

ESG TEAM

ASSETS UNDER MANAGEMENT

€400M

AREAS OF EXPERTISE

- Private Equity
- LBO

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ESG DUE DILIGENCES DURING THE INVESTMENT PROCESS

- ESG issues are incorporated in every stage of the investment process.
- Sectors which are not compatible with Motion Equity Partners' ESG strategy are identified and excluded during the investment process.
- ESG due diligences are conducted for potential investments in order to identify and handle ESG risks.

ESG SUPPORT TO PORTFOLIO COMPANIES

- After conducting ESG due diligences during the investment process, Motion Equity Partners builds, alongside portfolio companies' management teams, an ESG roadmap to define priority actions.
- For all its portfolio companies, Motion Equity Partners promotes the integration of ESG information (including quantitative indicators) in monthly Board reports. Those indicators are communicated to LPs through quarterly fund reports.
- An ESG manager is appointed to follow up the ESG performance of each portfolio company.

ESG VENDOR DUE DILIGENCES

- When exiting a portfolio company, Motion Equity Partners may conduct an ESG vendor due diligence.
- Example of an ESG vendor due diligence conducted by an external advisor:
 - Diana (2014).

QUALITATIVE DESCRIPTION OF THE ESG STRATEGY

- Motion Equity Partners has defined an ESG charter.
- Motion Equity Partners commits to be transparent with its investors on ESG practices and performance.
- Teams' ESG awareness and skills are continuously developed by external advisors.
- Motion Equity Partners is a signatory of the Charter of Commitments for Investors in Growth of the French Private Equity Association (AFIC).

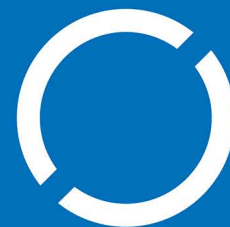


Photo credit: Lila Albuquerque et Jean de Pomereu

As a **long-term investor** in growing businesses, Motion Equity Partners has always been particularly sensitive to any factors that may affect, positively or negatively, the performance of its investments.

To this end, we are convinced that an efficient management of **Environmental, Social and Governance** issues at every stage of our investment process will improve the performance of our portfolio companies, improve their risk profile as well as generate new growth opportunities, and in the end **create sustainable value** for all the stakeholders.

Motion Equity Partners is a signatory of the United Nation's Principles for Responsible Investment (PRI), and of the Charter of Commitments for Investors in Growth of the French Private Equity Association (AFIC), underlining its commitment to take ESG criteria into account in its management and in its investment strategy.



MOTION
EQUITY PARTNERS
— *Investing in progress* —