

SYMATESE

SUPPLIERS & PARTNERS CSR CHARTER

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

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A WORD FROM JEAN-PAUL GÉRARDIN, GENERAL MANAGER, 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



Sustainable development and corporate social responsibility are among the founding values of the SYMATESE Group. We are committed to these values on a daily basis, and they must be shared with all our suppliers and partners.

The purpose of our CSR Charter for suppliers and partners is to clarify our expectations of them and set out our commitments throughout the value chain.

This Charter is a long-term commitment. It aims to integrate CSR and ethics into our selection criteria, in the same way as quality, service, cost, innovation and risk management. We want our suppliers and partners to commit to applying it on a daily basis.

It covers the following topics:

- Compliance with laws, regulations and standards
- Integrity and ethics
- Responsible employer practices
- Environmental practices
- Deployment of these commitments



RESPECT LAWS AND REGULATIONS AND STANDARDS

Our partners and suppliers undertake to comply with all applicable laws, regulations and international standards relating to human rights, competition, personal data protection, the fight against corruption and fraud, environmental protection, the preservation of biodiversity and the fight against climate change.

Our partners and suppliers are also particularly committed to respecting the 1948 United Nations Universal Declaration of Human Rights and its two complementary covenants (the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights).



ACTING WITH INTEGRITY AND ETHICS

Our partners and suppliers are committed to conduct their business in accordance with the principles of loyalty, integrity and fairness and refrain from :

- To practice any act of corruption, in particular to refrain from demanding, offering, promising or granting any advantage to SYMATESE employees or to third parties close to them in order to obtain a contract or any other advantage in business relations.
- Taking advantage of a conflict of interest situation as a result of his personal relations with SYMATESE employees, or allowing others to take advantage of a conflict of interest situation in the context of his business activities.
- Adopt anti-competitive behavior.
- Participate in money-laundering operations.
- Divulge SYMATESE's own data to which it has access, in particular confidential information or personal data (of employees, customers, partners, suppliers, etc.), with or without consideration.



RESPONSIBLE EMPLOYMENT PRACTICES

The employment practices of our partners and suppliers with regard to their employees must comply with the laws, regulations and standards applicable to them, which implies :

- Take all measures to ensure the health and safety of all employees,
- Refrain from trafficking in human beings or participating in any operation that could be qualified as such,
- Refrain from using any form of forced or compulsory labor,
- Refrain from deriving, directly or indirectly, any benefit from any form of slavery.
- Exclude the employment of children under the age of 15, or the minimum age stipulated by local regulations, whichever is higher,
- Comply with applicable laws on wages and working hours, and in particular guarantee compliance with minimum wages, overtime pay and maximum working hours,
- Prohibit all forms of discrimination and make no distinction whatsoever on the basis of race, color, religious belief, gender, sexual orientation, social status or physical or mental disability;
- Prohibit all forms of physical or psychological violence,
- Do not tolerate any form of sexual harassment and put in place measures to support victims of this type of harassment,
- Protect employees' personal data and use it without abuse.



PROMOTING ENVIRONMENTAL PRACTICES

Our partners and suppliers must manage their activities in an environmentally sound manner, and in particular implement concrete measures:

- Know, control and reduce resource consumption: the consumption of water, energy, natural resources and other raw materials required for their activities, with a view to rationalizing their consumption.
- Develop the rate of reuse or recycling of materials used wherever possible.
- Reduce and treat emissions into the air, effluents to land or water and waste of all kinds resulting from their activities.
- Identify the carbon impact of their activities and set targets to meet the international goal of carbon neutrality by 2050.
- Apply eco-design principles adapted to their activities in order to design environmentally-friendly products throughout the value chain, including their use and end-of-life.
- Respect the industry standards that apply to their activities.



DEPLOYMENT OF THESE COMMITMENTS

In order to demonstrate compliance with the commitments made, our partners and suppliers undertake to communicate the present Charter to all their staff involved in business relations with SYMATESE.

Failing this, they will provide their staff with the information they need to implement the principles laid down in this Charter in the language of the country in which they operate.