



ROADMAP CSR

| 2026–2030

INTRODUCTION

In 2025, SYMATESE developed its dual CSR materiality matrix (impact materiality and financial materiality). This highlighted the company's strategic priorities. These priorities are reflected in the 10 themes of the CSR policy and are broken down into objectives and targets to be achieved through this CSR roadmap.

This Group roadmap is adapted for each of SYMATESE's three main entities, ensuring it is as relevant as possible to the situation on the ground.

ACTING AS A RESPONSIBLE EMPLOYER

To play an active role in the development and well-being of our staff and to maintain a high standard of social dialogue

- 1 **Promoting** the health, safety and wellbeing of our staff at work.
- 2 Enabling everyone to develop their skills, and promoting talent and career development.
- 3 **To promote** equal opportunities and diversity, and to ban all forms of discrimination and harassment.

ENSURING ETHICAL BUSINESS PRACTICES

To act as a fair and honourable partner, showing respect for all our partners, customers, distributors and suppliers...

- 7 **Place** ethics at the heart of our business and our procurement practices, rejecting all forms of fraud, direct or indirect corruption, and influence peddling. Protect the data entrusted to us. Refuse to enter into any business relationships with countries subject to embargoes under French or European law.
- 8 **Encourage** our suppliers to adopt the same responsible practices in terms of human rights, ethics and respect for the environment.

PROTECTING THE ENVIRONMENT

To play an active role in the fight against climate change and to act in an environmentally responsible manner, whilst seeking to adapt our operations and equipment to the consequences of climate change.

- 4 **Reducing** the environmental impact of our activities and managing our waste effectively.
- 5 **Moving** towards the sustainable use of resources by limiting our consumption (water, energy, paper) and incorporating renewable resources.
- 6 **To incorporate** eco-design principles wherever possible across every entity within the group.

BEING A PLAYER RECOGNISED FOR ITS STRONG VALUES

Uphold our corporate culture, mission and vision, and communicate them clearly and transparently

- 9 **Reaffirm** our commitment to society through the SYMATESE Foundation, which, thanks to an endowment fund, enables local charities to carry out initiatives that benefit patients, both adults and children.
- 10 **Upholding** our group's good reputation and the trust placed in us by our employees, customers and partners.

Q1 Acting AS A responsible EMPLOYER



BEING A DRIVING FORCE BEHIND THE DEVELOPMENT AND WELL-BEING OF OUR EMPLOYEES

OUR OBJECTIVE

To reduce staff turnover by:

- 1) Continuing to hold onboarding days twice a year
- 2) Analysing the reasons for voluntary departures
- 3) Ensuring that managers listen to employees, particularly regarding work patterns and work-life balance

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Voluntary turnover rate (excluding retirements, redundancies and fixed-term contracts, relative to the average workforce for the year)	9.59	➔	8.65	<10	100%	<10
% of annual performance reviews	80%	➔	88%	88%	100%	88%

PROMOTING THE HEALTH, SAFETY AND WELL-BEING OF OUR EMPLOYEES AND ON-SITE CONTRACTORS AT WORK

OUR OBJECTIVE

To strive for zero accidents by:

- 1) Managing the safety action plan for each department: regular HSE meetings with the relevant manager
- 2) Analysing the ergonomics of workstations (“TMS pro”) at two sites
- 3) Identifying risks => carrying out monthly on-site safety inspections: HSE team + one member of staff from the department being inspected
- 4) Improving the process for implementing prevention plans

OUR INDICATORS	Reference year: 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
FR: Frequency rate(1) (number of work-related accidents resulting in lost time per million hours worked)	20.02		15.31	<15	100%	<15
Tg: Severity rate(2) (number of days lost due to work-related accidents per thousand hours worked)	0.38		0.8	<0.5	63%	<0.5
MSDs: number of recognised occupational diseases in the year	2		6	<2	0%	0

(1) Tf 2024 for the ‘Plastics’ sector = 22.2 - Tf 2024 for France = 16

(2) Tg 2024 for the “Plastics” sector = 2.2 - Tg 2024 for France = 1.6

MAINTAINING A HIGH-QUALITY SOCIAL DIALOGUE

OUR OBJECTIVE

To maintain a good social dialogue, in particular through meetings with management (breakfasts, round-table discussions, staff meetings) at all sites, open to all employees.

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Percentage of employees benefiting from meetings with senior management	100%		100%	100%	100%	100%
Number of staff meetings per entity	80%		88%	88%	100%	88%

ENABLING EVERYONE TO DEVELOP THEIR SKILLS

OUR OBJECTIVE

To maintain a high level of implementation of the Skills Development Plan (SDP) drawn up each year and to involve as many employees as possible in training programmes.

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Percentage of the total payroll (gross, excluding social security contributions) allocated to training (excluding in-house training)	0.9%		1.1%	1.1%	85%	1.3%
Average number of training hours per employee (Monitoring indicator)	12.3		7.8			

PROMOTING EQUAL OPPORTUNITIES AND DIVERSITY

OUR OBJECTIVE

To maintain a good gender equality index and ensure women are represented on the company's governing bodies.

