



MOTION

Equity Partners

Impact Report 2025

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About Us



01

A word from the founding partners



We firmly believe it is our **duty** as professional shareholders to lead our portfolio companies towards **excellence in Environmental, Social, Governance, and Climate performance**.

2025 has been particularly dynamic for Motion Equity Partners. We completed the acquisition of **Siléane**, the French leader in intelligent robotics and reinvested in **Olyos**, a natural & health platform. We were also very busy in developing our portfolio with a **total of 6 build-ups** across our portfolio companies. Our investments continued to build on their economic development while continuing to strengthen their extra financial performance.

This year, we placed a strong emphasis on **climate resilience**. We expanded the coverage of our **carbon trajectory program**, bringing more portfolio companies into alignment and we have accelerated on **biodiversity assessment**. We have also reinforced **value creation sharing** across our portfolio and enhanced governance and transparency practices, aligning our ESG reporting frameworks with best practices to provide our stakeholders with clear, reliable, and comparable information. On a broader scale, the Motion team continued to advance its ESG & Climate approach, renewing the **internal ESG training program**, renewing partnerships with **Ecotree**, collaborating with **Carbometrix** for carbon footprint assessment, and supporting the social association **La Maison Des Femmes**.

Looking ahead to 2026, we will continue to support our portfolio companies in **achieving ambitious sustainability targets** in terms of biodiversity, climate resilience and social responsibility.

This Impact Report, drafted internally, aims to transparently present our **ESG & Climate strategy, progress, ambitions, and 2025 highlights**. It serves as both an informative tool on our role as professional investors and a presentation of our roadmap.



Anthony Baudoin Cédric Rays Patrick Eisenchteter

A long-standing management company



A unique investment strategy with Buy & Build expertise focused on sustainable value creation in our portfolio companies



€1bn+

TOTAL AUM



18

PROFESSIONALS

*of which 2
recruitments in 2025*



20-year

CULTIVATED
SMALL-MID STRATEGY



100+

OPERATIONS
OVER THE PAST
20 YEARS



Art. 8

SFDR CLASS.
FOR 61% OF
TOTAL AUM



An **agile** and **independent** structure

- Our team of 18 experienced private equity professionals has a very strong entrepreneurial culture with 20 years of experience in the industry
- Our company is 100% owned by its partners, which promotes proximity with the entrepreneurs we support and an efficient decision-making process
- We have backed 20+ SMEs over 20 years with a long-term value creation approach



A systematic method



Organic growth

x3 average growth
in Sales of our
portfolio companies

Build-ups

100+ operations
across 4 continents

Sustainability

Specific ESG
roadmaps



A diversified track-record

- We have invested in many promising markets such as:



Agri-food



Smart industry



B2B services



Healthcare



Our success keys

ambition

conviction-driven

transformational

consistency

pragmatism

agility

ESG Embraced At All Levels



A growing team, originating from diverse positions, oversees the structuring of the operational component of Motion's ESG strategy



Mylène Bonot
Head of Investor Relations
and Impact

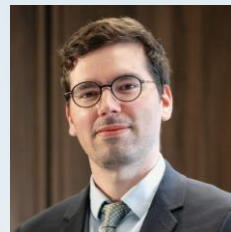
Working hand in hand with the investment team, Mylène Bonot designs and drives our ESG roadmap, with the objective to improve the global financial and extra financial performance of each portfolio company and at the fund level



Patrick Eisenchteter
Managing Partner



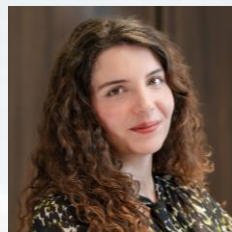
Frédérique Lenoble
CFO



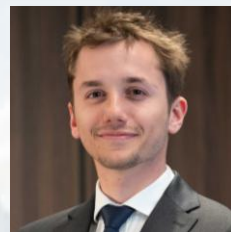
Alexandre Le Chevallier
Principal



Bethsabée Msika
Senior Associate



Pamela Duka
Analyst



Oscar Verdé-Delisle
Financial Controller

The team **consolidates** and **disseminates** all **ESG & CSR best practices** throughout the organization. To do this, it consolidates skills within all the Group's poles of expertise and initiatives around **federating themes**, starting with a **climate change campaign** (*Fresque du Climat* and carbon footprint training)

