

REPORT CSR 2025

SYMATESE

CSR REPORT 2025

THE SCIENCE OF TISSUE REGENERATION AND
RECONSTRUCTION & THEIR DELIVERY SYSTEMS,
FOR THE BENEFIT OF DOCTORS AND PATIENTS.





A MESSAGE FROM JEAN-PAUL GÉRARDIN, CHIEF EXECUTIVE OFFICER OF SYMATESE

Since its foundation in 1997, SYMATESE has established itself as a leading player in the science of tissue regeneration. Through cutting-edge research and its technological platform incorporating collagens, hyaluronic acids, silicones and thermoplastics, the company develops innovative medical solutions that transform patients' lives and revolutionise practices across some fifteen medical specialities. Building on our expertise in therapeutic fields, we have made significant advances in aesthetic medicine.

At SYMATESE, innovation is also built on collaboration. We have therefore established strategic partnerships with renowned players in the medical and cosmetics industries, giving us global reach and accelerating our international expansion, which began in 2024. At the same time, we also market our own solutions under our own brands – based on our proprietary technologies – to healthcare professionals through a dedicated sales network. Today, more than 25 million patients worldwide benefit from our technologies every year.

This success is underpinned above all by the teams at SYMATESE: committed men and women driven by strong, shared values: ethics, responsibility, respect, cohesion, agility, trust and a results-oriented culture. These values form the foundation of our mission and guide our day-to-day actions.

Aware of current and future challenges, SYMATESE now wishes to take on a new challenge: to systematically integrate Corporate Social Responsibility (CSR) solutions and initiatives at the heart of its scientific and technological expertise. This approach is a natural extension of our commitment to creating sustainable value for all our stakeholders and to building, together, the future of SYMATESE.

SYMATEse

CONTENTS

INTRODUCTION	4
GOVERNANCE	6
ACTING AS A RESPONSIBLE EMPLOYER	9
PROMOTING THE HEALTH AND SAFETY OF OUR EMPLOYEES AND ON-SITE CONTRACTORS	9
PROMOTING EQUAL OPPORTUNITIES AND DIVERSITY	12
COMBATING DISCRIMINATION, SEXUAL HARASSMENT AND SEXIST BEHAVIOUR	14
BEING A DRIVING FORCE BEHIND THE DEVELOPMENT AND WELL-BEING OF OUR EMPLOYEES	15
ENABLING EVERYONE TO DEVELOP THEIR SKILLS	17
MAINTAINING A HIGH-QUALITY SOCIAL DIALOGUE	19
COMBATING CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING	20
COMMUNICATION	21
PROTECTING THE ENVIRONMENT	22
BEING A KEY PLAYER IN THE FIGHT AGAINST CLIMATE CHANGE	22
MANAGING WASTE AND MOVING TOWARDS THE RESOURCES	28
INTEGRATING ECO-DESIGN PRINCIPLES	31
DEVELOPING A NEW SITE AND INTEGRATING ENVIRONMENTAL CONSIDERATIONS	33
ENSURING ETHICAL BUSINESS PRACTICES	34
PUTTING ETHICS AT THE HEART OF OUR BUSINESS AND PROCUREMENT	34
PROTECTING THE DATA ENTRUSTED TO US	36
ENCOURAGING OUR SUPPLIERS TO ADOPT THE SAME RESPONSIBLE PRACTICES	38
BEING RECOGNISED FOR OUR STRONG VALUES	39
PUTTING PATIENTS AND HEALTHCARE PROFESSIONALS AT THE HEART OF THE BUSINESS	39
AFFIRMING OUR SOCIAL COMMITMENT THROUGH THE SYMATESE FOUNDATION	41
FOSTERING OUR GROUP'S GOOD REPUTATION AND THE TRUST PLACED IN US BY OUR EMPLOYEES, CUSTOMERS AND PARTNERS	44
IN CONCLUSION	45
APPENDICES	47

Founded over 25 years ago, SYMATESE is a company which, as at the end of March 2026, employs around 450 people worldwide. Every year, more than 25 million patients worldwide benefit from our products. Our business is based on four technological platforms incorporating our own expertise and numerous patents: collagens, hyaluronic acids, silicones and thermoplastics. We invest 10 to 15 per cent of our turnover annually in these four platforms, which enable us to conceive, design and produce the most advanced, science-based technological solutions.

