

OUR COMMITMENTS



As a long-term investor in promising companies, Motion Equity Partners has always been sensitive to financial and extra-financial factors that can impact the performance of its investments

As a reference shareholder in European SMEs, we have a duty to implement a responsible shareholding policy.

Investing imposes rules. We are aware of the impact of our decisions and actions, during and beyond our investment horizon.

Our vision as a responsible shareholder, committed to sustainable growth, is to reconcile economic development, social progress and reduced environmental impact.

As an active partner of the companies in which we are shareholders, we also have significant leverage to improve their performance in these key areas, in particular by providing them with the time and resources they need.

Motion particularly commits itself to the **following axes**:



Economic issues: we recognize that our investment choices and the exercise of our responsibility as a shareholder contribute to shaping the French and European economic fabric. We, therefore, invest alongside Management to support the development of companies, to support innovation and to contribute to job creation.



Social and human issues: we are convinced that the overall performance of a company, its competitiveness and its sustainability depend on the responsible Management of human capital. Motion is committed to supporting the implementation of a responsible human resources Management policy, in particular to

encourage the improvement of working conditions and the well-being of employees, to foster constructive social dialogue, to promote gender equality and diversity, to fight against discrimination, to encourage skills development and to promote the sharing of value creation.



Environmental issues: we are committed to encouraging our portfolio companies to be exemplary in taking environmental issues into account, through the implementation of responsible initiatives and practices to limit the direct and indirect impact on the climate, human health, biodiversity, the balance of ecosystems and living things in general. Furthermore, Motion is committed to promoting and actively supporting the implementation of long-term development strategies that integrate the challenges of optimizing resource Management and the development of new products and services that respect the environment.



Governance issues: strong and exemplary governance is a key factor to the success of companies. We are committed to establishing modern and appropriate governance within our investments, integrating best practices in terms of business ethics, independence and transparency.

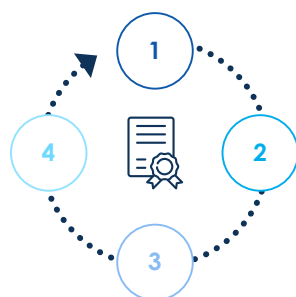
Motion makes it a point to set an example for its portfolio companies. This is why these commitments are also valid for the Management Company.

Our ambition, *Investing in Progress*, concretely translates this philosophy.

Our key commitments

We are committed to integrating ESG & Climate issues throughout **the investment cycle**

We are committed to **actively supporting and promoting ESG best practices** within our ecosystem



We are committed to **raising awareness and engaging the entire Motion team** to make ESG a reality within the investment Management firm

We are committed to being **fully transparent** to our investors about our ESG practices and extra-financial performance

