

# Impact Report



2021



ArchiMed  
Investors & Entrepreneurs  
in Healthcare

# Impacting Healthcare



## Vision

We believe in human, animal and environmental health as a common value amongst all people and as a key condition to long term sustainable development.



## Mission

We are joining forces with scientists, healthcare professionals, entrepreneurs and investors to drive the sustainable development of Healthcare industries.



## Ambition

By driving more resources to the healthcare industries, we are improving people's health and economic status at all possible levels.

We focus our investment on a number of healthcare improvement objectives, progressively expanding into the holistic One Health concept (i.e. including animal and environmental health).



Denis Ribon

Chairman and Managing Partner

“Improving patient outcomes is one of ArchiMed's founding ideas and our teams have always strongly believed in the role that we play in improving healthcare globally. Our impact approach has been maturing in the past few years and we have taken the opportunity created by the recent developments in the investment arena to formalize it and communicate on it externally.

By successfully creating our first fund classified as article 9 under the SFDR – MED III – in 2021, we ensured that positive healthcare outcomes are considered for all new investments along with their financial results. To make it possible, we hired an Impact Director fully dedicated to building and putting in practice all necessary processes and supporting our deal teams and portfolio companies in along the way.

As of December 2021, ArchiMed counts 23 companies in its portfolio. With the trust of investors, we plan to keep growing and scaling up both financial and non-financial benefits for the society. ”

# Impact in our Portfolio



Brian Bell

VP of Quality and Regulatory affairs and Data Protection Officer (DPO)



“ ArchiMed were instrumental in instituting a responsible procurement strategy which both conformed to H&S requirements (which until now did not exist), as well as put in place a roadmap to evaluate our product life-cycle analysis to evaluate the environmental impact of our products. This is front and center of minds for our pharma sponsors who are also increasingly mindful of their impact issues. ”



Francisco Fernandes

C.E.O.



“ ArchiMed has encouraged the search and use of the best technology available on the market to eliminate refractory COD and Nitrogen contained in the waste water of Suanfarma’s site located in Rovereto (Italy).

Thanks to this, and after carrying out successful tests, we proceeded to the installation of a plant for Electrooxidation and Reverse Osmosis that will be finalized during first half of 2023. This innovative technical solution is in line with ArchiMed’s commitment to produce medicines in a sustainable way by allowing the water used in the medicine manufacturing processes to be returned to nature in perfect condition. ”



Massimiliano Bogetti

C.E.O.



“ ArchiMed was pivotal to triggering our ESG journey that has brought Diesse to align its operations and processes to the 2030 agenda for sustainable development. The nature of what we do, healthcare for patients, and our commitment to a better world have naturally led us to change our status to become a Benefit Corporation. Moreover, ArchiMed shared with us the vision to build the DIESSE Biotech Campus, the most advanced and fully sustainable R&D and production biotech plant for the In Vitro Diagnostics in Europe. ”



Ishmael Beckford

Market Director



“ Thanks to ArchiMed’s support, Vita Health Group has embraced the need to focus on sustainability in a more coordinated way. It better enables the Group to demonstrate its value impact. ”

# Investing for Better Healthcare: a Global Challenge

At ArchiMed, we have been convinced of the crucial role healthcare companies play in sustaining humanity's well-being. For over 20 years, we have witnessed their tremendous contribution but also the potential risks emerging from poor control and management. The sanitary crisis that struck the world since 2020 has served as a wakeup call for many, revealing fragilities in our global healthcare system.

As an impact investor, we intend to guide healthcare actors towards building resilient and equitable healthcare systems, supporting access to a healthy life. We firmly believe that the healthcare industry has all the required characteristics to embody this impact vision: products and services with a greater purpose for human and animal health, which positive impacts should be intensified, as well as, raising awareness that only companies realizing their sustainability potential can endure and create long-term value.

At ArchiMed, we support the development of companies offering solutions to address the key challenges faced by healthcare systems and set forth by the United Nations' Sustainable Development Goals (SDGs), the World Health Organization (WHO), the European Commission and the Organisation for Economic Co-operation and Development (OECD)'s "State of the Health in the EU".



## SDG 3

### Target 3.4

By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

### Target 3.8

Achieve (...) access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all.



## The State of the Health in the EU

More protection and prevention

More effective and people-centred health systems

Improve access to healthcare

More resilient health systems



## The Triple Billion targets

1B more people benefitting from universal health coverage

1B more people better protected from health emergencies

1B more people enjoying better health and well-being



## Healthcare objectives

Ensure healthy lives and promote well-being for all at all ages





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# ArchiMed at a Glance

ArchiMed is a leading Private Equity  
firm focused exclusively on the  
healthcare industries.



**Vincent Guillaumot**  
Managing Partner  
and President of the Eurêka Foundation

“ 8 years after inception, ArchiMed stayed true to its founding values of entrepreneurship and focus on medical industries. During this period, the firm has built a consistent portfolio of transatlantic companies operating in the most innovative services and technologies of the healthcare industries and partnered with some of the most successful entrepreneurs of the healthcare sector.

ArchiMed can proudly showcase early successes that have been shared not only with investors but also with the management teams and the Eurêka foundation. ”

## At ArchiMed, we are...

### Independent and Team-Owned

ArchiMed is a fully independent team-owned investment firm. Its mix of operational, medical, scientific and financial expertise allows ArchiMed to serve as both a strategic and financial partner to build healthcare leaders.



2

Offices  
(Lyon,  
New York)

111

ArchiMed  
employees in  
2 offices<sup>(1)</sup>

23

Different  
nationalities

### Trusted by Global Investors

ArchiMed Funds have a responsibility to deliver good returns to the savers and pensioners whose money we invest, ultimately creating wealth for individual people and benefiting society as a whole.



> €5B

Total AUM<sup>(2)</sup>

110

Number  
of Investors

88%

Investors  
providing  
financial  
benefits for  
citizen<sup>(3)</sup>

### Sharing Value Creation

ArchiMed enables the employees in our firm and our portfolio companies to share the success they helped create.



100%

Of ArchiMed  
staff have  
access to  
carry in  
ArchiMed's  
Funds

100%

Of portfolio  
company's  
management  
are capital  
shareholders

5%

Of carried  
interest  
of each  
Fund goes  
to Eurêka  
Foundation

### Impact Investors

ArchiMed supports improved patient outcomes through a deeply rooted impact approach.



€2.6M

Donated  
to Eurêka  
Foundation  
between  
2014 and 2021

100%

Funds  
classified  
under SFDR  
Article 8 or 9

1

ESG award  
won in 2021

(1) As of 1<sup>st</sup> July 2022 including Operating Partners and Strategic Partners.

(2) Including Pension Funds, Foundations, Endowments, Insurance Companies, Sovereign Wealth Funds and Asset Managers. 12% from Family Offices and HNWI.

(3) Including Pension Funds, Foundations, Endowments, Insurance Companies, Sovereign Wealth Funds and Asset Managers. 12% from Family Offices and HNWI.

# Our Investments

We are thematic healthcare investors with a strategy targeting specific healthcare segments. We are integrating financial, scientific and operating expertise to support growth through internationalization.

Over the last twenty years, our leadership team has directly managed and invested in over eighty small to large-size healthcare companies globally, representing over €50 billion of combined value.

23

Portfolio Companies<sup>(1)</sup>

5

Exits<sup>(2)</sup>

8

Companies acquired in 2021<sup>(3)</sup>

5

Investment Funds

2

Article 9  
under SFDR (MED III,  
MED Platform II)

3

Article 8  
under SFDR (MED I, MED II,  
MED Platform I)

(1) At the end of 2021, 23 companies are included in the scope of the report in section “2021 Sustainable Performances”.  
(2) Since the creation of ArchiMed’s first Fund.  
(3) As stand-alone investments.

# Two Successful Exits

## Fytexia

Fytexia is a life science company focused on scientifically supported micronutrients for healthcare products. In the value chain of the nutrition industry, the company has a leading market position as formulator, blender and marketer of ingredients. Fytexia offers globally recognized ready-to-use solutions for the international health supplement industry with a specific focus on polyphenol.

At the end of a highly competitive first auction process, 8 non-binding offers were received, ranging between 13.4x to 20.1x EV/EBITDA multiple based on the adjusted sell-side EBITDA of €6.0M. Following the onsite, ABF, a diversified international food, ingredients and retail group was retained.

ArchiMed believe ABF is well-positioned to unlock the full value of Fytexia thanks to its international footprint and access to global food and beverage, human and pet nutrition as well as the health ingredients market segment.

## EUROLyser

Eurolyser is a leading diagnostics company that engineers and designs point-of-care testing devices as well as test kits sold primarily in Germany, Austria, France as well as in the US and Japan.

The deal team was approached in the second quarter of 2021 by both Vimian (Fidelio) and Antech Diagnostics (Mars) on a potential acquisition. Antech was a lab customer for Eurolyser’s SDMA tests and was already a top-2 customer. The deal team granted Antech access to the dataroom at the end of September 2021 and received a confirmatory offer shortly after.



We Address Key Segments of the Healthcare Sector...



As of 31 May 2022.

... Investing in Small to Large-size Healthcare Companies...



... Implanted Globally.



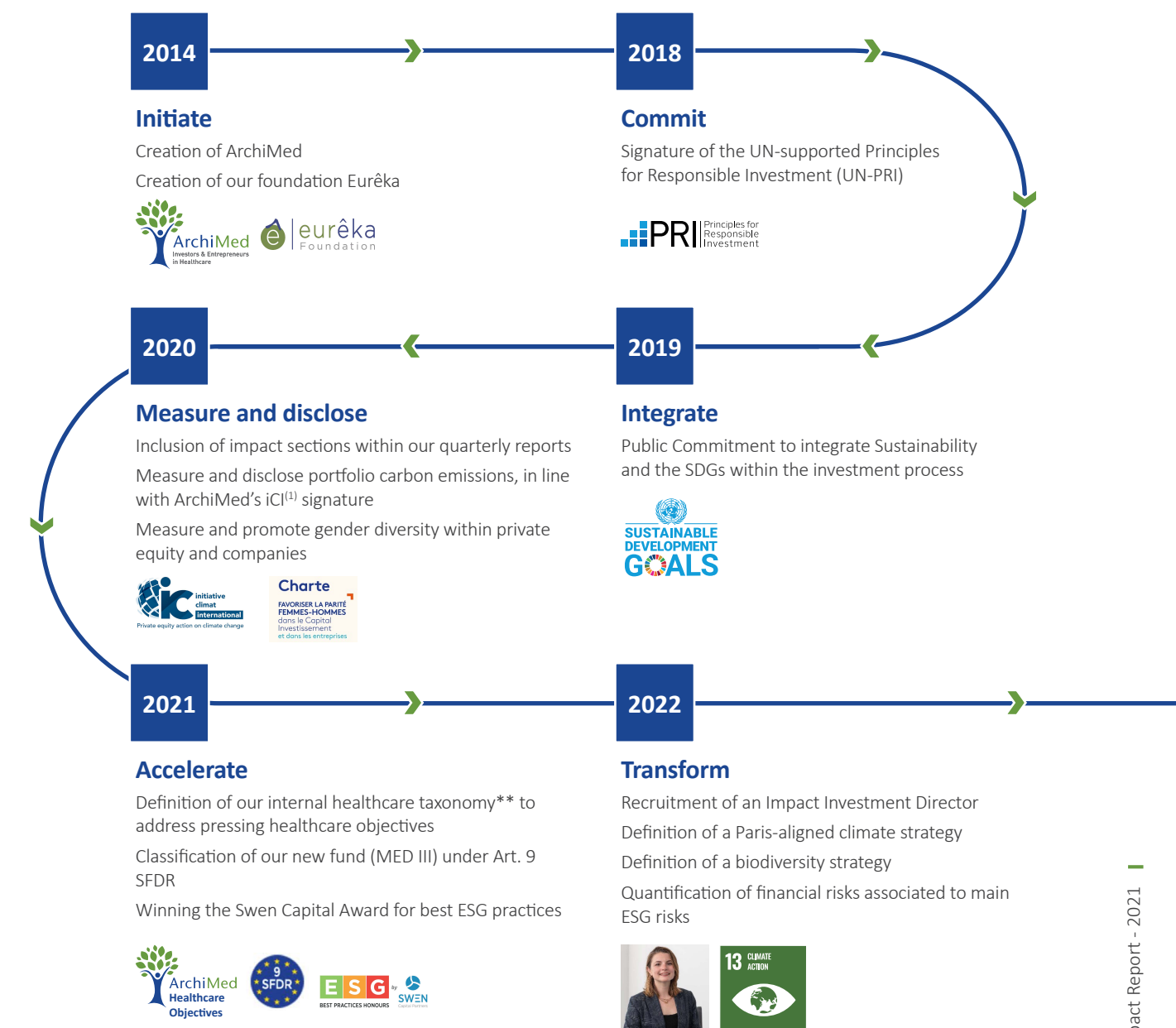


# A Health Impact Investor

## Our Impact Journey: Continuously Improving

At ArchiMed, we strive to continuously improve our sustainability approach, revising our commitments, or taking new ones, strengthening our processes, and implementing new actions, ensuring compliance with regulations.

To do so, we have hired Alice Morillon, our Impact Investment Director who is fully dedicated to our impact investment strategy and the structuring of our Eurêka Foundation and who supports and accelerates portfolio companies' sustainable transformation.



(1) Initiative Climat International; (\*\*) Because of our healthcare investment strategy, and pending the definition on an EU Social Taxonomy, we developed a proprietary healthcare Taxonomy.



**André-Michel Ballester**  
Managing Partner

“ At ArchiMed, we believe the healthcare industry is essential to our future and needs sustainable and innovative solutions to be and remain resilient. Our goal is to support health solution providers in achieving their mission in the best possible way, upholding highest responsible standards. Monitoring positive impacts is not always prioritized by the market. That is why we, at ArchiMed, have specifically added this expertise to our investment approach. We apply our in-depth expertise of healthcare sectors in our assessment of key sustainability topics of the healthcare sector such as ethics, faire pricing, data privacy and security, health and safety of the employees etc. Today, we are impact investors who chose the responsible investment path. ”



# Our Commitments as Sustainable Investors

The nature of our investments has naturally placed ourselves at the forefront of sustainable investments since the creation of ArchiMed. Since 2014, we have committed to:

- **Improve the health outcomes at all levels and strengthen resilience of healthcare systems** (embedded as the core business of our companies) (see part “we select companies with a mission to improve health outcomes”),
- while at the same time holding increased responsibilities to ensure we are **doing so in the most responsible and sustainable way** (see part “we promote sustainable and responsible practices”).

The Covid-epidemy and the crisis that has struck the world since 2020 has highlighted the crucial role healthcare companies play in sustaining humanity’s well-being. Healthcare companies were put in the spotlight, and asked to help develop not only vaccines, but respiratory technologies and medical supplies to overcrowded hospitals, rapid diagnosis solutions, and medical solutions to all the various syndromes of this disease. In the same time climate change has been signaled by the World Health Organization (WHO) as the “single biggest health threat facing humanity”. The disruptions of physical, biological and ecological systems intensify existing health treats and creates new ones, including increased respiratory and cardiovascular disease, injuries and premature deaths related to extreme weather events, food and water-borne illnesses and other infectious diseases and threats to mental health. Investing in the right companies providing solutions to combat these new health threats, while avoiding contributing to the problem by reducing their carbon emissions, is essential.

# We Promote Sustainable and Responsible Practices



ArchiMed uses the United-Nations Sustainable Development Goals (SDGs) as a compass to design our impact strategy and to assess our sustainable performance (please see the Sustainable Performance section of this report).

This means we are committed to measuring the contribution of our investments to the achievement of specific targets of the SDGs.

Though our investments contribute to several SDGs, ArchiMed has strategically decided to identify 5 SDGs (and relevant targets) that are the most relevant for our sectors and where ArchiMed is concentrating its efforts.

- #3 Good health and well-being,
- #8 Decent work and economic growth,
- #12 Responsible consumption and production,
- #13 Climate action, and
- #16 Responsible governing bodies.

For each of these SDGs the specific targets addressed by ArchiMed’s investments are detailed in the Sustainable Performance section of this report. *Please see our public commitment to Sustainability on our website.*



# We Select Companies with a Mission to Improve Healthcare Outcomes

ArchiMed uses financial resources and acumen to find, support and scale companies which improve the efficiency and effectiveness of the healthcare industries resulting in better, safer, more accessible healthcare at a global level.

It is our commitment to prioritize, select and invest in companies that have for core business to contribute positively to solve a health challenge, hence contributing to the United Nations Sustainable Development Goal 3 – Good Health and Well-Being. Promoting good health and well-being comes with its own sets of challenges from prevention to cure, such as increasing access to treatment, develop new solutions and technologies, test results, training of professionals, improving data analysis and IT systems, etc.

ArchiMed uses internationally recognized standards and literature to identify the key challenges that must be addressed by the healthcare sector and analyses the impact of companies through the lens of the healthcare objectives they seek to solve.

To support the definition of its Healthcare Objectives, ArchiMed has used the following two frameworks:

- The Health at a Glance: Europe 2020 Report of the OECD and the European Commission which organizes health challenges around seven key topics, annually monitored by the OECD through defined health indicators.
- The five strategic goals for 2018-2022 of the US Department of Health and Human Services, that address six of the seven challenges presented in the Health at a Glance: Europe 2020 Report.

