

Periodic disclosure for the financial products referred to in Article 9, paragraphs 1 to 4a, of Regulation (EU) 2019/2088 and Article 5, first paragraph, of Regulation (EU) 2020/852

Product name:

Published on: 27 June 2025

- MED PLATFORM II B
- MED PLATFORM II S.L.P.

Legal entity identifier:

- MED PLATFORM II B: 96950070Y2AQDMC5RT95
- MED PLATFORM II S.L.P.: 9695000H3NYQ1L684F15

Sustainable investment means an investment in an economic activity that contributes to an environmental or social objective, provided that the investment does not significantly harm any environmental or social objective and that the investee companies follow good governance practices.

The **EU Taxonomy** is a classification system laid down in Regulation (EU) 2020/852, establishing a list of **environmentally sustainable economic activities**. That Regulation does not include a list of socially sustainable economic activities. Sustainable investments with an environmental objective might be aligned with the Taxonomy or not.

Sustainable investment objective

Did this financial product have a sustainable investment objective?	
<input checked="" type="radio"/> <input checked="" type="radio"/> <input checked="" type="checkbox"/> Yes	<input type="radio"/> <input type="radio"/> <input type="checkbox"/> No
<input type="checkbox"/> It made sustainable investments with an environmental objective : ____% <ul style="list-style-type: none"> <input type="checkbox"/> in economic activities that qualify as environmentally sustainable under the EU Taxonomy <input type="checkbox"/> in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy 	<input type="checkbox"/> It promoted Environmental/Social (E/S) characteristics and while it did not have as its objective a sustainable investment, it had a proportion of ____% of sustainable investments <ul style="list-style-type: none"> <input type="checkbox"/> with an environmental objective in economic activities that qualify as environmentally sustainable under the EU Taxonomy <input type="checkbox"/> with an environmental objective in economic activities that do not qualify as environmentally sustainable under the EU Taxonomy <input type="checkbox"/> with a social objective
<input checked="" type="checkbox"/> It made sustainable investments with a social objective : 100 %	<input type="checkbox"/> It promoted E/S characteristics, but did not make any sustainable investments



To what extent was the sustainable investment objective of this financial product met?

Sustainable investment is embedded in the asset focus and the management approach of MED Platform II SLP (the "**Fund**") as an impact investment fund focused on contributing to one or more of the 17 United Nations Sustainable Development Goals ('**UN SDGs**'), mainly SDG #3 "Good health

and well-being” and its associated targets, and SDG #9 “Industry, innovation and infrastructure”, and its associated targets, through investments in healthcare companies developing innovative products, medical devices, or services with positive outcomes for patient or animal health conditions. ARCHIMED (the "**Management Company**") has developed a framework (see our [Responsible Investment Policy](#)) by which sustainable investments with a social objective can be identified through determining their contribution to ARCHIMED’s Health objectives: better efficiency, efficacy, safety, accessibility and affordability. These objectives seek to provide better healthcare outcomes at the doctor, patient, animal, and environmental level, through improvements to medical industries and services to hospitals and care providers.

For our most recent funds (Article 8+ and 9), specific healthcare impact objectives and metrics have been relied upon to assess the performance of the sustainable investments. Table 1 provides a summary of 2024 performance.

