for Virta.

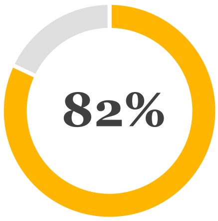


Annual Job Creation

Percentage of portfolio companies having implemented value-sharing schemes

The two companies view employee wellbeing and satisfaction as a major opportunity and aspire to provide the safest work environment, while continuously evaluating the best ways to improve. In 2021, this translated in the implementation of several measures including higher safety standards, value-sharing schemes, and increased training.

Virta is committed to employee well-being and satisfaction and monitors the retention rate and employee satisfaction on a continuous basis (eNPS). Engagement is cultivated by strong company values and culture, linked to performance management, as well as meaningful company goals and commitments to sustainability.



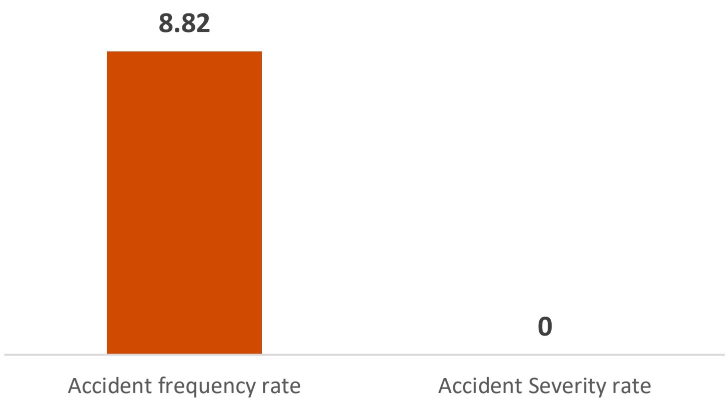
Average percentage of employees who had a training provided over the year

On average for both companies, 82% of employees received training in 2021. Both companies focused on training related to business ethics (code of conduct, anti-corruption), safety, as well as other business-related trainings. Virta notably provided its employees with training on GDPR, diversity and inclusion, as well as sustainability matters.

Within the Jolt capital IV fund 100% of portfolio companies have formalized and implemented a Health and Safety policy. Both companies strive for continuous improvement in the health and safety policies and procedures, to reach an ultimate goal of zero incidents.

None of the companies faced any social controversies in 2021.

Average occupational accident rates*



*Reported data for Kebony only

Kebony aims at keeping customer satisfaction high, with zero tolerance for putting customers or end users at any health or safety risks. No health and safety incidents were reported from customers, contractors or end users during 2021. In addition, there were no legal proceedings associated with product safety.

Employees' health and safety is also a top priority for Kebony. Working at the production sites implies working with large, sharp and heavy objects as well as rotating machinery. Moreover, Kebony's production processes use organic chemicals that can pose health risks in high concentrations. According to management, “we ensure that the occupational environment contaminants measured in Kebony's factories are kept well below the strict official work standard requirements through good ventilation and management of volatile compounds.

In 2021 Kebony recorded two incidents, none of them resulting in any absences. All employees received safety training in 2020 and 2021, building a foundation for safe operations going forward.

Value chain management

In 2021, both companies had formalized a Supplier Code of Conduct.

Kebony's major suppliers are required to sign the company's general purchasing conditions, and Kebony will not work with business partners who refuse to sign the conditions. With respect to wood sourcing, Kebony has implemented a strict policy to only buy certified wood, focused on FSC or PEFC certification.

Kebony has already mapped out the main environmental and social risks associated with its supply chain and will establish a supplier assessment system in late 2022.

In 2021, Virta has enforced a Supplier Code of Conduct for its core suppliers, as well as every new supplier, and will progressively apply it to all its suppliers. Virta carried out a supply chain assessment and started auditing its suppliers back in 2020.

Virta EV charging station

Soft wood forest

Focus on Virta

At the end of 2020, there were 10 million electric cars in the world, following a decade of exponential growth. Electric car registrations increased by 41% in 2020, despite the pandemic-related worldwide downturn in car sales, in which global car sales dropped by 16%[3].

The resilience and growth of the EV sector is supported by regulatory frameworks (key policies such as CO2 emissions standards and zero-emission vehicle mandates), additional purchase incentives put in place by governments, decreasing cost of batteries and increasing number of charging stations.

Europe has become the largest EV market, and in this context of growing electrification of mobility, the sector of EV charging infrastructure and digital platforms is rapidly consolidating. Amidst this growing market, Virta has been able to differentiate itself from competition with its end-to-end EV charging infrastructure solutions, including load balancing, payment processing, roaming and vehicle-to-grid (V2G) management. Innovation is a key driver at Virta, which is materialized by the large number of patents filed by the company. Virta's path to a positive concrete impact on the environment and society is detailed in the Company's Sustainability Policy, available on Virta's website.

