

MOTION EQUITY PARTNERS - ESG Charter

As independent investors in growing businesses, we rigorously take into account any factor that might affect, positively or negatively, the performance of our investments.

To this end, we believe that an efficient management [at every stage of our investment process](#) of Environmental, Social and Governance (ESG) issues will improve the performance of our portfolio companies and [create sustainable value for our investors](#).

By becoming a signatory of the United Nation's Principles for Responsible Investment, and of the Charter of Commitments for Investors in Growth of the French Private Equity Association, we committed to implement [a structured ESG approach](#) in all our operations.

At Motion Equity Partners, our ambition of Investing in Progress is inseparable from the [four commitments](#) that guide our actions:

1. We commit to incorporate ESG issues in our investment process

- We have formally defined, for our Funds, sectors, activities, investment vehicles that are not compatible with our ESG approach which will be updated when required.
- We carry out ESG due diligence on any potential investment, and identify any gap that needs to be closed to meet our ESG expectations, as well as ESG issues that can affect the value of our investment in the long term.

2. We commit to actively incorporate ESG values in our ownership practices

- Based on the ESG gaps and opportunities identified during the due diligence phase, we build and follow an ESG roadmap with the Management of companies in which we invest.
- For all companies in which we invest, we encourage the inclusion of ESG information (including quantitative indicators) in the board packs prepared for the Boards of Directors.
- As part of our commitment to assist our portfolio companies in their development, we encourage the proposal of actions enhancing ESG value, and review them in partnership with the Management.
- In order to manage our commitment to integrate ESG issues into daily operations, one of our investment team members has been assigned the responsibility to follow-up our ESG action plan alongside the top management.

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3. We commit to be transparent with our investors on ESG practices and performance

- We have made this Charter publicly available on our website.
- We include in our Fund reports key ESG issues identified, and regularly report progress on ESG actions and ESG results.
- During our Fund raising process, we conduct thorough anti-money laundering verification process

4. We commit to continuously raise ESG awareness and develop ESG skills of our teams

- We train our team in ESG value creation and ESG risk management.
- We regularly provide anti-corruption and anti-money laundering training to our team
- We share among our portfolio companies the ESG best practices.
- When required, we seek the assistance of expert external advisers and share the knowledge within the team.

The principles defined in this Charter have been integrated into our investment and portfolio management processes. They shall be known and followed by all Motion Equity Partners team members, from Analyst to Partner.