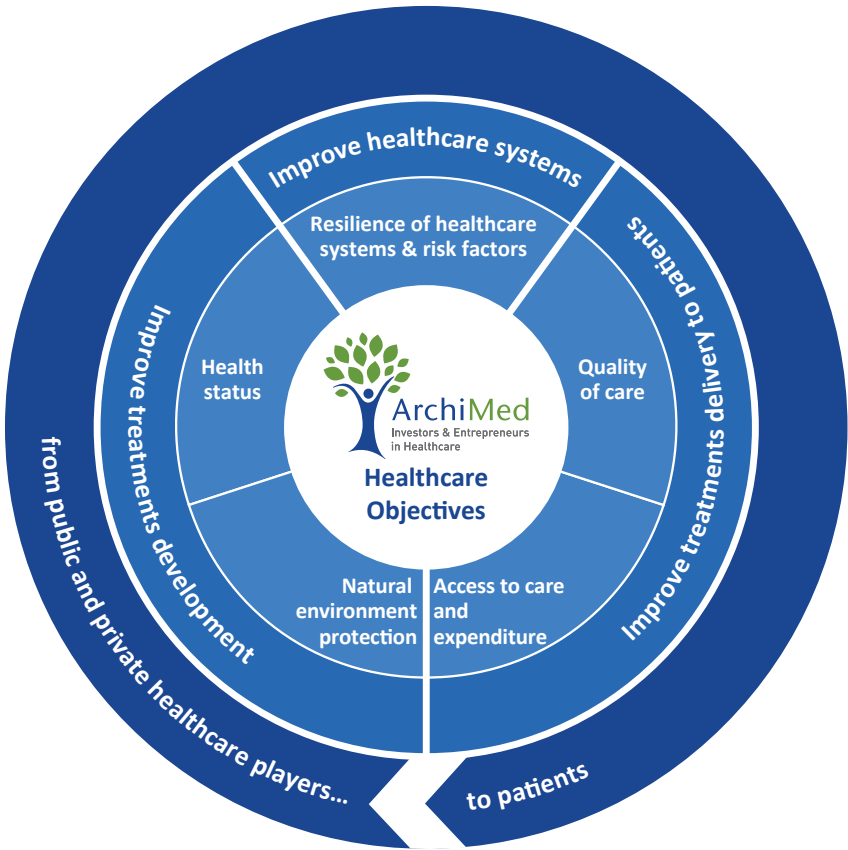
These index allow ArchiMed to identify five key Healthcare Objectives. ArchiMed is committed to ensure its investments are contributing to the solutions and uses these Healthcare Objectives to assess its investments’ concrete impact on better health outcomes and ultimately the contribution to a healthier society.

This systematic approach supports our impact investment objectives, ultimately benefitting society as a whole, while still providing good financial results to our investors.

Please refer to the Sustainable Performance section for more details on our investments’ contribution to the Healthcare Objectives (formerly named Healthcare Challenges).

## ArchiMed’s Healthcare Objectives

We invest for better, more efficient, more accessible healthcare.



ArchiMed is positively impacting healthcare Industries by accelerating innovation and broader patient access to the best products and services

### Quality of care

Ensure adequate treatment and promote more patient-centered care

### Health status

Provide and develop treatments for communicable and non-communicable diseases (incl. mental health)

### Natural environment protection

Detect and treat diseases caused by air, soil and water pollution, including food contamination

### Access to care and expenditure

Improve the affordability, availability, and efficiency of healthcare

### Resilience of healthcare systems & risk factors

Prevent unhealthy lifestyles (tobacco smoking, harmful alcohol consumption and obesity) and outbreaks from emerging diseases, and ensure effective recovery from public health crises

## Focus on the Sustainable Finance Disclosure Regulation

ArchiMed promotes environmental, social and governance best practices within its portfolio since the creation of the first Fund. When the European Regulation SFDR came into effect it is naturally that all three existing Funds of ArchiMed (MED I, MED II and MP I) were classified as Article 8 Funds.

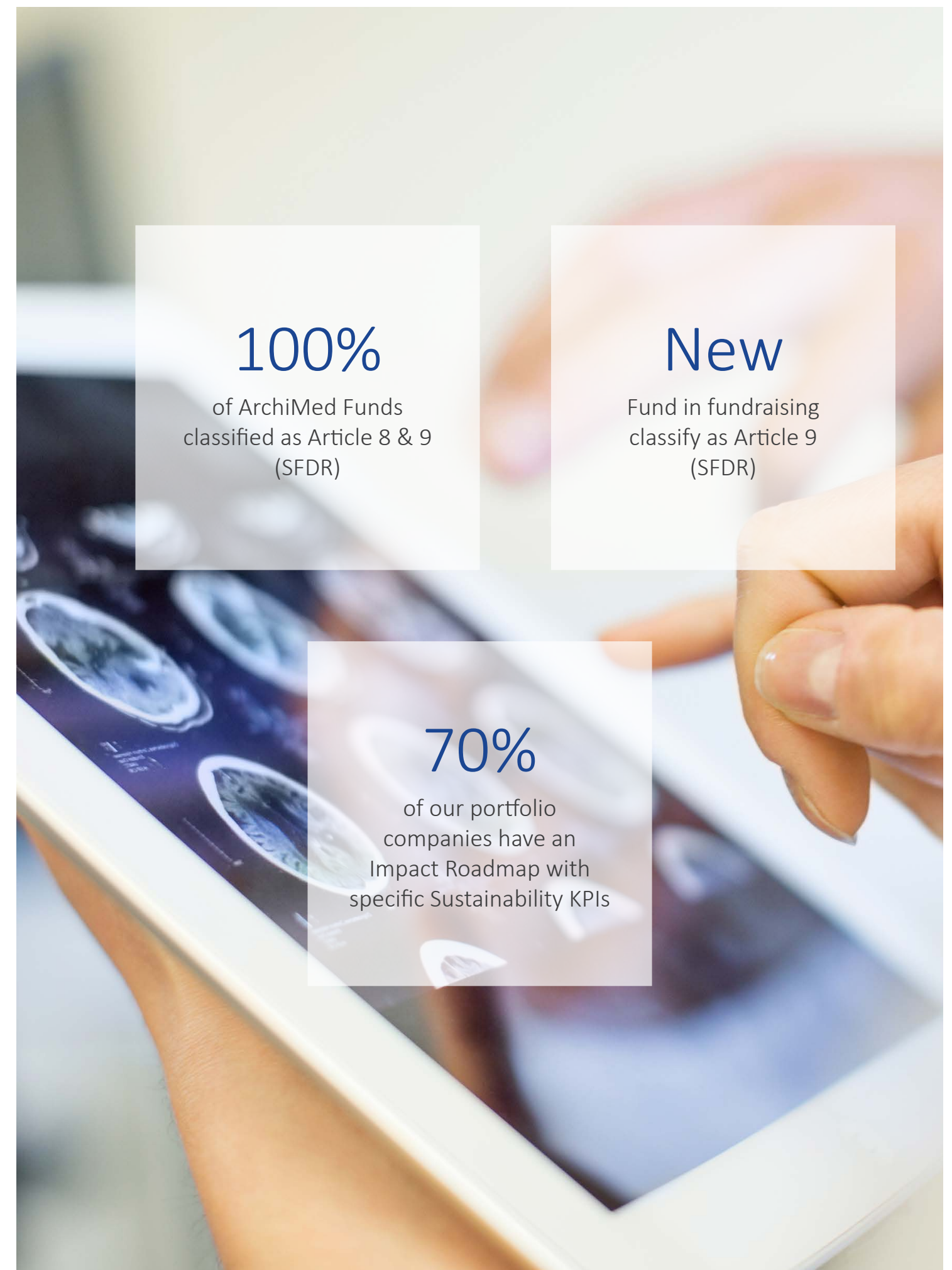
In 2021, with its new MED III Fund, ArchiMed went one step further and created an Article 9 Fund. The sustainable objectives of its investments are defined through the lens of ArchiMed's impact strategy developed through its healthcare taxonomy (the Healthcare Objectives). Pursuant to Article 9 SFDR, at least two third of MED III invested amount must contribute to sustainable objectives.

In 2022, ArchiMed perseveres in its impact investment strategy by raising MED Platform II which also classifies as Article 9.

### According to the SFDR:

Article 8: Funds that promote environmental or social characteristics

Article 9: Funds that have sustainable investment as their objective

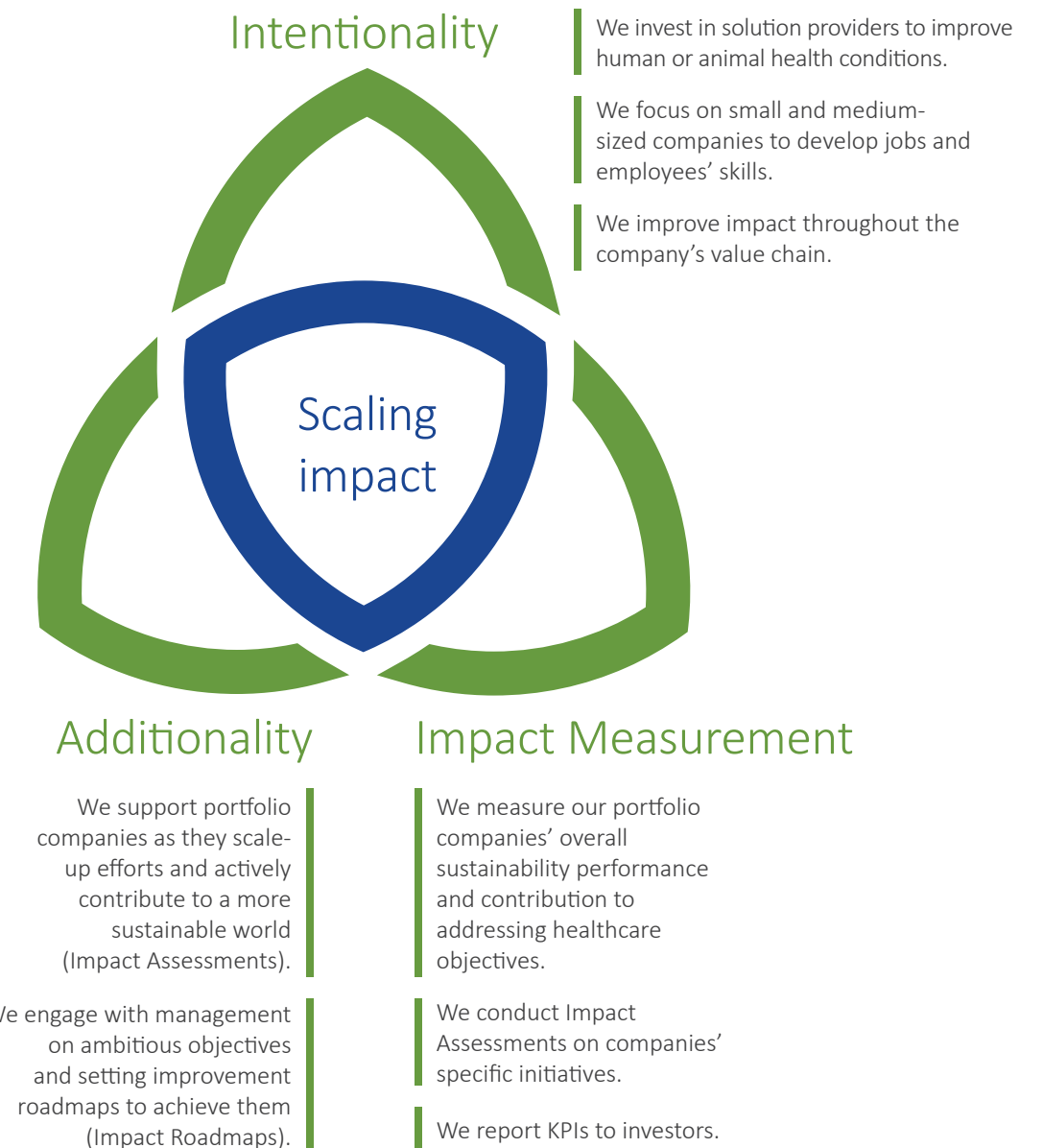






## Our Strategy: The Impact Investment Thesis

ArchiMed has translated the three main components of Impact into a comprehensive impact investment strategy.



# Our Methodology: Embed the Impact Approach at All Levels

## ...In Our Operations and Teams



“ In order to build better healthcare industries, we are continuously pushing our portfolio companies far beyond financial performance, in areas such as regulatory, supply chain or market access. To achieve this mission, it is essential to integrate sustainability throughout our activities. As the Impact Investment Director of ArchiMed my role is to ensure we involve all ArchiMed’s employees, across teams, in this impactful journey. ”

**Alice Morillon**  
Impact Investment Director

We believe investing with impact is a mindset and it is ArchiMed’s priority to make sure this mindset is understood and shared by all team members. To that end, ArchiMed’s choice is to integrate impact considerations within all existing steps and tools of the investment. We work to ensure our teams are properly equipped to drive our portfolio’s sustainability performance.

### Build internal capacity

Creation of the position of Impact Investment Director and Director of the Eurêka Foundation

Ad-hoc impact investment committee (Managing Partner, Finance Partner and Impact Investment Director) meets regularly on specific impact investment topics

Tow FTEs involved in the Impact Investment team and the Eurêka Foundation

Sustainability training as part of Onboarding to present ArchiMed’s impact investment strategy

One Mandatory sustainability training per year to all team members conducted by third party consultants

Five hours of impact training / employees / year

Presence of Impact Investment Director at all Investment Committees (no veto rights)

Impact Investment at Operational Committee

Systematic Impact investment session during Partners’ Monthly Meeting

### Use external support

Engaging specialized third-party providers for:

- Company analysis: Impact Due Diligence, Impact Assessment, Follow-up Impact Assessment, Impact Vendor Due Diligence.
- Portfolio companies’ Impact action plan
- Impact Investment policy and strategy
- ESG reporting campaign and Impact Report to investors
- Quarterly reports to investors

Using external platform to collect and monitor companies’ extra financial data

### Align variable remuneration with impact objectives

All team members (including partners) have impact investment objectives

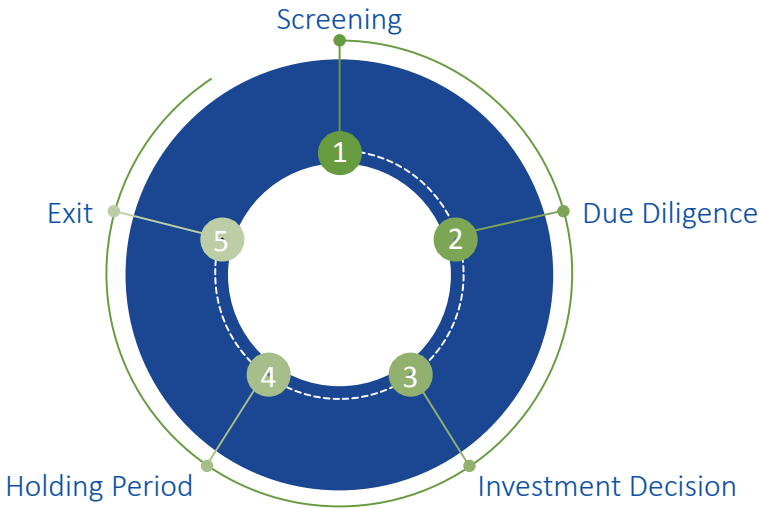
Objectives linked to the systematic application of all elements of the impact investment strategy

Each team member’s contribution to the achievement of the impact investment strategy is assessed annually and included in the decision to distribute its variable remuneration.

## ... at All Steps of the Investment Cycle

At ArchiMed, we embed sustainability (ESG and impact) into our investment strategy. We successfully defined our Impact objectives, integrated them into our investment strategy and structured our guidelines accordingly.

We qualify as a Sustainable Investor (article 8 and Article 9) for all our Funds raised since 2021 (as defined by the Sustainable Finance Disclosure Regulation – SFDR).



### 1 Screening

For each new potential investment, a deal team member is appointed “Impact referent” to specifically ensure all impact-related process are conducted throughout the investment cycle. Two preliminary screenings are systematically conducted on new investment opportunities. We make sure the company does not operate in exclude sectors and we apply high scrutiny on some other specific sectors included in our Watchlist<sup>(1)</sup> (negative screening). The potential contribution to the healthcare objectives is also assessed by the team using the 5 dimensions of impact of the Impact Management Project (positive screening).

### 2 Due Diligence

A proprietary ESG Due Diligence questionnaire is systematically used to assess the potential sustainability risks and opportunities. This analysis is carried out with the support of the Impact Investment team, and specific ESG Due Diligence might be conducted by external consultants on an ad-hoc basis.

### 3 Investment Decision

A dedicated Impact Section of the Investment Memorandum includes results of the screenings and the ESG Due Diligence and is submitted to the Investment Committee. The post completion action plan (PCAP) always include that an Impact Assessment and Roadmap are performed within 100 days after closing.

(1) See Appendices for details on the exclusion list and watchlists.

### 4 Holding Period

ArchiMed’s Impact Investment Team, with the support of third-party experts , ensure all portfolio companies are assessed on their maturity on the most material impact and ESG topics (the “Impact Assessment”). Based on the Impact assessment all companies adopt an Impact Roadmap with dedicated objectives and KPIs, that is validated at board level. The Impact Investment Team engages with the management of each portfolio company to assess progress against the Impact Roadmap each year. In addition, an Impact Reporting campaign is launched each year to collect extra-financial data across portfolio. The results of this regular monitoring of Impact management of our portfolio is shared with our investors periodically (in the Funds’ quarterly reports) and annually (in the Impact Report).