SYMATESE manufactures everything it develops at its four production sites, two of which are near Lyon (Irigny and Chaponost), one near Paris (Bornel) and one in Mauritius through its subsidiary SYMATESE AESTHETICS Ltd. Our products are marketed under our own brands in Europe by SYMATESE AESTHETICS, in Latin America by SYMATESE LATAM, and in China by SYMATESE SHANGHAI.

We are expanding our business primarily through B2B partnerships with over 55 globally recognised companies for whom we design and manufacture bespoke products, for example for L'ORÉAL, Galderma, J&J, Medtronic, Septodont, Uroga and, more recently, Nordic Pharma and Evolus in the USA and Europe.

THE SCIENTIFIC ORIGINS OF SYMATESE

					EMERVEL® 1 ^{re} GÉNÉRATION D'AH INJECTABLE SYMATESE POUR LE RAJUNTSSEMENT FACIAL SER SÉRIQUE: INJECTION À HAUTE VISCOSITÉ 3ML	LANCÈ- MENT NEVELIA® MATRICE DE RÉGÈNE- RATION DERMIQUE			APPROBATION ANVISA ESTYME® MATRIX, IMPLANTS MAMMAIRES BRÉSIL	APPROBATION US FDA LACRIFILL® TRAIEMENT AN SÈCHÈRESSE OCULAIRE	LANCÈMENT LACRIFILL® AUX USA MARQUAGE CE ESTYME® INJECTABLES AH	LANCÈMENT AUX ÉTATS-UNIS ET EN EUROPE DES INJECTABLES AH ESTYME® / EVOLYSSE™ TECHNOLOGIE COLD-X DE SYMATESE®	LANCÈMENT EUROPE INJECTABLES ESTYME® / EVOLYSSE™ COLD-X TECHNOLOGY BY SYMATESE®
2003	2004	2006	2007	2008	2011	2013	2018	2021	2022	2023	2024	2025	2026
HEMOTSE® HEMOSTAT & COLLAPAT® SUBSTITUT OSSEUX				CLIP-INJECT CHIRURGIE DE LA CATARACTE									
MEDTRON IRIS	L'ORÉAL INGÈNÈRIE DE LA PEAU	BVI OPTALMI- OLOGIE	PERCUSE PLASTIE IMPLANTS MAMMAIRES CÔDÉS À MENTOR		GALDERMA LICENCE MONDIALE 1 ^{re} GÉNÉRATION INJECTABLES À BASE D'AH SYMATESE POUR LE RAJUNTSSEMENT FACIAL J&J RACHES		ABIOGEN TRAIEMENT INTRA- ARTICULAIRE À BASE D'AH VISANT MEDICAL TRAIEMENT SÈCHÈRESSE OCULAIRE	RENFOR- CEMENT DU PARTI-NARIAT EN MATIÈRE DE R&D AVEC L'ORÉAL SUR LES BIOMAT- TERIAUX		EVOLUS, LICENCE USA, EU INJECTABLES AH NORDIC PHARMA LICENCE US TRAIEMENT SÈCHÈRESSE OCULAIRE			
MEDTRON®	L'ORÉAL	BVI	MENTOR		GALDERMA Johnson & Johnson		ABIOGEN Viam Medical	L'ORÉAL		evolus® NORDIC pharma			
													Partenariats & BtB

OBJECTIFS DE DÉVELOPPEMENT DURABLE



The United Nations Sustainable Development Goals set out the path we need to follow to achieve a better and more sustainable future for all. They address the global challenges we face, including those relating to poverty, inequality, climate change, environmental degradation, prosperity, peace and justice.

Every responsible company must identify, from among these objectives, those that are particularly relevant to its business and practices, in order to set a course of action, allocate resources and establish deadlines to help achieve these global objectives.

This CSR report provides an overview of the actions undertaken at SYMATESE over the past several years up to the end of 2025. It also sets out the course of action for the identified areas for improvement.

It is structured around the seven core themes set out in the ISO 26000 standard: organisational governance, human rights, labour practices and working conditions, the environment, fair operating practices, consumer issues, and communities and local development.

