



2025

Diversity, Equity & Inclusion Charter

Mérieux Equity Partners

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Introduction

► OUR AMBITION

At Mérieux Equity Partners we are committed to responsible and sustainable investments, and we are convinced that Diversity, Equity & Inclusion is an assurance of sustainability and performance that will benefit to all our stakeholders.

By considering Diversity, Equity & Inclusion (DE&I), Mérieux Equity Partners seeks to create an equitable and inclusive work environment, to attract better talent, and to strengthen its corporate culture.

Mérieux Equity Partners values the diversity of people within its team, whether they are of different gender, education or economic background. This diversity ensures that there are multiple points of view within the management company's teams and also during the investment process (pre-investment, ownership and exit projects).

The confrontation of different points of view contributes to the quality of Mérieux Equity Partners' investments.

As a signatory of the France Invest Gender Equality Charter, we are committed to promoting gender equality in our management company and in our portfolio companies.

► DEFINITIONS

Fostering a diverse and inclusive workplace environment is key Mérieux Equity Partners. This enables personal and professional development, stimulates innovation and creativity, and creates a positive impact throughout the ecosystem. DE&I is a genuine source of value creation.

- **Diversity** is all the differences that make up and enrich our workplace. This may include gender, nationality, age, socio-economic situation, religion...
- **Equity** means guaranteeing fair and non-discriminatory treatment, access, resources and opportunities for success and development for all, regardless of identity.
- **Inclusion** is about creating and ensuring a workplace where everyone feels valued, equally respected and able to fulfil their potential.



Introduction

OUR COMMITMENTS

At Mérieux Equity Partners we are committed to :

- Ensure equal opportunities and prevent all forms of discrimination in all HR decisions and process (recruitment, remuneration, training, progression).
- Promote respect, collaboration and positive impact.
- Propose training to empower employees and managers on bias, diversity and inclusion topics.
- Continuously measure and improve our actions through indicators and dedicated governance.
- Promote these principles within our ecosystem, particularly through our investment practices and our proportionate expectations of portfolio companies.

Our approach to achieving sustainable Diversity, Equity and Inclusion impact relies on 3 core pillars:



GOVERNANCE: A DEDICATED DE&I COMMITTEE

For the past three years, Mérieux Equity Partners has been actively involved in DE&I issues through a dedicated committee.

This Committee oversees the design, implementation, promotion, monitoring and enforcement of this Diversity, Equity and Inclusion policy.

The Committee is composed of several members of the management company, including representatives from the ESG, HR, investment and management functions as permanent members and, if necessary, other employees wishing to become involved in the subject.

The Committee meets as regularly as necessary, at least once a year to fulfill its mission.

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Our DE&I commitment within Mérieux Equity Partners



DIVERSITY IN OUR TEAMS

Because respect, equality and inclusion are fundamental values, we affirm our commitment to diversity in all its forms within our organisation. We are committed to promoting an open, respectful and equitable environment where everyone, whatever their origin, gender or culture, can achieve their full potential.



Socio-cultural diversity

Socio-cultural diversity encompasses differences in culture, religion, language and social background. It enriches our company by bringing different perspectives and fostering greater mutual understanding.

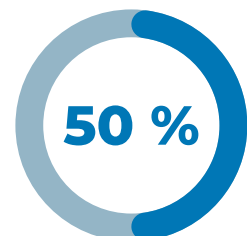
- **A multicultural environment:** We recognise and value cultural, social and economic differences. We encourage the exchange of ideas and collaboration between people from different backgrounds, in order to strengthen innovation and enrich our practices.



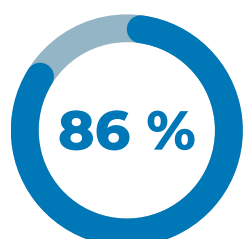
Gender diversity

Gender diversity aims to ensure gender equality in all aspects of working life. It allows us to benefit from the talents and skills of everyone, regardless of gender.

- **Gender diversity in our teams:** We are committed to promoting gender equality by guaranteeing the same opportunities and rights for all, regardless of gender. We combat all forms of gender discrimination and strive to create a working environment where women and men can develop under equal conditions.



of our team are women*



of our recruitment in 2025 are women**

- **Gender diversity in our recruitments:** We commit to implementing recruitment and promotion policies that eliminate gender bias. Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society. Each employee will be respected and valued and able to give their best as a result.

Our DE&I commitment within Mérieux Equity Partners

Nationality diversity

The diversity of our nationalities enriches our company through the diversity of our experiences and international perspectives. It opens us up to the world and makes it easier for us to adapt to global markets.