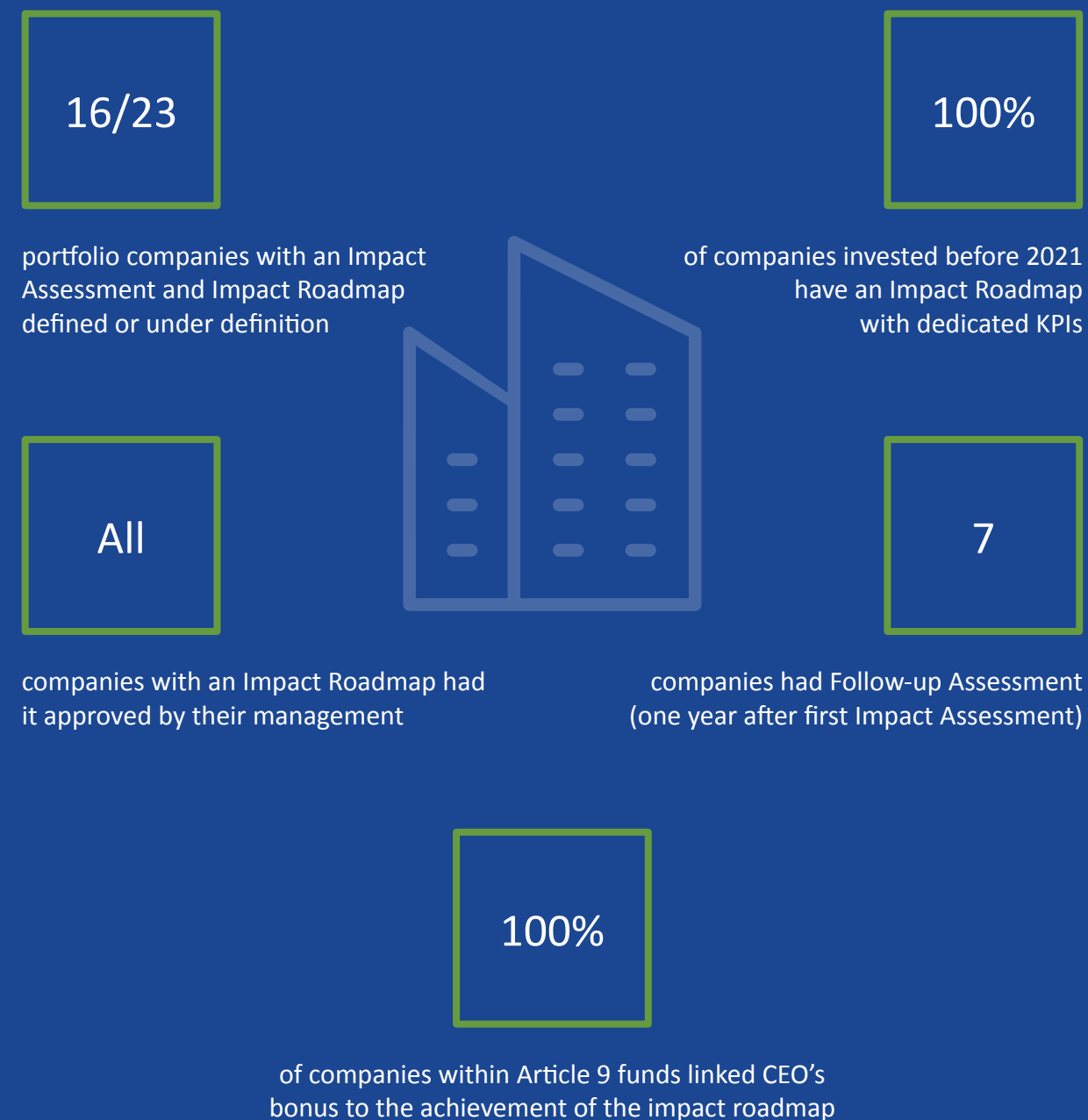
### 5 Exit

At exit, ArchiMed commissions a third party to conduct sustainability vendor due diligence as often as possible. The results and progress on the Impact Roadmaps achieved since the day of acquisition can be shared with potential investors.



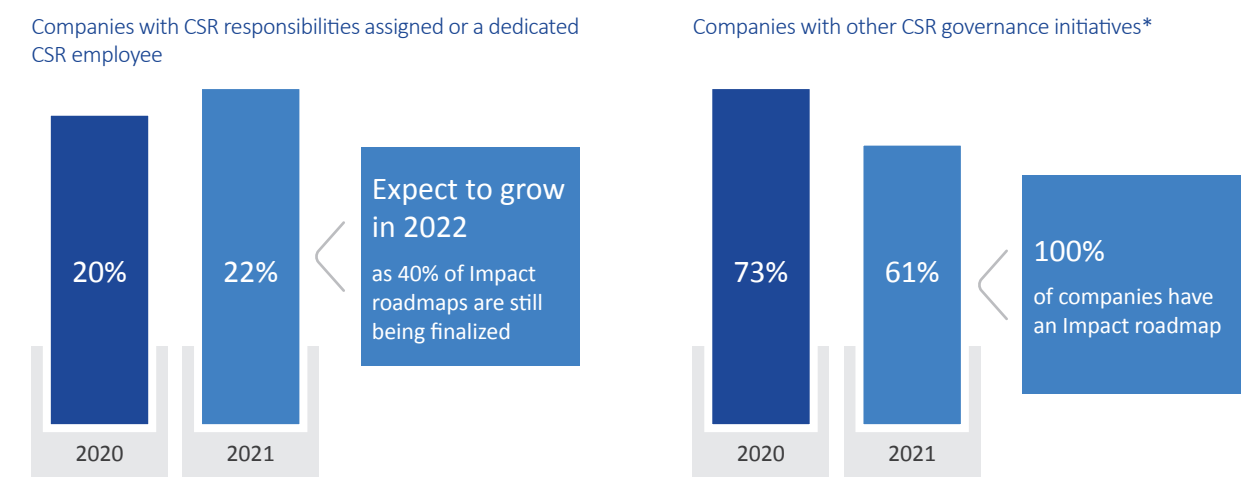
## ...Within All Our Portfolio Companies

All portfolio companies are assessed through a deep dive Impact Assessment conducted by a third party expert. Based on this Assessment, an Impact Roadmap with specific KPIs is created and approved at company's board level. The progress against the Roadmap are assessed each year by a third party consultant through annual Follow-up Impact Assessments.



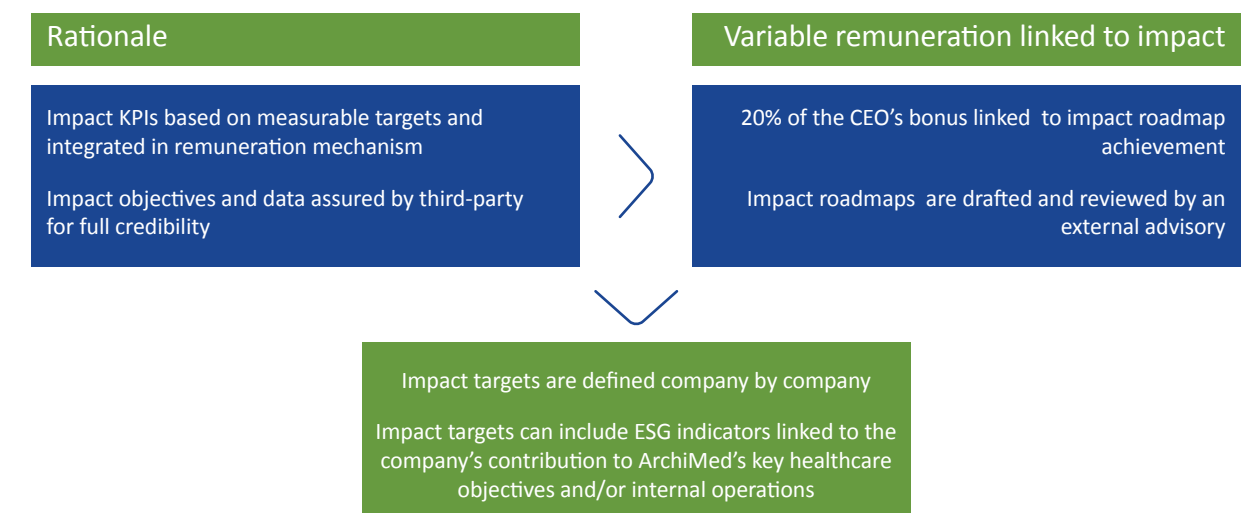
A significant part of our impact investment strategy revolves in properly advising our portfolio companies to define a Corporate Social responsibility (CSR) strategy, with clear objectives, assigned responsibilities and concrete actions. We strongly believe that driving impact goes through good CSR governance.

Following the implementation of the Impact roadmaps, all companies established a CSR governance initiative.



- 15 companies in scope in 2020 (Actigraph, Ad-Tech, Bomi, Citieffe, Clean Biologics, Deallus, DHG, Diesse, Namsa, Polyplus, Provepharm, SMG, Vita Health, Zyto Group)
- 23 companies in scope in 2021 (adding Cardioline, Carso, Cube, ImaBiotech, Prollenium, Stragen, Suanfarma, Xpress Biologics to 2020 scope)

To fully align interests around scaling sustainability, we have decided to link a portion of CEO's remuneration package to the achievement of the Impact Roadmap of all Article 9 Funds' investments.





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# 2021 Sustainable Performances

## Impact: Contributing to Global Health



Robin Filmer-Wilson

Partner

“ With our MED III Fund being classified under article 9 of the SFDR, this year for the first time we have assessed the positive contribution to society of our investments using the Healthcare Objectives as a compass to assess positive impacts on health. The assessment of our portfolio companies’ contribution to sustainable objectives was conducted across all Funds, including Article 8 Funds although we were not legally obligated to do so. The results show that a large majority of the investments ArchiMed did since the creation of the firm are contributing to better health outcomes.

Beyond assessing the impact the products and services of our companies may have on the world, we also pay a special attention to the practices in place. We make sure our companies activities uphold higher standards of ESG performances. Indeed we link the positive and negative outcomes of our portfolio companies’ activities to the contribution to specific SDG targets.

On a specific note, we have conducted our first biodiversity analysis this year. We started by assessing our portfolio’s biodiversity-dependance and we can say that our portfolio is on sparsely reliant on nature and its services.” (Please see Focus: Assessment of the portfolio’s biodiversity dependencies for more details). ”



Through our investments, we aim to ensure healthy lives and promote well-being for all at all ages. We are committed to support the development of solutions addressing key Healthcare Objectives.

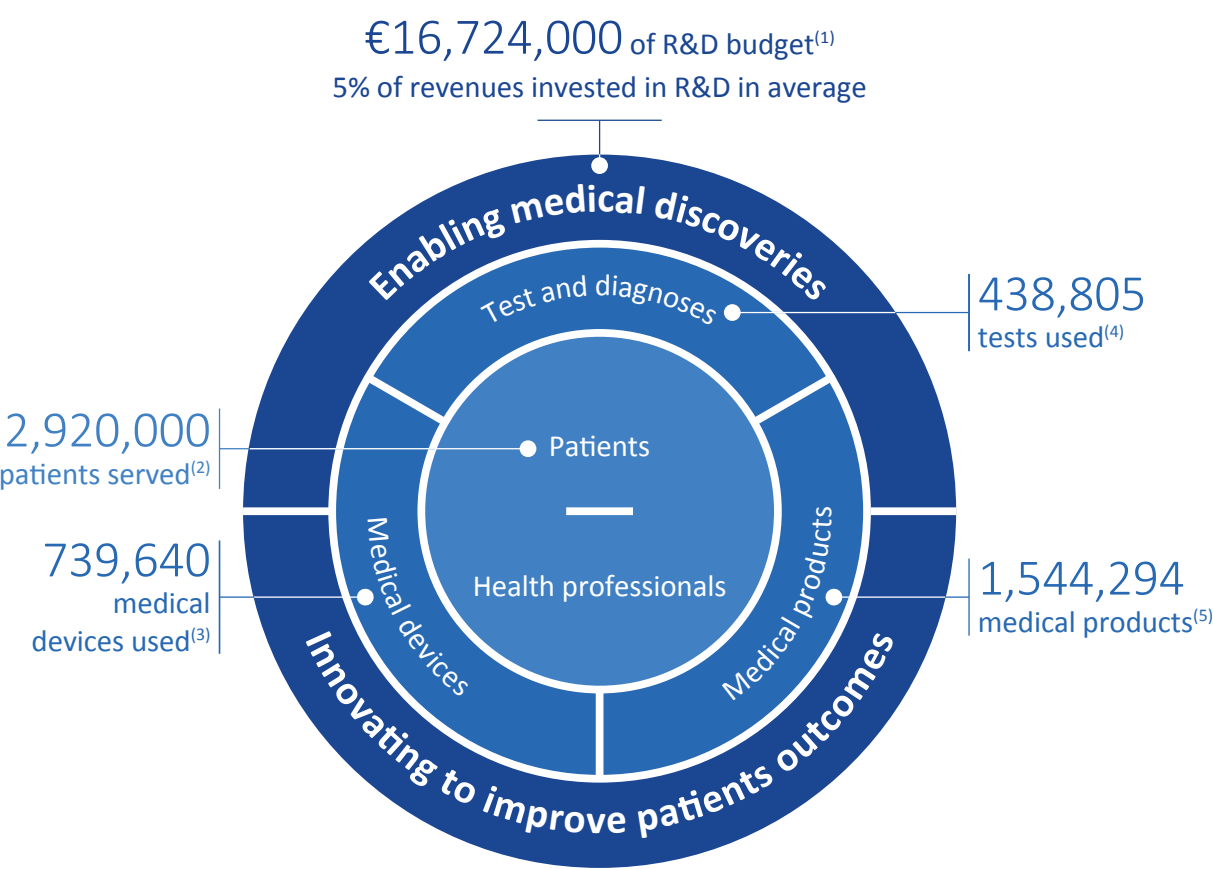
Defining impact metrics to measure the contribution of our investments to better health outcomes is key to measure our impact. As our investment universe includes a wide range of companies with activities ranging all along the healthcare value chain, ArchiMed assess the impact of each company.

First ArchiMed assess whether a company contributes to at least one of the identified Healthcare Objectives, and then identifies the proportion of portfolio companies’ revenues that are contributing to the selected objectives. For each objective, ArchiMed supports portfolio companies in the definition and monitoring of indicators that can assess the positive contribution of the company to the achievement of these objectives, from enabling medical discoveries to treating patients.

Defining Impact metrics is the next frontier in responsible investment and ArchiMed is working with other industry leaders and various stakeholders to better define what could constitute good impact metrics for the healthcare sector. We are actively involved in the impact investing ecosystem and will continue to participate in global initiatives to further refine our approach.

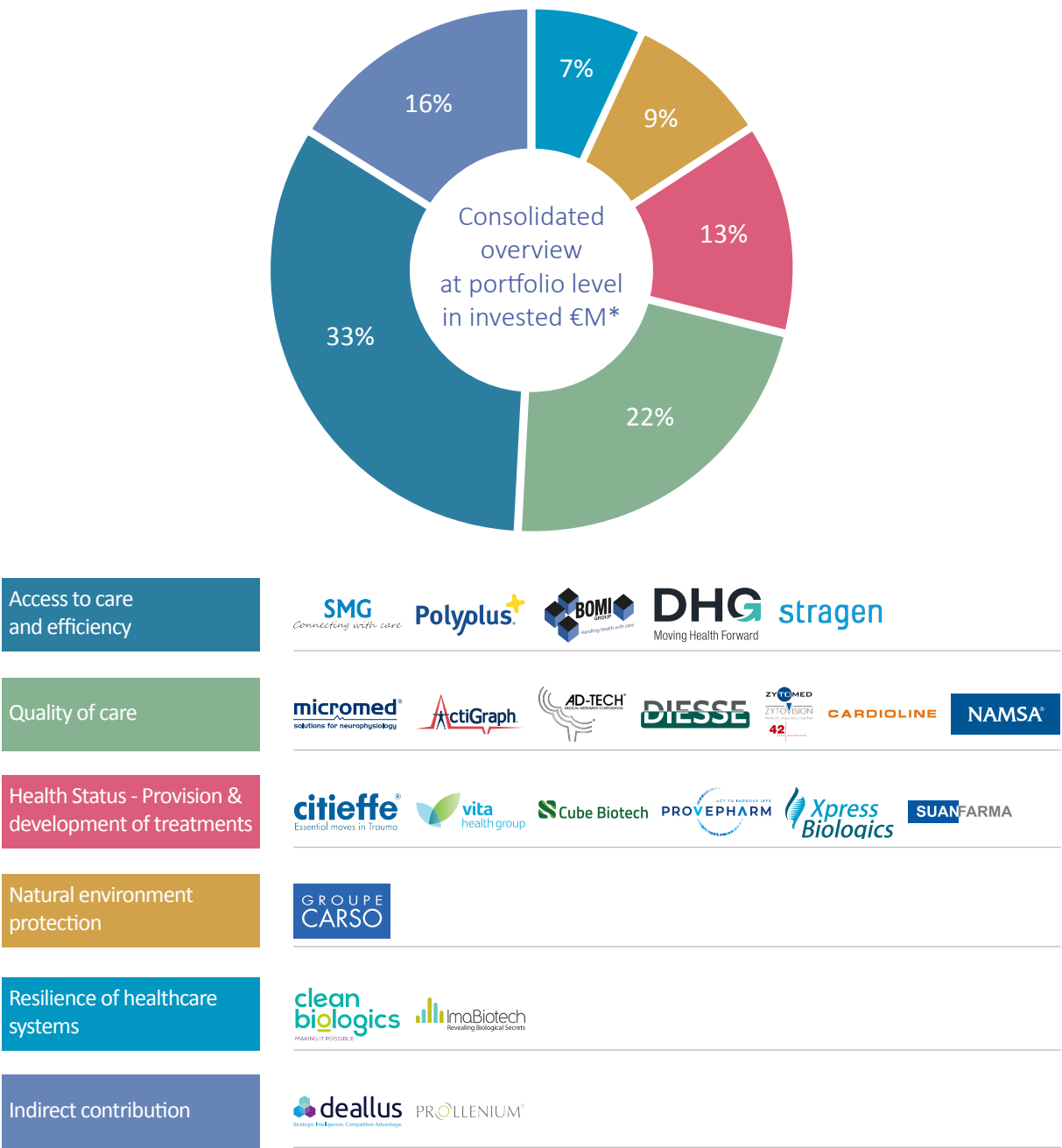


Portfolio-wide contribution across the healthcare value chain



(1) Incl. Actigraph, Ad-Tech, Bomi, Citieffe, Clean Biologics, Cube, Diesse, Direct Healthcare Group, Micromed, Polyplus, Prolenium, SMG, Zyto Group.  
(2) Incl. Bomi, Direct Healthcare Group, Vita Health Group.  
(3) Incl. Bomi, Direct Healthcare Group, Cardioline, Citieffe, Micromed.  
(4) Incl. Diesse, Zyto Group.  
(5) Incl. Polyplus, Prolenium, Provepharm.

Portfolio Companies' Contribution to the Healthcare Objectives



This analysis of the portfolio includes Article 8 SFDR Funds (MED I, MED II, MP I), although these Funds do not hold the obligation to demonstrate a contribution to sustainable objectives. For the Article 9 Fund (MED III) a minimum of 66% of the Fund's invested amount must contribute to sustainable objectives.

