
IMPAKT EU
ToC
THEORY OF CHANGE & IMPACT INDICATORS

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THEORY OF CHANGE: WHAT IS IT?

A Theory of Change (ToC) is essentially a comprehensive description of how and why a desired change will happen.

The primary purpose of ImpaktEU ToC is to explain the process in achieving the envisioned positive impact for the Fund. To that purpose the expected changes are mapped into a logical framework to show the chronological flow between the different stages. The core components of ImpaktEU ToC are: inputs, activities, outputs, outcomes and impact. Through outlining the causal linkages among these, we clarify the process that will allow the changes to happen. For each stage we identify key indicators to demonstrate if ImpaktEU is on track in delivering the intended impact. In depth follow-up of the ToC indicators helps to better understand ImpaktEU's contribution to 2030 UN SDGs and its own impact objectives.

IMPAKTEU: 6 LEADING IMPACT KPI'S

The present Theory of Change (ToC) of ImpaktEU aims to be a compass for all stakeholders and to ensure their full alignment to the fund's impact ambition. It intends to set measurable goals to be reached over the lifetime of the fund. **To showcase ImpaktEU contribution to social cohesion and a more inclusive society we set ourselves 6 leading impact KPI's which will be regularly measured and reported on.** These long-term KPI's drive the investment strategy, encourage transparent reporting and will foster Impact Management & Measurement (IMM) implementation among ImpaktEU's investees. In other words, if we miss these goals, a satisfactory financial performance for investors would not be enough to qualify ImpaktEU as a full success.

DESCRIPTION	LEADING IMPACT KPI'S	
OUTCOME 1[1]: Fragile populations and excluded microentrepreneurs have improved their life conditions (indirect)	**30.000** JOBS CREATED/PRESERVED	**20.000** LOANS TO BASE OF THE PYRAMID (BOP) BENEFICIARIES
OUTCOME 2: Financial institutions (FIs) have access to new resources to boost sustainable growth and strengthening their IMM practices	**65%** FIs ADOPTING FORMALIZED IMM STRATEGIES (ESTIMATED 42 FIs OVER 64 INVESTEES FIs)	**15%** FIS PORTFOLIO INVESTED IN LABELLED GREEN LOANS (ESTIMATED PORTFOLIO 15M EUR)
OUTCOME 3: Social enterprises have fostered social inclusion by increasing the number of their targeted beneficiaries	**1.330** INDIVIDUALS ACCESSING GOODS AND SERVICES RESPONDING TO THEIR SOCIAL NEEDS	
OUTCOME 4: Investors have increased the share of impact investments in their portfolios and have gained access to socially driven non-listed assets (SEs, MFIs, ethical FIs)	**40%** INVESTORS HAVE INCREASED THEIR IMPACT ALLOCATION (IN NON-LISTED ASSETS) THROUGH IMPAKTEU	

THE KEY STAKEHOLDERS OF THE FUND ARE

{1} THE FINAL BENEFICIARIES
micro & social entrepreneurs who succeed in accessing funding and support to develop their business ideas

{2} THE DIRECT BENEFICIARIES
Financial Intermediaries and Social Enterprises

{3} THE INVESTORS
whose contribution to the development of the impact ecosystem at large, could actually go beyond their financial investment

{4} THE MANAGER (INPULSE) AND INVESTMENT ADVISOR (FUNDS FOR GOOD (FFG))
The realization of the 6 impact objectives is a contractual pre-condition to trigger potential performance fee.

*The objectives refer to a €100 million fund size. The foreseen investment portfolio is composed by 80% Financial Intermediaries (60% in Eastern, 40% in Western Europe) and 20% direct investments in Social Enterprises. In case the fund size will be lower/higher than €100 million all estimations will be adapted pro-rata. The above 5 key impact objectives are set up based on proven indicators from independent impact studies using data coming from internal dataset.

*FIs dataset : Setting up the impact objectives has been possible thanks to the proprietary dataset based on previous funds (CoopEst, Helenos) managed by Inpulse. For designing the ToC a sample portfolio has been built in alignement with the key characteristics of ImpaktEU's investment strategy. It includes 13 MFIs from Eastern Europe, 2 MFIs from Western Europe and 1 Polish cooperative bank.