ESG & Climate issues integration throughout the investment cycle



PRE-INVESTMENT

- **Exclusion criteria policy**
- **ESG due diligence**
- **Financing**
 - Generalization of Sustainability-linked loans

HOLDING PERIOD

- **Engagement plan**
 - Definition & monitoring of ESG roadmaps
 - Appointment of an ESG officer
 - Trainings to onboard teams
 - Sustainability Club gathering top management
- **Reporting**
 - Specific ESG reporting in Board meetings
 - Portfolio consolidated annual report

EXIT

- **Integration of ESG information in the data room**
- **ESG Vendor Due Diligence**
- **Assets' positioning for article 9 or impact funds**

Where the management company stands



Motion Equity Partners has consistently delivered on its ESG strategy since its inception, achieving significant milestones along the way



44% of women

Within the team



5x A rating

From the United Nations PRI



80%

Of the investment team began their career at Motion



200 trees

Planted per year through Motion Equity Partners' partnership with



-11%

Decrease in Motion's Carbon Footprint in 2024 compared to 2023



61%

Of Motion AUM are classified **Article 8**

Our ambitious commitment to sustainability



02

ESG is part of Motion since inception



Forging the Path to Sustainability: orchestrating the operational intricacies of Motion's ESG strategy to craft our ESG roadmap



2004

Investment in a landmark deal
Diana

2012

Creation of our
ESG charter

2014

- Signing of the **France Invest charter**
- **First extra-financial reporting** and ESG VDD

2015

Signing of the **UN Principles for Responsible Investment**

2021



1st LBO in France aligned with the European taxonomy

2020



- Signing of the **Parity Charter of France Invest**
- Partnership with **EcoTree** and **Greenly**

2019



Systematization of **Carbon Footprint Assessment**

2018



Motion joins the Initiative Climat International (iCi)

2022



Partnership with **Carbometrix** to perform carbon footprint assessment

2023



- Partnership with **PwC** on **Motion's 3-year roadmap**
- **1st Sustainability Club** gathering all portfolio companies

2024



- A **first portfolio company** is contemplating the implementation of the **SBTi**
- **Recruitment of a Head of Impact**

2025



- **3 companies** implementing decarbonation trajectory
- **Decarbonation workshop**

Our commitments and partnerships



OUR COMMITMENTS



Motion EP pledges to support a wide range of Sustainable Development Goals (SDGs) through its investment strategy



Motion EP has been a signatory of the UNPRI since 2015



Motion EP has been a signatory of the Commitments of Investors for Growth charter since 2014



Motion EP supports women facing precarious circumstances



Motion EP joins the iCi and commit to fight against climate change by reducing carbon footprint in its portfolio



SBTi commitment for one first portfolio company

OUR PARTNERSHIPS



- PwC developed a 3-year ESG roadmap for Motion, starting in 2023
- EcoTree & Motion EP contributes to the planting of trees
- With Carbometrix, Motion EP automates Carbon Footprint assessments
- La Fresque du climat initiative realized by all Motion Team
- AXA Climate and ERM accompany Motion EP for ESG Due Diligence on new investments

Our commitments and partnerships



Motion Equity Partners supports companies in their economic development for a positive impact on society and the environment

CONTRIBUTION PER SDG



16

Out of the 17 SDGs are directly tackled by Motion's portfolio

X Number of portfolio companies integrating the SDG

MOTION'S PORTFOLIO: IMPACTFUL BUSINESSES



Sustainable and Eco-friendly molded fiber packaging

Sustainable packaging



Low **environmental impact digital training** solutions, with the aim of **improving the skills** of both **working** and **non-working people**

Training Inclusion



Portfolio of innovative **bio-sourced solutions** for a **sustainable agriculture**