- **Recruitment:** We encourage the presence of people of different nationalities within our organisation, fostering an international environment of openness and mutual respect. We believe that the diversity of nationalities is an asset that enables us to better understand and appreciate different cultural perspectives.

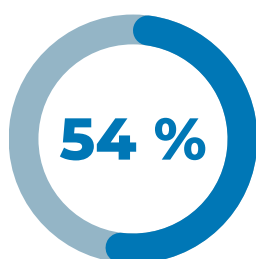


different nationalities within
Mérieux Equity Partners*

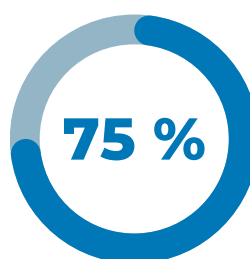
Diversity of profiles

The diversity of profiles includes differences in career paths, training, age and skills. It allows us to create complementary teams and innovate by combining different approaches, different academic background and different professional experiences.

- **Recruitment:** We encourage the recruitment of people with atypical career paths, with strong operational experience before joining investment activities. Moreover, striving to build a diverse pipeline of talent, our HR department is partnering with organizations that promote equal opportunity in finance and healthcare sectors.
- **Training:** We provide opportunities for development and ongoing training for all employees.
- **Positive dynamic:** The diversity of profiles and expertise encourages creating an environment where innovative ideas and different approaches are valued.



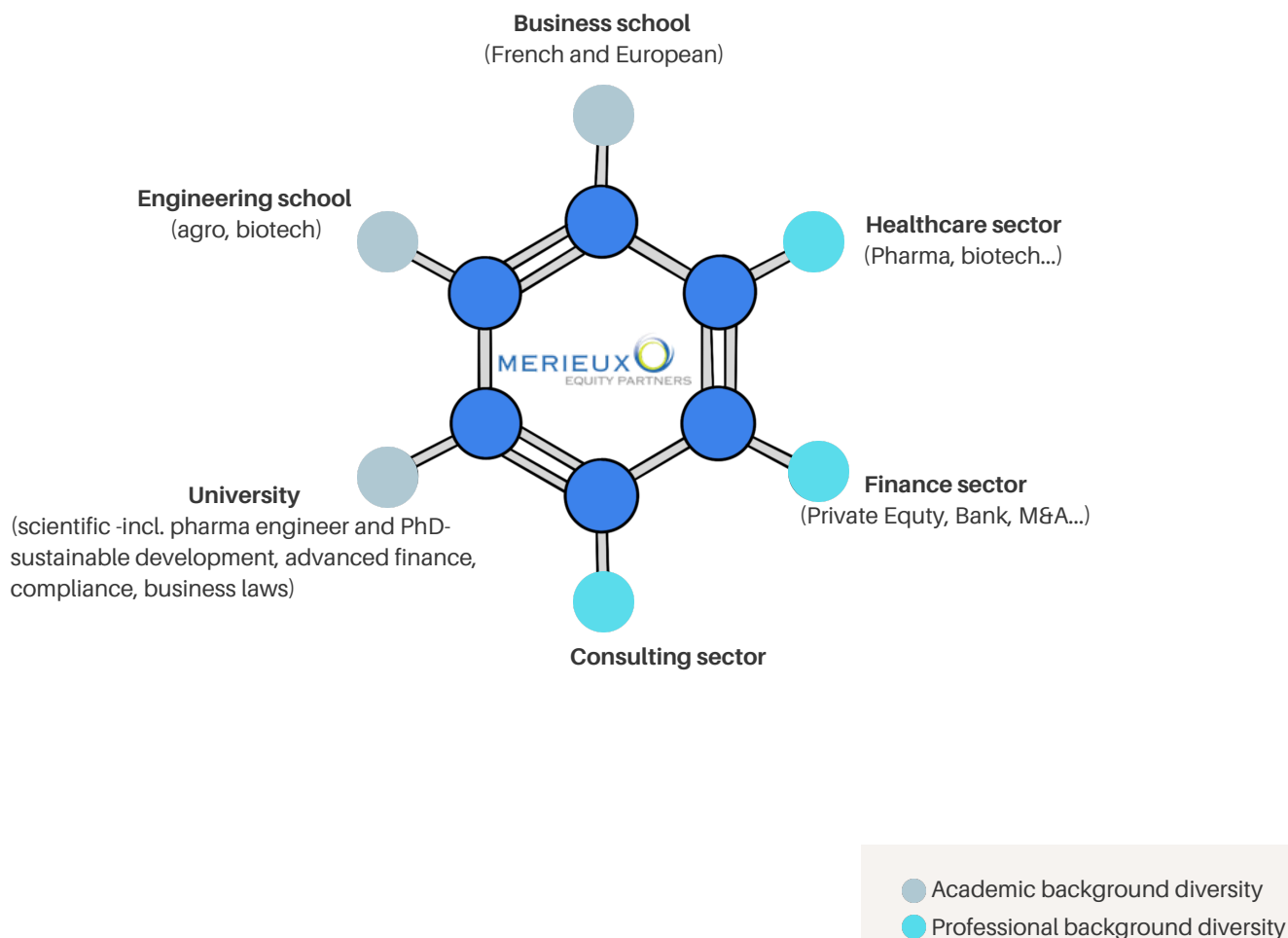
of our teams has
a double or triple
ACADEMIC background*