OUTCOMES EXPLAINED

OUTCOME 1

BASE OF THE PYRAMID BENEFICIARIES

Base of the Pyramid (BoP) is a term used to describe the world's population and markets with the lowest income. In microfinance, smaller loan size is consistent with poorer borrowers' loan demand and average loan balance/GNI per capita is widely used as the main proxy to measure the depth of outreach (the poverty level of borrowers). Thanks to this indicator, ImpaktEU can precisely measure the capacity of the financial intermediaries clients of ImpaktEU to really target fragile populations.

JOBS CREATED/MAINTAINED

Inspired by the indicators provided by GIIN-IRIS (PI5691, PI4874), this metric is intended to capture jobs created/maintained within all financed enterprises directly supported by the financial intermediaries clients of ImpaktEU. Based on our proprietary dataset, we assume that behind each business loan (disbursed by our investees) 2,41 jobs are created/maintained in Eastern Europe and 1.43 in Western Europe. Based on our impact investment strategy (100M€ AUM) this means 1 job created/maintained for 4000€ invested by ImpaktEU.

OUTCOME 2

IMM SYSTEMS IN PLACE

Impact measurement and management (IMM) is a critical component to determine if an institution is meeting its intended impact goals or not. In its simplest sense, IMM is the whole set of policies, procedures and systems to gather and apply data to maximize positive impact and minimize the negative impact of one's investment. Using a consistent IMM is key to get real impact and that's why we set the bar very high at 65% (in dataset considered for the ToC only 25% of financial intermediaries had an IMM in place). Soft covenants (impact pledges) are almost systematically included in the loan contracts with our investees to engage them to improve their IMM.

GREEN PORTFOLIO

The definition of green portfolio applied here considers the loans disbursed by financial intermediaries (ImpaktEU investees) in the following categories: sustainable agriculture/livestock, sustainable housing, water management, waste management, clean transport, renewable and clean energies, energy efficiency, climate change mitigation/adaptation. Low-income households are the most affected by climate change and ImpaktEU raises the ambition to almost double (15%) the portfolio dedicated by investees to green finance (compared to 8% in the original ToC dataset). To do so, contractual impact pledges are set up linking the purpose of ImpaktEU loan with the development of green offer by investees.

OUTCOME 3

SOCIAL ENTREPRISE

To improve social inclusion in Europe, ImpaktEU chooses to focus on social enterprises with a mission to improve accessibility to qualitative goods and services in 4 priority impact themes (illustrated below). ImpaktEU's investments into these social enterprises will result in increased access to quality goods and services for a larger population. Given the variety of the impact areas, we strive to find a common and significant indicator to measure the impact of SEs in portfolio and fix a target objective. That's why we chose to measure the number of individuals for whom the diverse goods and services provided in the 4 impact themes have become more accessible thanks to ImpaktEU's financing. This calculation includes individuals who have been directly impacted by one SE (ex. company whose mission is to reintegrate marginalized persons into workplace) and individuals who have indirectly impacted (ex. occupants/tenants of apartments renovated by company whose mission is to promote sustainable housing).

Social & professional INCLUSION

Contribute to the integration of people with distance to the labour market, help the most vulnerable populations and improve their financial situation.

Exemple of Impact KPI : Number of jobs created for people with disabilities or in long-term unemployment situations.

Sustainable & societal REAL ESTATE

Support real estate that serves society as a vector for social and environmental change, improving access to qualitative housing for vulnerable people.

Exemple of Impact KPI : Number of squaremeters of social real sestate space.

Sustainable FOOD & AGRICULTURE

Support the transition to sustainable, accessible, high-quality food (agricultural transition / agroecology), improve conditions for farmers, promote access to sustainable, qualitative food.

Exemple of Impact KPI : Number of squaremeters of area in transition to soil conservation and organic farming.

SHORT VALUE CHAIN & relocation

Recreate a local industry that respects the environment and people, encourage short circuits and local resilience, and redevelop craft industries.

Exemple of Impact KPI : Volume and value of goods production relocated.