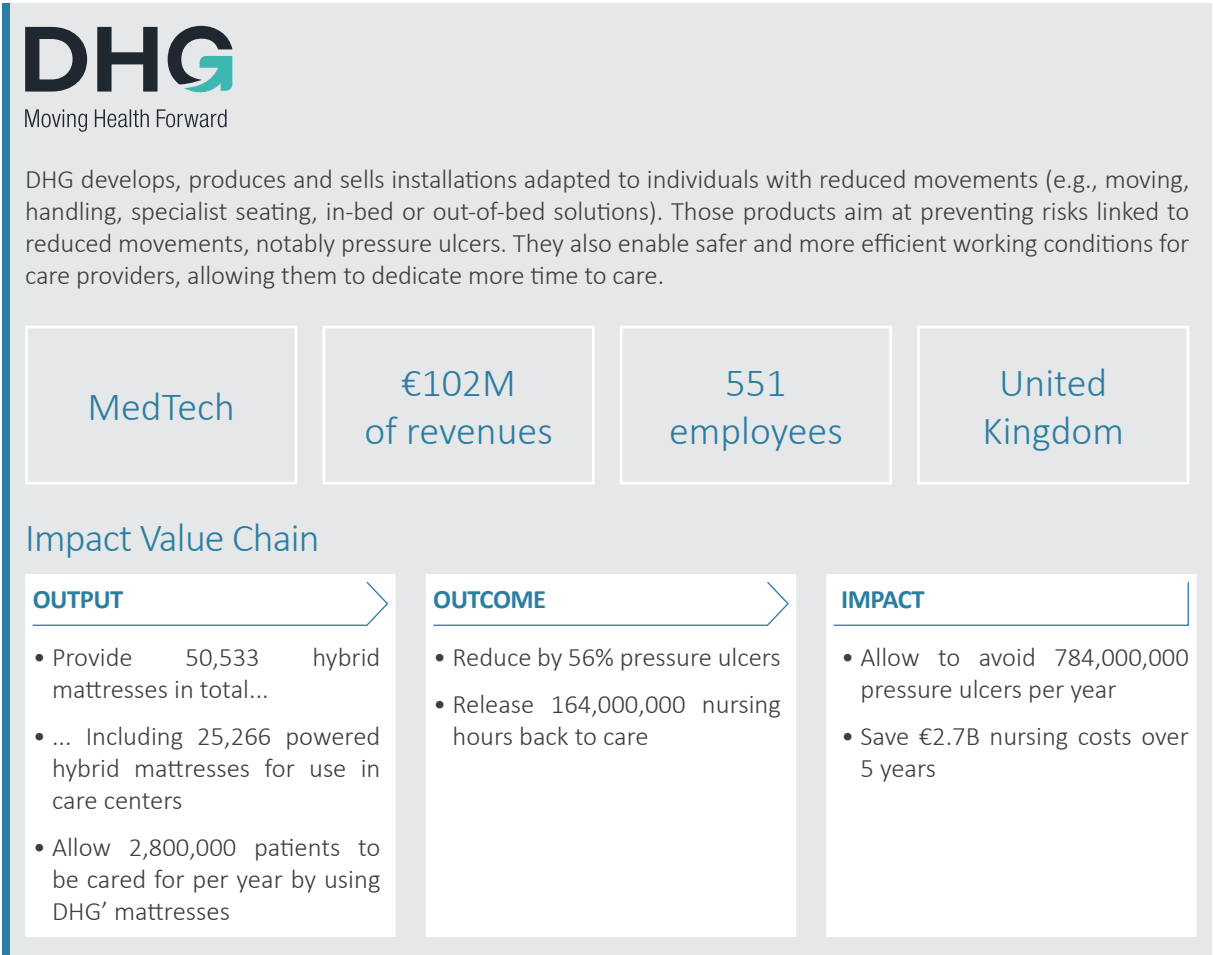
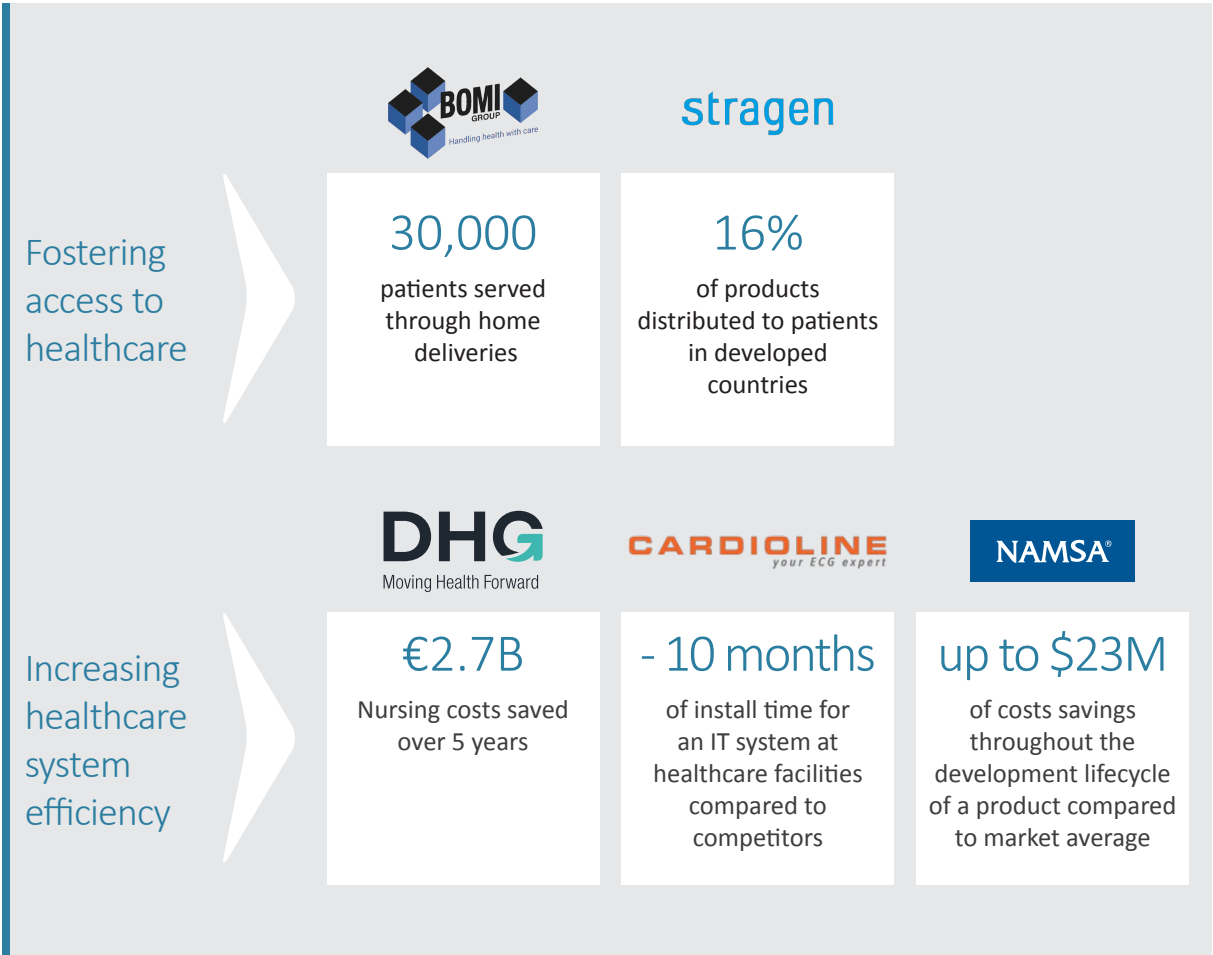


# Improve Access to Care and Increase Healthcare System Efficiency

Timely access to affordable, preventive and curative healthcare and universal health coverage have been identified as key priorities of policy action for the European Commission. However, across geographies, patients, and primarily poor patients, are foregoing care due to financial reasons, distance from services or waiting times.

To address this challenge, ArchiMed invests in companies (i) with products dedicated to underserved populations (e.g., women, children, etc.), (ii) actively marketing their products in underserved areas (emerging or developing countries, home care setting, etc.), (iii) offering products or services improving the efficiency of healthcare by saving practitioners time and reducing costs.

In 2021, 8 companies provide solutions contributing to this objective.



# Quality of Care : Investing to Create People-Centered Health Systems

Wide disparities in survival rates persist not only between countries but also among hospitals and healthcare providers within each country. Healthcare needs to place people at the center, monitoring patients’ outcomes closely to ensure adequate treatment and adapt treatment plans accordingly.

Patient-centricity is more than providing good quality care. It means making patients equal partners who are at the center of health care decisions<sup>(1)</sup>.

Digital and data solutions can help embed patient centricity across the value chain. Digital health, medicine, or therapeutic technologies offer many ways to provide value:

- Empowering patients to monitor and self-manage their health
- Increasing access to therapies which are clinically effective and safe, with side effects that are typically less severe than in traditional pharmacological interventions
- Improving medication management and patient adherence
- Helping alleviate the limited access to therapy
- Providing updates on outcomes through regular monitoring
- Reducing medication dosages for patients who adopt healthier lifestyle habits as a consequence of tracking their symptoms and health status
- Reducing the number of face-to-face interventions, e.g., through digital cognitive behavioral therapies
- Enhancing patient experience by receiving care in a more convenient setting, e.g., in the comfort and privacy of patients’ homes or wherever a patient may be
- Increasing access to interventions for underserved populations
- Enabling more predictive, preventative, personalized, and participatory care

To contribute to the objective of providing better quality of care, ArchiMed invests in companies selling products to diagnose patients (e.g., medical devices, tests, etc.) or in companies providing healthcare professionals with solutions to design targeted treatment plans.

In 2021, 7 companies provide solutions to contribute to this objective.



(1) Deloitte Switzerland, “Deloitte Health Connect Webcast - Patient Equality in Health,” YouTube, November 20, 2020.





your ECG expert

Cardioline is a company that designs and manufactures cardiology solutions (ECG, cardiac stress tests, holter systems etc.) for face-to-face and remote cardiac health diagnosis and monitoring. The Group contributes greatly to equip practitioners with innovative and reliable cardiological solutions allowing to detect diseases and to develop an efficient and professional medical support for patients (via telemedicine).

MedTech

€14.6M  
of revenues

66  
employees

Italy

IMPACT CASE STUDY BASED ON

IMPACT  
MANAGEMENT  
PLATFORM

**What is the outcome?**

Cardioline’s devices enable to diagnose and monitor patients with heart conditions, allowing them to receive appropriate treatments and improve their life expectancy. Through its telemedicine activities, the Group improve the efficiency of patients’ management.

**Who experiences the outcome?**

Cardioline’s products help practitioners (private doctors, pharmacists and those in hospitals), mainly in Italy (50% of sales) and rest of Europe (27%), to make more efficient cardiac diagnoses in order to treat their patients who will ultimately benefit from the outcome.

**How significant is the outcome?**

Cardioline has sold more than 500,000 devices over the last 60 years, enabling the diagnosis of diseases affecting 1.8B people globally. Besides, its departments coordination system\* allows an increased efficiency (set up in 2-3 months vs 12 months for competitors).

**Would the outcome happen without Cardioline ?**

Without Cardioline, the Italian and European markets would lack a key player of the cardiology industry. In Italy, the company represents 20% of the market. Its exit would significantly disrupt the diagnosis of cardiac disorders in Europe.

**What could go wrong in delivering the outcome?**

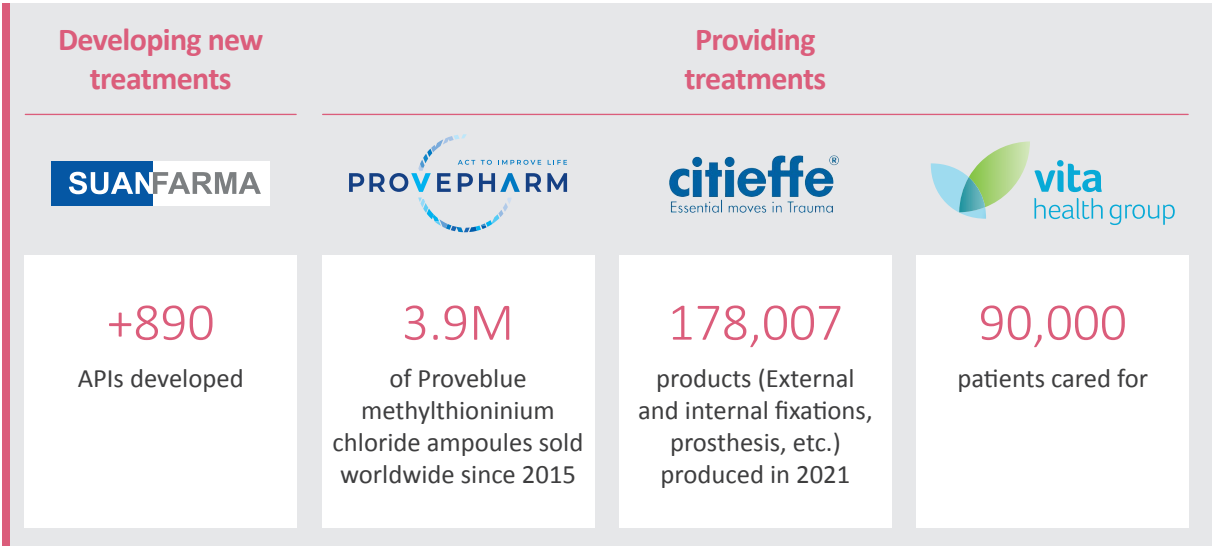
The largest risks to delivering this outcome is product failure. Cardioline has a robust quality engineering program that includes intense product testing. This program is compliant with the highest quality standards (ISO 13485, medical device directive, etc.).

# Investing to Treat Patients and Improve Treatment Outcomes

More than 1.2 million people die prematurely every year in EU countries, highlighting the need to provide and develop treatments for communicable and non-communicable diseases (incl. mental health).

To address this challenge, ArchiMed invests in pharmaceutical companies, companies manufacturing ingredients for pharmaceutical products or medical products (e.g., orthopedics, etc.), and operating clinics.

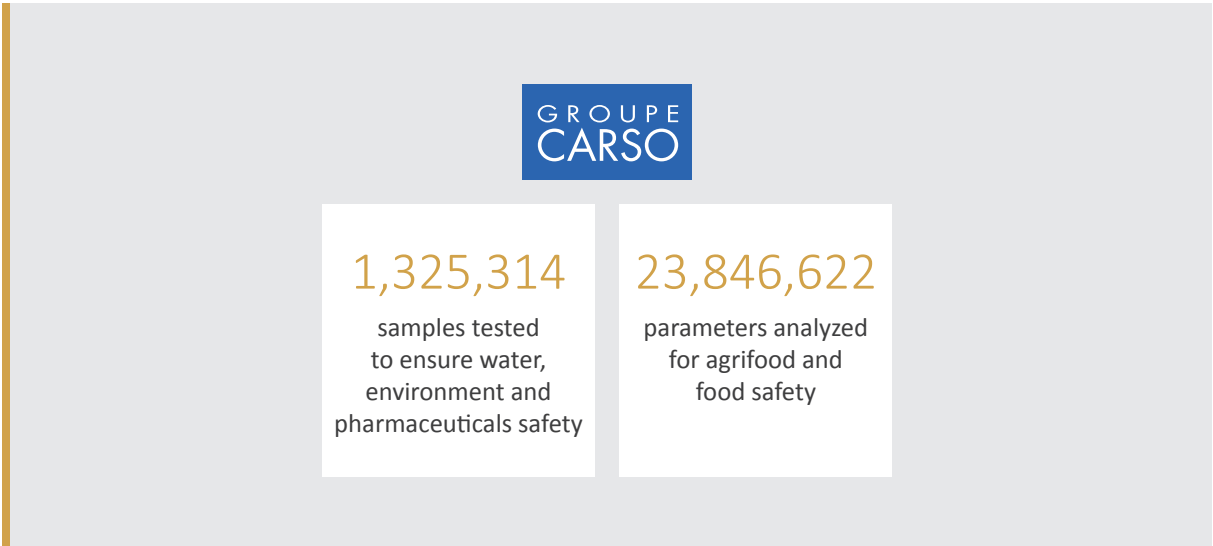
In 2021, 7 companies provide solutions to contribute to this objective.



# Investing to Tackle Health Issues Related to Environmental Factors

ArchiMed invests in companies offering solutions to detect air, soil and water pollution, including food contamination, thus ensuring treatments.

By providing analyses and services which contribute to mitigating environmental risks and the underlying health impacts, Carso contributes to addressing this challenge.





# Investing to Strengthen the Resilience of Healthcare Systems

Premature deaths could be avoided through better disease prevention policies (e.g., efforts to prevent unhealthy lifestyles, tackle the misinformation about vaccines, etc.) and more effective healthcare interventions through prevention.

To address this challenge, ArchiMed invests in companies providing enabling services to ensure the safety of commercialized medical products or selling components required to develop and manufacture products preventing or treating diseases (e.g., vaccines).

In 2021, 3 portfolio companies provide solutions to contribute to this objective.

Preventing medical complications



Moving Health Forward

784,000,000

ulcers are avoided each year



# Environment: Climate Action, Responsible Production and Consumption

We contribute to SDGs 12 and 13 by encouraging our portfolio companies to take action to limit their impacts on climate change, and to ensure that their consumption and production patterns are sustainable.



### THREE AREAS OF FOCUS

Responsible production and consumption	Carbon footprint assessment	Assessment of the portfolio's biodiversity dependencies
--	-----------------------------	---



## Environment

### Contribution to SDG targets

9

portfolio companies have drafted an environmental policy

12

portfolio companies have implemented initiatives to reduce waste on products

12.2

By 2030, achieve the **sustainable management and efficient use of natural resources.**

12.5

By 2030, substantially **reduce waste generation through prevention, reduction, recycling and reuse.**

### Contribution to SDG targets

2,987

tCO2e/€M revenues in the whole portfolio

30%

of portfolio companies are dependant to at least five ecosystem services

13.1

Strengthen **resilience and adaptive capacity** to climate-related hazards and natural disasters in all countries.

12.4

By 2020, achieve the **environmentally sound management of chemicals and all wastes** throughout their life cycle, in accordance with agreed international frameworks, and significantly **reduce their release to air, water and soil** in order to minimize their adverse impacts on human health and the environment.