In 2025, a structured approach to prioritising issues enabled us to determine more precisely, using a double materiality matrix, the actions to be taken and to draw up a roadmap.

SYMATESE's approach is firmly embedded in a framework of responsible governance and a dedicated steering committee, which enables the CSR approach to be structured and implemented.

The CSR Steering Committee in 2025 was composed of the following individuals:



Jean-Paul GÉRARDIN Chief
Executive Officer



Blandine
BUSSAC Head of
HR, CSR and
HSE



Benjamin
HERBAGE, Deputy
Managing Director,
SYMATESE LAB



Patrick LICHTLÉ
Deputy Managing Director,
SYMATESE AESTHETICS



Catherine DEBRAS-
SCHLOESING
Site Director, SYMATESE
DEVICE



Laurent BRONES
Director
of Communications



Éric MARCHAL
Chief Financial
Officer



Marie BREUZIN
Head of CSR

This Steering Committee has several objectives:

- To develop the CSR strategy
- To roll it out and update it
- To oversee its implementation by integrating it into our processes and procedures
- To define non-financial reporting
- To ensure that CSR issues are taken into account in all the company's activities
- Adapt the business model to take account of key impacts, the challenges facing the company as a whole, and technological and regulatory developments.

The group's subsidiaries are:

- SD: SYMATESE DEVICE, production site near Lyon (Irigny)
- SY: SYMATESE LAB, production site (Chaponost) and administrative site (Vourles), near Lyon
- SA: SYMATESE AESTHETICS, production site near Paris (Bornel)
- SA LTD: SYMATESE AESTHETICS Ltd., production site in Mauritius (Rivière du Rempart)
- SYMATESE LATAM, sales subsidiary in Brazil (São Paulo)
- SYMATESE SHANGHAI, sales subsidiary in China (Shanghai)

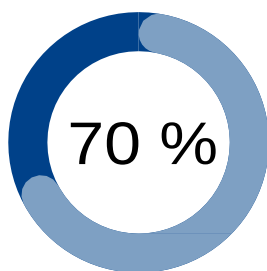
The figures quoted in this report for the SA subsidiary relate to the French entity. The production site in Mauritius is not included in the data in this report. The sales subsidiaries are also not included in this report.

SYMATESE LAB comprises a production site in Chaponost and, since 2023, a second site in Vourles, which currently handles only administrative and logistical activities. This building is currently being fitted out to accommodate a new production unit from 2027.

To make the report easier to read, the indicators mentioned under each theme are grouped together at the end of the report. The figures provided in the body of the report are for the year 2024, unless otherwise stated.

CSR training:

An e-learning CSR training module is provided to every employee within the group to help them understand the key issues surrounding CSR.



Completion rate for the CSR module in 2025. This rate has increased by 25 per cent since 2024 following a simplification of the module to make it more accessible and practical.

Performance indicator:

Activity at SYMATESE's various sites is growing and this trend is set to continue. This growth is linked to the granting of marketing authorisations in Europe, the US, Brazil and China for flagship products:

- hyaluronic acid-based injectables for wrinkle filling and the treatment of dry eye,
- injection systems associated with these two products,
- breast implants.