OUTCOME 4

ENGAGED INVESTORS

ImpaktEU aims to increase the funding available for impact investing in Europe. This will be achieved by guiding private and institutional investors - not used to invest in non-listed assets funds – to engage in first impact investment and/or to increase the proportion of impact investment in their overall portfolio. In this respect we'll evaluate how many asset owners (private and institutional) have made their first impact investment through ImpaktEU and what has been the increase in the proportion of impact portfolio. This will be backed by an internal investor survey. Beyond the financial engagement, thanks to the governance of the Fund (ethical committee), investors will also gain hands-on experience over the functioning of SEs, MFIs and ethical Fis. Moreover, thanks to the participation and organization of events during the overall lifetime of the fund, we engage to reshape a more favorable impact investing ecosystem in Europe in collaboration with other impact fund managers.

#1 CONTEXT

POVERTY AND SOCIAL EXCLUSION

According to Eurostat[2] in 2023, there were **94.6 million people** in the EU at **risk of poverty or social exclusion,** representing **21.4% of the total population.** More than a quarter of the population remains at risk of poverty or social exclusion in four Member States: Romania (32%), Bulgaria (30%), Spain (26.5%) and Greece (26%). Other countries from Western Europe countries come out also with significant percentages: Luxembourg (21.4%), France (20.4%) and Belgium (18.6%).

DIFFICULT ACCESS TO CREDIT

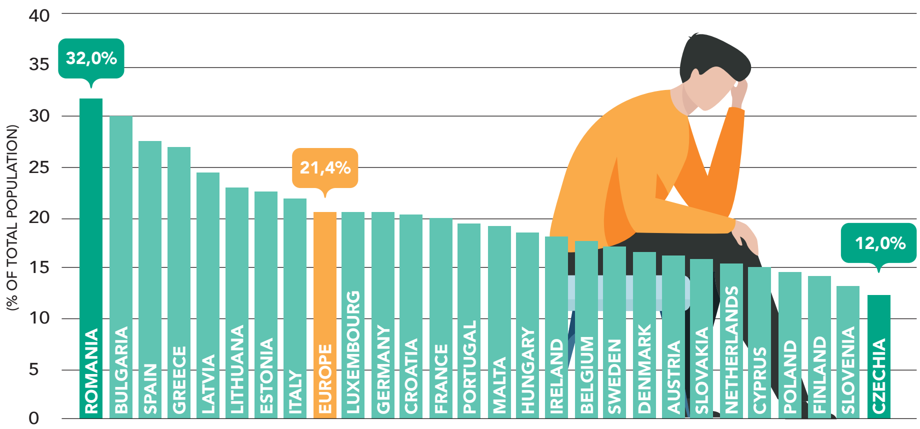
Social exclusion goes along with financial exclusion. Access to credit remains one of the most important obstacles for fragile populations when trying to get out of the trap of poverty through seeking employment opportunities. According to the European Investment Fund[3] **only 10% of microenterprises get bank** loans, despite 43% of these businesses considering bank loans as a crucial source of financing. This highlights a significant unmet demand within the sector. The low access to credit for microenterprise is mainly due to insufficient collateral and a weak risk profile while a majority of microentrepreneurs (52%) fear excessive paperwork and high interest rate. The bank loan rejection rate for microenterprises (18%) is much higher than for small (5%) and medium-sized firms (4%).

THE IMPACT OF SOCIAL ECONOMY (LIMITED BY FRAGMENTED FUNDING)

In recent years, the social economy ecosystem has been expanding and has become increasingly relevant in Europe, thanks to its focus on social inclusion and the capacity to respond to societal challenges. According to the latest Euclid[4] survey, **social enterprises (SEs) play an important role in driving positive social and environmental impact across Europe,** with most of them operating locally or nationally, in sectors like health and social work (29%) and education (25%). Moreover, SEs boost social inclusion with 46.5% employing individuals with migrant background or disabilities, and 79.8% incorporating environmental sustainability practices, such as circular economy practices.

Despite their mission-driven nature, many SEs face financial constraints, with only 30.2% reporting being profitable, highlighting the need for strong support mechanisms to sustain their impact. For example, a critical area for SEs is impact measurement. Although 62.2% of SEs currently measuring their impact, only 18.8% consider themselves to have a high level of expertise in impact measurement and management (IMM).

