

MERSEN'S COMMITMENT TO EMPLOYEE WELL-BEING EARNS IT INTERNATIONAL LIVING WAGE CERTIFICATION

PARIS, OCTOBER 14, 2026 – Mersen (Euronext FR0000039620 – MRN), a global expert in electrical power and advanced materials, has been awarded Living Wage certification by the **Fair Wage Network**, a leading international organization promoting fair pay practices and living wages.

Living Wage certification is based on the principle that employees' pay should provide a decent standard of living, taking local living costs into account, for them and their families. It goes beyond meeting statutory minimum wage requirements by ensuring employees earn enough to cover food, housing, healthcare, education, transportation, basic services and all other essentials.

The Fair Wage Network's assessment, which covered Mersen's team of 7,500 people in more than 30 countries, confirms that each employee earns at least the living wage benchmark for their location.

This certification mirrors the Group's ongoing commitment to social responsibility and well-being at work, particularly as regards its employees' financial security.

"We are proud of this certification, which recognizes our longstanding commitment to fair and responsible pay for all our employees worldwide. It reflects our belief that business performance and employee well-being go hand in hand," said Estelle Legrand, Executive Vice President, Human Resources.

Living Wage certification is subject to regular reviews and action-plan monitoring to ensure pay practices continue to meet the Fair Wage Network's standards over time.

ABOUT MERSEN

Mersen is a **global industrial group** which designs and deploys the technologies at the heart of today's major **energy and industrial transitions**.

A recognized expert in **electrical power** and **advanced materials**, Mersen **enables** the performance and reliability of industrial systems and essential infrastructure across a range of areas, from power management and electric vehicles to renewable energies and storage, aerospace and rail.

With more than 50 industrial sites in 30 countries, the Group combines **local agility** with the strength of a **global organization** to develop and industrialize tailored engineering solutions **at scale**.

Backed by 24 R&D centers worldwide, Mersen partners closely with its customers, providing the best added value whilst accelerating **innovation** and shortening time-to-market, delivering pragmatic solutions by combining **speed** and **reliability**.

Rooted in a 130-year **heritage** and guided by a long-term industrial vision, the Group pursues **sustainable growth** based on responsible practices, while playing a key role in electrification, the climate transition and the resilience of industrial and energy systems.

MERSEN IS PART OF THE SBF 120 INDEX (EURONEXT PARIS – COMPARTMENT B)

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