of our teams has
a double or triple
PROFESSIONAL background*

Our DE&I commitment within Mérieux Equity Partners

More than half of the team (53.6%*) has a double or triple academic background, reflecting a strong blend of scientific, business, legal, and technical expertise. An even larger majority (75%*) has a double or triple professional background, combining experiences across industry, finance, research, consulting, public sector, HR and ESG. This hybrid DNA strengthens Mérieux Partners' ability to understand and support the complexity of the healthcare ecosystem.



Our DE&I commitment within Mérieux Equity Partners



SUPPORTING PARENTHOOD

We are aware of the challenges parents face in reconciling work and family responsibilities, and are committed to supporting our employees in managing their parenthood. We are putting in place concrete actions that promote fairness between parents (father or mother), work-life balance and partnerships with crèches to facilitate childcare. The aim is to create an environment that is inclusive, respectful and conducive to the personal and professional development of each parent.



Equity between fathers and mothers

Mérieux Equity Partners is committed to guaranteeing complete equality between fathers and mothers in terms of access to parenting facilities. Whether it be parental leave, flexible working hours or support in managing family responsibilities, all employees, regardless of gender, will have the same rights and access to support measures.

- **Parental leave:** Fathers and mothers have the same rights when it comes to parental leave, in compliance with applicable local regulations. MxEP encourages all employees, regardless of gender, to take their parental leave and to participate actively in co-parenting.
- **Equal access to facilities:** All initiatives in favour of parenthood (teleworking, flexible working hours, exceptional leave for family events) are equally accessible to all parents, regardless of gender.



Worklife balance

MxEP recognises the importance of a harmonious work-life balance, which is essential to the well-being of parents. We put in place measures to enable parents to meet their family obligations without compromising their professional development.

- **Flexible working hours:** We offer flexibility options, such as flexible working hours on a case-by-case basis at the manager's discretion in the event of a sick child or medical appointment, or part-time working. These measures are designed to enable parents to adapt to the needs of their family without interfering with their professional responsibilities.

Our DE&I commitment within Mérieux Equity Partners

- **Home office:** MxEP offers teleworking arrangements (one day a week) to enable parents to organise their daily lives more effectively.
- **Support for family emergencies:** MxEP is introducing a flexible approach to family emergencies, allowing employees to take time off work to deal with unforeseen situations relating to their children, with the prior agreement of the manager.

Partnership with crèches

14

children of employees have benefited from these partnerships since 2019*

In order to provide practical support to parents in managing childcare, MxEP has set up partnerships with private crèches to facilitate access to these services for its employees. MxEP facilitates access to childcare facilities (nurseries) close to the home or workplace or in accessible locations, and finances the cost of the cradle for the child to be looked after directly with the crèches. It sets up partnerships with local nurseries to guarantee reserved places for its employees.

Sick child leave

In accordance with French law, the maximum legal duration of leave for a sick child is set at 3 days per year, without pay. However, MxEP has decided to pay its employees for these days.

Non-discrimination and respect for privacy

MxEP ensures that no employee is disadvantaged or discriminated against because of their status as a parent. All decisions relating to career development, remuneration and performance appraisals must be made without reference to parenthood.

- **Respect for privacy:** Information relating to parenthood must be treated confidentially and with respect, in compliance with applicable regulations. Employees should not feel pressured to share personal details about their family life.