Environment

## Responsible Production and Consumption



0

portfolio companies have been subject to a major environmental litigation in 2021

56%

portfolio companies have implemented environmental initiatives

52%

of portfolio companies have implemented initiatives to reduce waste on products

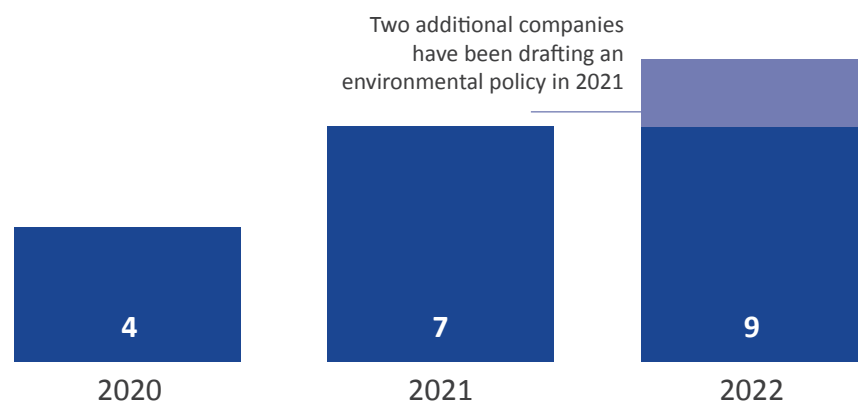
2 companies

Are responsible for 98% of hazardous waste generated (Suanfarma and Diesse)

5783 tons

Total quantity of hazardous waste generated by portfolio

Companies with environmental policy [in number of companies]



Environment

Illustration in portfolio

## Implementation of several environmental initiatives

**DHG**

Moving Health Forward

Producer and distributor of installations adapted to individuals with reduced movements which products aim at preventing risks linked to reduced movements, notably pressure ulcers.

DHG has implemented a Business Management system certified to the Environmental Standard ISO 14001, which includes reduction targets (reduce water consumption, consumption of energy and plastic use, by 5% each).

DHG strives to minimize its negative impact on the environment through innovative initiative : to maximize the lifespan of its products : full servicing and repair, and enables its customers to perform these actions themselves / DHG recycles 100% of scrap foam that is produced / 96,5% of all material within DHG's supply chain is sourced from within Europe / All employees were provided with Environmental Awareness training (check DHG's 2021 Sustainability Report for more details)

## Initiatives to reduce waste on products

**SMG**

Connecting with care

A group of brands specialized in the field of medical supplies

A group of brands specialized in the field of medical supplies

Through its brand Eurotape (64% of company's revenue) SMG develops and promotes the use of products for reusable surgical covering materials (e.g., reusable surgical drape) allowing hospitals and clinics to better manage their material, increasing their efficiency, and reducing costs.

The company is a member of the CHAINGE initiative, a European association committed to encourage environmental change in operating rooms across Europe. It aims to reduce the amount of disposable surgical fabrics to a bare minimum. Chainge believes in the future of reusable alternatives and is ready to prove the quality has never been better.

**DIESSE**

Developer and producer of diagnostic systems

DIESSE's main categories of waste are biological risks materials, chemicals, paper, plastic and WEEE (Waste Electrical and Electronic Equipment).

- 100% of waste is sorted and properly disposed of, and iron is now recycled.
- Waste is minimal compared to the total volumes produced. In 2021, DIESSE produced only 2,463 tons of hazardous waste.
- DIESSE is compliant with regulations on electronic equipment and bio waste management.





Environment

## Carbon Footprint Assessment



4

portfolio companies account for 77% of the carbon emissions of the entire portfolio

6

portfolio companies have carbon emissions < 1 ktCO<sub>2</sub>e (estimations)

**218 655**  
tCO<sub>2</sub>e

Total portfolio GHG emission

**966**  
tCO<sub>2</sub>e

ArchiMed SAS emissions (estimation)

In 2021, ArchiMed mandated a third-party consulting firm (Indefi) to help measure the carbon footprint of our portfolio according to the Greenhouse Gas Protocol Framework, including scope 3 emissions.

The methodology used combined data when provided by portfolio companies (scope 1 and 2) and a market model estimation provided by ISS (scope 3) based on NACE code. Data provided in this 2021 report are mainly based on estimation provided by ISS.

In 2022, ArchiMed has decided to seek reductions in carbon emissions from our own operations and across our portfolio. ArchiMed will partner with climate expert consultants to evaluate the firm carbon emissions, as well as the emissions of the main GHG contributors and set a climate strategy and action plan with reduction targets that align with the Paris Agreement.

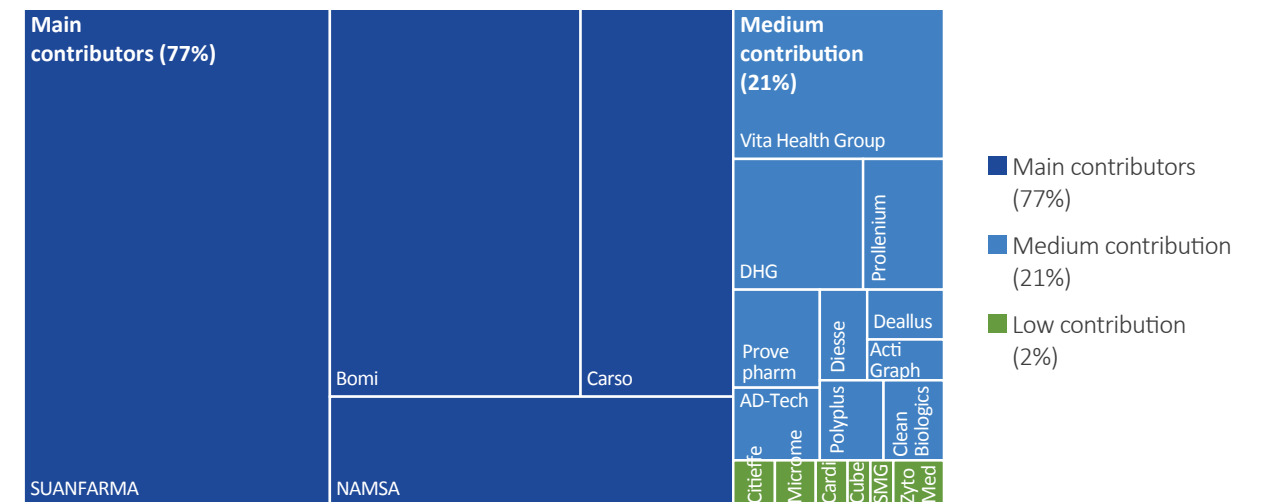
The consolidated carbon footprint of the portfolio amounts to 218,655 tCO<sub>2</sub>e.



Environment

Illustration in portfolio

### Portfolio carbon emissions (scope 1,2 & 3)



### Carbon reduction strategies



A Medtech and Pharma services provider offering logistics services.

Carbon reduction has been identified as one of the priority of the Group's global sustainability Action Plan.

Bomi has been assessing energy suppliers to source renewable energy. Also, renewable energy is produced on some sites:

- One roof 4.0: Bomi has invested in a new warehouse also hosting its Headquarters in Italy (Spino D'Adda) that guarantees saving 62,3 tons of CO<sub>2</sub> per year. The project implies high-efficiency energy solutions and use of energy from renewable sources.
- Vercesi warehouse in Milan obtained the LEED GOLD certification that recognize the building energetic performance and isolation, waste and water management).
- Bomi's drivers are trained on eco-driving and receive a drivers' manual with ecological rules.



A leading UK healthcare provider, providing integrated physical and mental health services to employers/insurers, the NHS and private patients.

- Vita Health committed to achieve carbon neutrality by 2050. In accordance NHS net zero targets, Vita Health committed to an 80% reduction of its direct emissions by 2028 to 2032 and an 80% reduction of its indirect emissions by 2036 to 2039.
- Vita Health implemented initiatives to reduce carbon emissions from travel. It includes company-wide Cycle to Work and electrical vehicle leasing schemes, a scheme to reduce the number of patients travelling to GPs to obtain a referral to physiotherapy, etc.



## Environment

# Assessment of the Portfolio's Biodiversity Dependencies



Biodiversity is the living woven material of our planet. It is observed through the diversity of genes in living beings, the diversity of living species, and the richness of the relationships between different species, among themselves and within their environment.

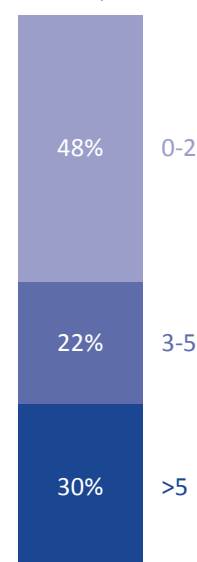
In 2021-2022, we conducted an assessment of our portfolio's biodiversity-dependence. This analysis aims to understand the overall portfolio exposure to biodiversity-related dependencies and portfolio companies' exposure to ecosystem services.

We mandated a third-party consultant (Indefi) to perform this assessment. They used the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) sectorial database. ENCORE assigns levels of dependance to 21 ecosystem services, from 0 to 5 (from none to very high dependence), to each sub-industry. These preliminary conclusions will be refined in the coming years as methodologies and companies' transparency improve.

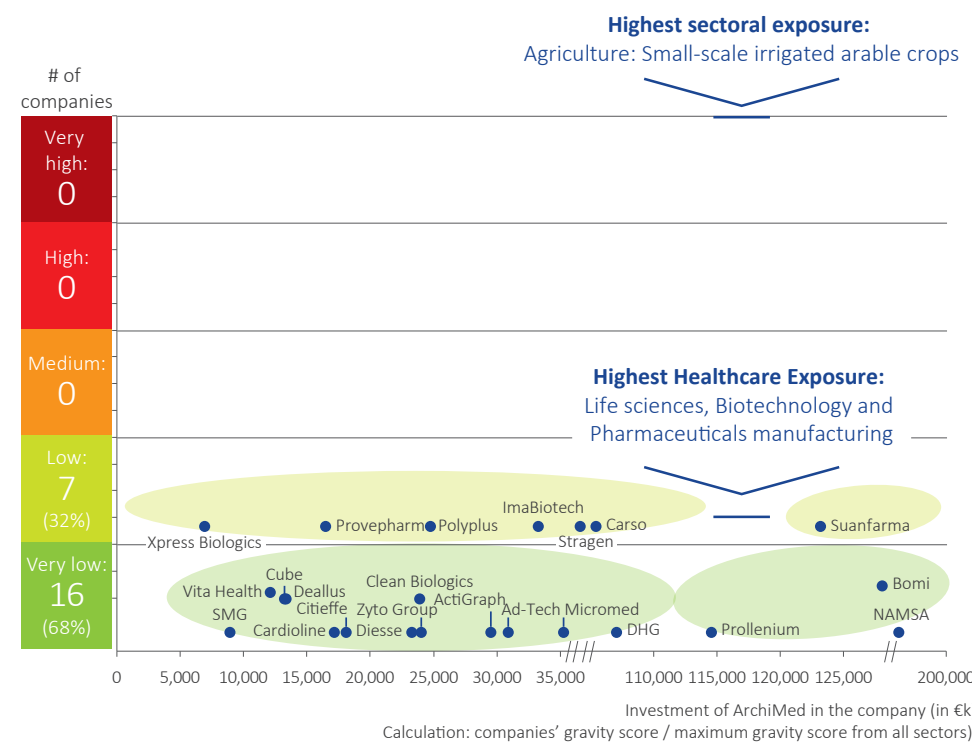
Our portfolio has an overall low exposure to biodiversity dependance, in terms of number of ecosystem services each company relies on and their exposure to biodiversity risks, thanks to our healthcare investment strategy.

Share of the portfolio dependencies on *n* ecosystems services

23 companies



Overall exposure of portfolio companies to biodiversity risks



Sources : ArchiMed, ENCORE database, INDEFI analyses.

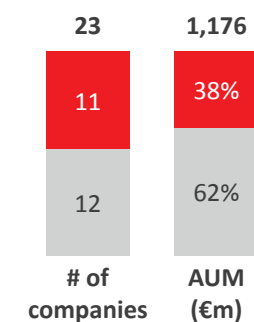


## Environment

Healthcare companies are mostly dependent on water-related nature services (e.g., surface water, ground water and water flow maintenance), given their reliance on water supply.

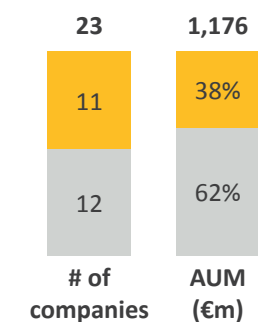
In addition, 7 companies out of 23 are exposed to a dependence towards genetic materials.

### Surface water



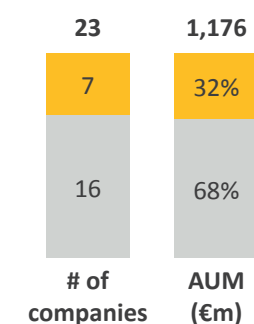
Eleven portfolio companies, representing 38% of the ArchiMed investments present a high dependence to surface water.

### Ground water



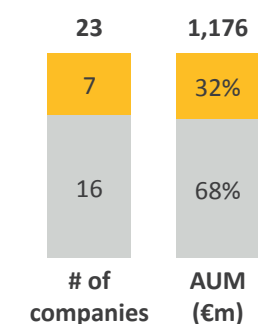
Eleven companies, representing 38% of the ArchiMed investments present a medium dependence to ground water ecosystem service.

### Water flow maintenance



Seven companies, representing 32% of ArchiMed investments, present a medium dependence to water flow maintenance.

### Genetic materials



Seven companies, representing 32% of ArchiMed investments, present a medium dependence to genetic materials.



Illustration in portfolio

## Mitigate water dependency

### SUANFARMA

A manufacturer and distributor of active pharmaceutical ingredients (APIs), used in drugs and food supplements for people and animals

SUANFARMA has water-intensive industrial activities. So, its activities can be impacted by events affecting alter surface water, water flow maintenance and groundwater (e.g., flooding, drought, etc.).

The company seeks to minimize its activities impact on the hydrological cycle, by reusing water, treating wastewater to reduce discharges, etc.

In addition, carbon reduction has been identified as one of the priority of the Group's global sustainability Action Plan.



## Environment

ArchiMed

# ArchiMed, a Responsible Firm

Climate change is a global challenge that concerns all firms regardless of their activities. As a healthcare investor, the correlation between climate challenges (increased air pollution, extreme climate events, destruction of biodiversity or human habitat, etc.) and health issues reinforces the urgency to take action. In recognition of this challenge, we decided to place climate change among our key priorities.

We firmly believe that all companies, independently of their activities, size, and location, can implement tailored initiatives to fight against climate change, adapted to their footprint and use of resources. We applied this belief to our management company: we assessed our carbon footprint for scope 1, 2 and 3 and implemented different climate-related actions.

### ArchiMed's main sources of carbon emissions

Upstream	Electricity consumption	100% of sourced energy from renewable energy		
	IT equipment	100% of our offices use refurbished IT assets		
Activities	Business travel	100% costs reimbursed to employees using public transport or bicycle	100% employees supported for the acquisition of an electric vehicle	
	Waste	100% of our offices sort waste	100% of our offices furnished with water fountains and glass bottles	Zero disposable lunch option or single-use plastic in Lyon office
	Building	New office certified BREEAM Excellent and High Environmental Quality (HQE)		
Downstream	Portfolio carbon footprint	100% of portfolio companies have had their carbon footprint assessed		

As a signatory of the ICI and a responsible investor, we aspire to build a climate-aligned and climate-resilient portfolio. For that purpose, we assess climate issues within our investment cycle and implement activities that measure and reduce GHG emissions.

In 2022, ArchiMed plans to further develop its overall climate strategy. We will work with a third party expert to adopt a climate strategy that is aligned with the Paris Agreement, with climate targets validated by the Science Based Targets initiative (SBTi).



## Environment

ArchiMed

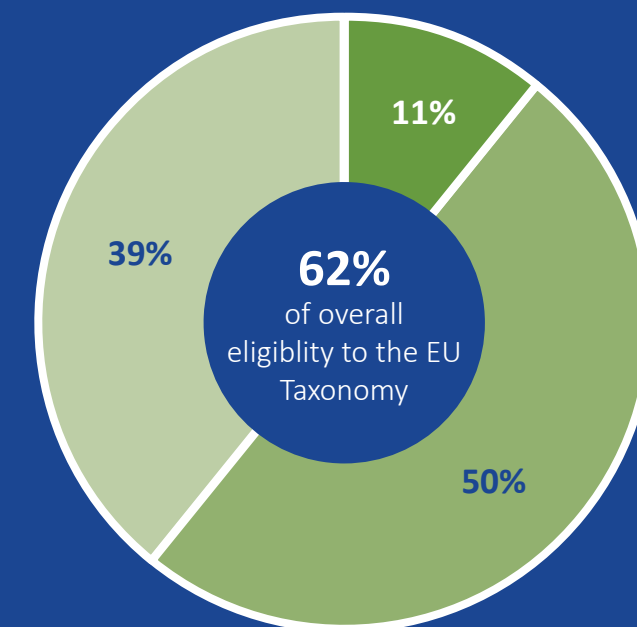
Given our healthcare investment strategy, the investments underlying our financial products do not take into account the EU criteria for environmentally sustainable economic activities.

In 2021-2022, we monitored the regulatory developments and proactively decided to estimate our portfolio's exposure to EU taxonomy eligible activities.

We mandated INDEFI to estimate our portfolio's eligibility to the environmental EU Taxonomy. They used companies' NACE codes to assess their activities' exposure to the EU Taxonomy.

Our portfolio companies are mostly eligible under objectives related to the circular economy (e.g., MedTech and Diagnostics) and pollution (e.g., Biopharma).

### Portfolio eligibility to the environmental EU Taxonomy (weighted average of the value of investments per % of eligible turnover)



- Eligibility to climate change objectives<sup>(1)</sup>
- Eligibility to other environmental objectives<sup>(2)</sup>
- No eligibility to the environmental EU Taxonomy

(1) Economic activities listed within the Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021; (2) Economic activities listed within the Platform on Sustainable Finance's report with recommendations on technical screening criteria for the four remaining environmental objectives of the EU taxonomy.

Sources: ArchiMed, European Commission, INDEFI analyses.



# Social: Contributing to Decent Work and Economic Growth

ArchiMed's firm and portfolio contribute to the SDG 8 by promoting sustained, inclusive, and sustainable economic growth, safe and decent work, and productive employee development for all.



## THREE AREAS OF FOCUS

Attract and maintain talents / Employees' Engagement

Ensure workers' health and safety

Promote diversity, equity and inclusion



Social

81%

Employees under permanent contracts

+454

jobs created

Contribution to SDG targets

8.3

Promote development-oriented policies that support productive activities, **decent job creation**, entrepreneurship, **creativity and innovation**, and encourage the formalization and **growth of micro-, small- and medium-sized enterprises**, including through access to financial services.

64%

permanent full-time women employees

Contribution to SDG targets

8.5

By 2030, achieve **full and productive employment and decent work for all women and men**, including for young people and persons with disabilities, and equal pay for work of equal value.