Virta connects all the key players in the electric vehicle ecosystem and provides services for the entire value chain. Through its unique solution of smart charging, the company can turn electric vehicles into an agile network of energy storage for the electricity grid. Virta will therefore have a profound impact on the transition towards a low carbon economy, as it not only supports the electrification of light mobility but also provides energy producers and distributers with a massive network of decentralized battery storage through charging EVs. This solves one of the biggest downsides of wind and solar renewables and helps integrating more renewable in the grid.

Virta is therefore actively contributing to SDG 7, to ensure access to affordable and clean energy for all.

Ensure access to affordable, reliable, sustainable and modern energy for all

Target 7.2: by 2030 increase substantially the share of renewable energy in the global energy mix

Target 7.3: by 2030, double the global rate of improvement in energy efficiency

Virta's intent is to provide 100% low carbon electric vehicle charging by progressively increasing the percentage of energy charged from low carbon energy sources in its network. In Finland, the cost of EV charging is directly impacted by the local grid mix pushing for more electricity from renewable sources available at charging stations and incentivizing energy producers to deploy faster renewable electricity production units.

[3] IEA - Global EV outlook 2021 (April 2021) https://www.iea.org/reports/global-ev-outlook-2021

Virta is contributing to SDG 9, by offering an energy efficient, low carbon mobility solution.

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target 9.4: by 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

As a software company, Virta's waste and material use are primarily related to the technology used and the technology sold. The proper disposal of technology is an important focus area world-wide, with electronic waste being one of the most difficult to recycle. Virta is seeking to manage this waste effectively and ethically, and to implement a circular model where waste is avoided as much as possible and materials are reused. The company contributes to SDG 12 by minimizing electronic waste where possible, and by ensuring that electronic waste is correctly recycled at the end of the product life cycle.

Ensure sustainable consumption and production patterns

Target 12.2: by 2030, achieve the sustainable management and efficient use of natural resources

Target 12.5: by 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

Virta conducts business in accordance with applicable health and safety requirements and strives for continuous improvement in the health and safety policies and procedures to archive the "zero occupational health incidents, accidents or near misses" internal goal. The company also has an Occupational Health and Safety committee which continuously monitors and develops procedures for the safety and health of employees.

Furthermore, Virta strives for equal opportunity and equal pay for equal work for all employees and at all company levels. Employees are trained on diversity and inclusion and any incident of discrimination and abuse is reported; if any, corrective actions are subsequently taken.

Because Virta is a pioneer in the two most critical enablers of a low carbon economy (smart mobility and energy management), it also seeks to achieve a positive impact on the environment and society at large, going beyond the company's financial footprint. For Virta this means contributing to the economies it is a part of in an active manner acting with integrity, respecting employee's rights, engaging and developing with the employees, sourcing responsibly and ensuring a safe workplace.

Virta is committed to create a safe and inclusive workplace which contributes to SDG 8.

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Focus on Kebony

The Renovation Wave for Europe Strategy adopted by the European Commission in October 2020 in the framework of the European Green Deal focuses on the importance of investing in resource efficiency and circularity and to start seeing buildings as “carbon sinks” to achieve a climate-neutral building stock in the long term. This can be achieved by using low-impact and bio-based construction materials, such as sustainably sourced wood. Not only this helps capture existing CO_2, but this also avoids the additional emissions associated with the production of conventional building materials.

In this context, Kebony’s business is naturally aligned with future demand trends for construction materials. By engaging regularly with customers, installers and end users of their products, the company was able to better understand their needs and requirements and build a continuous improvement culture that led to the conception of products that are maintenance free and long-lived with an average lifespan of 24 years.

The unique technology used by Kebony to transform soft woods into a building material that has similar, if not better, characteristics than tropical hard wood offers a viable substitute that does not require extensive exploitation of tropical rain forests. By extending the lifetime of fast-growing and well-managed soft woods from temperate forestry, used in Kebony production, carbon sequestration can be achieved with the re-growth of the forests and Kebony's extended product lifetimes.

While Kebony has a potential biodiversity impact in areas from where timber is sourced and consequently a potential negative impact on SDG 15, the benefits associated to lower exploitation of some of the most biodiverse regions on the planet are much greater.

The company is highly aware of these impacts and has implemented a strict policy on wood sourcing to minimize any potential adverse impact. All the wood used as raw material is FSC certified as FSC Mix 70 % or higher.

Kebony is therefore actively contributing to SDG 15, by only purchasing certified wood and by offering a direct substitute to tropical wood, thus reducing demand for wood from the most biodiverse regions.