	Better efficiency	Better efficacy	Better safety	Better accessibility	Better affordability
Natus Medical Inc.	Sustainable Investment Objective: Providing high quality devices which are essential for high-need areas such as epilepsy monitoring and neonatal brain injury, especially where conventional electroencephalogram (EEG) is delayed or unavailable.	Sustainable Investment Objective: Better efficacy through continuing education of doctors in new technologies and therapeutic innovations.	Sustainable Investment Objective: Better safety through an improvement of the quality of life of patients.	Sustainable Investment Objective: Through making the entire product portfolio available in all major markets, expanding access to diagnostic and treatment solutions.	
	Sustainable Investment Contribution: As demonstrated by Desai et al. (2024), point-of-care EEG provided by Natus products can significantly reduce Intensity Care Unit (ICU) length of stay (3.9 vs. 8.0 days) and enabled faster diagnosis (6.1 vs. 25.3 hours) compared to conventional EEG.	Sustainable Investment Contribution: Over 2,700 Healthcare Professionals were trained via Trade shows, Congresses, Local Master Classes, Virtual Training as well as Onsite training.	Sustainable Investment Contribution: 91.1 million patients treated/ screened (per disease/ disorder).	Sustainable Investment Contribution: 80,000 patients screened for sensory conditions in 2024.	
Jeisys Medical		Sustainable Investment Objective: Provide energy-based devices effectively addressing skin diseases with long-lasting effects, reducing the need for multiple sessions.	Sustainable Investment Objective: Through its medical-grade devices, ensure patient safety by reducing the prevalence of side effects vs. comparable alternatives in the market.	Sustainable Investment Objective: Provide devices designed to effectively treat skin diseases across all Fitzpatrick skin types, ensuring that a broader range of patients can benefit from these treatments.	
		Sustainable Investment Contribution: >50% share of revenue contributing to addressing skin diseases.	Sustainable Investment Contribution: 40+ countries where the medical devices are approved.	Sustainable Investment Contribution: 100% Fitzpatrick skin types covered by Radio Frequency and High	

				Intensity Focused Ultrasound devices.	
Instem	Sustainable Investment Objective: Expedite the discovery of potential drugs, ultimately benefiting patients through quicker delivery of new treatments.			Sustainable Investment Objective: Improve safety for the medical industries by ensuring regulatory compliance.	
	Sustainable Investment Contribution: 6% of drugs developed supported priority diseases.			Sustainable Investment Contribution: 12% of sales directed towards healthcare clients in low and middle income countries.	
Irrimax		Sustainable Investment Objective: High-efficacy products such as Irrisept eliminate most bacteria from wounds and effectively mitigate hospital-acquired conditions, helping hospitals improve patient outcomes and reduce the risk of surgical site infections (SSIs).	Sustainable Investment Objective: Irrisept acts as a safer replacement for antibiotics used to treat SSIs without increasing the risk of antibiotic resistance (AMR).		
		Sustainable Investment Contribution: A study was conducted alongside the UHS of Delaware, looking at the use of Irrisept in colon surgery, which typically had a 5.88% SSI rate. Irrisept was used to wash the wound and with this procedure in place, the average post-SSI rate was 2.09%, showing a marked reduction in the SSI rate when integrated into routine practice.	Sustainable Investment Contribution: 4 clinical studies completed 1.5M+ Irrisept products provided		
PlasmidFactory	Sustainable Investment Objective: Through innovative scientific and technological know-how paired with GMP capabilities, resulting in more efficient transfection processes that drive down production costs for academia, biotech, and pharma clients.			Sustainable Investment Objective: Through scientific collaborations on rare disease research, including oncology and degenerative diseases, as well as non-profit partnerships in developing countries, contributing to scientific knowledge and expanded access to healthcare innovation.	

	56 academic research clients served			99.3% client satisfaction rate	
	20 days average turnaround time for projects				

Table 1: MED PLATFORM II 2024 sustainable investments' performance

Please refer to ARCHIMED's [Sustainability & Impact Report](#) for detailed 2024 information on MED Platform II companies' sustainability performance.

Sustainability indicators measure how the environmental or social characteristics promoted by the financial product are attained.

Principal adverse impacts are the most significant negative impacts of investment decisions on sustainability factors relating to environmental, social and employee matters, respect for human rights, anti-

● ***How did the sustainability indicators perform?***

All investee companies of MED PLATFORM II have completed their 2024 ESG reporting. For details on 2024 vs. 2023 performance, please refer to Appendix I.

● ***...and compared to previous periods?***

As above.

