

SYMATESE

A photograph of two healthcare workers walking down a brightly lit hospital hallway. The worker on the left is wearing a blue surgical gown, a white hairnet, and a white face mask. The worker on the right is wearing a white protective gown, a white hairnet, and a white face mask, and is holding a clipboard and a pen. The hallway has white walls, a blue floor, and a door in the background.

HR CHARTER

FOR A CULTURE
OF STRONG ETHICS,
TRUST,
TRANSPARENCY,
SHARING,
AND COHESION

June 2026



A WORD FROM JEAN-PAUL GÉRARDIN, CEO OF SYMATESE

Since its creation in 1997, SYMATESE has established itself as a leading player in the field of regenerative science. Through cutting-edge research and its technology platforms based on collagen, hyaluronic acid, silicone and thermoplastic materials, the company develops innovative medical solutions that transform patients' lives and advance practices across more than fifteen medical specialties. Building on its expertise in therapeutic applications, SYMATESE has also achieved significant breakthroughs in aesthetic medicine.

At SYMATESE, growth is driven by scientific innovation, enabling us to build strategic partnerships with renowned companies in the medical and cosmetics industries and extend our global reach. We also market our own products under our brands through a dedicated sales network serving healthcare professionals. Today, more than 25 million patients worldwide benefit from our technologies every year.

This success is first and foremost the result of the commitment and talent of all SYMATESE employees. Together, they embody and share the values that define our company: teamwork, ethics, creativity, agility, active listening and a results-oriented mindset. These values form the foundation of our mission and guide our actions every day.

Aware of the challenges of today and tomorrow, SYMATESE remains committed to the structured integration of Corporate Social Responsibility (CSR) initiatives and solutions into the heart of its scientific and technological expertise. This commitment is a natural extension of SYMATESE's purpose: to create sustainable value for all stakeholders and help build a better future.

SYMATESE

A person wearing a white lab coat, a blue surgical mask, and a white hairnet is shown in profile, looking down. The background is a blurred laboratory setting with bright lights.

SCOPE OF APPLICATION

This Charter describes the SYMATESE Group's best practices and guidelines for human resources management. All HR employees undertake to comply with it and apply it on a daily basis.



EQUAL OPPORTUNITIES, PROMOTING DIVERSITY

We are committed to promoting equal opportunities, implementing an inclusive policy for people with disabilities, and preventing all forms of discrimination in professional treatment at all levels of the company, while respecting each profession and each sector of activity.

This principle applies from the moment of recruitment.

This translates into fair treatment of all candidates and employees, male or female, with or without disabilities, of all ages, nationalities, origins, or religions, and whether they are temporary, part-time, or full-time workers.



DEVELOPMENT OF OUR TEAMS

Employee fulfillment is a real factor in performance and sustainable growth.

The company takes into account the training needs expressed by employees and department managers when developing its skills development plan.

We also encourage internal employee mobility, which can be vertical, horizontal, or geographic:

- "Vertical mobility" involves promotions/transfers that allow employees to move up to a higher level within the organization.
- "Horizontal mobility" involves employees changing roles/departments but remaining at the same job level within the organization.
- "Geographic mobility" involves the development of an activity at another site/location within the organization.



COMPENSATION & WORKING HOURS - VALUE SHARING

We comply with applicable laws and regulations, particularly those relating to salaries, working hours, company agreements, and collective bargaining agreements.

As remuneration is one of the sources of motivation, our remuneration policy is designed to maintain equal pay and career development opportunities for employees with equal skills and performance, but also for those in equal positions.

We are implementing measures to share the company's results and successes, and we are working to develop employee benefits.



QUALITY OF LIFE AT WORK AND AN ENVIRONMENT CONDUCTIVE TO EMPLOYEE WELL-BEING

We strive to offer all employees good working conditions, maintain a healthy work-life balance, and preserve the right to disconnect. We are committed to maintaining a motivated and cohesive work environment while promoting the development of remote working methods (including teleworking).

It is important to cultivate the company's agility by promoting transparency, increasing contact between employees, and encouraging communication through regular team meetings and general information meetings.



COMPLIANCE WITH LEGISLATION

This seems obvious to us: we exclude any possibility of employing children (minors under the age of 18) or forced labor (no position of power, as we are never in possession of employees' original identity documents).

We are committed to remaining vigilant in order to prevent harassment and physical, psychological, and verbal abuse of all employees in the workplace.

Members of the HR department are designated (along with harassment officers) to enable any employee who witnesses a possible violation to report it while remaining protected from reprisals.

We are committed to preserving the confidentiality of individuals who file reports.

Reports may concern, where applicable:

- issues related to child labor, forced labor, and human trafficking
- harassment issues
- discrimination issues
- breaches of information security or disclosure of personal data
- active or passive corruption practices
- conflicts of interest
- suspected fraud or money laundering

All reports are taken into consideration.

Where appropriate, a crisis unit is set up to deal with the report and measures are taken to protect the victim of the reported acts and the person who made the report without delay.