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Target 15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

In addition to being a viable alternative to other wood products (such as untreated softwood and hardwood, thermally modified wood, chemically modified wood) in terms of durability, strength, hardness, Kebony products also provide large environmental benefits as an alternative to other building materials that have a much higher carbon footprint (such as concrete, ceramic tiles or steel).

Kebony effectively managed to integrate environmental and social concerns in its strategy, using climate goals as a mean to drive sustainable innovation and market products that are adapted to present and future demand. By offering a more sustainable and innovative solution than traditional building materials, Kebony contributes positively to SDG 9.

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Target 9.4: by 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

In 2021, Kebony developed a Greenhouse Gas (GHG) inventory as a first step in its ambition to be Net Zero by 2035 and will commit to the Science Based Targets initiative (SBTi) within 2022, thus setting a pathway to further reduce greenhouse gas emissions towards carbon neutrality.

Kebony contributes positively to SDG 13 since CO_2 is captured by trees during growth and locked within Kebony's long lasting products. 36 000 tons CO_2 were contained in products produced in 2021.

Take urgent action to combat climate change and its impacts

Target 13.2: Integrate climate change measures into national policies, strategies and planning

Although Kebony's CO_2 emissions may have a negative impact on the same sub-goal, Kebony identified and assessed GHG emissions linked to its activity and its value chain, and calculated its first GHG inventory, available in the Company's extra-financial reporting in Annex (Kebony CSR Report 2021).

Most of Kebony's carbon emissions come from scope 3, a big part of which is associated with the production, transport and sourcing of raw materials used for Kebony products, particularly the production of organic additives.

Furfuryl alcohol (FA), a key input in the Kebony production process, requires hydrogen that comes from natural gas. Switching to FA produced from biogas or green hydrogen will cut emissions in the FA value chain significantly and reduce carbon footprint by approximately 25%. The company has strong plans over the course of the coming year to reduce dependency on FA by working closely with suppliers to ensure that these measures are implemented by 2023.

Furthermore, the adjuvant citric acid is a contributor to Kebony's carbon footprint, because its industrial production is currently based on fossil feedstocks. Switching to bio-based sources derived from renewable raw materials could eliminate these emissions, a solution that Kebony plans to explore with its suppliers.

In addition to actively seeking more 'climate friendly' solutions for its necessary organic chemicals, Kebony explores new ways of sourcing wood closer as well as treating wastewater more effectively - these two combined would reduce GHG emissions from transport and water treatment. Another goal of the company is to improve energy consumption and to use renewable heat sources by replacing natural gas consumption throughout its factories.

Kebony is continuously improving its methods in handling waste production, with a special focus on wood and liquid waste, which represent the biggest waste streams for the company. The hazardous waste, which mainly stems from contaminated water and condensation from Kebony's production processes, is disposed through biological wastewater treatment, energy recovery or recycling. Kebony is actively seeking more circular solutions and has already implemented several measurable targets on waste reduction.

Kebony is also strongly committed to minimizing its environmental footprint from waste generated. The company's commitment to responsible waste management and its efforts to maximize reuse and recycle were successful in 2021. From a total of 5057 tons of disposed waste (including 4131 tons of hazardous waste), 98% was recycled or recovered. Kebony therefore actively contributes to SDG 12 by being efficient with resources and sourcing renewable raw materials where possible.

Ensure sustainable consumption and production patterns

Target 12.2: by 2030, achieve the sustainable management and efficient use of natural resources

Target 12.5: by 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

In coherence with SDG 8, employees' wellbeing and health and safety is a top priority for Kebony. This is true for all employees, with a special focus on employees in production jobs. Kebony adopted a "safety first" approach and works towards a zero-accident goal while simultaneously cultivating a safety culture among employees and providing regular trainings.

Regarding employee wellbeing, Kebony is committed to promoting diversity and equal opportunity in the workplace. The company also plans to further diversify its employee base in terms of gender, age and culture.