● ***How did the sustainable investments not cause significant harm to any sustainable investment objective?***

MED PLATFORM II's investment strategy is focused on the contribution to SDG 3, 9, and/or other relevant SDGs and associated targets. This strategy dictates that the investments of the Fund will undergo a pre-investment screening and ESG due diligence to ensure that not only does the Fund contribute to social objectives, but that it will 'do no significant harm' (DNSH) to other sustainable investment objectives mainly through the collection and analysis of Principal Adverse Impacts indicators.

Please refer to Appendix I for more information.

— ***How were the indicators for adverse impacts on sustainability factors taken into account?***

During the investment cycle, the ESG Due diligence assesses indicators that would indicate presence or absence of a principal adverse impact (PAI). These indicators include, in compliance with the SFDR and Delegated regulation, the following principal adverse impacts:

- Environmental damage, GHG emissions; carbon footprint; GHG intensity of Investee companies; exposure to companies active in the fossil fuel sector; share of non-renewable energy consumption and production; energy consumption intensity per high impact climate sector; activities negatively affecting biodiversity-sensitive areas; emissions to water; hazardous waste ratio.
- Social and employee matters, violation of UN Global Compact principles and OECD Guidelines for Multinational Enterprises; lack of processes and

compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises; unadjusted gender pay gap; board gender diversity; exposure to controversial weapons.

- In addition to the mandatory PAIs, two additional PAIs are taken into account: 1) “Investments in companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement”, which was chosen due to ARCHIMED’s focus on climate as a central pillar within our responsible investment strategy; and 2) “Share of investments in investee companies without workplace accident prevention policy” which was selected due to the particular importance of health in safety in the workplace of healthcare businesses, which may be exposed to particular chemicals, machinery or other occupational hazards beyond that of a typical office environment.

Furthermore, our responsible investment strategy is embedded into all steps of our investment lifecycle and is focused on supporting and accelerating our investee companies’ sustainable transformation alongside ours. For this purpose, we bring advice on the definition of their Corporate Social Responsibility (CSR) strategy and assist them in developing actionable Sustainability and Impact Roadmaps that help set clear objectives, assign internal responsibilities, and monitor progress over time through the PAIs and tailored impact KPIs. These Roadmaps are validated at board level executed by the company’s management team as a concrete action plan to advance ESG and sustainability performance, as well as ultimately their PAI results, while also simultaneously contribute to the achievement of the social sustainable objective of the fund. If risks or incidents arise, ARCHIMED identifies any potential corrective action plans and implements active measures to mitigate the identified risks.

To further align business interests with sustainability and impact objectives, ARCHIMED has mandated that for MED PLATFORM II, 20% of the CEO’s variable remuneration is linked to the achievement of their Sustainability Roadmap, which by default guarantees improvement of their PAIs over the holding period.

The ARCHIMED team unceasingly mentors and assists the investee companies with their sustainability journey through regular engagement with company management and monitors company progress against this Roadmap through formal follow-up reviews which are performed on an annual basis. Results on the PAIs for this Fund are available in Appendix I.

— — — *Were sustainable investments aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights? Details:*

Yes, the Management Company ensures investee companies are aligned with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

This information is gathered as part of our annual ESG reporting process and is carried out across all portfolios. ARCHIMED policies require MED PLATFORM II to perform appropriate due diligences on its own activities, investments, and business relationships to enable appropriate action to be taken in the event of any findings of

non-compliance. ARCHIMED ensures human rights, equality and anti-bribery and corruption policies are in place and that there are not any instances of child, forced, or compulsory labour.

The EU Taxonomy sets out a “do not significant harm” principle by which Taxonomy-aligned investments should not significantly harm EU Taxonomy objectives and is accompanied by specific Union criteria.

The “do no significant harm” principle applies only to those investments underlying the financial product that take into account the Union criteria for environmentally sustainable economic activities. The investments underlying the remaining portion of this financial product do not take into account the Union criteria for environmentally sustainable economic activities.

Any other sustainable investments must also not significantly harm any environmental or social objectives.



How did this financial product consider principal adverse impacts on sustainability factors?