Animal Health Sustainable agriculture Climate transition



Promotion of natural health and nutrition products to **improve health and well-being for all**

Human health Naturality Inclusion



Renovation of buildings to preserve rather than replace

Housing Climate change



High performance **sustainable and reusable packaging to protect the environment**

Sustainable packaging



Contribution to clinical research and safe drugs development

Human Health



Contribution to the well-being of animals and of their **owners**

Animal Health



Contribution to safer and more sustainable industrial processes

Sustainable industrial automation



As a long-term investor in growing companies, Motion Equity Partners has always been focused on financial and extra-financial factors and particularly commits to 4 axis

ECONOMIC SOVEREIGNTY

ECONOMIC SOVEREIGNTY

- Strengthening the French and European economic ecosystem within the industry
- Supporting operational excellence and the heart of territories and cutting-edge innovation
- Contributing to job creation via a responsible shareholding policy

SOCIAL STAKE

- Fostering the improvement of working conditions & the well-being of employees
- Creating a constructive social dialogue
- Promoting gender equality and diversity

SOCIAL STAKE



Total employment of **4 746 FTEs** across our portfolio companies in 2024



A **18% average** of **capital owned by employees**



After the success of Tournaire shareholding plan, Motion EP is implementing a plan with **two more portfolio companies**



As a long-term investor in growing companies, Motion Equity Partners has always been focused on financial and extra-financial factors and particularly commits to 4 axis

ECO-RESPONSIBILITY

ECO-RESPONSIBILITY

- Advancing climate action by setting science-based targets in alignment with the SBTi
- Assessing our Carbon footprint and acting upon it
- Training on biodiversity for the Motion team
- Promoting the production of eco-design solutions

GOVERNANCE AND 3rd PARTY RELATIONS

- Putting forward integrity and fair treatment of stakeholders in our business operations
- Promoting ethical conduct and transparent practices

GOVERNANCE and 3rd PARTY RELATIONS



Definition of an ESG roadmap with relevant KPIs



Implementation of quarterly meetings to track deployment



Launch of multiple Carbon trajectory



First Biodiversity assessment roadmap in our portfolio



Organization of an ESG workshop with CEO and CFO to share the best practices in how ESG performance can be used to enhance commercial performance

Our milestones and next steps



03

Where our portfolio companies stand



1 ESG officer

In all our portfolio companies



250+ indicators

Used to comprehensively assess the ESG impacts of our portfolio companies

Our 2025 milestones



100%

Of our portfolio companies have conducted a carbon footprint assessment



80/100

Average rating achieved on the gender equality index across our screened portfolio companies



40% carbon trajectory

Three of our portfolio companies are implementing Carbon Trajectory in 2025 (Tournaire, Olmix, Resilians)



40% FCPE

Three of our portfolio companies are implementing employee shareholding plan ("FCPE")



58%

Of employees trained in our portfolio companies



0 litigation

Related to environmental damages

Oversight of our ESG objectives



Motion Equity Partners has crafted a roadmap with PwC to ensure thorough integration of ESG practices

2024

Implement annual training plans for employees of the management company

1 2 3 4



Develop a first carbon trajectory (SBTi)



Initiate first biodiversity footprint assessment



Conduct an annual review of the ESG inquiries & roadmap by the Board for all portfolio companies



Obtain the Certification AMF Durable for the whole ESG team



Commit in a social project



2025

Extend carbon trajectory implementation to more portfolio companies



Start implementing biodiversity assessments for portfolio companies



2026

Accelerate on carbon trajectory implementation for more portfolio companies



Keep accelerating on climate changes initiatives



Keep accelerating on biodiversity assessments





04



Contributes to sustainable agriculture and thus healthier and safer nutrition

BUSINESS

Olmix helps farmers to reduce their consumption of antibiotics and chemical phytosanitary products / fertilizers, while providing them with economically viable bio-sourced solutions

MOTION'S INPUT

- 5-year ESG roadmap to remain best-in-class
- 2 build-ups in Europe and South America
- Focus on R&D and broadening of the range of bio-sourced raw materials

OFFER IN ANIMAL AND PLANT CARE



E



- Use of **only natural inputs** (algae, yeast, wood, clay, trace elements, etc.)

