

Modern Slavery Act 2015 Statement for the financial year ending 31 December 2023

In accordance with the Modern Slavery Act 2015 (“MSA”), this statement is made by Tikehau Capital SCA on behalf of itself and its relevant UK domiciled subsidiaries and overseas establishments (the “Group”) that are subject to the requirements of section 54(1) of the MSA in respect of the financial year ended 31 December 2023.

In this statement references to “Tikehau Capital” mean Tikehau Capital SCA and its relevant subsidiaries and overseas establishments and references to “we” or “our” mean the entities making this statement.

1. Background

The MSA is designed to address all forms of human trafficking and slavery, including compulsory or coerced labour, deprivation of personal freedom or facilitating the movement of people for exploitation. Section 54(1) of the MSA requires commercial organisations that supply goods or services, carry on business in the UK and meet the annual turnover threshold of at least £36m from the provision of goods and services to produce a public “slavery and human trafficking statement” for each financial year.

2. Our commitment to combat slavery and human trafficking

Tikehau Capital commits to respecting and upholding internationally recognised human rights principles. Tikehau Capital is guided by international treaties and aims to act notably in accordance with:

- the International Bill of Human Rights
- the UN Global Compact (“UNGC”)
- the International Labour Organisation (“ILO”)
- the Principles and the Organisation for Economic Co-operation and Development (“OECD”) Guidelines for Multinational Enterprises
- and other applicable laws and standards in each country where we operate.

Tikehau Capital considers and commits to respecting freedom of expression, freedom from discrimination, digital security/privacy, gender equality and women’s rights, rights of association, rights of refugees and migrants and other rights, listed in the International Bill of Human Rights.

Tikehau Capital is strongly opposed to slavery and human trafficking and has a zero-tolerance approach to human rights abuses. We do not, and will not in the future, knowingly support or conduct business with any organisation involved in such activities.

Tikehau Capital is committed to working to achieve sufficient standards in terms of Corporate Social Responsibility (“CSR”) and to adopting an ethical behaviour. Tikehau Capital joined the United Nations Global Compact in February 2023.

3. Our Business

Tikehau Capital is the parent company of a group dedicated to asset management and investment services, which was founded in Paris in 2004 and was listed on the Paris Euronext in March 2017. Tikehau Capital had €3.2bn of shareholders’ equity and c.€43.2bn in assets under management as of 31 December 2023. Tikehau Capital is a leading pan-European actor in alternative asset management, operating across four business lines; Private Debt, Real Assets, Private Equity and

Capital Markets Strategies, with a local presence in Paris, London, Brussels, Frankfurt, Madrid, Milan, Seoul, Singapore, New York, Tokyo, Tel Aviv, Zurich, Luxembourg, Amsterdam, Montreal and Abu Dhabi, and employing 758 employees as of 31 December 2023.

The Group provides financing solutions across the whole capital structure in an effort to align the interests of different stakeholders and allow its partners to meet their strategic goals. The process for incorporating both environmental, social and governance (“ESG”) criteria as well as CSR considerations remains at the core of Tikehau Capital’s approach and is shared across all Group activities. This is expressed in the Group’s ESG and CSR policies, which are grounded in the principles of entrepreneurship, convictions-based management and an interdisciplinary outlook. Since signing the United Nations-supported Principles for Responsible Investment (“UNPRI”) in 2014, efforts have been deployed each year to improve the Group’s approach to responsibility, both in terms of investments and in its relations with stakeholders.

Tikehau Capital’s Sustainable Investing Charter covers the full spectrum of responsible investment strategies through four pillars ranging from exclusions to the development of sustainability-themed products. ESG integration is the backbone of Tikehau Capital’s Sustainable Investing strategy and engagement is held on an ad hoc basis with a view to helping the portfolio companies improve. The responsibility for ESG integration and engagement falls on the investment teams. All investment analysts, managers and directors are responsible for integrating the ESG criteria into the fundamental analysis of investment opportunities. To that extent, ESG-related objectives are considered in the appraisal and training processes across the Group. A Group Sustainability Strategy Orientation Committee is also in place consisting of experienced members and is responsible for defining and overseeing the Group’s ESG and Climate policies ensuring that they are being implemented in investment processes.

We consider that given the nature of the services we offer the risk of involvement in modern slavery and human trafficking is low.