PEOPLE AT RISK OF POVERTY OR SOCIAL EXCLUSION IN THE EU, 2023



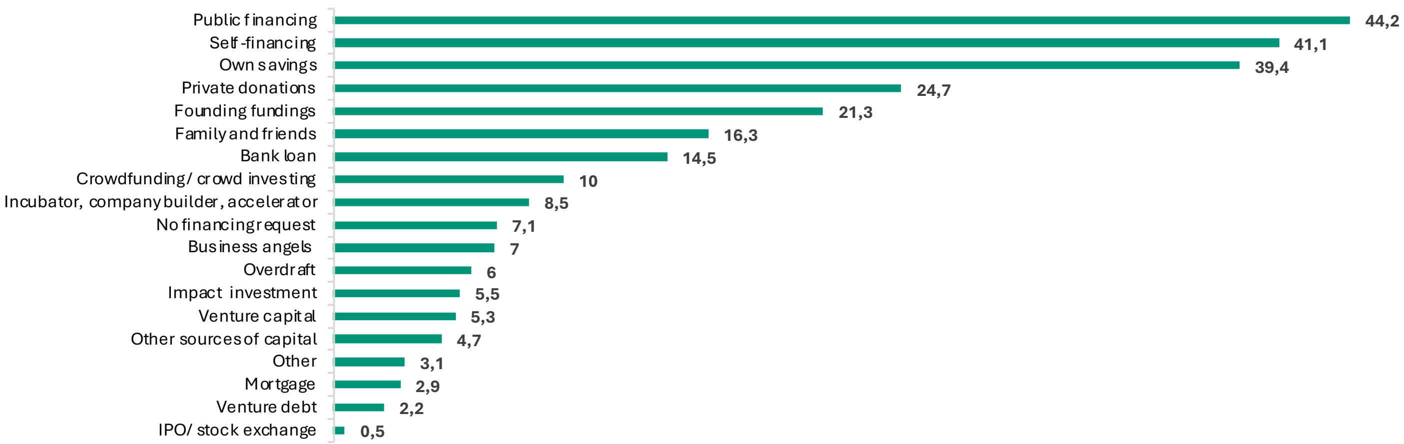
As regards funding needs, **the gap between the financing needed and what was secured stands at 39%.** Social enterprises rely on a variety of external financing sources, mainly public funding (44.2%), private donations (24.7%), and foundations funding (21.3%). Unfortunately, the majority of SEs face with complex public financing schemes and a lack of political support even if 80.7% of profits generated by SEs are reinvested into their missions, demonstrating a solid commitment to solve societal problems. The offer to SEs is not adapted to the specificities of that sector: the usual investors in SMEs are poorly equipped to support entities such as cooperatives, for example. Junior or mezzanine debt are interesting financing tools and avoid SEs founders getting excessively diluted. As a matter of fact, few investors have the capacity to support smaller and younger institutions on the long term and help them build on competencies to reach their maturity level. In general, **SEs funding remains too fragmented,** with a lack of visibility on financing opportunities. Existing instruments are often not adapted to the needs of social enterprises and small microfinance institutions. Moreover, funders are also confronted with the imperative of fast investing higher budgets, leading to an incentive to deliver higher ticket sizes. Also the supply of funding for socially-driven financial institutions (FIs) is incomplete and unequal. Investors usually focus on the most profitable companies, while access to finance remains much more difficult for smaller or younger companies, for which development stage financing is globally missing. Furthermore, there is a **global lack of debt and equity for socially driven FIs** that could also support smaller SEs.

MICROFINANCE: PART OF THE SOLUTION FOR A MORE INCLUSIVE EUROPE

The microfinance sector is recognized to make significant contributions in the stimulation of employment, fighting social exclusion and poverty reduction. Moreover, microfinance has proved to be a powerful instrument of integrating vulnerable population (e.g. refugees and displaced individuals) into the economy, fostering stability and growth. T**he demand for microfinance products has been growing substantially in recent years and is still far from reaching its full market potential,** estimated at over 2.7 million microloans per year within the EU-28. This figure is in constant growth, and the corresponding portfolio is around 17.4 billion per year.

Despite all the attention and support the microfinance sector has received over the last two decades, the potential is still growing as are the needs to reach out to more entrepreneurs and create quality jobs. When it comes to green finance, the microfinance sector is convinced that it could play a much more crucial role but needs adequate tools and financial instruments to fulfill this role. Therefore, continuous support from policymakers and financial institutions, through favorable regulations, technological investment, and innovative financial products tailored to the needs of diverse communities, is of great importance.

