



TIKEHAU CAPITAL RESPONSIBLE PURCHASING CHARTER

December 2024

Tikehau Capital and its affiliates (together, "Tikehau Capital" or the "Group") requires its suppliers to implement appropriate measures as part of the Group's Corporate Social Responsibility ("CSR") approach.

The objective of this charter is to outline the commitment of Tikehau Capital to its service providers. Service providers are any business partner, supplier, and/or subcontractor that provides a service or product to the Group under a commercial arrangement. This charter also defines the Group's expectations from these stakeholders in terms of (i) business ethics, (ii) human and labour rights, (iii) confidentiality and intellectual property, (iv) environment and (v) supply chain.

For internal rules governing the engagement of service providers, Tikehau Capital personnel should refer to the Group Service Provider Engagement Policy.

1. COMMITMENTS OF TIKEHAU CAPITAL TOWARDS ITS SUPPLIERS

1.1 Business ethics

Ethical Conduct: Compliance with ethical principles is at the foundation of our business and is fundamental to maintaining our reputation and the trust placed in us by our client-investors. In everything it does, Tikehau Capital must therefore ensure that it strictly complies with the rules of conduct as regards all its stakeholders and the way in which it conducts its business. Tikehau Capital has a zero-tolerance approach towards bribery, corruption, and influence peddling, in compliance with all applicable law, including particularly French, U.S., and UK law.

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 countries where we operate.

Tikehau Capital is committed to working to achieve sufficient standards in terms of CSR and to adopting an ethical behaviour. Tikehau Capital joined the United Nations Global Compact in February 2023.

Non-discrimination, fair treatment and human rights: Tikehau Capital 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 zero-tolerance for human rights abuses.

Fair competition: the Group encourages fair and ethical business practices, avoiding any activities that could be perceived as anti-competitive.

Anti-Bribery and Corruption Code: Tikehau Capital has a zero-tolerance policy for bribery and corruption, provides regular training on anti-corruption practices, and has established due diligence procedures for third-party relationships to mitigate potential issues.

Conflicts of Interest: To mitigate the impact of conflicts and potential conflicts of interest negatively affecting clients, the Group takes action to identify, prevent, manage, monitor and disclose conflicts of interest. Conflicts of interest may arise exist between the Firm or anyone linked to the Firm and its client(s); amongst business units or funds; or one client and another.

1.2 Whistleblowing

Tikehau Capital has a secure third-party whistleblowing platform that offers individuals – internal and external – a confidential channel for reporting suspicions or knowledge of possible breaches of law or Group norms to protect the Group, its brand, people and clients. Whistleblowers are protected from retaliation, and the Group ensures timely and thorough investigations of reported issues, and provides feedback on the outcomes where appropriate.

1.3 Contractual and payment terms

The Group pays its suppliers in accordance with the provisions of the applicable legislation and regulations. It seeks to honour the agreed payment terms, provided that the contractual conditions have been duly complied with.

Supporting Small and Medium-Sized Enterprises (“SMEs”) - Tikehau Capital has implemented targeted measures to enhance engagement with SMEs and support their financial stability in light of the challenges they face:

- **Simplified contractual terms:** To minimise administrative burden, contracts with SMEs may include simplified terms wherever possible, while still ensuring compliance and risk management standards.
- **Timely payments:** Payment terms will be clearly defined in each contract, with particular emphasis on minimising payment delays for SMEs. Tikehau Capital commits to the following measures to support this goal:
 - **Payment support:** SMEs will be provided with access to a support team that will address payment inquiries and expedite processing where necessary.
 - **Scheduled payment monitoring:** dedicated monitoring will be conducted to ensure compliance with payment schedules.
- **Capacity building and training:** Tikehau Capital will offer SMEs guidance on invoicing, payment tracking, and other administrative aspects to streamline operations and reduce payment delays.

These measures for SMEs will be applicable to both existing and new contracts.

1.4 Confidentiality and intellectual property

Tikehau Capital ensures that confidential information about its business partners is neither disclosed nor used outside the scope of their business relationship.

The Group has drawn up a personal data protection policy, which is available on the Company's website. In accordance with the General Data Protection Regulation ("GDPR"), the purpose of this policy is to inform all individuals about how the Company collects and uses personal data, how to control this use, how the Company communicates such data to third parties when necessary, and how and under which conditions the confidentiality of personal data is protected.

1.5 Employment of people with disabilities

In France, the Group's contribution to the employment and integration of disabled people is reflected in its choice of suppliers who employ people with disabilities.

2. COMMITMENTS OF THE SUPPLIERS TOWARDS TIKEHAU CAPITAL

2.1 Business ethics

Compliance with laws and regulations: Suppliers must adhere to all applicable local, national, and international laws and regulations in the jurisdiction or sectors in which they operate. This includes, but is not limited to, compliance with labour laws, environmental regulations, anti-corruption legislation, and industry-specific requirements. Suppliers are expected to stay informed about relevant legal and regulatory changes and update their policies and practices accordingly.