3%

of total payroll dedicated to trainings

Contribution to SDG targets

8.8

**Protect labour rights and promote safe and secure working environments for all workers.**

1.8%

of accident frequency rate in average



Social

## Attract and Maintain Talents / Employees' Engagement



The COVID-19 pandemic has permanently changed our vision of the work, workers are increasingly sensitive to the finality of their work as well as how their job is done. Finding ways to attract and maintain talent within the healthcare industry is a challenge that ArchiMed takes very seriously. Developing new talent strategies, finding competitive advantages to address skills and talent shortages and increasing employees' engagement are at the top priority of our portfolio companies' strategies.

According to a recent Fortune/Deloitte CEO Survey, attracting and retaining talent in a tight labor market has ascended to the top of CEOs' list of strategic priorities. Companies should reimagine work as a landscape of tasks and skills that dynamically evolves with business priorities. ArchiMed supports its portfolio companies to clearly define career pathing options and tasks, provide opportunities for all colleagues to better trainings, to acquire talents from wider geographies, and potentially from outside of the industry (such as data scientists whose roles are increasingly significant to support the development of the healthcare industry).

Illustration in portfolio

### Great place to work



Developer and producer of diagnostic systems

It is really important for Diesse to improve internal dialogue and make Diesse a great place to work inside and outside of the office. Going beyond implementing a new HR platforms in 2021, Diesse has deployed a flexible work arrangements policy, implemented several initiatives to improve management skills and build a more cooperative work environment. Other initiatives include : monthly videos to employees on internal topics, an internal magazine written by employees.

Diesse conducted an Employee Survey with the aim of identifying integrated actions for a better workplace and ultimately better company's performances. A satisfying 86% participation rate ensures coherent and representative feedbacks

### Good training and career management



French leader of analytical services for the health products industry (laboratories, forensic experts)

One key challenge for Carso is maintaining employees' skills and know-how at a high technological level. Therefore, Carso deploy ambitious annual training plans as part of a career plan for each employee. Carso allocates almost 22% of total payroll to trainings for all employees.

Career management and support actions for managers in their role of managing the company's human capital are part of the Carso Group's HR development objectives and enable them to advance their CSR commitment in line with the Socially Responsible Investment guidelines of the BPI (Public Investment Bank).



Social

## Ensure Workers' Health and Safety

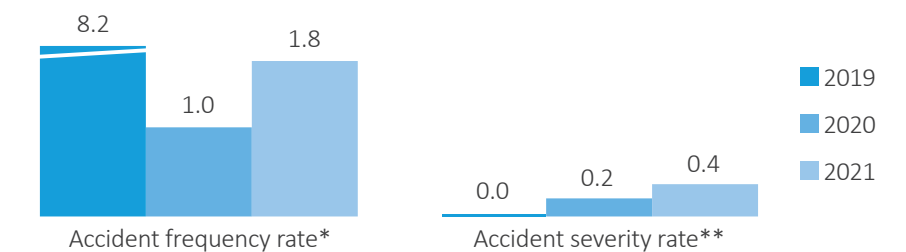


ArchiMed firmly believes employees of our portfolio companies are our biggest assets. We ensure through the Impact Assessment and action plans that setting a safe and healthy place of work for employees is a top priority within all or portfolio companies.

We encourage our companies to take a thorough look at the process and conduct effective risk evaluation to assess all potential workplace hazards. Solutions are taken to ensure the facilities and all operations are as safe as possible including in the handling and transport of hazardous chemicals. Our portfolio companies are also required to set clear guidelines, educate the staff and to track and measure health and safety metrics.

In addition, ArchiMed increasingly asks its portfolio companies to include their suppliers in their health and safety efforts. When potential dangerous function are mainly outsourced to suppliers, the company is encouraged to either conduct social audits on the suppliers or to have the supplier sign a Code of Conduct to ensure highest standards of health and safety are maintained.

### Evolution of the portfolio's average accident frequency and severity rate



(\*) Accident Frequency rate = number of accidents (with lost time) X 1,000,000 / number of worked hours; (\*\*) Accident Severity Rate = number of workdays lost (due to work accidents) x 1,000 / Total Hours Worked

Illustration in portfolio

### Decent work and economic growth



Biopharmaceutical services company specialized in the viral and biological safety of biopharmaceuticals (e.g., recombinant proteins, therapeutic antibodies, vaccines).

Employees in Clean Biologics' laboratories face risks linked to the use of chemical and biological products. The company has initiatives in place to raise employee awareness of health and safety.

Employees are trained on HSE topics and those who are more exposed to hazardous materials (nitrogen, bio materials) are trained on potential risks. Clean Biologics has signed a Commitment Charter on road safety with the following principles:

- It is forbidden to use one's phone while driving;
- Employees are encouraged to keep their vehicles in a good state;
- Home office is encouraged to reduce commuting;
- Carpooling is encouraged



Social

## Advancing Diversity, Equity and Inclusion



64%

Permanent full time women employees

27%

Women in the 10 highest paid profiles (portfolio average)

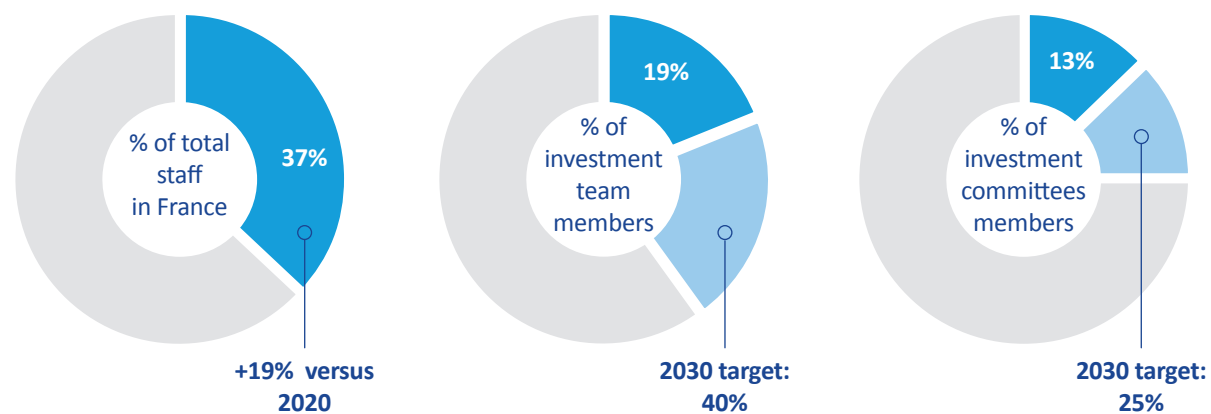
40%

Women in ArchiMed's Management Committee

**An inclusive and diverse workforce is a major asset that enables companies to be more efficient and valuable.**

**We engage portfolio companies to promote inclusive and diverse work environments.** Portfolio companies support diversity among their employees. 11 companies have a workforce skewed towards women, and 4 of them echoed this feminization within their highest-paid employees.

**ArchiMed has committed to respect France Invest's Gender Charter and actively supports the Level20 initiative.**



5 portfolio companies added more women to the ten highest-paid profiles, thus reducing bridging the gap between women and men. Half of the portfolio companies have three women among the ten highest paid profiles.



Social

Illustration in portfolio

## Enforce diversity, equity and inclusion



A strategic consultancy firm specialized in pharmaceutical industry



Physical and mental health services to employers/insurers

Through a formal Diversity, Equity, and Inclusion Policy, Deallus commits to being an equal opportunities employer and undertakes to apply objective criteria to assess merit for all issues including but not limited to employment, compensation, promotions and training. The DEI Policy includes the following :

- A commitment and action plans to more proactively include diverse backgrounds .
- Implementing the Holiday Substitute Policy (Deallus shared in each other's cultural and religious observations, learning about the different festivities the team celebrates beyond the mainstream public holidays).
- Training to all employees on Unconscious Biases and introduce this training as a staple item on its annual Compliance Calendar.

Today, genders are almost equally represented in Deallus' total workforce with 55% of women.

Significant investment in Equality, Diversity and Inclusion across the business to facilitate greater involvement is social justice and equity activities both internally and externally. This includes the establishment of an equality diversity and inclusion team whose activities are focused on improving the experience and opportunities of staff members and helping improve the access, experience and outcomes of service users.





Social

## Facilitate Employment of People with Disabilities



People with mental illnesses are

**3 times**

more at risks of being unemployed



Through the Eurêka Foundation, ArchiMed is involved in helping people with mental illnesses get their lives back. In 2014, with the creation of ArchiMed and the Eurêka Foundation (see section Beyond Sustainability: the Eurêka Foundation), several ArchiMed's employees decided to get involved in the creation and support of the Clubhouse Lyon. The Clubhouse of Lyon offers people living with mental illness opportunities for friendship, trainings, access to medical services, and even employment in a single caring and safe environment. This social and economic inclusion reverses the alarming trends of higher suicide, hospitalization and incarceration rates associated with mental illness. Finding a job is often key to end isolation. ArchiMed has hired two part-time employees through the Clubhouse of Lyon. ArchiMed, through the Eurêka Foundation, also supports the deployment of other Clubhouse in places where it is needed and often plays a pivot role to identify companies willing to partner with Clubhouses.



Social

Illustration in portfolio



Julie Ciftci

Administrative Assistant  
at ArchiMed

Clubhouse Lyon member

“After my third hospitalization, I received a diagnosis and a treatment that has allowed me to stabilize. My wish was to be able to **work again**.

I joined the **Clubhouse in Lyon**: I was active every day, with multidisciplinary in tasks, and it allowed me to take back control of my life. I participated in fundraising events, and supporting various projects such as hiking weekends. I discovered my **talents** and regained **confidence** in myself. Thanks to partnering companies of the Clubhouse I was able to do two internships, one in accounting. This helped me to refine my professional choice, and to finally chose the administrative management.

I started with a 4-month fixed-term contract at **ArchiMed** in February 2021. I am now on a 25-hours permanent contract sorting out employees' expenses and supporting back office with administrative tasks. I found a quality working environment, and strong mutual help here. I feel like I belong in this environment and I learn every day. I keep returning to the Clubhouse every week where I can now help others. ”

Illustration in portfolio



Development and  
manufacturing of virus-based  
medicines and quality controls  
for the biopharmaceutical  
sector. ≈200 FTEs

Each year, Clean Biologics collaborates with the association DuoDay. On a specific day, the company welcomes people with disabilities, in duo with volunteers from within the company. Thanks to this immersive day in the company, Clean Biologics employees are more sensitive to workers with disabilities, it helps change their outlook, and eventually overcome prejudices and discrimination. Clean Biologics employs 4 people with disabilities.

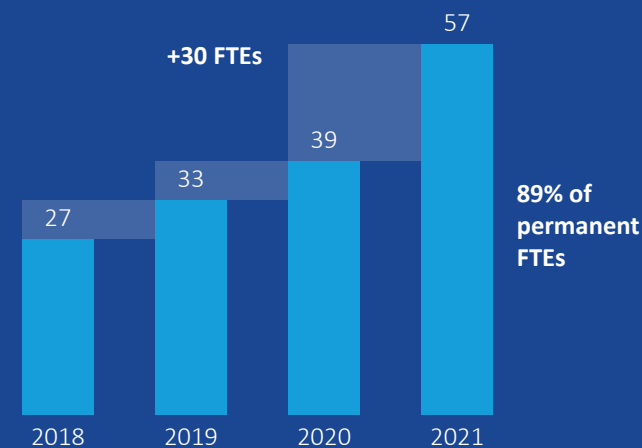


Social  
ArchiMed

## The Firm : Our Responsibility Towards our People

### We are a fast-growing company

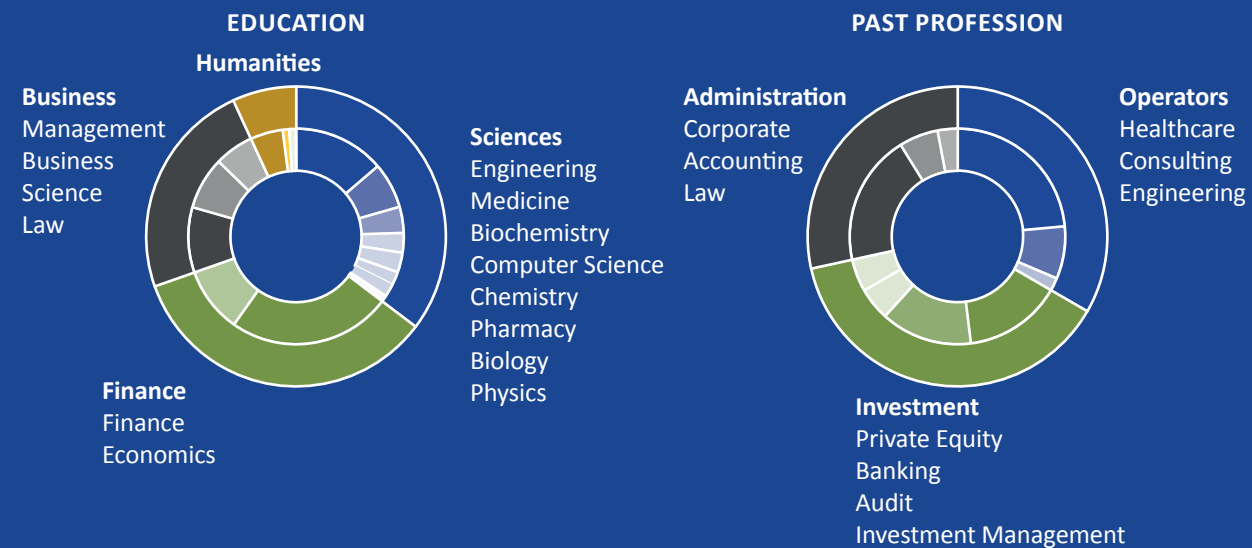
Our company is people driven. We continuously grow, welcoming new individuals in an international, agile, ambitious, and creative environment.



We strive to build a multicultural and diverse team to bring multiple perspectives in our ways of doing business. Transparency is a key dimension of both our business approach and our culture, contributing to performance, people development and pleasure at work.

### Diverse education and experience

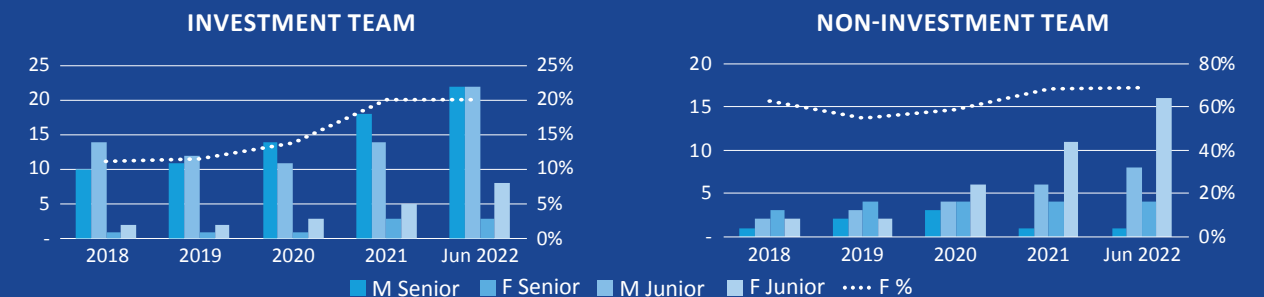
Varied backgrounds bring unique market knowledge and diverse perspectives to investment and business management.



Social  
ArchiMed

### Breaking Industry Gender Norms

Gender diversity is actively pursued. To break away from industry norms, 40% of ArchiMed's Management Committee is female.



### An International Team by Design

ArchiMed employees are from 23 different nationalities, bringing cultural breadth and global experience across Europe, North America and Asia.



ArchiMed is governed by French law specifying that the gathering of data or questioning of employees on the basis of race, ethnicity or sexual preference is forbidden. ArchiMed's hiring, development and promotion processes and policies are built to actively overcome conscious or subconscious bias relating to both negative or positive discrimination.

At ArchiMed we seek to support our employees in their development

# 100%

of our employees are annually trained

Including on Languages, Digital tools and Health Strategy

## Governance : Supporting Business Ethics and Strong Institutions

We contribute to SDG 16 by encouraging our portfolio companies to promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build accountable and inclusive institutions at all levels.



### THREE AREAS OF FOCUS

Business Ethics

Data privacy and safety

The firm : Upholding higher standards of business ethics



### Governance

21

Portfolio companies have implemented data protection procedures

15

Portfolio companies have a Code of Ethics

0

Business ethics litigations

16.5

Substantially **reduce corruption and bribery** in all their forms.





## Governance

### Business Ethics

At the heart of our impact strategy and responsibility as responsible investors is the highest standard of business ethics. We believe the healthcare industry can only function if the trust of patients, institutions and communities is preserved and reinforced. Moreover, the pandemic crisis and all the spotlight shed on the healthcare industries, associated with the scientific advances in the health sector, new biotechnology, and some past scandals of aggressive price strategies by biopharma companies have led to a stronger demand for transparency and data protection.

Hence ArchiMed sees Business Ethics as essential and a strong driver for value creation. During screening, we apply a high level of scrutiny on business ethics-related topics and we ensure that the company we invest in comply with the highest standard of regulations and have implemented strong rules and procedures or are in capacity of rapidly deploy such rules and procedures. Going beyond the rules, we also engage with our companies to create and maintain a culture of ethical behavior and transparency.

Implementing tailor-made Code of Ethics and deploying trainings to make sure all employees and even suppliers or subcontractors (when necessary) of the company are regularly trained on this Code is a key pillar of our impact investment policy. Through the Impact Assessment and Impact Roadmap conducted after each new investment, ArchiMed ensures all portfolio companies are engaged in the development of such Code of Ethics and regular trainings.

We support companies with the adoption of code of ethics by including related recommendations in their Impact Roadmap.