PAIs are considered throughout the entire investment cycle, from the initial negative and positive screening phases. After the screening is complete, it is determined if additional due diligence is required from an external consultant.

If any PAIs are identified during the screening or due diligence processes, ARCHIMED discusses with the management of the investee company and it is decided whether these impacts can be mitigated, and the investment can go ahead, or if the transaction must be dropped based on the incompatibility with the Fund’s social and environmental characteristics.

Our ESG reporting process monitors this by asking investee companies for PAI-related data on an annual basis. Please refer to Appendix I for more information.



What were the top investments of this financial product?

The list includes the investments constituting the **greatest proportion of investments** of the financial product during the reference period which is:

01/01/24 – 31/12/24

Largest investments	Sector	% Assets ¹	Country
Natus Medical ²	MedTech	29.6	USA
Jeisys Medical	Consumer Health	29.2	South Korea
Instem	Healthcare IT	21.0	UK
Irrimax	MedTech	13.7	USA
PlasmidFactory	Life Science Tools & Biologic Services	6.5	Germany

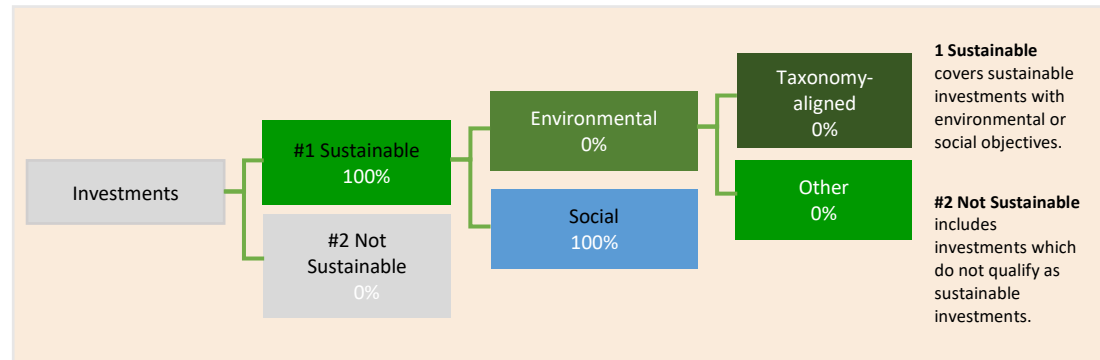


What was the proportion of sustainability-related investments?

Currently, the proportion of sustainability-related investments in MED Platform II is 100% as the Fund is classified as Article 9 and therefore contributes to sustainable investment objectives, which for MED Platform II we have designed as having a social lens.

What was the asset allocation?

Asset allocation describes the share of investments in specific assets.



As an Article 9 classified fund, MED Platform II's asset allocation is 100% sustainable investment with social objectives.

¹ The percentage of assets is calculated based on invested amounts and excluding cash.

² Consolidated amount for Natus Medical, split into two entities (Natus Neuro and Natus Sensory) during 2024 and made legally binding on January 1st, 2025. As a result, from 2025 onwards Natus Medical will report as two separate entities.

To comply with the EU Taxonomy, the criteria for **fossil gas** include limitations on emissions and switching to fully renewable power or low-carbon fuels by the end of 2035. For **nuclear energy**, the criteria include comprehensive safety and waste management rules.

Enabling activities directly enable other activities to make a substantial contribution to an environmental objective.

Transitional activities are activities for

Taxonomy-aligned activities are expressed as a share of:

- **turnover** reflecting the share of revenue from green activities of investee companies
- **capital expenditure** (CapEx) showing the green investments made by investee companies, e.g. for a transition to a green economy.
- **operational expenditure** (OpEx) reflecting green operational activities of investee companies.