Financing sources for Social Enterprise in Europe (2022)



Source: European Social Enterprise Monitor, 2021-2022- Euclid network

2. Eurostat, https://ec.europa.eu/eurostat/web/products-eurostat-news/-/edn-20211015-1. 3.EIF, European Small Business Finance Outlook, Working Paper 2018/53 – 2024. 4. European Social Entreprise Monitor-ESEM 2023-2024, key Insights. 5. Microfinance in the European Union: market analysis and recommendations for delivery options in 2021-2027, Final Report, May 2020, Frankfurt School, EMN, MFC. 6. European Microfinance Network www.european-microfinance.org and Microfinance Center mfc.org.pl. 7. https://www.eif.org/news_centre/publications/eif-working-paper-2024-101.pdf. 8. https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en // https://www.european-microfinance.org/wp-content/uploads/2025/02/Green-Paper-V1-1.pd // https://mfc.org.pl/wp-content/uploads/2021/12/Green-Microfinance-Part-One-with-graphics1.pdff

MARKET PROBLEMS

FUNDING INSTRUMENTS AND THEIR LIMITATIONS

The total size of the target population for business microcredit in the European Member States is estimated at 30.7 million enterprises: the two largest target groups are self-employed and micro-enterprises (1 to 9 employees). When informal businesses are considered, the total target group population attains 69.3 million. The total financing gap for EU countries is estimated at €12.9 billion, implying a need for increasing supply of microfinance products for microenterprises and vulnerable populations; this amount reaches €33.9 billion if including EU candidate' countries[5]. Moreover, the potential demand for non-financial services (technical assistance, business coaching and mentoring) in the EU is estimated at 1.2 million clients (excluding informal business) and is expected to increase in the next 10 years.

Thanks to dedicated programs, the European Commission has been investing in MFIs and SEs since 2010, through guarantees, equity, loans, grants, and technical assistance. Although, microfinance and social entrepreneurship have gained support from the European institutions- through initiatives like the Progress Microfinance, the EaSI Program, the Social Business Initiative, and the Social Economy Action Plan - the lack of funding remainsa significant challenge in the years to come.

FUNDING AND CAPACITY BUILDING NEEDS

According to the EMN-MFC[6] survey the total funding needs is estimated , at €53 million over 1-2 years for small players, €211 million for middle size players and €674 million for large players. This would represent an estimated total market of €300 to €500 million in the next 5 to 10 years to cover only the needs of small MFIs. The needs of small MFIs and SEs include not only funding but also tailor sized (sometimes structural) technical assistance in building-up capacities. There is a severe lack of advisory/mentoring services which play an essential role in creating sustainable business models and improving services provided by FIs and SEs.

FUNDING NEEDS ESTIMATED OVER 1-2 YEARS

€53 MIO for small players

€211 MIO for middle size players

€674 MIO for large players

LOW OFFER FOR GREEN FINANCE

Green finance involves investing in structured financial activities and projects that seek to achieve better environmental, social, and governance outcomes. In Europe, green finance is increasingly attracting attention, particularly among social enterprises that aim to fulfil social missions while ensuring financial viability. However, the scale of green dimension in the sector remains low. For instance, only 28% of MFIs provide green financial products, with the majority focused on renewable energy and energy efficiency solutions[7]. Many financial intermediaries perceive investment in the green finance sector as a significant opportunity to foster an inclusive, green economy in Europe, where social enterprises can significantly contribute by combining environmental initiatives with social impact. By integrating green finance into their operational models, these enterprises can boost environmentally responsible actions, such as renewable energy solutions, sustainable agriculture, or waste management, while creating jobs and social value in underserved areas.

Launched by European Commission in 2019, the European Green Deal[8], along with the EU Taxonomy regulation are key axes to promote investment in clean energy, sustainable agriculture and circular economy. They seek to ensure that individuals and small enterprises, especially those in marginalized or low-income communities, can have access to financial services to access green economy. Although these initiatives provide a meaningful impact, the complex regulatory landscape remain significant burden for SMEs especially in terms of compliance and reporting. Therefore, effective implementation is essential to ensure they achieve their intended impact.