S



- Production sites ensuring **employees safety**

G



- Elaboration of an **internal ESG roadmap** involving a substantial part of the 900+ employees



Contributes to improve health and well-being for all with natural health and nutrition products

BUSINESS

Olyos is an international pharmaceutical group with expertise in natural health and nutrition since 1948. It develops food supplements, minerals and sport nutrition products for everyone with high quality formula and natural ingredients

MOTION'S INPUT

- Reinforcement of the innovation culture
- Implementation of an ESG roadmap and ESG topics discussed at board level
- Internalization of logistics and investment in the manufacturing tools

NATURAL AND ETHICAL OFFER

Product offering at the core of wellness trends

Food Supplements



Minerals



Sport nutrition



Dermo-cosmetics



E



- Manufacturing of products in **Europe** with **100% of strategic ingredients sourced by Olyos**
- **100% natural ingredients**

S



- Promotion of **diversity & inclusion** with a **Special Employment Center** for disabled people
- Gender parity of 50%

G



- Elaboration of an **internal ESG roadmap**
- ESG topics discussed at **board level**



Vincent Monziols

- CEO of  **TOURNAIRE**
taking care of the essentials

- *Previously at*

LATECOERE


SAINT-GOBAIN

- *Graduated from*



How does Tournaire embed ESG into its overall strategy and daily operations ?

ESG is at the heart of Tournaire's strategy for multiple reasons:

- The world of packaging is in need of a profound transformation and waves of regulations in Europe are supporting it.
- The aluminium and stainless steel of our packagings are infinitely recyclable and are therefore inherently virtuous in terms of minimizing the environmental impact of our solutions and our customers impact. It represents an opportunity to further strengthen our market position.
- Recyclability and recycling in its multiple forms requires intense product innovation and industrialisation. It allows us to capitalize on our world-class technological leadership and further increase barriers to entry into our markets.
- We are in a sunny region in the south of France where were culturally the preservation of water has been the concern of generations before us and we are engaged in further reducing water consumption in all our processes.
- We are leveraging a high-level of sensitivity and personal engagement amongst our employees on ESG topics and are able to implement our strategies and transformation faster on all fronts.
- Personally, I have a long-standing passion and experience in transforming organization towards a decentralized empowering culture, applying fully the principle of subsidiarity and nurturing diversity and people growth. It embeds a strong sense of social responsibility into the DNA of our culture.

How do you measure and track the impact of your ESG initiatives over time ?

Alongside Motion, we have established a clear roadmap with a range of KPIs balanced across the whole range of our ESG priorities. It ranges from standard KPIs around carbon footprint or safety, to product specific KPIs on the circularity of our solutions, to Tournaire specific targets like the ones on our local anchoring and social impact in Grasse.

As a source of meaning and motivation for our teams, we have anchored our objectives in the year 2033, 8 years from now. As a matter of fact, we will celebrate in 2033 the 200 years existence of the Tournaire Group and it is a source of great inspiration and vision to project ourselves to the anniversary and set our ambitions on that date

What motivated your decision to commit to the Science Based Targets initiative (SBTi) ?

We also need to communicate our ambitions and gain visibility on this topic; because we believe that what we do matters and will matter even more in the years to come. Many of our stakeholders also enquire about our governance on these matters. Committing to the Science Based Targets initiative was one of the way we found to give more visibility and credibility to our engagements, amongst others.

Looking ahead, what role do you see ESG playing in the future of the industrial packaging sector ?

ESG is already playing a decisive role in purchasing decisions across the globe but especially in Europe. Even though regulatory pressure is often the main driver for changing purchasing habits, we see more and more than powerful corporate visions from our customers are also starting to drive change in our favour.

If I look ahead, I believe these dynamics will accelerate but I find them still too simplistic or binary focusing on a few indicators and not addressing the issue in a true holistic view. In my personal view, we might have ahead of us more radical markets shifts based on the growing concerns on the impact of micro and nano plastics on human health for example. These market changes do not happen in a linear fashion but tend to turn more suddenly. At Tournaire, we believe our strategy and its ESG pillars are positioning us perfectly to respond the current needs and to the potential acceleration of the transformation of the packaging supplies.