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
SYMATESE DEVICE Gender Equality Index(1)	88		90	85/100		85/100
SYMATESE Gender Equality Index(1)	89		86		100%	
Percentage of women on the Executive Committee (Monitoring indicator)	33%		43%			

(1) Gender index for the plastics industry in 2025 = 84 - France's gender equality index in 2024 = 88



Preserve

THE ENVIRONMENT



BEING A KEY PLAYER IN THE FIGHT AGAINST CLIMATE CHANGE WHILE SEEKING TO ADAPT OUR ACTIVITIES AND EQUIPMENT TO THE CONSEQUENCES OF THIS CHANGE

OUR OBJECTIVES

- 1) Update the carbon footprint assessments for production sites: bring the preparation of carbon footprint assessments in-house to ensure greater flexibility in updating them
- 2) Draw up and manage a development plan for sites at risk of flooding

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
GHG* emissions intensity from energy consumption, relative to business activity (production turnover) - in kg CO ₂ /K€	13.9	↓	11.6	<11	78%	<9

*GHG: Greenhouse Gases

REDUCING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES, MANAGING OUR WASTE EFFECTIVELY AND MOVING TOWARDS THE SUSTAINABLE USE OF RESOURCES

OUR OBJECTIVES

- 1) To contribute to the circular economy by increasing the proportion of recycled waste
- 2) Quantify and seek to increase the proportion of recycled materials in our packaging

OUR INDICATOR	Base year: 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
% of waste recycled	14%		23%	25%	92%	25%

INTEGRATE THE ECO-DESIGN APPROACH AS SOON AS POSSIBLE ACROSS EVERY GROUP ENTITY

OUR OBJECTIVE

To integrate eco-design into our procedures

OUR INDICATOR	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Percentage of design reports/reviews incorporating the 'ecodesign' framework	N/A		100%	80%	100%	100%

03 *Ensure* ETHICAL BUSINESS *Practices*

PUTTING ETHICS AT THE HEART OF OUR BUSINESS AND OUR PROCUREMENT

OUR OBJECTIVE

To ensure that our staff behave ethically and to remain vigilant in order to detect any warning signs

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Percentage of employees up to date with their 'Anti-corruption' training	75%	➔	95%	100%	95%	100%
% of buyers trained in Responsible Procurement	0	➔	0	70%	0%	100%
Number of confirmed incidents of corruption reported internally or by our partners	0	➔	0	0	100%	0

PROTECTING THE DATA ENTRUSTED TO US

OUR OBJECTIVES

- 1) Classify data to assign appropriate levels of protection
- 2) Ensure that our sensitive data remains secure, through audits and by using appropriate protection tools

OUR INDICATOR	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Number of incidents identified relating to data theft	0		0	0	100%	0

ENGAGING OUR SUPPLIERS TO ADOPT THE SAME RESPONSIBLE PRACTICES

OUR OBJECTIVES

- 1) To ensure that our suppliers act in an ethical and environmentally responsible manner
- 2) To establish and implement a structured supplier assessment process: scope definition, questionnaire, assessment criteria, audits

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Number of confirmed corruption incidents among our suppliers over the last five years	N/A		0	0	100%	0
% of targeted suppliers that have been assessed	N/A		13%	40%	16%	80%
Percentage of targeted suppliers committed to complying with our CSR Charter or having their own equivalent CSR charter	NA		33%	40%	41%	80%



PUTTING PATIENTS AND HEALTHCARE PROFESSIONALS AT THE HEART OF THE ORGANISATION

OUR OBJECTIVES

- 1) To ensure the long-term production of high-quality products by relying on our Quality Management System
- 2) To conduct clinical studies that enable us to monitor the patient’s health and the product’s performance throughout its entire period of implantation in the body,

OUR KEY PERFORMANCE INDICATOR

	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Number of product recalls	0	↗	1	0	0%	0

DEMONSTRATING OUR COMMITMENT TO SOCIETY THROUGH THE SYMATESE FOUNDATION

OUR OBJECTIVE

To maintain a budget that enables local charities to carry out initiatives that benefit patients, both adults and children

OUR KEY PERFORMANCE INDICATOR	Reference year: 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Amount allocated to SYMATESE FOUNDATION	€40,000		€60,000	€60,000	100%	€60,000

TO UPHOLD OUR GROUP'S GOOD REPUTATION AND THE TRUST PLACED IN US BY OUR EMPLOYEES, CUSTOMERS AND PARTNERS

OUR OBJECTIVES

- 1) To create, for all employees, the conditions for them to embrace the Group's mission and align with its DNA and values, thereby strengthening their sense of belonging to the company.
- 2) Roll out a multi-faceted communication strategy: disseminating information via the intranet (SYM'actu), organising structured discussion sessions (staff meetings, round-table discussions, etc.) and encouraging informal and spontaneous dialogue between management and teams.

OUR INDICATORS	Reference year 2023	Trend 2025/2023	Actual 2025	Target 2026	Progress	Target 2030
Percentage of employees who find internal communication satisfactory*	59%		63%	65%	90%	70%

* based on the survey conducted across the entire SYMATESE Group