



Our investment strategy

A constant ESG focus in our investment strategy

This policy presents MBO & Co's vision of Environmental, Social and Governance (ESG) criteria. This policy, along with the *Investment Process* policy, presents elements required by the EU Sustainable Finance Disclosure Regulation (SFDR).

MBO & Co is committed to deliver long term performance to its investors through an active and responsible ownership. Our continuous improvement approach to detect, assess, and support talented management teams allow us to invest in future-proof companies.

MBO & Co supports the entrepreneurs it partners with to drive positive transformation projects concerning ESG criteria, particularly through:

Incorporating best employment practices

MBO & Co insists in particular on the importance of the human factor, the foundation of its partnership with managers. We ensure that the human capital of the companies we support is promoted and valued. We systematically carry out an organisational audit before each investment we make, during the due diligence phase. Throughout our time as a shareholder, we place great emphasis on protecting employee health, promoting diversity in recruitment and establishing training programs. As recruitment and retention of high-performing employees is key to support organizational outperformance, we work together with the management team to integrate the employer brand in the core strategy of the company and connect talent management practices to strategic priorities.

At every stage of the value chain, MBO & Co is extremely vigilant about compliance with employment standards. Finally, we encourage value redistribution, notably through employee shareholding and profit-sharing and incentive schemes

Professional, responsible, ethical governance

As a major shareholder, we consider the governance and management organization of our affiliated companies a priority.

To this end, MBO & Co ensures that professional governance is systematically put in place with relevant independent board members. We also support managers in their decision making on financial and non-financial subjects, constantly monitor

compliance with ethical rules on probity, and ensure that managers' pay is set professionally.

A commitment to protecting the environment

We firmly believe that our role as a major shareholder marries perfectly with our desire to have a positive impact on environmental issues.

On this front, MBO & Co not only pays close attention to compliance with environmental rules, but also takes account of climate issues when deciding which investments to make and throughout its time as a shareholder. We carry out a carbon review (scope 1 and 2, and scope 3 if relevant) of our shareholdings to identify the climate issues specific to each of them.

Compliance with internationally recognized standards

MBO & Co's investment strategy aims to align MBO & Co with responsible business conduct codes and internationally recognized standards such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the UN Sustainable Development Goals, the ILO Declaration on Fundamental Principles and Rights at Work and the Paris Agreement under the UN Framework Convention on Climate Change.