● **In which economic sectors were the investments made?**

All investments made through MED PLATFORM II lifetime were made in healthcare industries across seven different sectors (percentage calculation based on invested amounts and excluding cash):

- Biopharma Products
- Consumer Health: 1 investment (c. 29%)
- Healthcare IT: 1 investment (c. 21%)
- Diagnostics
- Life Science Tools and Biologic Services: 1 investment (c. 6%)
- MedTech: 2 investments (c. 43%)
- Pharma Services



To what extent were the sustainable investments with an environmental objective aligned with the EU Taxonomy?

MED Platform II carries out sustainable investments with social objectives as part of our Funds’ strategy, which is therefore not based on EU Taxonomy alignment.

● **Did the financial product invest in fossil gas and/or nuclear energy related activities that comply with EU Taxonomy³?**

☐ Yes :

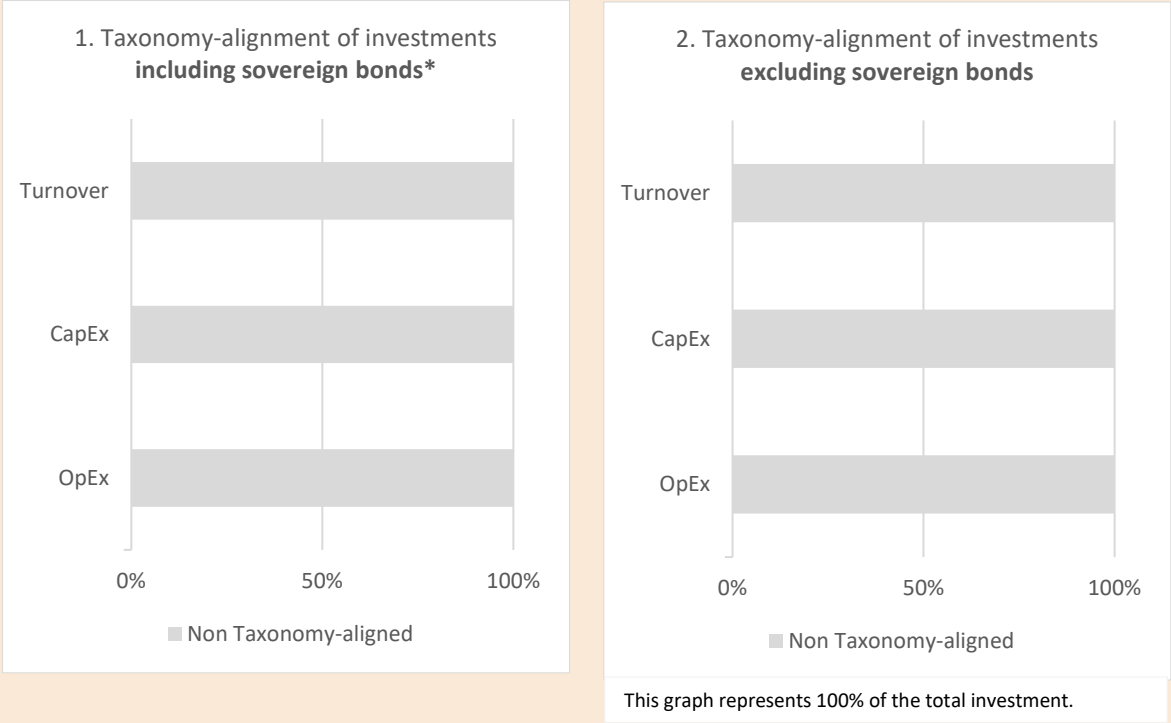
☐ In fossil gas ☐ In nuclear energy

☒ No

³ Fossil gas and/or nuclear related activities will only comply with the EU Taxonomy where they contribute to limiting climate change (“climate change mitigation”) and do not significantly harm any EU Taxonomy objective – see explanatory note in the left hand margin. The full criteria for fossil gas and nuclear energy economic activities that comply with the EU Taxonomy are laid down in Commission Delegated Regulation (EU) 2022/1214.

Reference benchmarks are indexes to measure whether the financial product attains the environmental or social characteristics that they promote.

