Equal Opportunity and Inclusion Policy

Last update: July 2026

MBO+ is committed to equal opportunity, fairness, and inclusion across all of its activities. This statement sets out our public commitment and the way it applies to our policies and practices, to our business relationships, and to our engagement within the community.

I. Our Commitment

MBO+ is committed to fostering a working environment in which every individual is treated with fairness and respect, has equal access to opportunity, and can contribute and progress on the basis of merit, regardless of gender, age, origin, ethnicity, religion or belief, disability, health status, sexual orientation, gender identity, socio-economic background, or any other personal characteristic. We are committed to non-discrimination and equal treatment, to preventing harassment and bias, and to building teams that draw on a broad range of profiles and perspectives within an inclusive environment. We also seek to identify and remove barriers that could stand in the way of equal access to opportunity.

II. Scope

This commitment applies to MBO+'s policies and practices across all of its activities, to its business relationships, and to its engagement within the community. It guides our conduct in three complementary capacities: as a company and employer, as an investor, and as a member of the professional and local communities in which we operate.

III. In Our Own Operations

As a company and employer, MBO+ applies the principles of equal opportunity, fairness, and inclusion throughout the employee lifecycle, including recruitment, onboarding, development, promotion, and remuneration. We prohibit discrimination and harassment in any form, promote equal treatment and equal pay for equivalent work, and seek to build an inclusive environment in which a broad range of profiles and perspectives is valued. As a signatory of the France Invest Charter for Parity in Private Equity, we work to strengthen gender balance within our own teams and management bodies.

IV. In Our Investment Activity and Business Relationships

As an investor, MBO+ integrates equal opportunity, fairness, and inclusion into its investment process and stewardship. We consider these factors during due diligence and, throughout the holding period, engage with the management teams of our portfolio companies to promote fair, non-discriminatory practices and a broader range of profiles within their teams and governing bodies. We extend equivalent expectations to our service providers and business partners, and favour relationships with organisations whose practices are consistent with the principles set out in this statement.

V. In Our Community

Beyond our own operations and investments, MBO+ supports initiatives that promote equal opportunity and inclusion within our industry and society. In particular, we support Level 20 and its mentoring and coaching programmes designed to promote the representation and progression of women in private equity, and we contribute to collective efforts to make the profession more open and representative.

VI. Governance and Approval

This statement has been reviewed and formally approved by the Executive Committee (Comité de direction), the highest management body of MBO+. Day-to-day responsibility for its implementation is delegated to the management of the firm, with support from the sustainability team. The statement is reviewed periodically and updated as needed to reflect evolving standards and stakeholder expectations.

VII. Publication

This statement is published on MBO+'s website, where it is accessible to all stakeholders. MBO+ also reports on its equal opportunity and inclusion commitments through its annual sustainability reporting, a public version of which is published each year on our website: https://mbo.plus/