INDUSTRY INITIATIVES AND MEMBERSHIPS

SUSTAINABILITY AT ARDIAN

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INDUSTRY INITIATIVES AND MEMBERSHIPS

At Ardian, we believe that it is key to engage with our peers and wider financial industry to drive a positive transformation and address current and future economic, social and environmental challenges. In this objective, Ardian is actively involved in several leading working groups, organizations and collaborative platforms to contribute to the development of strategic initiatives, market methodologies, tools and regulations.

RESPONSIBLE INVESTMENT

Ardian was an early signatory of the PRI (in 2009), is an active member of the PRI community and regularly participates in the UN PRI's initiatives to develop and promote key guidance for ESG integration within the Private Equity sector.

In 2025 (covering 2024 achievements), Ardian scored consistently above industry median in all modules completed:

Note: Industry median refers to the median score achieved by all PRI signatories eligible to be scored on the module.

ESG Data Convergence Initiative (EDCI): In 2022, Ardian became a member of the ILPA-supported ESG Data Convergence Initiative (EDCI), a coalition of more than 450 GPs and LPs working towards the objective of aligning the industry around a set of common ESG KPIs, facilitating reporting to LPs, and improving transparency for the global non-listed industry. Ardian is a member of EDCI as both an LP and a GP.

World Economic Forum (WEF): In 2025, Ardian joined the WEF, a not-for-profit supporting collaboration and dialogue between public and private stakeholders.

VALUE-SHARING INITIATIVES

Ownership Works: In December 2022, Ardian became the first European partner of Ownership Works. It is a US non-profit organization that partners with companies and investors to provide employees with the opportunity to build wealth at work.

France Invest Value Sharing Charter of Commitment: in June 2023 Ardian France signed this charter in favor of sharing value with employees, and is committed to playing a leading role in its investments.

DIVERSITY-RELATED INITIATIVES

ILPA: In December 2020, Ardian became a founding signatory of the ILPA's Diversity in Action initiative, making a commitment to take new concrete steps to advance diversity, equity and inclusion, both within their organization and the industry more broadly.#

Level 20: Since March 2021, Ardian has also been a supporter of Level 20, a not for profit organization dedicated to improving gender diversity in the European private equity industry.

France Invest Gender Diversity Charter: In 2020, Ardian France signed France Invest's Gender Diversity Charter. The initiative promotes gender parity within French private equity firms and the companies they support. Ardian adapts its practices to local legislation.

Out Investors: In January 2024, Ardian became a member of Out Investors, a LGBTQ+ network of private investment professionals committed to fostering inclusivity and open discussions on sexual orientation within the workplace.

CLIMATE-RELATED INITIATIVES

Initiative Climat International: In 2015, Ardian launched the Initiative Climat International (iC International) with four other French GPs. Through this voluntary pledge, Ardian commits to: (1) Recognizing that climate effects on the economy represent risks and opportunities; (2) Integrating climate issues during the investment process; and (3) Reducing the greenhouse gas emissions of majority-owned portfolio companies when the subject is material. The PRI has supported iC International since 2018 and the initiative now counts more than 160 signatories worldwide.

OPPEF: In November 2020, with four other global private investment firms, Ardian founded the One Planet Private Equity Funds (OPPEF) initiative to support the members of the One Planet Sovereign Wealth Funds (OPSWF). The OPSWF Framework focuses on integrating climate change risks and investing in the smooth transition to a low-carbon economy.

TCFD: In December 2020, Ardian became a supporter of the Task Force on Climate-related Financial Disclosures (TCFD). By publicly declaring support for the TCFD and its recommendations, Ardian demonstrates its commitment to build a more resilient financial system through climate-related disclosures.

NATURE-RELATED INITIATIVES

OBC: In December 2023, Ardian joined the Organization for Biodiversity Certificates (OBC), an initiative that aims to create an operational tool for assessing local positive biodiversity impacts. This will contribute to shaping a robust approach and market for biodiversity certification.

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