A word from the head of impact



In 2025, Motion has continued to strengthen its ESG journey, building on the **solid foundations** we established in previous years. What began as a strong commitment to responsible investing has now evolved into a comprehensive and mature ESG strategy that is deeply embedded across our investment processes, portfolio companies, and the management company itself.

At Motion, we firmly believe that ESG is not a parallel track but an **integral part of creating long-term value**. Our role as an investor goes beyond generating returns: we aim to actively shape businesses that are resilient, innovative, and responsible. By embedding ESG into every stage of the investment cycle, we not only reduce risks but also unlock opportunities that drive **superior and sustainable performance**.

Our objective is simple, through a solid and comprehensive understanding of ESG issues, we want to **reinforce companies' resilience and capture business opportunities**. As a result, 100% of our portfolio companies have an ESG Officer, have implemented a dedicated ESG roadmap, perform annual carbon footprint, calculate Gender Equality index and attend trainings and workshops that we organise.

We have also made significant progress this year in our **climate strategy**. We organised a dedicated workshop in partnership with **Carbometrix** to introduce the different decarbonisation approaches and present available solutions to all our portfolio companies. As a result, **40% of our portfolio companies have defined carbon trajectories** (Tournaire, Olmix, Resilians). In 2025 we also launch the **first roadmap for biodiversity** assessment in our portfolio (Resilians). On the social front, we have furthered our engagement in **value creation sharing**, with **40% of our portfolio companies implementing employee shareholding plans**.

2026 will follow the same objectives, with a continued focus on **climate resilience**, **social sharing** and with a particular focus around **water impact and dependencies** of our portfolio.



Mylène Bonot
Head of Impact





Motion provides numerous resources, tools & processes throughout the investment period to structure its portfolio's ESG approach



Active support for the **establishment of an ESG policy** with the **help of specialized firms**: setting of objectives and regular monitoring of progress



Access to market data in order to **compare extra-financial performance with peers**



Implementation of **strong governance** and **ad hoc** committees (compensation, M&A, etc.)



Appointment of **ESG officers** to monitor the company's extra-financial performance



Access to **Motion's network of experts** on specific topics requiring **advanced expertise** (e.g., operational excellence & security, geopolitical risks, human capital, etc.)



Connecting our participations to share best practices ("CEO Club", "Digital Club", "CFO Club", "Motion Sustainability Club")



Carrying out a Carbon footprint assessment and **brainstorming on the levers for action**



Opening of **capital to employees** (FCPE implemented in portfolio company Tournaire, ongoing within two more portfolio companies)



Implementation of **Managers' bonuses indexed on ESG performance** (*commitment to generalize this practice to all of our investments*)



Support in the **highlights of ESG strengths and progress with third parties** (customers, suppliers, banks, etc.)



Participation in the **Sustainability Club** organized by Motion to update on regulatory aspects and highlight good practice through case study



Motion is committed to limiting its direct and indirect impact on the climate by supporting the implementation of responsible practices and the development of new environmentally friendly products and services



Eco-design

7

Portfolio companies are committed to an eco-design approach

- ▶ Joint workshops between portfolio companies are encouraged in order to share best practices



Environmental labels

5

Environmental certifications and labels obtained by portfolio companies as part of their business strategy



Carbon Footprint

100%

Of our portfolio companies have conducted their carbon footprint assessment (Scope 1, 2, and 3)



Environment



None of our portfolio companies have had any litigation related to environmental damage



