



Diversity, Equity and Inclusion Policy

Written: October 11th, 2021
Applicable as of: October 11th, 2021

INDEX

| | |
|--|---|
| INTRODUCTION | 3 |
| PRINCIPLES..... | 3 |
| ESTABLISHMENT OF A DIVERSITY, EQUITY AND INCLUSION COMMITTEE | 3 |
| DIVERSITY, EQUITY AND INCLUSION POLICY: 3 CORE PILLARS | 4 |
| DIVERSITY AND INCLUSION WITHIN THE MANAGEMENT COMPANY..... | 4 |
| FOCUS ON GENDER EQUALITY | 4 |
| EQUALITY AND FAIRNESS..... | 5 |
| PROMOTING INCLUSION | 5 |
| RECRUITMENT AND ONBOARDING | 5 |
| PROFESSIONAL DEVELOPMENT, TRAINING, COMPANY CULTURE, AND RETENTION | 5 |
| MONITOR DIVERSITY, EQUITY AND INCLUSION USING ANNUAL ESG REPORTING | 5 |
| MERIEUX EQUITY PARTNERS' COMMITMENTS | 5 |
| DIVERSITY AND INCLUSION WITHIN OUR PORTFOLIO COMPANIES | 6 |
| PROMOTE DIVERSITY, EQUITY, AND INCLUSION AMONG PORTFOLIO COMPANIES..... | 6 |
| CONCLUSION | 6 |

INTRODUCTION

Principles

Merieux Equity Partners is committed to fostering a culture of mutual assistance, support and integration among all employees. It is in our interest to promote diversity of backgrounds, characters and genders.

By focusing on ED&I, Merieux Equity Partners seeks to create an equitable and inclusive work environment, to attract better talent, and to strengthen its corporate culture.

Merieux 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 Merieux Equity Partners' investments.

Establishment of a Diversity, Equity and Inclusion Committee

As of October 11th, 2021, Merieux Equity Partners has established a Committee in charge of Diversity, Equity and Inclusion.

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 the President, certain Managing Partners, the Finance Manager, and the HR Manager as permanent members and, if necessary, other employees wishing to become involved in the subject.

The Committee will meet as regularly as necessary, at least twice a year to fulfill its mission.

It will present every year its progress to the whole management company team during a meeting dedicated to Diversity, Equity, and Inclusion.

Diversity, Equity and Inclusion Policy: 3 Core Pillars

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



People

At Merieux Equity Partners we encourage diversity at all levels in the organization.

Community

we provide financial resources and expertise to organizations focused on empowering underserved communities through its investments, but also donations and/or volunteerism.

Governance & Ethics

Merieux Equity Partners relies on the guidelines of reference organizations on D&I issues (France Invest, PRI, Article 1, etc.)

DIVERSITY AND INCLUSION WITHIN THE MANAGEMENT COMPANY

Focus on Gender Equality

Signatory of France Invest's Gender Equality Charter: We at Merieux Equity Partners, have committed ourselves to promote Gender Equality within our management company, portfolio companies and the Private Equity and Capital Investment industry. 30 commitments have been taken collectively by the France Invest Charter signatories to improve Male/Female equality.

Male and female parity and equality: 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.

Equality and Fairness

Equality and Fairness for all employees: We are committed to offering equality and equity to all in terms of resources, infrastructure, and salaries, regardless of gender or disability. We are opposed to all forms of illegal and unjust discrimination.

Promoting Inclusion

Promoting inclusion initiatives: We encourage and promote the inclusion of all employees regardless of background, education, physical or mental disability.

Management company team members are encouraged to take part in community service, volunteer or community service projects such as “L’Entreprise des Possibles”, “Level 20”, “Article 1”.

Recruitment and Onboarding

Equal Employment opportunity: Merieux Equity Partners will provide equal employment opportunity to all employees and applicants for employment. No employee will be discriminated against in hiring or employment because of age, disability or any other basis protected by applicable law.

Professional Development, Training, Company Culture, and Retention

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When Merieux Equity Partners selects candidates for employment, promotion, training, or any other benefit, it will be based on their aptitude and ability.

All employees will be supported and encouraged to develop their full potential and talents. In this way, our structure will benefit from all these skills and resources.

Monitor Diversity, Equity and Inclusion Using Annual ESG Reporting

The management company has put in place an ESG monitoring process and an annual ESG reporting. It will enable us to monitor key Diversity, Equity, and Inclusion indicators.

Merieux Equity Partners’ Commitments:

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- To encourage respectful communication and cooperation between all employees.
- To create a working environment that promotes dignity and respect for every employee.
- To encourage teamwork and employee participation, allowing the representation of all socio-professional categories.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To make training, development, and progression opportunities available to all staff.

- To accommodate employees' varying needs of work/life balance through flexible work schedule and home office.
- To enhance employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.
- To promote equality in the workplace, which Merieux Equity Partners believes is good management practice and makes sound business sense.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so that corrective measures can be applied.
- To encourage employees to treat everyone with dignity and respect.
- To regularly review all our employment practices and procedures so that fairness is maintained at all times.

DIVERSITY AND INCLUSION WITHIN OUR PORTFOLIO COMPANIES

Promote Diversity, Equity, and Inclusion Among Portfolio Companies

The management company will promote Diversity, Equity, and Inclusion to all Portfolio companies. This will support the excellence of the team operating portfolio companies and the value of our initial investment.

We will regularly and at least annually discuss with our portfolio companies their actions on diversity, equity and inclusion.

The management company has put in place an ESG monitoring process and an annual ESG reporting for several of our funds.

CONCLUSION

We will inform all employees that an Equality and Diversity Policy 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 and Inclusion Policy is fully supported by senior management and has been agreed upon with employee representatives.

Our policy will be monitored and reviewed annually to ensure that equality and diversity are continually promoted in the workplace.