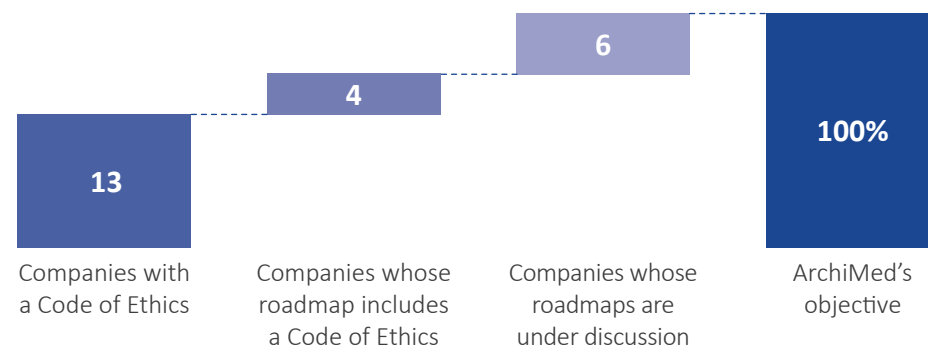


Illustration in portfolio

### stragen

A global platform specialized in generics

Stragen implemented a Code of Conduct covering business ethics and integrity in conducting business (anti-corruption and anti-bribery, labor rights, anti-discrimination, health and safety, environment, etc.) to ensure operations compliance with regulations and better anticipate operational risks. This Code of Conducts also third-party interactions such as suppliers. Stragen collects data from suppliers via questionnaires on specific environment topics (to meet tenders' requirements, in particular in Nordic countries, Sweden, Norway, Finland).



## Governance

### Data Privacy and Security

**Data privacy and security is crucial to ensure good business behaviors, avoid corruption risks and be careful with sensitive information.**

**With a dedicated team at ArchiMed, we support portfolio companies to enforce information security and data protection.** As a result, close to all portfolio companies have implemented data protection procedures.

#### Data protection procedures

Share of companies which have implemented data protection procedures



ArchiMed is monitoring the I.T. exposure of over 40 companies of the portfolio (including add-ons) and help them manage their cybersecurity strategy. With the support of ArchiMed's I.T. team and external consultants, state of the art technology tools are deployed to analyze, detect and treat potential risks exposures at different layer levels of the web. The tools and technologies used allow for the collection of information and automated monitoring 24 hours a day, allowing analysts to alert in real time on a risk, qualify it, and provide recommendations for remediation. In addition to these Security Score Cards designed for each company, ArchiMed supports its portfolio companies with strategic intelligence advices and business protection. The aim is to protect the brands, staff and companies' ecosystems from cyber and reputational risks. ArchiMed I.T. team is able to detect external threats, exposures, malicious or unintentional data leaks, anticipates risks before they cause damage to the organizations. The team assesses the risks, provides procedures in case of risk detection and shares best practices to fix the detected issues.

#### ArchiMed solutions

Network monitoring	ArchiMed provides 24/7 monitoring of all computer security vulnerabilities that can be used for malicious purposes. Company detects suspicious activity such as malware or spam.
Vulnerability detection	ArchiMed has defined with each company escalation and information procedures in the event of detection of a critical vulnerability.
Public it exposure	ArchiMed monitor 24/7 the level of vulnerability of all publicly exposed IT services (SaaS platforms, extranet, website, email servers, etc.) for all our portfolio companies on more than 100 criteria.
Vulnerability reports	ArchiMed produces and shares monthly reports describing the evolution of level of vulnerability with all portfolio companies.
Action plans	ArchiMed supports each company in the resolution of security breaches with the proposal of an action plan.



Governance

ArchiMed

## The Firm : Upholding Highest Standards of Business Ethics

At ArchiMed, we believe it is essential to strengthen our internal processes to build an effective, accountable, and inclusive organization. This means preventing potential ethical and anti-corruption issues, setting transparent and participatory governing bodies, and ensuring data protection.

We guarantee fast and lean decision-making processes as well as empowerment through our governance system (at Archimed and within our companies).



“Promote peaceful and inclusive societies for sustainable development, [...] and build effective, accountable and inclusive institutions at all levels.”

Target	Translation of the target	ArchiMed's contribution
<b>Target 16.3</b> “Promote the rule of law at the national and international levels and ensure equal access to justice for all.”	Ethics & compliance	<ul style="list-style-type: none"><li>• Code of Ethics</li><li>• Conflict of interest Committee</li><li>• Responsible investment approach</li></ul>
<b>Target 16.5</b> “Substantially reduce corruption and bribery in all their forms.”	Anti-corruption & anti-bribery	<ul style="list-style-type: none"><li>• KYC (Know Your Customer) assessment process</li><li>• AML (Anti-Money Laundering) assessment process</li></ul>
<b>Target 16.6</b> “Develop effective, accountable and transparent institutions at all levels.”	Transparent governing bodies	<ul style="list-style-type: none"><li>• Specialized committees</li><li>• Transparent Board of Director and Management Committee</li></ul>
<b>Target 16.7</b> “Ensure responsive, inclusive, participatory and representative decision-making at all levels.”	Risks management & stakeholders' interests	<ul style="list-style-type: none"><li>• Specialized committees</li><li>• Risk Management Policy</li><li>• Sustainability and ESG Risk Policy</li></ul>
<b>Target 16.10</b> “Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.”	Data security & cybersecurity	<ul style="list-style-type: none"><li>• GDPR compliant</li><li>• Secure platforms</li><li>• Annual penetration testing</li><li>• Employee trainings and phishing campaigns</li></ul>



Governance

ArchiMed

## Sustainability and ESG risk policy

Identify and reduce ESG and Sustainability Risks

Consider adverse impacts on sustainability

### 2 levels of internal control

Regulatory compliance

Systems' relevance and effectiveness

### Reportings

Annual review of ArchiMed's risk exposure analysis

Annual Reports of ArchiMed's sustainable investments

### Governance

Two partners overseeing the implementation, one of which is part of the Management committee

Supervision, Skills

Monthly feedbacks at partner's session

# Beyond Sustainability: Eurêka Foundation



Eurêka Foundation's mission and vision : assist fragile people affected by health issues

ArchiMed founded the Eurêka Foundation in 2014, at the same time than the management firm. ArchiMed founders had at heart to leave a legacy that would go beyond the investment firm they were starting, and the Foundation was created to institutionalize this charitable objective. Since inception, Eureka Foundation stuck to the core values of the founders, and had the mission to provide not just financial support but also personal support with time, guidance and an individual commitment in the selected charitable projects.

**5%**

of carried interest from all ArchiMed's funds go to Eurêka Foundation

**€2.6M**

donated to Eurêka Foundation between 2014 and 2021

**2**

positions created in 2021 to contribute to Eurêka Foundation's development

**7**

associations supported in 2021

The mission of the Foundation is to assist fragile people who are affected by health problems, with a vast majority of the projects so far aimed at supporting people affected by mental health issues.

Starting in 2022, the Foundation will also finance projects that foster medical research on undertreated illnesses.

All projects are lead by a champion, an employee of ArchiMed, who works as an advocate for the project. Other team members are regularly involved alongside the champion to provide support to the projects.





## Clubhouse International: mental illness recovery

The Eurêka Foundation is a strong supporter of the projects conducted by the Clubhouse network. The model of Clubhouses started in the United States in 1947, with the aim of supporting patients with psychological disorders to regain confidence and reintegrate into society. Today more than 100 000 people per year are helped by 350 Clubhouses in 34 countries. The activity rate at accredited Clubhouses raised to 40%.

At the Eurêka Foundation we firmly believe in the benefits that the Clubhouse Network brings to society. As such, the Eurêka Foundation is involved in the development and support of several Clubhouses. The Foundation brings resources, strategic support as well as ArchiMed's professional network to help local association obtain the Clubhouse accreditation and keep welcoming more members each year.



## Clubhouse of Lyon, France

A key achievement for Eurêka is the creation and support of Clubhouse in Lyon in 2017. The Eurêka Foundation was a founding member of this organization and provides ongoing and regular volunteer support and structured financial support from ArchiMed.

In October 2021, the Eurêka Foundation helped organized the fundraising event "the evening of Hope. The event was organized around the presentation of seven projects that the Clubhouse of Lyon wanted to develop. The members of Clubhouse Lyon had a pitch in 4 minutes to convince, the an auction followed to fund the project by the audience. Several ArchiMed team members supported the fundraising auction night. The event gathered 140 participants and more than €217 000 were raised.

In 2021 membership grew to 233 members. 33% of which are back to a professional activity.



## Clubhouse Munich, Germany

The Eurêka Foundation along with two ArchiMed team members is supporting the growth of two Clubhouses in Munich, Germany through the creation of a supporting committee consisting of ArchiMed's team members and other local companies. The supporting committee is working towards the creation of a new Clubhouse in Germany.



## Clubhouse Turin, Italy

The Eurêka Foundation along with three ArchiMed's team members is assisting the creation and development of a Clubhouse in Turin, Italy. In 2021, ArchiMed's donation and strategic advices had successfully attracted other additional donors, eventually allowing the creation of the Progetto Itaca Torino (Clubhouse of Turin). Two ArchiMed's representatives were appointed to the Board of Progetto Itaca Torino.



## Simon de Cyrène, France

Every year, in France, thanks to advances in emergency medicine, 40 000 people survive a serious strikes and severe road or sports accidents. After several months of coma, and a diagnostic that include disabilities, the life of survivors is turned upside down. Because of their brain damages some people loses their jobs, their social groups, and are at risks of depression. The Simon de Cyrène association develops an innovative response based on the conviction that life takes meaning in our relationship with others. The association creates shared houses between disabled and non-disabled people to share a community life.

The Eurêka Foundation committed to financially support the association and the project's champion within ArchiMed's team plays soccer every week with disabled persons in wheelchairs.



## ELA, Luxemburg

ELA is a parent's association of children defeating leukodystrophies. Leukodystrophies are orphan, neurodegenerative genetic diseases which affect the central nervous system causing the progressive paralysis of the vital functions of those affected.

Each year, ArchiMed's team participate to the "Wear your trainers" challenge a solidarity operation to support families and finance research to fight leukodystrophies. The Eurêka Foundation committed to give a 0.01€ cent donation for each step taken by ArchiMed's team members within four days. ArchiMed's team members took as many steps as possible and successfully achieved the challenge.

Following suggestions from ArchiMed's team members, the Eurêka Foundation also supported the following associations in 2021





Appendices

# Glossary

**Finance Partner**

Chief Financial Officer and Partner at ArchiMed

**Follow-up Impact Assessment**

An annual update of the Impact Assessment documenting the evolution of the portfolio company’s performance and its progress on the Impact Roadmap.

**Healthcare Objectives** (formerly named Healthcare Challenges)

Five key objectives that ArchiMed’s Funds seek to achieve through its investments.

**Impact Assessment**

Analysis of the portfolio company’s sustainability performance and level of maturity and measurement of its contribution to the Healthcare Objectives.

**Impact Due Diligence**

A review of a target company’s sustainability risks, opportunities and performance, and an evaluation of its potential contribution to the Healthcare Objectives.

**Impact Investment Director**

ArchiMed officer fully dedicated to the implementation of the Impact Investment Strategy, including portfolio companies’ sustainable transformation, and the structuring of our Eurêka Foundation; position currently held by Alice Morillon.

**Impact Investment Strategy**

ArchiMed’s responsible investment strategy, which is based on three pillars (Additionality, Intentionality, Impact Measurement), and aims to invest in companies offering solutions to improve human or animal health conditions.

**Impact Roadmap**

Action plan with specific KPIs agreed between ArchiMed and a portfolio company to improve its sustainability performance on materials topics and its contribution to the Healthcare Objectives.

**Impact Vendor Due Diligence**

A review of a portfolio company’s sustainability risks, opportunities and performance, including in relation to the Healthcare Objectives, that can be relevant to potential buyers of the business.

**One Health**

A concept that aims to highlight the relationships between human health, animal health and ecosystems and to link ecology to human and veterinary medicine.

**Operational Committee**

Committee bringing together representatives of ArchiMed’s teams, back office, middle office and front office. The Operational Committee meets bi-weekly.

**Partners’ Monthly Meeting**

Committee bringing all ArchiMed’s partners together on a monthly basis.

**Sustainable Finance Disclosure Regulation (SFDR)**

European regulation that requires asset managers to integrate sustainability risks into their investment processes and to classify their funds in Article 6, 8 or 9, depending on their level of sustainability:

- **Article 6:** Funds without a sustainability scope;
- **Article 8:** Funds that promote environmental and/or social characteristics;
- **Article 9:** Funds that have sustainable investments as their objective.

**Sustainable Investor**

Investor that invests only in Article 8 or Article 9 funds according to the Sustainable Finance Disclosure Regulation (SFDR).

**United Nations Sustainable Development Goals**

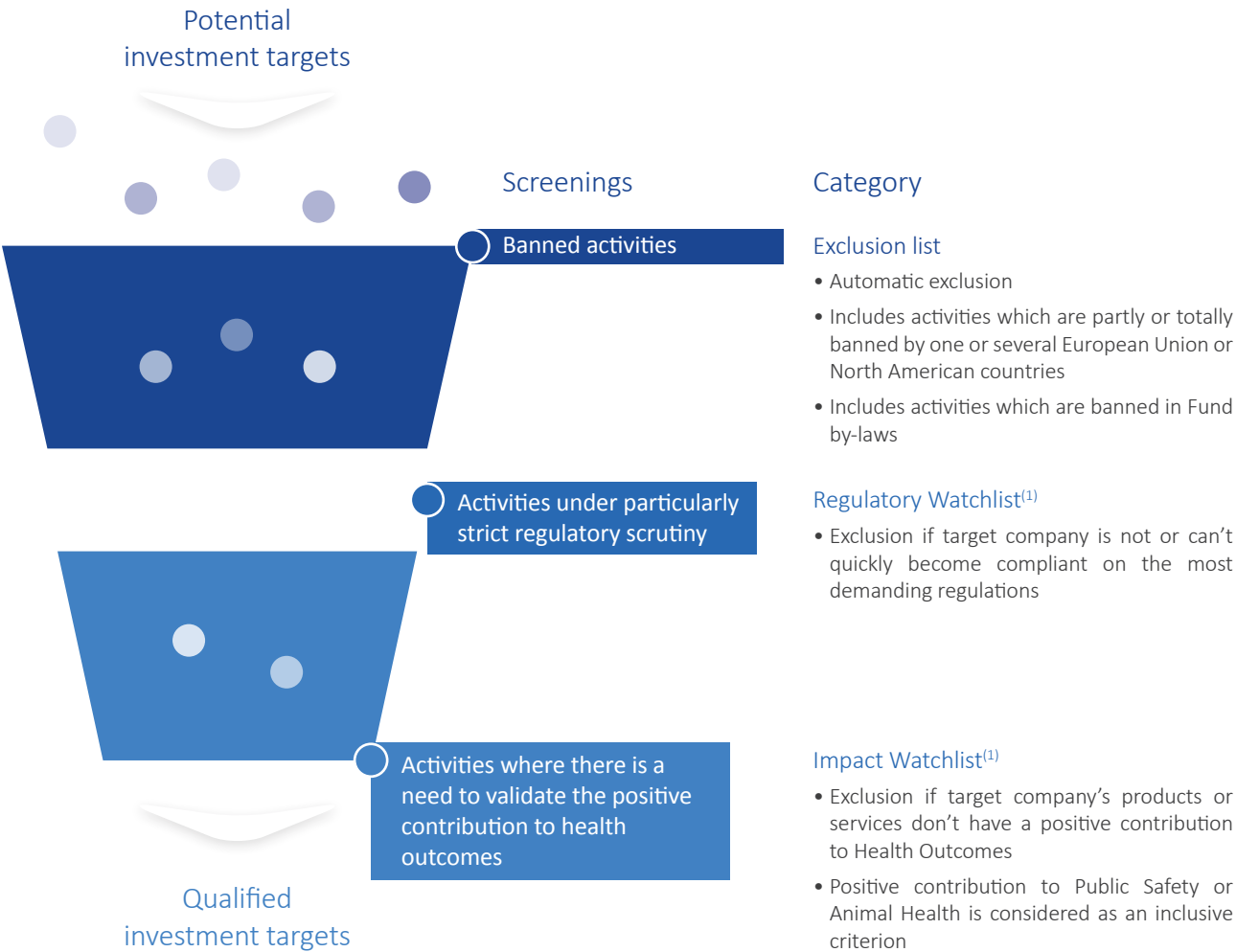
The Sustainable Development Goals (SDGs) adopted by the United Nations in 2015 is a collection of 17 interlinked global goals designed to achieve a better and more sustainable future for all by 2030.



# ArchiMed Negative Screening: Exclusion List and Watchlists

We apply additional vigilance to potential risks of negative impacts. Therefore, we apply filters to investment targets to either exclude activities linked to regulatory bans, or activities banned in our by-laws. We also systematically apply high scrutiny on some specific activities that would fall under our watchlists.

## Negative screening



(1) ArchiMed is currently working on the identification of activities falling into ArchiMed's Watchlists at MedSegment level.