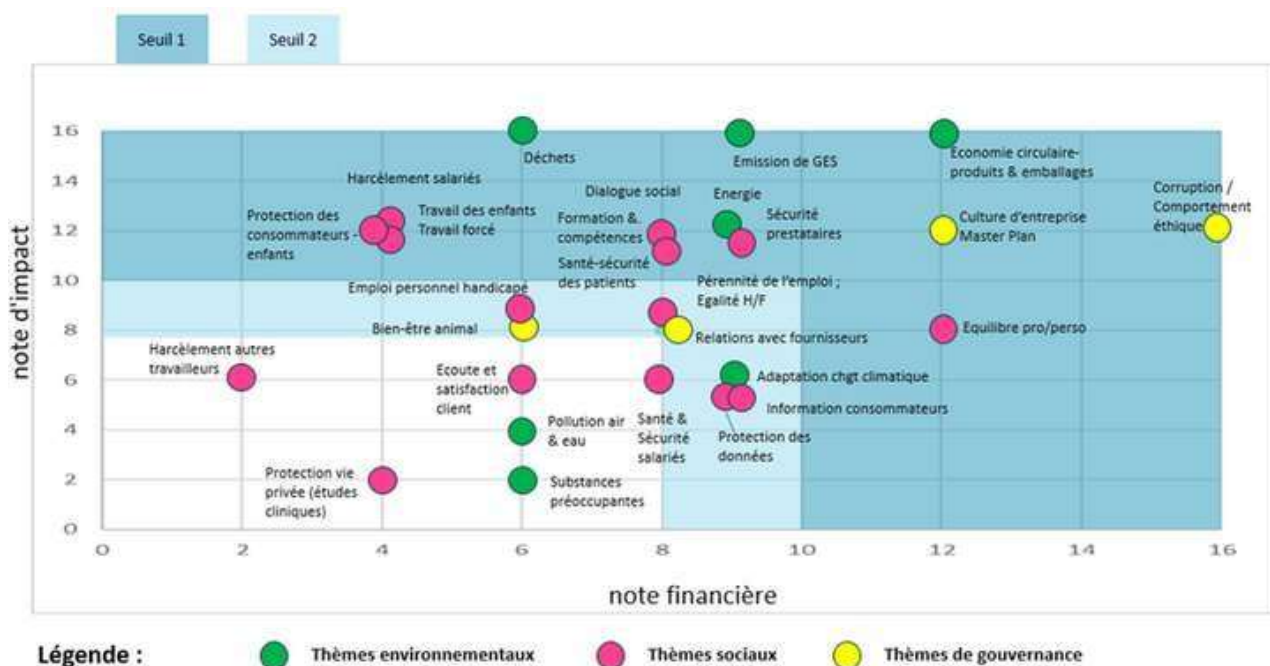
Certain collagen-based products used for bone or skin regeneration are also experiencing significant growth due to their technical qualities.

We should therefore put the increases in certain environmental indicators into perspective. They do not reflect a deterioration in our practices but stem from a mechanical effect of rising production volumes, despite the measures put in place to reduce our impact.

Double Materiality Matrix:

To structure its CSR approach, SYMATESE has chosen to draw up its Double Materiality Matrix, drawing on internal input from managers and CSR leads, and external input from its customers and partners.

This work highlighted the impacts, risks and opportunities (IROs) for the company in relation to CSR themes. These IROs were scored to prioritise them, enabling the selection of 23 deemed to be significant.



SYMATESE's CSR policy was then revised to incorporate these significant issues. A roadmap, drawn up in consultation with the company's managers and approved by the CSR Steering Committee, sets out SYMATESE's commitments on each of these issues.

ACTING AS AN EMPLOYER RESPONSIBLE



SYMATESE pays particular attention to its employees, whom it places at the heart of its corporate strategy.

SYMATESE is committed to nurturing and developing the talents and skills of its staff by ensuring equal opportunities in their career progression and by supporting their development through a dynamic and diverse training policy.

SYMATESE is committed to promoting a positive working environment and reaffirms its commitment to providing its employees with working conditions that foster fulfilment, engagement and productivity.

SYMATESE prohibits all forms of discrimination, intimidation or harassment and does not tolerate any form of violence. Our HR department ensures this is upheld in order to provide our employees with the best possible working environment.

PROMOTING THE HEALTH AND SAFETY OF OUR EMPLOYEES AND ON-SITE CONTRACTORS

We look after the well-being and safety of our staff by providing them with good working conditions and ensuring their physical and psychological well-being. We seek to implement measures aimed at continuously improving employees' working conditions and preventing workplace accidents and occupational illnesses.

In 2022, we set up an HSE (Health, Safety and Environment) department within the group to oversee the HSE programme, which establishes a framework for safeguarding the health and safety of our staff. We run awareness campaigns on risks and place great importance on compliance with HSE guidelines, such as the wearing of PPE (Personal Protective Equipment).

