

# STATEMENT ON THE INTEGRATION OF SUSTAINABILITY RISKS IN THE REMUNERATION POLICY

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# GENERAL PRINCIPLES

## REGULATORY FRAMEWORK

In accordance with the requirements of Article 5 of EU's 2019/2088 Sustainable Finance Disclosure Regulation (SFDR), Mérieux Equity Partners is required to publish on its website a statement on the integration of sustainable risks in our remuneration policies.

## STATEMENT

The Mérieux Equity Partners' remuneration policy is consistent with the integration of sustainability risks.

Since 2021, dedicated objectives for the Executive Officers and the Managing Partners were set up accordingly, to increase ESG awareness, to incorporate and integrate ESG factors throughout the entire investment cycle and to ensure proper ESG indicators reporting (Fund Annual Report and Incident monitoring).

And since 2025, ESG objectives are also included in the annual assessment and remuneration of other MxEP employees.

Therefore **ESG objectives are now part of the annual assessment and remuneration of all MxEP employees.**

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