

DIVERSITY EQUITY & INCLUSION

Charter

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EURAZEO

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DIVERSITY, EQUITY & INCLUSION CHARTER

I. PREAMBLE

1. Scope

This Diversity, Equity and Inclusion (DEI) charter (the “Charter”) applies to Eurazeo SE, Eurazeo Mid-Cap, Eurazeo Investment Manager, Eurazeo Funds Management Luxembourg, Eurazeo Infrastructure Partners and their wholly owned subsidiaries, herein referred to as “Eurazeo”.

This Charter is applicable to all Eurazeo employees and is implemented in compliance with local laws.¹ All clauses in this Charter should be treated with the same importance, regardless of the order in which they are presented.

Although this Charter does not apply to stakeholders outside of the aforementioned scope, Eurazeo strongly encourages them to implement the best DEI practices and will work to support them throughout the process, in its shareholder capacity.

2. Purpose and objectives

This Charter establishes Eurazeo’s vision regarding Diversity, Equity and Inclusion² (DEI) and the objectives thereof. It also establishes the mission, roles and responsibilities of the DEI committee.

The objectives of this DEI charter are to:

- State the commitments of Eurazeo in terms of Diversity, Equity and Inclusion,
- Share these commitments with all stakeholders,
- Structure the DEI committee and detail its roles and responsibilities.

This Charter does not aim to detail all the measures that have or will be taken by Eurazeo to foster DEI. This information can be found in the Eurazeo DEI Policy.

¹ For example, French law prohibits the collection of any data based on race, ethnicity or religion, sexual orientation (LGBTQIA2+), ... : cf. article 6 of the law n° 78-17 https://www.legifrance.gouv.fr/loda/article_lc/LEGIARTI000037822942




² **Diversity:** Variety of gender, age, ethnicity, nationality, social origin, family status, religion, sexual orientation, physical appearance, state of health, disability, state of pregnancy, union membership or political views. **Equity:** Fair treatment and access to opportunities for all. **Inclusion:** A work environment which is supportive, respectful and collaborative, removes all barriers and discrimination and where all employees have a voice.

3. Availability

The present Charter and the DEI Policy, along with all documents referred to herein, are accessible publicly on Eurazeo's website and internally on Eurazeo's intranet. Please note Eurazeo may update this Charter at any time and without prior notice.

II. VISION

DEI (Diversity, Equity and Inclusion) is one of two main pillars of Eurazeo's ESG strategy O⁺³, which focuses on three objectives:

-  End gender inequality,
-  Drive access to healthcare coverage and value creation,
-  Champion equal opportunity and philanthropy.

Eurazeo aims to guarantee the non-discrimination of all employees.

As such, in 2015, Eurazeo introduced a Code of conduct⁴ which is systematically signed by all employees. This Code prohibits any form of discrimination based on gender, age, ethnicity, nationality, social origin, family status, religion, sexual orientation, physical appearance, state of health, disability, state of pregnancy, union membership or political views.

Eurazeo applies an equitable human resources policy that complies with the laws and regulations in force, where appropriate proposes measures that go beyond local laws, and in doing so, promotes DEI and prohibits all forms of discrimination and harassment.

Eurazeo encourages DEI through all HR processes.

Eurazeo's DEI objectives are embedded in the entire HR cycle: from recruitment and onboarding, to training and development, remuneration and departures.

Eurazeo ensures that all employees are treated equally and not discriminated against throughout the HR cycle.

³ <https://www.eurazeo.com/en/introducing-eurazeos-new-csr-program-next-20-years-o>

⁴ Please refer to the **Code of conduct** (page 8) <https://www.eurazeo.com/en/newsroom/publications>

Eurazeo commits to fostering an inclusive environment.

Eurazeo seeks to create an environment where each employee has a sense of belonging and a voice that matters.

Multiple measures are put in place in order to build a culture where everyone feels included and may actively contribute and participate.





III. DIVERSITY, EQUITY, AND INCLUSION (DEI) COMMITTEE

Mission

The DEI Committee will serve as an advisory body to the Executive Board of Eurazeo. It provides research recommendations, policy guidance and organizes various events linked to the promotion of DEI.

Objectives

The DEI Committee develops an annual work plan, based on the following objectives:

-  Formulate recommendations and develop an action plan for measures and practices that foster a more diverse, equitable, and inclusive culture for employees and portfolio companies.
-  Implement actions and ensure commitments are honored.
-  Monitor Eurazeo progress on DEI matters and provide regular reporting.
-  Ensure that all actions are in line with applicable regulations in each relevant jurisdiction.

Membership

Participation is open to permanent Eurazeo employees who volunteer and are committed to diversity, equity, and inclusion and to achieving the mission, vision, and objectives of the Committee.

The Managing Partner - Chief Human Resources Officer validates applications to participate in the DEI committee based on the relevant individuals' expertise and commitment to DEI.

In case more than ten members are interested to participate in the committee, relevant subgroups may be created.

Roles and Responsibilities

A. Working group

Regular members (employees) attend the meetings and propose actions. They are in charge of:

- Proposing actions, following up and implementing various measures/activities.
- Supporting committee activities.
- Communicating to their respective teams and divisions about the objectives and upcoming activities of the DEI Committee.
- Reviewing and updating the DEI charter and the policy if and when needed.

B. Contributors

External experts may be invited from time to time to present to the DEI committee in order to:

- Share external best practices and market benchmarks.
- Advise on the proposed actions, e.g., in light of local regulations.
- Propose new actions.

C. Sponsor

The Managing Partner – Chief Human Resources Officer validates the actions proposed by the working group and is in charge of:

- Verifying the final deliverables of the DEI Committee.
- Validating the proposals of the DEI Committee members.
- Regularly monitoring the agreed KPIs.
- Communicating and reporting to the Board of Directors and Partners Committee.
- Approving the DEI charter & policy updates with the Board of Directors and Partners Committee.

IV. DIVERSITY, EQUITY, AND INCLUSION (DEI) MEASURES

Eurazeo

The detailed DEI measures can be found in the Eurazeo DEI policy which is appended and updated when relevant.

Portfolio companies

Eurazeo believes that businesses can be a driver of social progress. As part of its commitment to promote a more inclusive economy, Eurazeo supports portfolio companies in improving social protection and welfare of employees, value-sharing, equality, solidarity, diversity and inclusion across the globe.

Eurazeo notably assists portfolio companies in monitoring a set of DEI indicators such as the percentage of women in the total workforce and employees covered by health, life and disability insurances, and encourages them to reach the DEI objectives set by Eurazeo.

DISCLAIMER

Completed in January 2022.

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