Biodiversity

1st

Biodiversity footprint assessment contemplated in 2025



CSR monitoring of suppliers

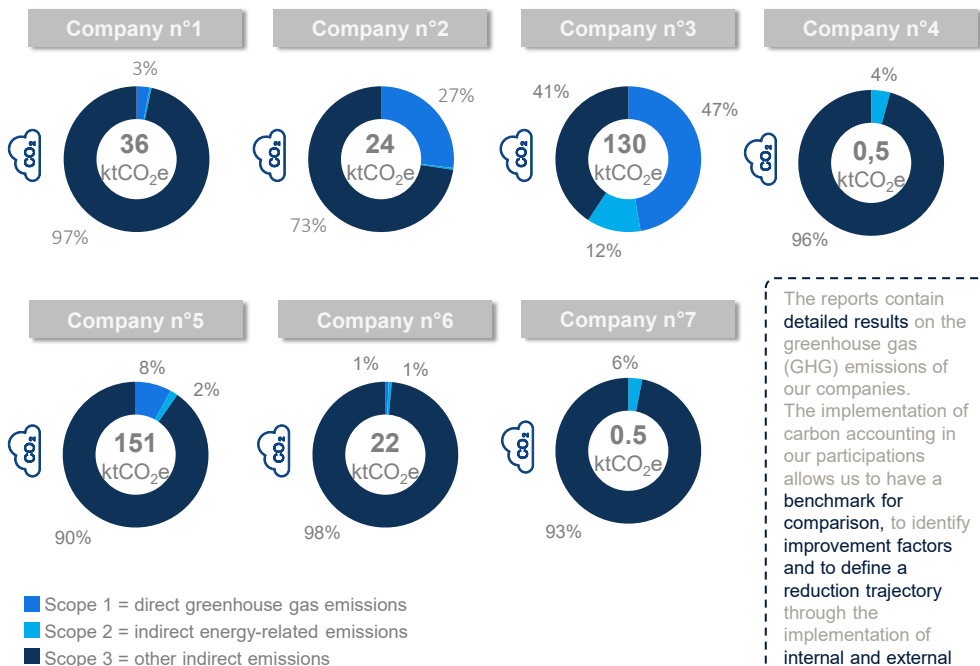
5

Portfolio companies use ESG criteria in the **selection and/or monitoring of suppliers**

Carbon footprint assessment of the portfolio by carbometrix



All our portfolio companies have undergone a carbon footprint assessment. Carrying out a carbon footprint assessment enables companies to measure their environmental impact, identify their main sources of carbon emissions and implement initiatives to reduce them. Most of our portfolio companies' emissions are Scope 3 emissions, which are indirect emissions that occur upstream or downstream of the portfolio company's value chain.



The reports contain detailed results on the greenhouse gas (GHG) emissions of our companies. The implementation of carbon accounting in our participations allows us to have a benchmark for comparison, to identify improvement factors and to define a reduction trajectory through the implementation of internal and external action levers.

Leverages identified through the realization of carbon assessment:



Leverage on emissions related to raw materials used (representing 50% of emissions): use more recycled aluminum



Leveraging emissions linked to transport by favoring hybrid vehicles



Leveraging energy-related emissions (representing 60% of the carbon footprint): top priority in the forthcoming decarbonization action plan



Leverage on emissions related to digital (representing 50% of the carbon footprint): select partners for internet advertising according to environmental criteria



Leverage on emissions linked to transport by optimizing supply chain by locating plants closer to customers



Leverage on transport emissions by upgrading the vehicle fleet to hybrid vehicles – already underway with +3% of hybrid vehicles in 2024 vs 2023



