

BILL S - 211 REPORTING

Merative L.P. – Joint Report

Reporting for the fiscal year of 2023

Canadian Statement Against Forced Labour and Child Labour in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada’s “*Modern Slavery Act*” (the “**Act**”)
for calendar year 2023

Introduction

This report is compiled by Merative L.P. on behalf of it and its subsidiaries (“Merative”), in respect of the Act, as referenced above, for the fiscal year concluded on December 31, 2023. Merative L.P. is a limited partnership under the laws of the State of Delaware, United States of America.

Reporting Entities (each a subsidiary of Merative L.P.)

- Merative US L.P.
- Merge Healthcare Solutions, Inc.
- Merative Canada Holdco Unlimited Liability Company

Company Overview

Established in 2022, Merative is a provider of data, analytics, and software solutions for the healthcare, life sciences, and social program industries. Merative is based in Ann Arbor, Michigan. Merative has over 2,000 employees located in North America, Europe, and Asia. Merative’s customers include providers, health plans, employers, life sciences companies, and governments around the world.

Merative is committed to acting ethically and with integrity as an organisation. Merative will not engage in nor support the use of forced labour and child labour, nor will it tolerate the use of forced labour and child labour at any level in its operations, including its supply chain.

Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour

The healthcare technology industry is regulated and typically requires extensive due diligence in its hiring practices, resulting in a lower risk of forced labour and child labour. Even so, Merative has global compliance measures in place to address these concerns.

With respect to employees, Merative's Employee Code of Conduct imposes a prohibition on forced labour and child labour use. All employees must affirm compliance with the Employee Code of Conduct upon hiring and annually thereafter. In addition, all new hires complete identity verification processes and employment eligibility checks, which also helps reduce any risk of underage employment. The process varies by country, but all processes involve checking government identification to confirm identity and the legal right to work. In the United States, e-Verify, a government-approved internet-based system, is also used to verify the employment eligibility of both United States and foreign citizens who work in the United States. It compares information from an employee's I-9 records available to the United States Department of Homeland Security and Social Security Administration. This helps ensure that any new hire is of an age legally permitted to work.

With respect to suppliers, Merative has several ways to reduce risks in the forced labour and child labour area. For example, Merative has a Third Party Code of Conduct that includes a prohibition against forced labour and child labour. Merative is in the process of having suppliers agree to Merative's Third Party Code of Conduct (or confirm that the supplier has their own code of conduct with these types of prohibitions). In addition, Merative typically has its suppliers agree to either the Ten Principles of the UN Global Compact or the Code of Conduct from the Responsible Business Alliance, both of which address the issues of forced labour and child labour. Merative also conducts a Third Party Risk Management review for new vendors. This risk assessment includes a review of risks related to forced labour and child labour.

Parts of the Business and Supply Chains that Carry a Risk of Forced Labour and Child Labour and Steps Taken to Assess and Manage that Risk

Given the low-risk nature of the healthcare technology industry, no risks have been identified to date.

Training Employees

As noted earlier, Merative ensures that every employee worldwide is educated on Merative's Employee Code of Conduct annually. The Employee Code of Conduct includes a prohibition on the use of forced labour and child labour. Merative will continue to assess risk and the role any additional training may have in mitigating the risks regarding forced labour and child labour.

Merative has an open-door policy and a transparent, accessible, multichannel procedure for reporting employee concerns, including but not limited to, concerns related to labour practices of the Merative organisation and suppliers. As part of its open-door policy, Merative encourages a speak-up culture without the fear of retaliation, and Merative's policies prohibit retaliation.

Remedial Measures

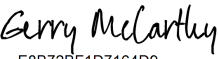
Merative is unaware of any instances of forced labour and child labour in its operations and supply chain. Therefore, Merative did not take any measures to remediate any adverse impacts or income loss to families that resulted from measures taken to eliminate the use of forced labour and child labour. If Merative learns of any potential or confirmed instances of forced labour and child labour, Merative will investigate and take appropriate remedial measures.

Assessing Effectiveness and Future Improvements

During the next fiscal year, Merative will review its controls to determine their effectiveness and assess if risk has changed. This assessment will determine what future improvements are needed to enhance Merative's commitment to preventing and reducing the risk of modern slavery in Merative's supply chain and operations.

Approval and Attestations:

This report was approved for the fiscal year ended December 31, 2023. By the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entities covered in this report. Based on my knowledge and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act for the reporting year listed above. For clarity, I am providing this attestation in my capacity as an officer of Merative L.P. and its reporting affiliates and not in my personal capacity.

DocuSigned by:

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Gerry McCarthy
Chief Executive Officer
Merative L.P. and its reporting affiliates