

The image features a blurred, blue-tinted background of a modern office interior. In the foreground, several business professionals are walking, their figures rendered as dark, out-of-focus silhouettes. They are carrying briefcases and folders. The background shows a large window with a view of a city skyline, including several skyscrapers. The overall atmosphere is professional and dynamic. A thin, light-colored circular line is drawn around the text in the lower half of the image.

SHAREHOLDER ENGAGEMENT POLICY

MBO & Co developed a shareholder engagement policy describing how it integrates its role as shareholder into its investment strategy along 6 major axes:

MONITORING OF STRATEGY, FINANCIAL AND NON-FINANCIAL PERFORMANCE, RISKS, STRUCTURE OF CAPITAL, SOCIAL AND ENVIRONMENTAL IMPACT, AND CORPORATE GOVERNANCE

With a specific attention to:

- the strength and resilience of the portfolio companies,
- favouring growth activities with a positive impact,
- a moderate approach to financial leverage and little use of financial engineering,
- defending the interests of the funds' subscribers.

MBO & Co has excluded from its investment policy companies related to any illegal activity, and additionally to tobacco, distilled alcohol and associated products, weapons, gambling, pornography, GMOs, and activities mainly related to oil and gas.

DIALOGUE WITH THE COMPANIES HELD RELIES ON:

- a systematic setting up of professional governance, support in decision-making on financial and non-financial matters, respect for ethical rules in matters of probity, and professionalization in fixing the managers' compensation,
- the belief that value creation and resilience in investment projects depend first and foremost on the quality of management, its strategic culture and its vision of organization and social dialogue.

THE EXERCISE OF VOTING RIGHTS AND OTHER RIGHTS ATTACHED TO SHARES

The management company delegates its representatives within ad hoc monitoring bodies (supervisory committee, discussion committee, etc.) set up in the portfolio companies. All companies welcome one, two or three representatives of MBO & Co within these committees.

COOPERATION WITH OTHER SHAREHOLDERS

The preferred operating mode is dual type with an Executive Board (management) and a Strategic Committee (control). In most cases, we extend the composition of the Strategic Committee to independent board members.

COMMUNICATION WITH RELEVANT STAKEHOLDERS

Concerned about the sustainability of the companies in which it invests and their stakeholders, MBO & CO has been committed since 2013 to a Responsible Investor approach by promoting ESG criteria (Environment, Social, Governance) within the management company and the portfolio companies. MBO & Co signed the UNPRI and the Charter of France Invest, the French Investors for Growth association.

THE PREVENTION AND MANAGEMENT OF REAL OR POTENTIAL CONFLICTS OF INTEREST IN RELATION TO THEIR COMMITMENT

MBO & Co has put in place and updates as necessary a conflict-of-interest mapping and a policy for the management and prevention of these conflicts.