Steps we have taken to ensure that modern slavery is not taking place in our organisation or supply chains include the following:

The Management of the Group shares the conviction that the success of the Group depends on the ethical and professional business behaviour of individuals at all levels. The values set by the Management must not be compromised and relevant individuals must be committed to upholding and maintaining the reputation of the Group so as to sustain public trust and maintain investor confidence.

- Personnel: We have a robust recruitment and onboarding process with multiple checks built in to ensure all individuals employed by us have the right to work in the UK, are paid a fair salary in compliance with all relevant rules and regulations and are not subjected to human trafficking or forced labour. We continue to review and monitor our employment practices and business activities to ensure that we maintain the highest ethical professional standards and working practices for all personnel.
- Service Providers: As we operate in the financial services sector, many of the service providers we encounter are often themselves regulated by governing bodies and therefore for these suppliers, in relation to modern slavery, we are able to rely on their onboarding and recruiting processes as sufficient to combat modern slavery. As part of the onboarding due diligence process, Tikehau Capital reviews and vets all external contractors to ensure that they have the requisite accreditations and are appropriately qualified for the roles they are asked to undertake. The due diligence process concerning our suppliers additionally includes the consideration of three key aspects; (i) geography of the supplier’s services; (ii)

the nature of services (particularly when a supplier is providing physical labour, manufacturing, catering or staff contracting services); and (iii) background checks to ascertain whether any supplier has been named on international sanction lists or has any adverse media associated with its business.

- **Training:** We continue to promote awareness of the MSA and take steps to educate our personnel, including Management, of the MSA and its implications to ensure personnel have the knowledge and skills necessary to identify and address human rights issues. Training and awareness programmes include sustainable team performance, anti-bias training and training on fair recruitment practices. In addition to our own personnel, we endeavour to educate and raise awareness of the MSA and its requirements with our supply chain, including companies that we may invest in.

Other policies relevant to combatting modern slavery and human trafficking:

- **Human Rights Policy:** outlines Tikehau Capital's commitment to conducting business in a manner that respects and supports human rights, as well as our expectations for employees, suppliers and other stakeholders
- **Responsible Purchasing Charter:** sets forth Tikehau Capital's expectations for its suppliers and sub-contractors in accordance with the Group's commitment to comply with high standards of CSR and to adopt ethical behaviour. These expectations are in relation to human rights, labour rights and development of human potential, business ethics and confidentiality and intellectual property.
- **Anti-Bribery and Corruption Code:** sets out the Group's rules and what is expected from personnel emphasising that ethical principles are a key foundation of Tikehau Capital's business and that there is zero-tolerance for engaging in bribery or corruption.
- **Anti-Money Laundering Policy:** defines the regulatory environment, operational processes, stakeholders, controls, escalation framework and reporting obligations used to combat money laundering and terrorist financing across the Group.
- **New Contracts Policy:** aims to ensure that any contract engaging a Tikehau Capital entity has been duly authorised by an appropriate person and reviewed by the relevant Tikehau Capital departments before any commitment.
- **Code of Ethics:** sets forth the expected standards of conduct with which all relevant individuals are expected to comply. Tikehau Capital expects that personnel conduct themselves in accordance with the Code of Ethics and seeks to avoid all forms of improper behaviour, not only to abide by the letter of the Code of Ethics, but also by its spirit, upholding the fundamental ideals of Tikehau Capital which includes integrity, honesty and trust. The Code of Ethics incorporates an internal whistleblowing policy whereby employees can raise suspected concerns regarding unethical behaviour or decisions that could indicate potential wrongdoing.
- **Whistleblowing Policy:** offers individuals a confidential mechanism for reporting suspicions or knowledge of possible breaches to protect the Group, its brand, people and clients by providing an early warning when something goes wrong. This includes matters in relation to our supply chain, which includes modern slavery.


4. Ongoing Enhancements

Tikehau Capital's commitment to ESG, including combatting modern slavery, is an ongoing process. We remain focused on improving our ESG analysis of investments, performing internal assessments of our ESG, bribery and corruption and money laundering risks, as well as enhancing our policies and procedures to align with regulatory requirements and best practices.

We will continue our efforts to identify any significant risks in our business and supply chain and take any actions appropriate or necessary directly with suppliers.

Tikehau Capital is committed to ensuring that its business practices and systems and controls, which are designed to safeguard against modern slavery and human trafficking, continue to evolve each financial year.

Signed

A handwritten signature in black ink, appearing to read 'Geoffroy Renard', written in a cursive style.

Geoffroy Renard, General Counsel
For and on behalf of the Tikehau Capital Group

12 June 2024