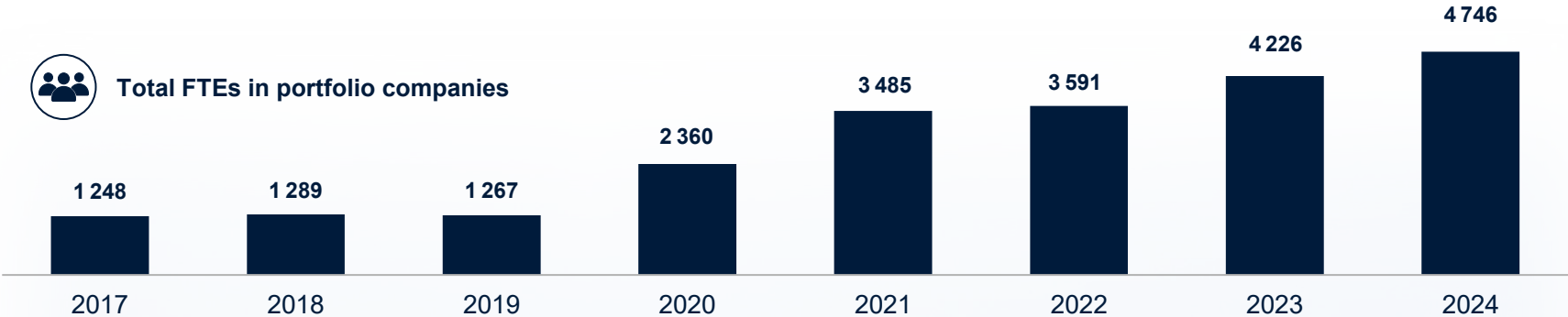
Leverage on transport emissions by upgrading the vehicle fleet to hybrid vehicles – already underway with +3% of hybrid vehicles in 2024 vs 2023



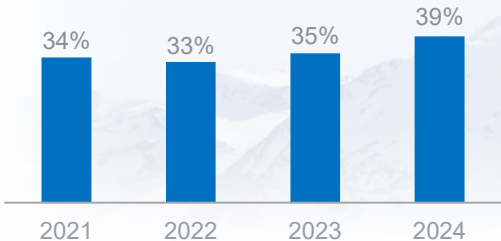
Motion is committed to supporting the implementation of a responsible human resources Management policy within its portfolio



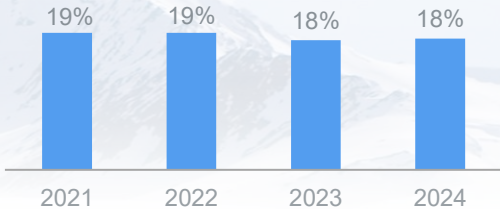
Total FTEs in portfolio companies



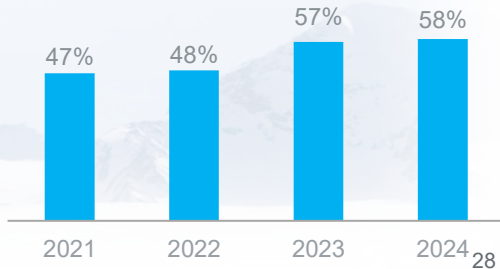
Share of women in headcount



Average share of capital owned by employees



Trained employees



ESG commitments



Portfolio companies initiatives

Shared Human Project ("Projet Humain Partagé")

Innovation Wellbeing Inclusion



- Siléane has recognized the potential of a **collaborative and strategic HR roadmap**, designed to sustainably **improve working conditions, human performance & the overall social climate** within the company, and is therefore implementing a SHP ("Projet Humain Partagé")
- The objective of the SHP is to **support the company's growth dynamic by turning it into a collective journey of progress**, development, and fulfilment for all employees
- This Project implies several key strategic levers:
 - 1 **Enhance working conditions** by promoting a supportive management culture and reinforcing internal communication, to strengthen collaboration, team cohesion, and skills development, fully aligned with the organization's strategic and human vision
 - 2 **Promote employee development** by advancing HR and management practices beyond labor market standards, while reinforcing the company's employer brand
 - 3 **Implement collaborative monitoring** to anticipate change, share knowledge, and drive continuous improvement in HR and management practices
 - 4 **Simplify the employee journey** by digitalizing HR processes to boost efficiency, improve policy execution, and deliver high-quality services to current and future employee