The development of green finance in Europe reflets a growing synergy between financial market and sustainability objectives. For social enterprises, this represents a valuable opportunity to leverage green finance to enhance their overall impact on societies. Innovative financial tools such as microgreen loans and bonds tailored for SMEs, blended finance models, or crowdfunding facilitate not only greater access to capital for green initiatives but also encourage sustainable financial growth. While these mechanisms aim to support the green transition for social enterprises and contribute positively to overall social and environmental performance, several challenges persist. These include lack of awareness of climate change risks, difficulty in developing new green products, reluctance to implement new green technologies, and burdensome eligibility and monitoring conditions, that make green loans less appealing than regular loans. To effectively address the challenges, it is essential not only to introduce innovative financing instruments but also to provide technical assistance to support the development of new green products, the integrating ESG criteria into operations, and measure non-financial impacts.

5. Microfinance in the European Union: market analysis and recommendations for delivery options in 2021-2027, Final Report, May 2020, Frankfurt School, EMN, MFC. 6. European Microfinance Network www.european-microfinance.org and Microfinance Center mfc.org.pl. 7. https://www.eif.org/news_centre/publications/eif-working-paper-2024-101.pdf. 8. https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en // https://www.european-microfinance.org/wp-content/uploads/2025/02/Green-Paper-V1-1.pd // https://mfc.org.pl/wp-content/uploads/2021/12/Green-Microfinance-Part-One-with-graphics1.pdff

THANKS TO THE SOCIAL ENTERPRISES,
EVERY CONTRIBUTION HELPS THE SOCIETY!

The SEs ecosystem has been expanding and became increasingly relevant in Europe, mostly thanks to the capacity to respond to societal challenges. SEs have particularly proven that they can be part of the solution to environmental challenges like global warming addressing the main causes of carbon emissions such as housing, mobility and food.

According to the European Commission, there are already 2 million social enterprises in the EU, representing 10% of total enterprises but they lack the means to start and/or grow their business.

MICROFINANCE IS ALSO PART OF THE SOLUTION

The microfinance sector is recognized to make significant contribution in the stimulation of employment, fighting social exclusion and poverty reduction. The request for microfinance products has been growing substantially in the latest years and is still far from its full market potential, estimated at over 2.7 million microloans/year within the EU-28. This figure is in constant growth and the corresponding portfolio is around 17.4 billion/year[14].

Despite all the attention and support received by the microfinance sector over the last two decades, the potential is still growing and so the needs, in order to reach out to more entrepreneurs and quality jobs. When it comes to green finance, the microfinance sector is convinced that it could play a much bigger role but needs adequate tools and financial instruments to fulfill this role