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

For any question please contact Jolt Capital compliance team

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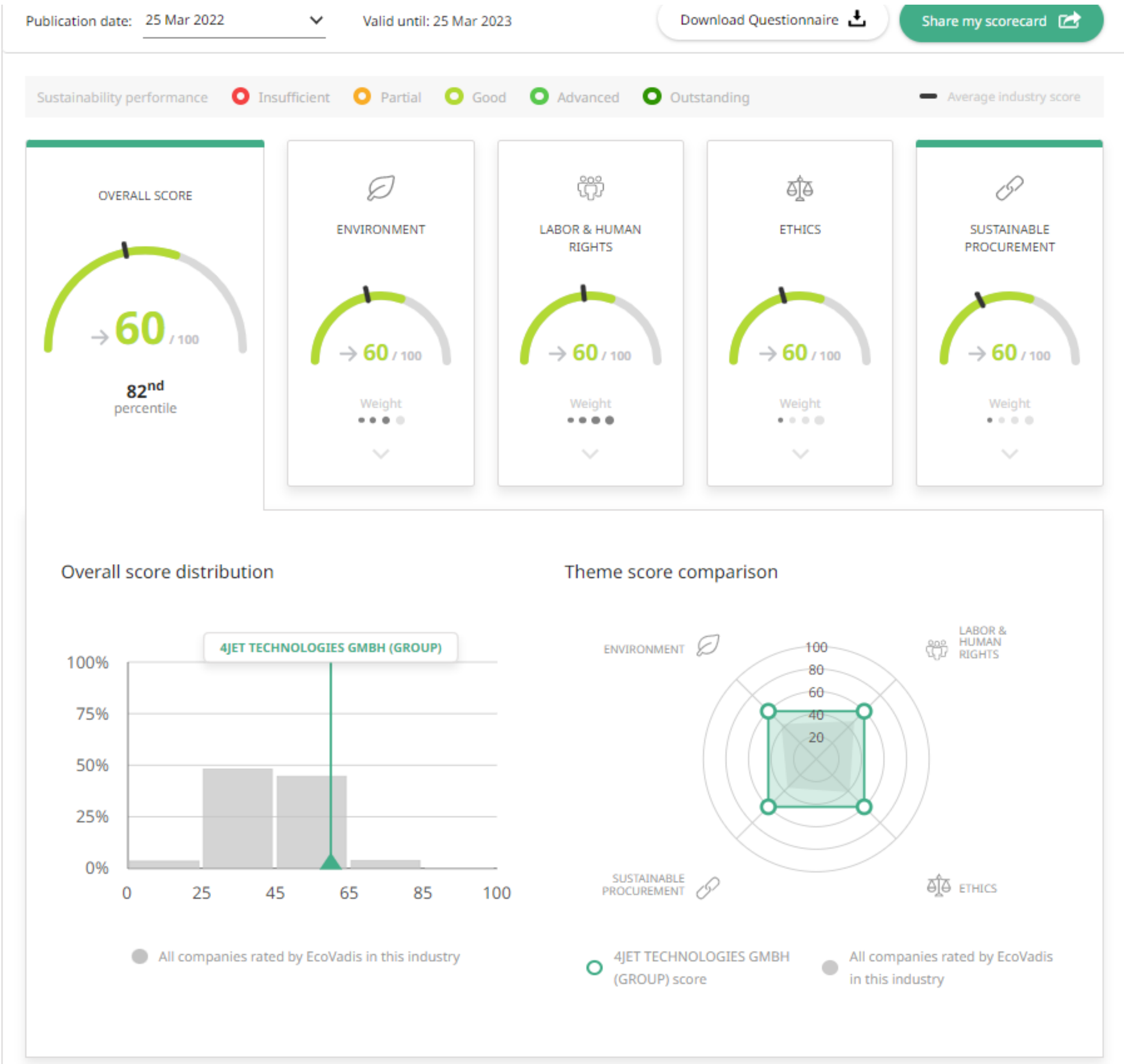
Appendix 1: Jolt Capital Responsible Investment and ESG Policy

https://static1.squarespace.com/static/62287d861ec29f299800d141/t/62af79bed3cb7319b9e83252/1655667137350/esg_joltcapital.pdf

Appendix 2 : 4 JET EcoVadis score card 2021



Appendix 3 : Kebony 2021 CSR Report

https://kebony.com/wp-content/uploads/2022/04/KE_CSR-SinglePage_2204062.pdf

Appendix 4 : Virta 2021 Sustainability Report

https://www.virta.global/hubfs/Sustainability%20Policy%20Virta%202022%20EN.pdf

Appendix 5 : Jolt Capital IV RTS Annex

Template periodic disclosure for financial products referred to in Article 8(1) of Regulation (EU) 2019/2088 and Article 6 of Regulation (EU) 2020/852

Disclaimer: Please find RTS questions in **red text** and answers shown in black text.

Product name/legal identifier: Jolt Capital IV

Legal entity identifier: Jolt Capital

Does this financial product have a sustainable investment objective?
[tick and fill in as relevant, the percentage figure represents the minimum commitment to sustainable investments]

Yes	x **No**
It will make a minimum of **sustainable investments with an environmental objective:**	It promoted **Environmental/Social (E/S) characteristics** and while it did not have as its objective a sustainable investment, it had a proportion of 30% of sustainable investments
in economic activities that qualify as environmentally sustainable under the EU Taxonomy	With an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy
in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy	With an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy
	With a social objective
It will make a minimum of **sustainable investments with a social objective:** __%	x It promoted **Environmental/Social (E/S) characteristics, but did not make any sustainable investments**

To what extent was the sustainable investment objective of this financial product met?