Management Company initiatives

Commitment for the emlyon Foundation



- **Patrick Eisenchteter**, Co-founder and Managing Partner of Motion Equity Partners has been appointed as the **new President of the emlyon business school Foundation**
 - Since 1993, the **emlyon business school Foundation** has been supporting the **talents of tomorrow**. Through financial supports, it enables students from modest backgrounds to **access a top-tier education**, giving them the **means to achieve the career they deserve**
 - In 2024, **~€500 000 were raised**, enabling **support for almost 250 students** through various programs: emergency fund, social scholarships, research grants, disability scholarships, and merit-based awards
- Social outreach Solidarity Inclusion Research Equal opportunity
- As an emlyon alumnus, a major donor to the Foundation and now the President of the Foundation, Patrick Eisenchteter ambition is to **double the donations** during his presidency. His role also includes expanding the donor base beyond the alumni community and **further structuring the Foundation** to increase its **reach and impact**
 - Beyond Patrick's personal involvement as President, **Motion is actively supporting** the Foundation by contributing **volunteer time and resources**, two other members of the **investment team** being **former emlyon students**

For more information on how to support or donate to the Foundation: <https://em-lyon.com/en/foundation>

Our commitment to



AN ALARMING SITUATION

33%

Of women in France have already been victims of domestic violence

A HELPFUL RESPONSE

La Maison des Femmes is a unique **support center for women in need or victims of violence**. Affiliated with the Delafontaine hospital, it offers **comprehensive local support with a one-stop shop approach**. It was founded in July 2016 by Dr. Ghada Hatem.



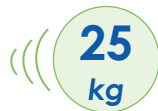
MOTION'S COMMITMENT

Motion **proudly supports** *La Maison des Femmes* through **financial donations** and **active participation in key fundraising initiatives** such as the annual gala dinner

Beyond a simple contribution, Motion's **engagement** helps **amplify** the center's **impact** and **provide essential resources** to **support more women** on their **journey toward safety and empowerment**

AN OBSERVATION

Amount of **CO2 absorbed** by a tree in a year



A HELPFUL PLATFORM

Created in 2014, **EcoTree** enables individuals and companies to **commit to the environment** by supporting projects for the **protection, sustainable management and restoration of natural ecosystems in France and Europe**. Specifically, EcoTree **purchases forests** and offers investment opportunities in **tree planting**, managed by ecotree for upkeep

MOTION'S COMMITMENT

Motion has decided to commit with Ecotree to have an impact of the environment



At least 200

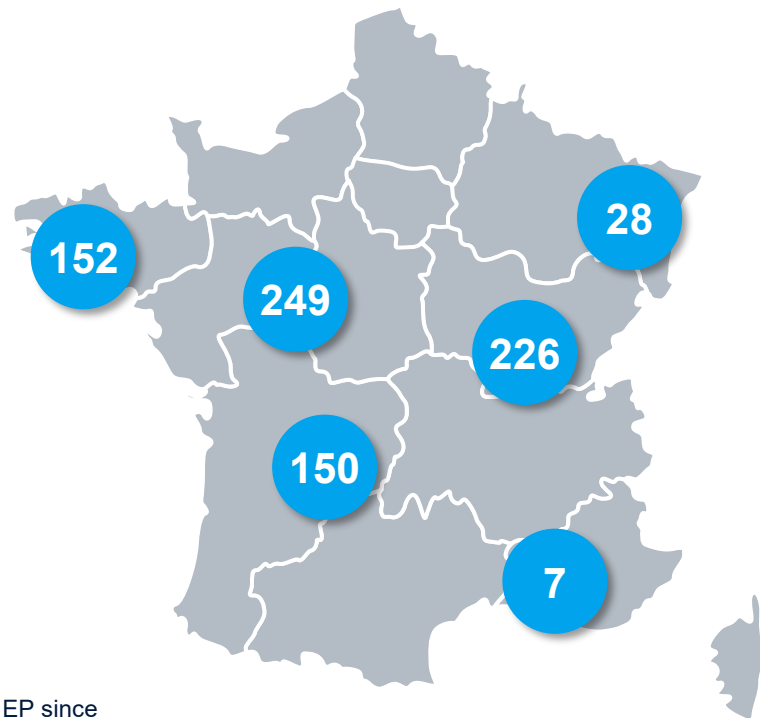
Trees to be planted per year



812

Trees planted by Motion EP since the beginning of the partnership with EcoTree

TOTAL NUMBER OF TREES PLANTED





www.motionequitypartners.com