14. Evers&Jung, EMN-MFC, 2017

#2 LOGICAL FRAMEWORK & KEY INDICATORS

		DESCRIPTION	MAIN IMPACT KPI'S
KEY IMPACT INDICATORS (HOW IMPAKTEU MEASURES IT'S IMPACT CONTRIBUTION)	**IMPACT**	Thanks to ImpaktEU the financial EU ecosystem will become more inclusive and environmentally sustainable. We want to build a platform of responsible investors and financial institutions contributing to reduce social inequalities while taking care of the most fragile populations and our environment. We want to boost job creation making economic growth more sustainable and inclusive. We want to shape a greener Europe for everyone, reducing the environmental footprint of our society. We want to grow a new generation of social entrepreneurs and investors bringing disruptive models and innovative solutions to generate social impact. Investments in both FIs and SEs will exhibit the following thematics: social inclusion, sustainable mobility, sustainable housing, sustainable food and relocation.	
	OUTCOMES	**1. Fragile populations and excluded microentrepreneurs have improved their life conditions (indirect).** *KEY OUTCOMES: Social integration, job creation, poverty reduction, sustainable loan programs*	# jobs created/maintained % green/sustainable portfolio (housing, mobility, food & agriculture) # loans to fragile populations (BOP) % cumulated annual growth rate (portfolio MFIs)
		2. Financial institutions (FIs) have access to new resources to boost sustainable growth and strengthening their IMM practices. *KEY OUTCOMES: IInvestment readiness, sustainable growth, extended outreach, ESG empowerment, digitalization, energy efficiency, climate change/ mitigation products*	# FIs with IMM/ESG system in place # FIs with increased non-financial services % green/sustainable portfolio (housing, mobility, food & agriculture) % cumulated annual growth rate (portfolio FIs)
		3. Social enterprises have fostered social inclusion by increasing the number of their targeted beneficiaries. *KEY OUTCOMES: Sustainable growth, participative governance, green transition, circular economy*	# social enterprises directly supported (housing, food & agriculture, industrial relocation) % cumulated annual growth rate
		4. Investors have increased the share of impact investments in their portfolios and have gained access to socially driven non-listed assets (SEs, MFIs, ethical FIs). *KEY OUTCOMES: patient capital, enhanced corporate commitment, public private partnerships, improved EU funding ecosystem*	# first time investors in SEs/MFIs (non-listed assets) # investors engaged in TA coaching/ mentoring # catalyzed impact investments
KEY PERFORMANCE INDICATORS (HOW IMPAKTEU MEASURES OWN PERFORMANCES)	**OUTPUTS**	Direct investments *(senior loans, subordinated loans, equity participations)*	% transactions in small & medium siez MFIs € avg loan size
		Technical assistance & advisory services *(TA missions, IMM/ESG missions)*	# TA missions benefitting # beneficiaries € avg amount/TA action
		Investors raising awareness & animation *(investors missions & field visits)*	# coaching/mentoring missions performed by investors # of follow up impact investments
	ACTIVITIES	Investment activities	# due diligences # shareholder activism: participations to BoD
		Technical assistance activities	# TA projects formulated Yearly financial & technical reports
		Investors raising awareness activities	# coaching/mentoring missions performed or contributed by investors
	INPUTS	Investment capital by ImpaktEU (€100 million debt and equity)	% Assets Under Management
		Technical Assistance support (based on grant funding availability)	% grants for TA
		Investment, BDS & ESG expertise by Inpulse	% TA equivalent investors volunteers
		Investment and mentoring expertise by FFG	# days mentoring investors volunteers
		Investment and mentoring expertise by investors	# days external TA experts mobilized

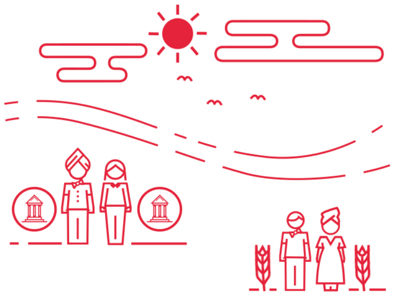
#3 IMPACT REPORTING: WHAT INDICATORS?

Based on ImpaktEU ToC, specific reports will be produced annually to measure and score the SDGs achievement of investees. Indeed, capitalizing on Inpulse tools, ImpaktEU will take the UN SDGs as the key language to show our contribution to global sustainable development. Such tools are aligned with the Universal Standards of the Social Performance (USSPM) Task Force, the Global Investing Network (GIIN-IRIS) guidelines and the Smart Campaign for client protection principles. The environmental performance is evaluated in line with the CERISE Green Index and so, the effects of climate change on investees portfolios. Additionally, women empowerment is now analyzed in more depth through the benchmarks available from the 2xChallenge initiative. Good governance control is heavily inspired by the European Code of Good Conduct for Microcredit provision.

SUSTAINABLE DEVELOPMENT GOALS

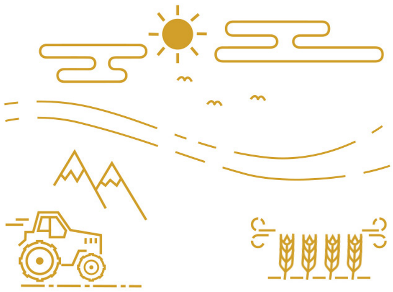
IMPACT SDG INDICATORS

1 NO POVERTY



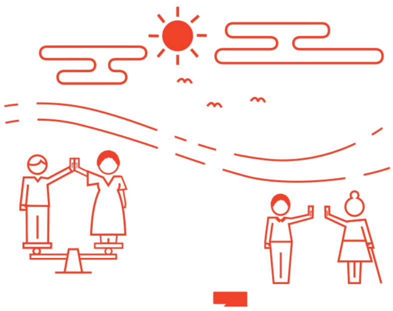
- # Bottom of the pyramid clients (n° loans < GNI pc)
- % Rural clients
- % Educational needs loans
- # Breadth of outreach (# total final beneficiaries)
- % Rural financial inclusion (% rural loans) – East
- % Rural financial inclusion (% rural loans) – West