[list the sustainable investment objective of this financial product and describe how the sustainable investments contributed to the sustainable investment objective. For financial products referred to in Article 5 of Regulation (EU) 2020/852, in respect of sustainable investments with environmental objectives, indicate to which environmental objectives set out in Article 9 of Regulation (EU) 2020/852 to the investment underlying the financial product contributed to. For financial products referred to in Article 9(3) of Regulation (EU) 2019/2088 indicate how the objective of a reduction in carbon emissions was aligned with the Paris Agreement]

This financial product has no sustainable investment objective under the definition of the European Regulation (EU) 2020/852.

Jolt Capital IV promotes Environmental and Social characteristics.

- How did the sustainability indicators perform and compared to previous periods?

Jolt Capital fund IV was created in 2021, there is no previous performance registered.

Note: Jolt Capital relies on the use of a wide range of environmental and social Key Performance Indicators (KPIs) to assess and monitor performance of portfolio companies/ assets, and to set specific roadmaps and targets for improvement.

- What were the objectives?

Even though Jolt Capital fund IV does not have a sustainable investment objective according to the Regulation (EU) 2020/852, Jolt Capital observes a positive screening approach regarding investments. ESG considerations are integrated into decision-making and ownership processes at all key stages of the investment process, from pre-investment to exit.

Jolt Capital is committed to investing in companies generating efficiency gains and improvement of business processes through technology, not through the exploitation of natural or human resources. To ensure the effective delivery of this value creation for society, Jolt Capital has decided to develop a positive screening approach which enables the proactive selection of companies with an impactful technology (which means a technology able to improve directly or indirectly climate change, resource use, ethical data use, human skills and wellbeing).

Jolt Capital excludes investments in environmentally controversial sectors:

- The production, marketing or use of, or trade in, products or activities illegal under applicable laws, or banned through global conventions and agreements, and notably:
    - prohibited transboundary trade in waste (under the Basel Convention);
    - hazardous industrial chemicals, pesticides, and wastes (banned under the Basel Convention, the Rotterdam Convention and the Stockholm Convention);
    - substances contributing to ozone depletion (banned under the Montreal Protocol);
    - protected wildlife or wildlife products (under the CITES / Washington Convention);

- radioactive materials - excepting some medical equipment, quality control equipment or other application for which the radioactive source is insignificant and/or adequately shielded;
- unbounded asbestos fibres;
- Coal, oil and gas extraction and exploration activities.

Jolt Capital exclusion list also extends to:

- production or trade in weapons and munitions;
- production or trade in tobacco;
- production or trade in illicit drugs;
- products / activities deemed illegal under regulations or international conventions and agreements, or subject to international phaseouts or bans;
- gaming, gambling, casinos, and equivalent enterprises;
- pornography and prostitution;
- non-ethical genetic development.

How did the sustainable investments not cause significant harm to any sustainable investment objective?

- How were the indicators for adverse impact on sustainability factors taken into account?

Reporting and monitoring system's metrics (as well as pre-investment due diligence on companies) are aligned with the European Sustainability Finance Disclosure Regulation's reporting framework for principle adverse impacts. Those metrics are analyzed pre-investment and will influence investment decisions, in line with the positive screening strategy in place. The metrics are regularly monitored over the ownership period and will trigger corrective actions if required, which Jolt Capital will enforce through its board representative and/or shareholder's vote.

In 2021, Jolt Capital calculated all PAI indicators relevant to the Fund's portfolio activities. Monitoring these indicators has further helped Jolt Capital to assess and limit the negative impacts of its investments. Jolt Capital IV has therefore calculated the following:

- **climate indicators**: GHG emissions (scopes 1, 2, 3, total); hazardous waste ratio
- **social indicators**: respect of UN Global Compact Principles and OECD Guidelines for Multinational Enterprises; exposure to controversial weapons; board gender diversity

- Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights? Details:

All Jolt Capital investments are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Systematic ESG due diligence are performed before acquisition. The due diligence covers a company's compliance with major ESG regulations as well as maturity and performance on key ESG issues for their sector, and results in an ESG roadmap with specific targets and KPIs. This ESG roadmap is then explicitly referenced in the Shareholders Agreement.

How did this financial product consider principal adverse impacts on sustainability factors?

Reporting and monitoring system's metrics (as well as our pre-investment due diligence on companies) are aligned with the European Sustainability Finance Disclosure Regulation's reporting framework for principle adverse impacts, to the extent that they are applicable and relevant for the fund's investee companies.