Prevention of Musculoskeletal Disorders

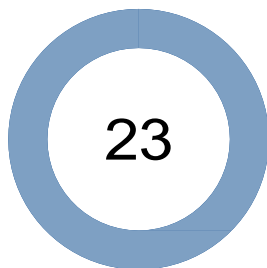
The SYMATESE DEVICE and SYMATESE LAB sites have implemented a programme to prevent musculoskeletal disorders (MSDs). These risks have been identified:

- Through the Single Document for the Assessment of Occupational Risks (DUERP)
- Through staff reports submitted via improvement forms*
- During performance reviews with line managers.

PRAP representatives are individuals who have been trained to assist colleagues who identify issues relating to the layout of their workstations.

Their role is as follows:

- To identify risks associated with movements and postures in the workplace,
- To help staff adjust their workstations and adopt appropriate working postures in line with the principles of ergonomics and biomechanics



Various safety training courses (covering a range of topics) have been delivered across all the Group's sites.

An occupational health service carries out medical checks on employees to assess their fitness for work in relation to the roles to which they are assigned. For employees assigned to roles involving specific risks, an enhanced medical monitoring programme requires them to undergo medical examinations more frequently (every two years instead of every five), as stipulated by the French Labour Code.

Through the company profile and participation in CSSCT (Health, Safety and Working Conditions Committee) meetings, this organisation provides advice and an external perspective on the company's workplaces. Staff are encouraged to report hazardous situations using improvement forms.

The HSE department collects these reports and leads the process of identifying solutions and implementing the agreed measures.

Our commitments: objectives and the means to achieve them

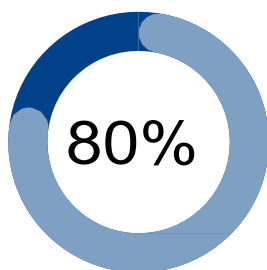
Striving for 'zero accidents' by:

- 1) Co-ordinating 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 + one member of staff from the department being inspected
- 4) Improving the process for implementing prevention plans

Health Insurance and Provident Schemes

SYMATESE covers 80% of the cost of the supplementary health insurance; the employee pays only 20% of the basic package, which is a family plan offering already very satisfactory cover. This insurance is offered to all employees and is compulsory unless the employee is already covered elsewhere (in which case they must provide proof of this).

SYMATESE has introduced a personal protection scheme fully funded by the employer for employees earning below the PMSS (Monthly Social Security Ceiling). For others, the costs associated with the insurance scheme are split equally between the employer and the employee for the portion exceeding the PMSS. This scheme provides cover, in particular, in the event of long-term sick leave.



Rate of contribution employer towards health insurance.

NB: French law stipulates a minimum employer contribution of 50%

PROMOTING EQUAL OPPORTUNITIES AND DIVERSITY

SYMATESE is committed to promoting equal opportunities, to upholding a policy of inclusion and to preventing all forms of discrimination in the workplace at all levels of the organisation. SYMATESE is committed to ensuring that equality of opportunities is a constant part of the corporate culture, whilst respecting every profession and every sector of activity. This principle applies right from the recruitment stage, through raising awareness amongst HR teams. The recruitment of our staff is based solely on individual and professional qualities.

In terms of initiatives relating to inclusion,

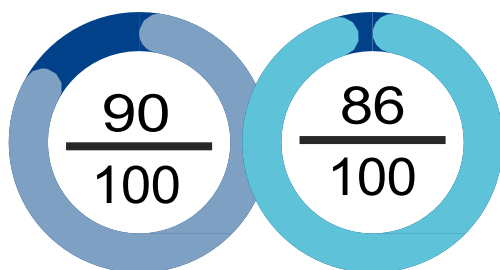
- SYMATESE LAB employs two workers from an ESAT (Établissement et Service d'Accompagnement par le Travail), enabling them to work within the teams at the production site whilst having adapted working hours.
- SYMATESE DEVICE has adapted workstations for people with medical restrictions. This enables them to continue in a suitable role.

We pay particular attention to older workers and apprentices in order to pass on our expertise and train the employees of tomorrow.

Gender Equality

The SYMATESE Group has always placed great emphasis on consistently applying the principle of gender equality in terms of pay and pay rises for equal skills and performance.

Calculating the Gender Equality Index enables us to measure our commitment against official criteria and to identify areas for improvement, so that we can continue to take concrete action to promote gender equality. This Gender Equality Index is calculated for the two subsidiaries with more than 50 employees, and the results are excellent.



are the index⁽¹⁾ Gender Women-Men respectively of the sites of SYMATESE DEVICE and SYMATESE LAB.