Our DE&I commitment within Mérieux Equity Partners



OUR COMMITMENT TO SOCIAL SOLIDARITY

At Merieux Equity Partners, we believe that diversity, equity, and inclusion are inseparable from our responsibility as a healthcare stakeholder. Our mission to support companies that improve human health extends naturally to the way we operate as a firm. We are committed to building a culture that reflects the diversity of the world we live in, ensures equitable access to opportunities, and actively contributes to a more inclusive society. As such, we pursue social solidarity through both internal initiatives and external partnerships.



Our charity fund: Mérieux Equity Initiatives

The Mérieux Equity Initiatives charity fund dedicated to social and environmental impact was created on 18 January 2024 by Mérieux Equity Partners, in order to carry out actions of general interest initiated or supported by its founder.

Its mission is to promote and encourage equal opportunities, and to make a commitment to future generations, by supporting the following three areas:



By contributing financially and strategically to high-impact projects across these domains, we aim to foster a more inclusive, equitable, and sustainable society. This engagement is an extension of our values as a healthcare stakeholder and reflects our belief that progress in health must go hand in hand with progress in society.

Diversity, equity and inclusion are key pillars of our approach. Through the associations we support, Mérieux Equity Initiatives helps people with disabilities through appropriate and concrete initiatives, promotes equal opportunities for children from deprived neighbourhoods, combats all forms of discrimination and recognises diverse backgrounds, talents and life situations.

Our DE&I commitment within Mérieux Equity Partners

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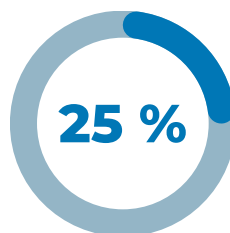
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By drawing on an ecosystem of committed associations and partners in the field, but also with the support of our teams who are heavily involved in closely following and monitoring these projects, the charity fund creates a measurable and sustainable social impact. It reflects Mérieux Equity Partners' deep conviction that economic performance must go hand in hand with a positive impact on society, and that the transformation of the healthcare sector cannot be achieved without an inclusive, ethical and responsible approach.

In 2025*,



associations are supported by Mérieux Equity Initiatives



of our teams are involved in the charity fund*



hours dedicated to the charity fund from our teams

To learn more about our Mérieux Equity Initiatives charity fund, please visit our [website](#).

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Our DE&I commitment within our portfolio companies



PROMOTE DIVERSITY, EQUITY, AND INCLUSION AMONG OUR PORTFOLIO COMPANIES

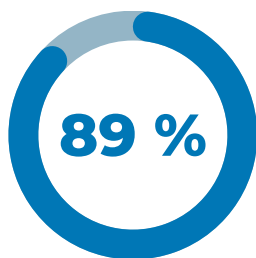
Mérieux Equity Partners promotes Diversity, Equity & Inclusion to all portfolio companies.

By fostering a DE&I environment, our portfolio companies can benefit from a variety of perspectives, which stimulates innovation and creativity. In addition, a culture of fairness and inclusion improves employee satisfaction and retention, reducing turnover costs.

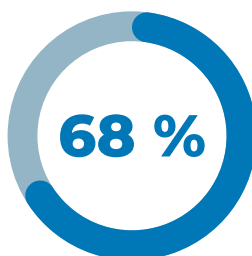
Diversity, Equity & Inclusion issues are topics we strictly follow and monitor. Based on an annually ESG monitoring process and regular discussion with our portfolio companies, we can monitor, improve and/or adapt their actions on Diversity, Equity & Inclusion. In addition, we also monitor and follow-up potentiel ESG material incidents (including social incidents related to discrimination for example) on a quarterly basis, through dedicated questionnaires.

We follow and monitor indicators, such as:

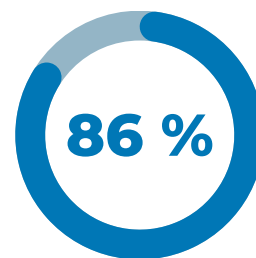
- The gender equality index
- The existence and implementation of an anti-discrimination and equal opportunity policy
- The number of women on the Executive or Management Committee and on the Board
- The number of independant members on the Board



of our portfolio companies have or are developing an anti-discrimination and equal opportunities policy*



of our portfolio companies have at least one independant member at their Board*



of our portfolio companies have woman on Executive or Management Committee*

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Conclusion

All employees are informed that this Diversity, Equity & Inclusion charter is in effect. They are required to comply with these requirements and to promote fairness in the workplace. It will also be made available to investors upon request.

This Diversity, Equity & Inclusion charter is fully supported by senior management.

The data relating to DE&I will be monitored and reviewed annually, and this charter will be updated annually as well to ensure that equality and diversity are continually promoted in the workplace.

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Photo credits : Justine Chabrol