The graphs below show in green the percentage of investments that were aligned with the EU Taxonomy. As there is no appropriate methodology to determine the taxonomy-alignment of sovereign bonds, the first graph shows the Taxonomy alignment in relation to all the investments of the financial product including sovereign bonds, while the second graph shows the Taxonomy alignment only in relation to the investment of the financial product other than sovereign bonds.*



**For the purpose of these graphs, “sovereign bonds” consist of all sovereign exposure.*

● **What was the share of investments made in transitional and enabling activities?**

Not applicable. The Fund does not invest or plan to invest in transitional nor enabling activities in the sense of the EU Taxonomy.

● **How did the percentage of investments that were aligned with the EU Taxonomy compared with previous reference periods?**

Not applicable. MED PLATFORM II’s investments do not follow an environmentally sustainable investment objective in the sense of the EU Taxonomy. Instead, they focus on the attainment of a social sustainable investment objective.



What was the share of sustainable investments with an environmental objective not aligned with the EU Taxonomy ?

MED PLATFORM II's investments do not pursue an environmental objective as laid out in the EU Taxonomy. Hence, 0% of the Fund's investments are aligned with the EU Taxonomy.



What was the share of socially sustainable investments ?

100% of MED Platform II's investments are sustainable investments with a social objective. For more details, please see above the answer to the question above; "To what extent was the sustainable investment objective of this financial product met?", as well as our [Sustainability and Impact Report](#).



What investments were included under "not sustainable", what was their purpose and were there any minimum environmental or social safeguards ?

None of MED PLATFORM II's investment fall into this category.



What actions have been taken to attain the sustainable investment objective during the reference period?

During the reference period, ESG data was collected for all investee companies, comprising over one hundred indicators. At the end of the reference period, follow-up reviews were conducted including overall progress, gap analysis and establishment of priorities for 2025.

Specific actions implemented at investee companies' level are specified in our [Sustainability and Impact Report](#), and regularly to our investors in quarterly reports of the Fund.



How did this financial product perform compared to the reference sustainable benchmark?

Not applicable. The Fund does not use a benchmark.

● *How does the reference benchmark differ from a broad market index?*

Not applicable.

● *How did this financial product perform with regard to the sustainability indicators to determine the alignment of the reference benchmark with the sustainable investment objective?*



are sustainable investments with an environmental objective that **do not take into account the criteria** for environmentally sustainable economic activities under Regulation (EU) 2020/852.

Not applicable.

- ***How did this financial product perform compared with the reference benchmark?***

Not applicable.

- ***How did this financial product perform compared with the broad market index?***

Not applicable.

APPENDIX I: ARCHIMED MED PLATFORM II Principal Adverse Impact Indicators 2024/2023

Adverse sustainability indicator	Metric	Unit	2024	2023	Explanation ¹	Actions Taken	
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS							
GHG (Greenhouse Gas) Emissions	1. GHG emissions (GP share)	Scope 1 GHG emissions and	tonnes	6,380	245	The same methodological framework has been applied for both the 2023 and 2024 financed emissions calculations. While the type of carbon footprint data may have evolved for certain assets, the overall approach remains consistent, ensuring comparability across years. However, the data reported in the period represents an improvement in methodology, for example improving the organizational scope of the calculation which is the reason behind an increase in the GHG emissions between 2023 and 2024. When comprehensive carbon emissions data is not available for the current year, prior emissions data (2023) is scaled using a revenue-based extrapolation based on the change in revenue from 2023 and 2024. For this fund there is limited data available for direct emissions. As a result, estimates are produced using the portfolio company's NACE code. Each NACE code is linked to an emission factor (in tCO ₂ e per M€ of revenue). The footprint is then calculated by multiplying the company's revenue by this factor. The addition of Jeisys and Irrimax to the fund in 2024 has resulted in an increase in the year-on-year difference.	During 2024, one portfolio company in MED Platform II has progressed to deliver its first carbon footprint assessment. ARCHIMED's S&I Team is currently working with the remaining investee companies to ensure a carbon footprint exercise is conducted over the course of 2025. The plan is to implement processes and start calculation of scopes 1-3 emissions based on 2024 data which will act as an initial baseline for carbon reduction initiatives. In 2024, ARCHIMED adopted the PMDR (Private Markets Decarbonization Roadmap) across all funds, which provides a standardized framework for private equity firms for the structured and transparent reporting of decarbonization strategies and goals across the portfolio.
		Scope 2 GHG emissions	tonnes	4,055	432		
		Scope 3 GHG emissions	tonnes	88,818	15,762		
		Total GHG emissions	tonnes	99,254	16,439		
	2. Carbon footprint	Carbon footprint	tonnes/ €M	71	23		
	3. GHG intensity of investee companies	GHG intensity of investee companies	tonnes/ €M	294	62		