## Exclusion and Watchlists

EXCLUSION LIST	REGULATORY WATCHLIST	IMPACT WATCHLIST
Human reproductive cloning	Contraception and abortion	Aesthetics
Gamete donation	Medically assisted reproduction	Self-care
Recreational Cannabinoids	Animal testing	Wellness products and services
Embryonic stem cell research	Opioids or cannabinoids based medical treatments	
Companies significantly involved in thermal coal		
Tobacco and distilled alcoholic beverages		
Pornography and prostitution		
Gestational surrogacy		
Weapons and ammunition		
Casinos and gambling		
Euthanasia and assisted suicide		

+

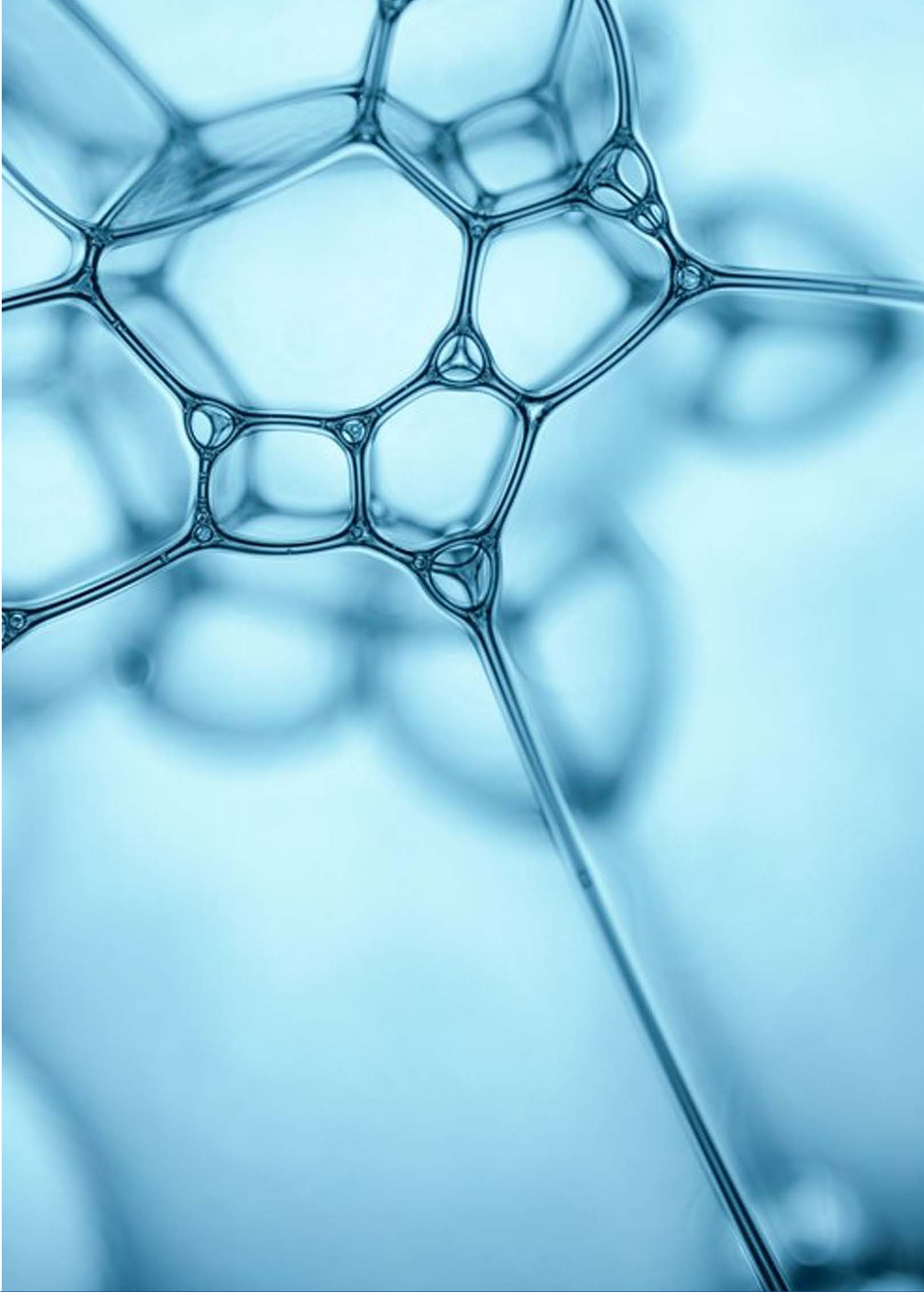
**SYSTEMATIC CHECK**

- Potential bio-ethic issues
- Aggressive inflated drug pricing strategies
- Good governance / tax compliance

For informative purposes - This list is constantly evolving – please contact us for most up-to-date version

# Example of an Impact Roadmap Validated and Adopted by one portfolio company

SCHEDULE	INITIATIVE	SUGGESTED ACTIONS
2021 ▶ 2022	Build a comprehensive CSR strategy	<ul style="list-style-type: none"> <li>• Draft a formal CSR strategy.</li> <li>• Appoint a person in charge of CSR at Group level.</li> <li>• Create a separate risk-management team and extend the scope to include extra-financial risks (HR, climate, waste management, etc.).</li> </ul>
2021 ▶ 2023	Implement HR policy and focus on diverse workforce, and employee satisfaction	<ul style="list-style-type: none"> <li>• Implement a formal HR policy, KPIs and targets with frequent reporting.</li> <li>• Support gender diversity (formal policy, communication, partnerships, etc.) and monitor diversity KPIs.</li> <li>• Draft a flexible work policy to provide clear rules to employees.</li> <li>• Implement a regular employee satisfaction survey to monitor employee well-being and satisfaction.</li> </ul>
2021 ▶ 2022	Mitigate the environmental impact of operations and products' end-of-life	<ul style="list-style-type: none"> <li>• Define an environmental policy and monitor related KPIs (energy, water, and waste).</li> <li>• Subscribe to a renewable energy provider.</li> <li>• Conduct a Carbon Footprint Assessment to identify the main sources of emissions and undertake a climate-related transition risk analysis.</li> </ul>
2022 ▶ 2023		<ul style="list-style-type: none"> <li>• Integrate concerns related to the products' end of life in the design process.</li> <li>• Carry out life-cycle analysis to evaluate the products' environmental impact.</li> <li>• Deploy green coding techniques to create energy efficient products.</li> </ul>
2022	Procure responsibly and mitigate sustainability risks in the supply chain	<ul style="list-style-type: none"> <li>• Draft a responsible procurement policy to be signed by suppliers.</li> <li>• Pursue efforts to consider social and environmental criteria of suppliers and regularly audit them.</li> <li>• Conduct a supply chain risk assessment (climate, dependency, and geopolitical risks).</li> <li>• Reduce the dependency on a single supplier and have a back-up supplier.</li> </ul>



# OECD and European Commission Health Priorities



## We need more protection and prevention

More than 1.2 million people die prematurely every year in EU countries – this could be avoided through better disease prevention policies and more effective healthcare interventions. On the one hand, we must tackle the misinformation about vaccines and address population hesitancy about childhood vaccination, as outlined in the recommendation proposed to the Council of the EU in 2018. At the same time, many lives could be saved by redoubling efforts to prevent unhealthy lifestyles. Some 790,000 EU citizens die prematurely each year from tobacco smoking, alcohol consumption, unhealthy diets, and lack of physical activity. Policies to control tobacco and harmful consumption of alcohol or to halt obesity therefore need to be actively pursued. The 2018 edition of “Health at a Glance: Europe” also makes a strong case for promoting mental health and preventing mental illness. The total costs of mental health problems – which include the costs to health systems and social security programs, but also lower employment and worker productivity – are estimated to amount to more than 4% of GDP across EU countries, equivalent to over EUR 600 billion per year. Promoting mental health and improving access to treatment for people with poor mental health should be a priority.



## We need more effective and people-centered health systems

Health systems have achieved remarkable progress in treating life-threatening diseases such as heart attacks, strokes, and various cancers, yet wide disparities in survival rates persist not only between countries but also among hospitals and healthcare providers within each country. It is not enough to only collect data on mortality. Healthcare needs to place people at the center, which requires asking patients more systematically whether they are better, or worse, following different healthcare interventions. We must also measure how well the primary care sector is managing the growing number of people living with one or more chronic conditions. The OECD and the European Commission are working together with countries to fill these critical data gaps on patient-reported experience and outcome measures.



## We need to improve access to healthcare

Universal health coverage – a key Sustainable Development Goal – and timely access to affordable, preventive, and curative healthcare – a key principle of the European Pillar of Social Rights – should remain central to policy action. Recent data on the unmet healthcare needs are encouraging; fewer EU citizens report foregoing care due to financial reasons, distance from services or waiting times. The gap between the poor and the wealthy, however, remains too large. Poor Europeans are on average five times more likely to have problems accessing healthcare than richer ones, and policies must prioritize financial protection for disadvantaged groups.



## We need more resilient health systems

As health systems evolve, they must become more resilient and adapted to rapidly changing environments and needs. The 2018 edition of “Health at a Glance: Europe” highlights the importance of reducing wasteful spending, and the potential gains for efficiency and sustainability of health systems. Evidence from various countries suggests that up to one-fifth of health spending is wasteful and could be reallocated to better use. For example, too many hospital admissions reflect failures in the management of health problems in the community and consume over 37 million bed days each year across the EU. The digital transformation of health and care, a key component of the EU’s Digital Single Market, offers tremendous potential for improving the prevention, detection, and management of chronic diseases, as well as improving health system management and research.



# Reference Table for Article 29 of “Loi Energie et Climat” (LEC)

Référence au sein du décret d’application n° 2021-663 du 27 mai 2021	Référence au sein du rapport
Démarche générale de l’entité	
1.a Présentation résumée de la démarche générale de l'entité sur la prise en compte de critères ESG, notamment dans la politique et stratégie d'investissement	Our Commitments as Sustainable Investors and Our Methodology: Embed the Impact Approach at All Levels
1.b Contenu, fréquence et moyens utilisés par l'entité pour informer les souscripteurs, affiliés, cotisants, allocataires ou clients	Our Methodology: Embed the Impact Approach at All Levels
1.c Liste des produits financiers catégorisés sous l'article 8 et l'article 9 de la SFDR, et la part globale, en pourcentage, des encours sous gestion prenant en compte des critères ESG dans le montant total des encours gérés	We Promote Sustainable and Responsible Practices
1.e Adhésion de l'entité, ou de certains produits financiers, à une charte, un code, une initiative ou obtention d'un label, ainsi qu'une description sommaire	Our Impact Journey: Continuously Improving
Moyens internes déployés par l’entité	
2.a Description des ressources financières, humaines et techniques	Our Methodology: Embed the Impact Approach at All Levels
2.b Actions menées en vue d'un renforcement des capacités internes de l'entité	Our Methodology: Embed the Impact Approach at All Levels
Démarche de prise en compte des critères ESG au niveau de la gouvernance	
3.a Connaissances, compétences et expérience des instances de gouvernance, notamment des organes d'administration, de surveillance et de direction (ex. niveau de supervision et le processus associé, la restitution des résultats, et les compétences)	Business Ethics
3.b Adaptation des politiques de rémunération à l'intégration des risques de durabilité	Our Methodology: Embed the Impact Approach at All Levels
3.c Intégration des critères ESG dans le règlement interne du conseil d'administration ou de surveillance de l'entité	Business Ethics
Stratégie d’engagement auprès des émetteurs ou vis-à-vis des sociétés de gestion	
4.a Périmètre des entreprises concernées par la stratégie d'engagement	...Within All Our Portfolio Companies
4.b Présentation de la politique de vote	N/A
4.c Bilan de la stratégie d'engagement mise en œuvre (ex. part des entreprises avec laquelle l'entité a initié un dialogue, les thématiques couvertes et les actions de suivi de cette stratégie)	...Within All Our Portfolio Companies and 2021 Sustainable Performances

Référence au sein du décret d’application n° 2021-663 du 27 mai 2021	Référence au sein du rapport
4.d Bilan de la politique de vote, en particulier relatif aux dépôts et votes en assemblée générale de résolutions sur les enjeux ESG	N/A
4.e Décisions prises en matière de stratégie d'investissement, notamment en matière de désengagement sectoriel	Our Strategy: The Impact Investment Thesis
Taxonomie européenne et combustibles fossiles	
5.a Part des encours concernant les activités en conformité avec les critères d'examen technique	Environment: Climate Action and Responsible Production and Consumption
5.b Part des encours dans des entreprises actives dans le secteur des combustibles fossiles	0% des encours dans des entreprises actives dans le secteur des combustibles fossiles
Stratégie d’alignement avec les objectifs internationaux de limitation du réchauffement climatique prévus par l’Accord de Paris	
6.a Un objectif quantitatif à horizon 2030, revu tous les cinq ans jusqu'à horizon 2050 (au plus tard cinq ans avant son échéance)	Our Impact Journey: Continuously Improving
6.b Lorsque l'entité utilise une méthodologie interne, des éléments sur celle-ci pour évaluer l'alignement de la stratégie d'investissement avec l'Accord de Paris ou la stratégie nationale bas-carbone	N/A
6.c Une quantification des résultats [de la stratégie d’alignement avec l’Accord de Paris] à l'aide d'au moins un indicateur	N/A
6.e Le rôle et l'usage de l'évaluation dans la stratégie d'investissement, et notamment la complémentarité avec les autres indicateurs sur les critères ESG utilisés plus largement dans la stratégie d'investissement	Environment: Climate Action and Responsible Production and Consumption
6.f Les changements intervenus au sein de la stratégie d'investissement en lien avec la stratégie d'alignement avec l'Accord de Paris	N/A
6.g Les éventuelles actions de suivi des résultats et des changements intervenus	Environment: Climate Action and Responsible Production and Consumption
6.i La fréquence de l'évaluation, les dates prévisionnelles de mise à jour et les facteurs d'évolution pertinents retenus	N/A
Stratégie d’alignement avec les objectifs de long terme liés à la biodiversité	
7.a Une mesure du respect des objectifs figurant dans la Convention sur la diversité biologique adoptée le 5 juin 1992	Our Impact Journey: Continuously Improving
7.b Une analyse de la contribution à la réduction des principales pressions et impacts sur la biodiversité définis par la Plateforme intergouvernementale scientifique et politique sur la biodiversité et les services écosystémiques	Assessment of the Portfolio’s Biodiversity Dependencies
7.c La mention de l'appui sur un indicateur d'empreinte biodiversité et, le cas échéant, la manière dont cet indicateur permet de mesurer le respect des objectifs internationaux liés à la biodiversité	N/A

Référence au sein du décret d'application n° 2021-663 du 27 mai 2021	Référence au sein du rapport
Démarches de prise en compte des critères ESG dans la gestion des risques	
8.a Le processus d'identification, d'évaluation, de priorisation et de gestion des risques liés à la prise en compte des critères ESG	Business Ethics
8.b Une description des principaux risques en matière ESG pris en compte et analysés	Our Commitments as Sustainable Investors
8.c Une indication de la fréquence de la revue du cadre de gestion des risques	Business Ethics
8.d Un plan d'action visant à réduire l'exposition de l'entité aux principaux risques en matière ESG pris en compte	... at All Steps of the Investment Cycle
8.e Une estimation quantitative de l'impact financier des principaux risques ESG identifiés et de la proportion des actifs exposés, ainsi que l'horizon de temps associé à ces impacts, au niveau de l'entité et des actifs concernés, comprenant notamment l'impact sur la valorisation du portefeuille	Our Impact Journey: Continuously Improving
8.f Une indication de l'évolution des choix méthodologiques et des résultats	Our Methodology: Embed the Impact Approach at All Levels
Plan d'amélioration continue	
9.a Une identification des opportunités d'amélioration de la stratégie actuelle et des actions concrètes correspondantes permettant d'améliorer la situation actuelle	Our Impact Journey: Continuously Improving
9.b Des informations sur les changements stratégiques et opérationnels introduits ou à introduire à la suite de la mise en place d'actions correctives	N/A
9.c Des objectifs assortis d'un calendrier de mise en œuvre	N/A

## Statement on Principal Adverse Impacts of Investment Decisions on Sustainability Factors under SFDR

ArchiMed SAS considers principal adverse impacts of its investment decisions on sustainability factors. The present statement is the consolidated statement on principal adverse impacts on sustainability factors of its funds MED I, MED II, MED III and MP I.

This statement on principal adverse impacts on sustainability factors covers the reference period from 1 January to 31 December 2021.

### Description of the principal adverse impacts on sustainability factors

Adverse sustainability indicator	Metric	ArchiMed portfolio	MED I	MED II	MED III	MP I
CLIMATE AND OTHER ENVIRONMENT-RELATED INDICATORS						
1. GHG emissions	Scope 1 GHG emissions	76,702.5	5654.2	1831.3	48.0	69,169.0
	Scope 2 GHG emissions	506.0	0.0	506.0	0.0	0.0
	Scope 3 GHG emissions	103,087.1	15,724.2	8,656.2	678.6	78,028.1
	Total GHG emissions	180,295.6	21,378.4	10,993.5	726.6	147,197.1
2. Carbon footprint	See GHG emissions					
3. GHG intensity of investee companies (tCO2eq/€m revenue)		151.9	97.4	110.7	49.8	171.8
4. Exposure to companies active in the fossil fuel sector	Share of investments in companies active in the fossil fuel sector			0%		
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 of total energy sources	87.3%	83.0%	90.5%	100.0%	92.0%
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	No investee companies in high impact climate sector				

Adverse sustainability indicator	Metric	ArchiMed portfolio	MED I	MED II	MED III	MP I
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			0%		
8. Emissions to water	Tonnes of emissions to water generated by investee companies per million EUR invested, expressed as a weighted average	18.8	0.0	0.0	0.0	25.7
9. Hazardous waste and radioactive waste ratio	Tonnes of hazardous waste and radioactive waste generated by investee companies per million EUR invested, expressed as a weighted average	337.6	0.0	489.1	0.0	361.6
INDICATORS FOR SOCIAL AND EMPLOYEE, RESPECT FOR HUMAN RIGHTS, ANTI-CORRUPTION AND ANTI-BRIBERY 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			0		
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	76%	67%	88%	100%	67%
12. Unadjusted gender pay gap <sup>(1)</sup>	Average unadjusted gender pay gap of investee companies (in %)	15.54%	20.92%	16.38%	32.67%	11.08%

(1) All portfolio companies except Actigraph were included in the scope of analysis

Adverse sustainability indicator	Metric	ArchiMed portfolio	MED I	MED II	MED III	MP I
13. Board gender diversity	Average ratio of female to male board members in investee companies, expressed as a percentage of all board members	7.6%	7.5%	7.1%	33.3%	4.2%
14. Exposure to controversial weapons	Share of investments in investee companies involved in the manufacture or selling of controversial weapons			0%		
OTHER INDICATORS FOR PRINCIPAL ADVERSE IMPACTS ON SUSTAINABILITY FACTORS						
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%, among which 56% have implemented carbon emission reduction initiatives				
7. Incidents of discrimination	Number of incidents of discrimination leading to sanctions in investee companies expressed as a weighted average			0		

Description of policies to identify and prioritize principal adverse impacts on sustainability factors

ArchiMed describe its processes to identify and prioritize principal adverse impacts on sustainability factors within its Sustainability and ESG risk policy.

Engagement policies

As part of its impact investment guidelines, ArchiMed described its policy to engage with portfolio companies.

References to international standards

The international standards that ArchiMed adhere to are listed within the “our journey” section.



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With offices in the US and Europe, ArchiMed is a leading investment firm focused exclusively on healthcare industries. Its mix of operational, medical, scientific and financial expertise allows ArchiMed to serve as both a strategic and financial partner to North American and European healthcare businesses. Prioritized areas of focus include biopharmaceutical products & services, life sciences tools, medical devices & technologies, diagnostics, healthtech and consumer health. ArchiMed helps partners internationalize, acquire, innovate and expand their products and services.

Over the last twenty years, ArchiMed's leadership team has directly managed and invested in over eighty small to large-size healthcare companies globally, representing over €50 billion of combined value.

ArchiMed manages €5 billion across its various funds. Since inception, ArchiMed has been a committed Impact investor, both directly and through its Eurêka Foundation.

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