

CORPORATE SOCIAL RESPONSIBILITY CHARTER

LBO France, an investment fund company, meets the requirements of investors seeking attractive financial returns by means of investments in French and European companies, real estate assets and debt instruments.

Its action reflects the values that have underpinned the company since its creation: aligning the interests of stakeholders, assisting the development of portfolio companies, having strong presence in France and Italy, and promoting a culture of independence and entrepreneurship.

LBO France embeds environmental, social and governance (ESG) issues in its activity. LBO France signed the United Nations Principles for Responsible Investment (UNPRI) in 2011, the France Invest Charter in 2015, the energy efficiency charter for public and private commercial buildings under the Plan Bâtiment Durable (sustainable building plan) in October 2016, the recent France Invest Charter for Gender Equality early 2020 and joined the Equator Principles in 2020.

LBO France released this Charter as early as October 2011. This document is hereafter updated and completed.

Undertakings towards our investors

The priority for LBO France is to meet its investors' expectations. We fully accept the idea that value creation should be financial but also extra financial. We therefore undertake to:

- ensure that our investors' and our staff's interests are aligned, more particularly by requiring our teams to commit their own money in the funds they manage;
- communicate using the best practices, in both financial and extra-financial terms. We undertake to describe our ESG activity systematically in our reporting, as well as during the meetings between investors and representatives of the portfolio companies. Our team devoted solely to investor relations, is intended to answer their questions on all subjects, be they financial or non financial;
- comply with the investment criteria laid down by our investors in terms of ESG. Under this ethical approach to our funds, we will refrain from investing in companies the main business of which is in the following sectors: production or distribution of weapons or armament, tobacco production, production or commercialisation of pornography, human cloning, direct operation of gambling facilities, animal testing and activities directly related to coal. We will refrain from investing in companies not complying with the ILO's Fundamental Principles and Rights at Work, not least child labour.

Undertakings as regards our investments and their managers

Our *raison d'être* is to invest in high potential companies. Our goal is to evaluate and supervise our investments as they develop, in both financial and non financial aspects. For this purpose we undertake to:

- carry out upstream analysis of the ESG aspects of each investment opportunity;
- define an action plan and supervise ongoing improvements in our investments' extra-financial performances;
- ensure the strict application of environmental and social standards by our portfolio companies;
- build up a long-term relationship of trust with our portfolio company managers who are key drivers of value creation. In this respect we are particularly proud to see them investing in our funds.

Undertakings towards our staff

The source of our success is the way we develop talented teams. Because of our values, we can undertake to:

- recruit staff from different professional areas and develop their skills throughout their working life in our company;
- enable our staff to invest along with our investors in the funds we manage;
- make our staff aware of ESG issues and encourage them to become involved, both as investors and as part of our management company, not least by developing eco-gestures.

Implementation of this Charter

LBO France undertakes to apply this Charter at every level of the company:

- the Board of LBO France is responsible for extra-financial issues, in connection with the person in charge of ESG who reports to him;
- the Charter is signed off by our staff, whose responsibility is to apply it and ensure its operation;
- The person head of ESG is responsible for the deployment of good ESG practices in our investments, to enable our management company and its portfolio companies to carry out ongoing improvement in these fields.