¹ The Fund has strictly followed the definitions of Annex I of the Final Report on draft Regulatory Technical Standards, dated 4 December 2023, for compiling the various PAI indicators.

	4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector	%	Nil	Nil	During the review of 2024 data, it was identified that the 2023 previous figure was incorrect (now adjusted). This is because ARCHIMED invests exclusively in companies across the healthcare industries and thus has no exposure to the fossil fuel sector. Investment activity in this sector is officially prohibited as per ARCHIMED's exclusion list criteria.	Not applicable
	5. Share of non-renewable energy consumption and production	Share of non-renewable energy consumption and non-renewable energy production of investee companies from non-renewable energy sources compared to renewable energy sources, expressed as a percentage	%	65.41	40.00	The addition of Jeisys and Irrimax to the fund in 2024 has resulted in an increase in the year-on-year difference. This has resulted in an increase in non-renewable energy being disclosed. However, corresponding energy efficient measures are being identified by investee companies to reduce reliance on non-renewable energy in coming years.	<p>During the reference period, the following initiatives to reduce environmental impact were implemented and/or considered for future implementation among investee companies:</p> <ol style="list-style-type: none"> 1. Development and maintenance of environmental policies. 2. Focus on increased sourcing of renewable energy. 3. Purchasing energy efficient machinery, lighting and equipment. 4. Development of waste management initiatives which align with eco-design and circular economy principles. 5. Implementing a trade-in and refresh/resale/donation program to recycle products our customers no longer use 6. Objectives to reduce the quantity of raw materials such as water, glass, plastic and chemicals used to develop and manufacture products.
	6. Energy consumption intensity per high impact climate sector	Energy consumption in GWh per million EUR of revenue of investee companies, per high impact climate sector	GWh/ €M	0.01	0.02		
Biodiversity	7. Activities negatively affecting biodiversity-sensitive areas	Share of investments in investee companies with sites/operations located in or near to biodiversity-sensitive areas where activities of those investee companies negatively affect those areas	%	Nil	Nil	Investee companies do not have any sites/operations located in or near biodiversity-sensitive areas where they could negatively affect those areas. However, a biodiversity screening of investee company sites will take place in 2025 by the ARCHIMED S&I Team to identify any potential biodiversity risks relating to investments.	
Water	8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	tonnes/ €M	Nil	Nil	Investee companies in the fund do not generate emissions to water.	
Waste	9. Hazardous waste ratio	Tonnes of hazardous waste generated by investee companies per million EUR invested, expressed as a weighted average	tonnes/ €M	0.01	Nil	No hazardous waste figure reported for 2023 however during 2024, the Natus team worked on improving its reporting process to determine if hazardous waste was being produced. This resulted in 10.73 tonnes of hazardous waste being disclosed for 2024, further discussions will be ongoing in 2025 to ensure this is an accurate representation of hazardous	

						waste being produced across its operations and if there are actions being implemented to reduce waste.	
ARCHIMED Additional environmental indicator	4. Investments in companies without carbon emission reduction initiatives	Share of investments in investee companies without carbon emission reduction initiatives aimed at aligning with the Paris Agreement	%	100	100.00	As a result of no investee companies completing a full carbon footprint assessment, there is no investments with carbon reduction initiatives aligned with the Paris Agreement.	The ARCHIMED S&I team is currently working with several investee companies in the fund to undertake their first carbon footprint assessments and develop a corresponding decarbonization plan. For example, Instem are currently building on their first carbon footprint assessment to develop a decarbonization strategy with specific actions to further reduce environmental impact, optimize resource use, and lower emissions.