Principal adverse impacts are also taken into account by Jolt Capital through its exclusion policy limiting exposure to certain principal adverse impacts, notably sectors that have a negative impact on ESG factors (tobacco, pornography and controversial weapons).

All mandatory principal adverse impacts indicators were included in the 2021 ESG reporting campaign using ESG indicators to assess principal adverse impacts.

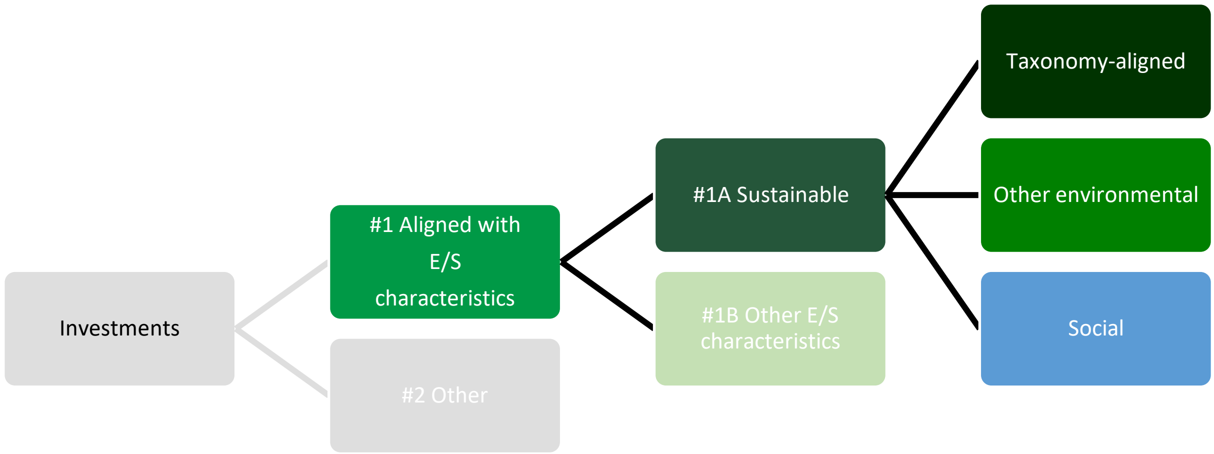
What were the top investments of this financial product?

The list below includes the investments constituting the financial product during the reference period (2021).

Investments	***Sector***	***% Shareholding in investee company***	***Country***
Virta	*EV charging*	*14%*	*Finland*
Kebony	*Materials*	*20%*	*Norway*

What was the proposition of sustainability-related investments?

- What was the asset allocation?



#1 Aligned with E/S characteristics includes the investments of the financial product used to attain the environmental or social characteristics promoted by the financial product.

#2 Other includes the remaining investments of the financial product which are neither aligned with the environmental or social characteristics, nor are qualified as sustainable investments.

The category **#1 Aligned with E/S characteristics** covers:

- The Subcategory **#1A Sustainable** covers investments that qualify as sustainable investments.

- The sub-category **#1B Other E/S characteristics** covers investments aligned with the environmental or social characteristics that do not qualify as sustainable investments.

All assets in Jolt Capital IV fund are allocated under #1B. No investment of this Fund is planned or expected in category #2 Other.

In which economic sectors were the investments made?

- Virta : tertiary sector
- Kebony : secondary sector

To what extent were sustainable investments with an environmental objective aligned with the EU Taxonomy? [include subsection for financial products referred to in Article 5 of Regulation (EU) 2020/852 and include in that text a narrative explanation of the proportion of investments that consist of sovereign exposures where the financial market participant cannot assess the extent to which those exposures contribute to Taxonomy-aligned economic activities. According to Article 67a(b)(i), include the indication of whether the compliance of the investments with the taxonomy was subject to an assurance by auditors or a review by third parties and, if so, the name of the auditor(s) or third party(ies). According to Article 67a(b)(iv), include the details of how equivalent information was obtained directly from investee companies or from third party providers]

Jolt Capital IV fund has no sustainable investment under the definition of the European Regulation (EU) 2020/852.

The investments underlying this financial product do not take into account the EU criteria for environmentally sustainable economic activities.

What was the share of investments made in transitional and enabling activities?

To date, there are no investment made in transitional and enabling activities.

How did the percentage of investments aligned with the EU Taxonomy compare with previous reference periods?

Non applicable, as Jolt Capital IV has no sustainable investment under the definition of the European Regulation (EU) 2020/852.

What was the share of sustainable investments with an environmental objective not aligned with the EU Taxonomy? [include subsection only for financial products referred to in Article 6 of Regulation (EU) 2020/852 where the financial product included sustainable investments with an environmental objective that invested in economic activities that are not environmentally sustainable economic activities, and explain why the financial product invested in economic activities that were not Taxonomy-aligned]

Non applicable, as Jolt Capital IV fund has no sustainable investment with environmental objectives.