2 ZERO HUNGER



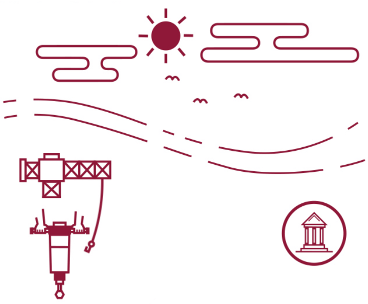
- % Agriculture/livestock portfolio
- % Micro-enterprises in agriculture
- # Loans to small sized farmers

5 GENDER EQUALITY



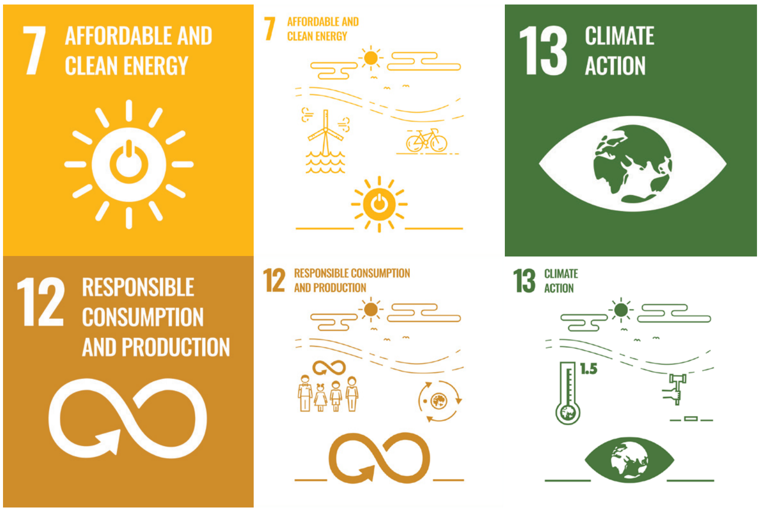
- % Women in senior managerial positions (FIs)
- % Loans to women
- # Women clients
- % Loans to women for business development
- % Women in the workforce (FIs)
- # Business funded by women
- % Financial products for women
- # FIs offering additional benefits to women

8 DECENT WORK AND ECONOMIC GROWTH



- # Jobs maintained/created
- # New business created
- % Microenterprises financed
- % Income generating activities portfolio
- # Business transitions from informal to formal
- # Start up financed
- % Enterprises survival rate (after 3 years)
- % Cumulated annual growth rate (portfolio FIs)
- # FIs from Tier3 to 2/1
- % Staff satisfaction in MFIs and SEs (staff satisfaction rate)

Unbanked / financially excluded clients
Youth financed
Refugee financed
% Clients with low academic background (to be defined)
% Smart Campaign investees
% FIs offering non-financial services
% Housing improvements portfolio
# First time investors in SE/MFIs (non-listed assets)
% Invested by DFIs (DFIs funding/total fund size)

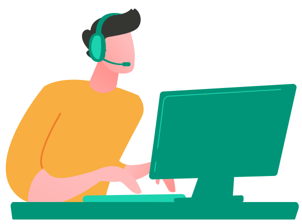


Green loans
% Investees with environmental exclusion list
% Investees with environmental strategy
% Monitoring internal ecological footprint
# Energy efficiency loans
# Renewable energy loans
# Sustainable agriculture project (bio, ecological trans)
# Greenhouse gas emission reduction (PCAF)

PERFORMANCE INDICATORS (OUTPUTS, ACTIVITIES)

INVESTMENTS

€ average loan size
€ average equity size
loans
equity participations
subordinated loans
senior loans
% transactions in Tier 2 & 3
€ transactions in Tier 2 & 3
€ direct investment in SEs
investees with cooperative or participatory governance
deals originated
eligibility files
due diligences
shareholder activism: participations to BoD
investors & impact reports



TECHNICAL ASSISTANCE

TA missions
€ average amount/TA action
TA actions to implement ESG system
consultants
TA missions to implement IMM/ESG system
TA projects formulated
TA projects approved
Y financial & technical reports

INVESTORS RAISING AWARNESS

follow up in impact investments
investors engaged in coaching/mentoring
board positions held by investors/experts appointed by the Fund
implementation of an impact study

Need more information?
Contact us by e-mail at info@impakteufund.eu