Adverse sustainability indicator	Metric	Unit	2024	2023	Explanation ²	Actions Taken
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SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY MATTERS

Social and Employee Matters	10. Violations of UN Global Compact principles and Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	Share of investments in investee companies that have been involved in violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	%	Nil	Nil	No violations took place across the fund in 2024.	<p>As part of ARCHIMED's ESG program, investee companies are encouraged to develop and maintain policies on the following non-exhaustive, social and governance topics:</p> <ul style="list-style-type: none"> (a) Code of Conduct (b) Code of Ethics (c) Anti-Bribery and Corruption (d) Grievance and Whistleblowing Mechanism (e) Human Rights (f) Supply Chain (g) Diversity, Equity and Inclusion (DE&I) (h) Health and Safety (i) Cybersecurity (j) Data Privacy and Protection <p>The deal teams are responsible, through their board representations, for enforcing the above and implementing corrective actions when material issues or violations occur. ARCHIMED informs ESG incidents or violations to LPs if/when they occur through the appropriate channels.</p>
	11. Lack of processes and compliance mechanisms to monitor compliance with UN Global Compact principles and OECD Guidelines for Multinational Enterprises	Share of investments in investee companies without policies to monitor compliance with the UNGC principles or OECD Guidelines for Multinational Enterprises or grievance /complaints handling mechanisms to address violations of the UNGC principles or OECD Guidelines for Multinational Enterprises	%	19.00	11.00	The addition of Jeisys and Irrimax to the fund in 2024 has resulted in an increase in the year-on-year difference. Currently, three out of the five companies in the fund have a comprehensive whistleblowing policy in place which offer employees to raise concerns or grievances in the workplace.	
	12. Unadjusted gender pay gap	Average unadjusted gender pay gap of investee companies	%	17.06	23.00	Several investee companies have made significant progress over the course of 2024 to introduce DE&I initiatives to advance gender equality in the workplace. This is illustrated by the decrease in average unadjusted gender pay for all investee companies during the reference period. ARCHIMED continues to support investee companies to implement clear initiatives or programs that will close any possible salary gaps	
	13. Board gender diversity	Average ratio of female to male board members in investee companies	%	7.65	13.00		

² The Fund has strictly followed the definitions of Annex I of the Final Report on draft Regulatory Technical Standards, dated 4 December 2023, for compiling the various PAI indicators.

						and will support career development for all employees.	companies have also formalized Employee Resource Groups for neurodiverse, LGBTQIA, and women in work to help foster connection, understanding, discussion and allow questions for deeper understanding and appreciation of differences.
	14. Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)	Share of investments in investee companies involved in the manufacture or selling of controversial weapons	%	Nil	Nil	No exposure to controversial weapons.	Not applicable.
ARCHIMED Additional social indicator	1. Investments in companies without workplace accident prevention policies	Share of investments in investee companies without a workplace accident prevention policy	%	30.76	66.00	Three out of the five investee companies in the fund have health and safety policies that include accident prevention and safeguarding measures. The ARCHIMED S&I team will continue to support remaining companies in the fund to develop the necessary policies and procedures to ensure that health & safety risks are identified and safeguarding processes are embedded into daily operations.	Investee companies perform regular formal or informal health & safety risk assessments in line with local/jurisdictional health and safety regulations. The risk assessment approach can vary by global or regional regulatory directives. advises investee companies to place an emphasis on key topics such as manual/machine handling courses, animal handling practices, chemical exposure monitoring in labs, establishing emergency action/response plans e.g. first aid/CPR training.