What was the share of socially sustainable investments?

Non applicable, as Jolt Capital IV does not include socially sustainable investments.

What investments were included under "other", what was their purpose and were there any minimum environmental and social safeguards?

Non applicable, as Jolt IV has no investments under "other".

What actions have been taken to meet the environmental and/or social characteristics during the reference period?

Jolt Capital IV fund promotes ESG characteristics and firmly believes that accounting for ESG stakes in investment decisions is vital in ensuring sustainable performance of its portfolio companies.

As a responsible investor and shareholder, Jolt Capital is committed to bringing out the full potential for value creation of each of our portfolio companies, by integrating ESG along the entire investment lifecycle, and by supporting portfolio companies in promoting economic success, societal progress, environmental stewardship, and sound governance.

Investment screening

Jolt Capital addresses ESG as early as its screening for investment opportunities process.

When an investment opportunity is deemed interesting by Jolt Capital's research team or by a partner, the Investment Committee assesses whether key criteria are met regarding many aspects, including ESG considerations or conflict of interest risks.

Pre-investment phase

Prior to investment, Jolt Capital systematically conducts a thorough ESG due diligence. The investment strategy and approach usually grants Jolt Capital ample time to fully engage with management on highly material issues, ensure that risks and opportunities are fully understood, and agree on an ESG Roadmap prior to committing to the investment.

The general due diligence process includes the following steps:

- interviews with existing board members and with most of the management team members, covering several topics, including highly material ESG issues;
- reference customer calls;
- financial and legal audits in order to verify that a proper level of transparency and control are not only documented through the processes of the company, but are common practice among its stakeholders, and that there exists no evidence of non-compliance with ESG principles emerging from internal and external audit reviews, as applicable;
- an ESG due diligence, which covers companies' compliance with major ESG regulations as well as maturity and performance on key ESG issues for their sector, and results in an ESG roadmap with specific targets and KPIs. This ESG roadmap is then explicitly referenced in the Shareholders Agreement.

While Jolt Capital is committed to a materiality-based approach and therefore focus on issues of high relevance for each company, given its business model and geographic footprint, we systematically assess the following:

- **Climate & GHG emissions**: Exposure to physical and transition-related climate risks and opportunities. The scope of analysis covers both the company's direct environmental impacts, as well as indirect impacts linked to its value chain.
- **Governance**: Jolt Capital systematically requires that an active Board of Directors – including independent members selected for their industry expertise – be in place. The section "Ethics & Governance" provides further details on our governance approach.
- **Circularity**: For hardware companies, Jolt Capital also interrogates product lifecycle impact, from raw materials to waste and disposal.
- **Data use**: For software companies, when relevant, issues around data use, including security, privacy, and ethical considerations are also closely assessed.

Ownership phase

Jolt Capital requests that portfolio companies:

- use all commercially reasonable efforts to conduct their activities in accordance with the Environmental, Social and Governance principles and best practices (including developing sustainable products and services, respecting human rights, encouraging diversity, managing with transparency, …);

- provide, upon request and at least once per year, a report on the environmental, social and governance performance of the company and its subsidiaries. We ask our portfolio companies to report key ESG indicators annually;
- promptly notifies Jolt Capital of any event likely to create a material breach of the most commonly accepted ESG criteria and/or the social and environmental laws and regulations in the company's countries of activity (such notification including an overview of the nature of the relevant event; the material impacts or potential material impacts arising from the relevant event; and any measures taken or planned to be taken to address the identified material impacts arising from, or prevent recurrence of, the relevant event).

Concerning the environmental impact of portfolio companies, Jolt Capital progressively raises the consciousness of their management on this specific matter and asks them to develop the relevant KPIs. Particular attention is paid to climate-related issues: companies are required to provide all indicators necessary to the assessment of the portfolio's carbon footprint and the analysis of climate-related risks and opportunities. On social matters, we ensure throughout our investment that our portfolio companies do respect human rights laws; and that they do not rely on forced labor or child labor, including through their subcontractors. Jolts Capital asks the management of portfolio companies to report at every board meeting on HR issues (competence development, compensation policies...). In cases of redundancy or restructuring plans, we require the board to review and approve decisions after a detailed analysis of their social impact. Whenever possible, we try to bring into boards independent directors with strong competence in HR.