Ethical Business Conduct: Suppliers are required to maintain the highest standards of ethical business conduct. This encompasses:

- implementing robust anti-corruption and anti-bribery measures
- ensuring fair competition, and avoiding anti-competitive practices
- maintaining transparency in all business dealings to avoid conflicts of interest that could compromise their objectivity or integrity
- refraining from engaging in any fraudulent or deceptive activities, which includes, but is not limited to, insider trading, misuse of company assets, and making illegal payments

Reporting and Transparency: Maintaining accurate records and reporting any violations or concerns related to the responsible purchasing charter is essential. Suppliers should cooperate fully with any investigations conducted by the company or authorised third parties. Transparency and accountability are key to building trust and ensuring the effectiveness of the charter.

2.2 Human rights, labour rights and development of human potential

Tikehau Capital expects that its suppliers comply with the International Bill of Human Rights, the UN Global Compact ("UNGC") and the Fundamental Conventions of the International Labour Organisation (ILO) as well as all regulations applicable to their activities in the areas

where they operate. Tikehau Capital expects them to promote and respect human rights within their area of influence.

- **Non-discrimination:** The supplier undertakes not to make a distinction between people according to their age (s), sex, religion, political opinion, social or ethnic origin, sexual orientation or identity, disability, family situation, nationality, patronymic or physical appearance. It must promote equal treatment and equal opportunities in accordance with the ILO principle of non-discrimination.
- **Child labour:** The supplier must ensure that no illegal child labour is used in the completion of their work. The term “child” here refers to any person under the legal employment age in the country where the work is performed, on the additional condition that this legal age complies with the provisions established by the ILO.
- **Human trafficking, forced or compulsory labour:** The suppliers commits to forbid human trafficking, forced or compulsory labour as defined by ILO.
- **Illegal work:** The supplier undertakes not to use concealed work and to fulfil the obligations relating to declaration and payment to the administrative, social and tax authorities as provided for in the countries concerned.
- **Hours worked:** The working hours acceptable to the Group will be determined by the regulations of the countries in which the suppliers work.
- **Remuneration:** The supplier complies with local legislation on minimum wages, and undertakes to pay their salaries to employees on a regular basis. The supplier undertakes to pay overtime hours in accordance with the rates defined by the applicable legislation.
- **Health and security:** The supplier undertakes to declare all staff to social welfare organizations and to deploy a health and safety policy guaranteeing a safe and healthy working environment for its employees and to maintain an environment in which the dignity of people is respected. The risks linked to its activity must be assessed and progress plans must be carried out to prevent them.
- **The supplier guarantees his staff the rights to unionize and to communicate freely with their management on their working conditions without fear of harassment, attempted intimidation, sanctions, pressure or retaliation. They also recognize and respect the workers' right to freedom of association, whether or not joining an association of their choice.**
- **Harassment and abusive conduct:** The supplier treats its employees with respect and dignity and prohibits any form of corporal punishment, physical, sexual, verbal or psychological harassment, or any other form of abusive conduct.

In respect of the UK, Tikehau Capital is committed to combat slavery and human trafficking, as set forth in our annual Modern Slavery Statement.

2.3 Confidentiality and intellectual property

- **Data protection:** The supplier must comply with GDPR and other applicable laws, regulations and guidelines on personal data. In addition, the supplier must adequately process sensitive, confidential and / or exclusive information. This information must not

be used for any other purpose than the commercial purposes for which it was intended, except with a prior authorization.

- Intellectual property rights: Tikehau Capital's supplier must comply with applicable laws concerning claims related to intellectual property rights, including disclosure protections, patents, copyrights and trademarks.
- Information security: Data and IT system security is an essential requirement for Tikehau Capital. The Group may entrust data to and/or grant its suppliers access to its IT system. Tikehau Capital's suppliers must comply with any security requirements sent by Tikehau Capital.

2.4 Environment

Tikehau Capital expects suppliers to commit to:

- Respect the laws and environmental regulations in force.
- Monitor the impact of their activities on the environment in terms of water and energy, and waste production.
- The Group invites the supplier to undertake a periodic review of its greenhouse gas emissions and develop an action plan to reduce carbon emissions.

The Group expects the supplier to adopt a progressive approach and seek to reduce the environmental impact of its products or services over their entire life cycle.

2.5 Supply chain

Tikehau Capital expects suppliers to commit to:

- Promote and enforce the principles of the policy with their subcontractors
- Implement a monitoring process to prevent and manage any risk that could have a material environmental and social impact.

The supplier is encouraged to set up their own charter or code of conduct and to transmit their principles to their own suppliers and sub-contractors.

2.6 Reporting on progress

As part of this policy, Tikehau Capital reserves the right to request information relating to the supplier's extra-financial performance on a periodic basis e.g., respect for human rights, working conditions, carbon footprint assessment, decarbonisation trajectory, actions taken related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.