On governance aspects:

- we always participate in the governance bodies, for the duration of our investment, in order to closely monitor and influence the operations and practices of our portfolio companies which also reinforces sound governance and increased visibility on the social and environmental dimension of the companies' activities;
- we also ask our portfolio companies to refer to ethics or deontological code (e.g., Middlenext for French companies);
- our investment contracts and the resulting shareholders' agreements strengthen the board of directors' decision-making and control power (appointing or dismissing executives, their compensation, setting their objectives, approving budgets, disposing of, or acquiring assets, etc..). We also require the appointment of independent directors to the Board of Directors;
- finally, our investments are also conditioned by the creation or extension of a stock option plan for the benefit of executives and key talents for the company to better share the value created.

Exit phase

Upon disinvestment of a portfolio company, Jolt Capital intends to:

- highlight the company's ESG maturity and potential future upsides, either through an ESG-specific memo and/or and ESG Vendor Due Diligence, as appropriate;
- ensure management continuity at the time of the exit to help the company to preserve its mission and the entrepreneurial spirit of the management teams.

Our responsible investment approach, is an integral part of our fiduciary responsibility as an investor and aims at promoting ESG standards in our industry and others in which we choose to invest in.

To this end, following the ESG roadmap established prior investment, we request our portfolio companies to provide us, upon request and at least once per year, a report on the environmental, social and governance performance of the company and its subsidiaries. We also ask our portfolio companies to report key ESG indicators annually which are aggregated across the portfolio to form the fund's Sustainability indicators.

Given the nature and size of the companies Jolt Capital invests in, we have developed an adapted, relevant, and rigorous ESG metrics reporting and monitoring system. Most of our system's metrics are aligned with the European Sustainable Finance Disclosure Regulation's reporting framework for principle adverse impacts (PAIs). Metrics that are not monitored are not relevant to our portfolio companies or cannot be monitored at this stage. Our reporting framework, like our ESG Policy, will be reviewed for continuous improvement annually.

ESG issues are systematically reviewed at Jolt Capital's management level, including through the annual review of our portfolio's ESG positioning, following our annual ESG reporting campaign.

How did this financial product perform compared to the reference sustainable benchmark?

No specific index has been designated as a reference sustainable benchmark.

PAI indicators Table

Please find below the table for PAI indicators at fund level, based on Jolt Capital IV’s 2021 reporting.

Indicators applicable to investments in investee companies					
Adverse sustainability indicator		**Metric**	**Impact 2021**	**Explanation**	**Actions Taken**
SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS					
Greenhouse gas emissions	**1.** GHG emissions	Scope 1 GHG emissions	1 055 tCO_2eq		
		Scope 2 GHG emissions	1 937 tCO_2eq		
		Scope 3 GHG emissions	16 821 tCO_2eq	Results for Scope 3 are solely based on one company of Jolt IV's reported data (Kebony)	Virta is working to assess its Scope 3 emissions
		Total GHG emissions	19 813 tCO_2eq		
	2. Carbon footprint	Carbon footprint	-		
	3. GHG intensity of investee companies	GHG intensity of investee companies	362 tCO_2eq per M€ of revenue		
	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	0%	No portfolio company of Jolt Capital IV is exposed to fossil fuel	
	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources, compared to renewable energy sources, expressed as a percentage	-	The calculation of this indicator was not performed over the reporting period	
	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	-	The calculation of this indicator was not performed over the reporting period	

Biodiversity	**7.** Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	-	The calculation of this indicator was not performed over the reporting period	
Water	**8.** Emissions to water	Tons of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	-	The calculation of this indicator was not performed over the reporting period	The indicator will be considered for next reporting exercise
Waste	**9.** Hazardous waste ratio	Tons of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	106 tons per million EUR invested	One portfolio company (Kebony) reported 4 131 tons of hazardous waste. The hazardous waste is mainly contaminated water and condensate from Kebony's production processes, which is disposed of by biological wastewater treatment, energy recovery or recycling.	The perimeter could be reevaluated, in order to disclose more information for next reporting exercise

Indicators applicable to investments in investee companies					
Adverse sustainability indicator		**Metric**	**Impact 2021**	**Explanation**	**Actions taken**
SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS					
Social and employee matters	**10.** Violations of UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	-	Jolt Capital's exclusion policy and human rights engagements ensure that no investment is undertaken in case of violation of these guidelines	
	11. Lack of processes and compliance mechanisms to monitor compliance with UNCG principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines, or grievance /complaints handling mechanisms to address violations of those texts	-	Jolt Capital's exclusion policy and human rights engagements ensure that no investment is undertaken in case of violation of these guidelines.	
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	-	The calculation of this indicator was not performed over the reporting period. However, Jolt Capital signed the Parity Charter of France Invest in 2020 and monitors the alignment of its practices with the 30 commitments of the charter.	
	13. Board gender diversity	Average ratio of female to male board members in investee companies	20%		
	14. Exposure to controversial weapons	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	0%	Controversial weapons are part of Jolt Capital's exclusion policy.	