The Gender Equality Index, out of 100 points, comprises five indicators for companies with more than 250 employees :

- The gender pay gap,
- The disparity in the distribution of individual pay rises,
- The disparity in the distribution of promotions (only in companies with more than 250 employees),
- The number of female employees who received a pay rise on their return from maternity leave,
- Gender parity amongst the 10 highest-paid employees.

The SYMATESE Group's governing body is the Executive Committee (CODIR). As at the end of 2024, it comprises 9 men and 6 women, representing 40 per cent women.

Our commitments: objectives and the means to achieve them

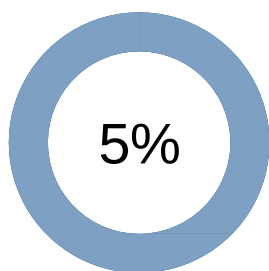
To maintain a good gender equality index and ensure women's representation within the company's governing bodies.

Visits to ESATs

Various operations are subcontracted by the subsidiaries based in the Lyon region to the ESAT (Établissement et Service d'Accompagnement par le Travail) Didier BARON, located in Chaponost.

Two employees have been seconded from this ESAT for many years to work as packaging operators.

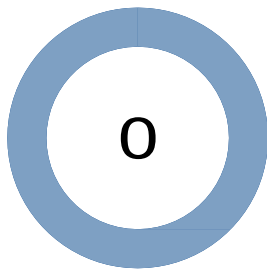
Visits to the Didier BARON ESAT have been organised every year since 2022 to provide an insight into the working environment and the skills of staff with disabilities.



of staff visited the Didier Baron ESAT in 2025

COMBATING DISCRIMINATION, SEXUAL HARASSMENT AND SEXIST BEHAVIOUR

Points of contact for sexual harassment and sexist behaviour have been appointed in subsidiaries with a Social and Economic Committee (CSE) and their details have been made known to employees. They are trained to identify such issues and to listen to staff.



confirmed cases of harassment or discrimination.

BEING A DRIVING FORCE BEHIND DEVELOPMENT AND WELL-BEING OF OUR STAFF

Working from home

In response to requests from our staff whose roles allow for remote working, a remote working agreement was negotiated and implemented in February 2020, and subsequently updated in September 2021. It allows staff to work remotely for up to two days a week, whilst ensuring a minimum of three days' on-site attendance to maintain team spirit and a sense of belonging to the company.

Improvements to digital tools, such as Teams licences and the Rainbow telephony system, as well as the small items of equipment provided by SYMATESE, have significantly improved working conditions not only for those working remotely but also for on-site staff who need to contact colleagues working from home.



Working from home and tools that enable remote meetings help to reduce travel and thus minimise the associated carbon footprint (see the 'Environment' section of the report).

For the SYMATESE Group's French subsidiaries, there were 3,847 days of remote working involving 129 people (an average of 30 days per person per year).

Interviews

Induction follow-up interview conducted by the Human Resources department:

- The induction follow-up interview is a discussion held during the probationary period by the HR department to assess how the induction is progressing.
- In addition, a formal discussion with the manager during the probationary period helps to ensure the employee is settling in well to their new role and to provide them with feedback.

Work-life balance reviews and monitoring of fixed-day rates carried out by the manager:

For managers on a fixed daily rate, work-life balance reviews are carried out and documented. This provides an opportunity to discuss with each employee issues relating to workload, organisation, working hours and the balance between work and personal life.

Performance appraisal:

Each employee meets with their manager at least once a year to:

- Review the past year and the achievement of objectives
- Discuss working conditions, relationships with colleagues, career development and desired training.

Career development meeting:

Held every two years, this meeting between the employee and their manager provides an opportunity to discuss career development aspirations and skills development.

In 2025, 'Onboarding' days were introduced for newly recruited employees: these half-day sessions are designed to introduce them to the company and its key departments, so that they can embrace its DNA and values.

Our commitments: objectives and the means to achieve them

To reduce staff turnover by:

- 1) Making the 'onboarding' days a permanent feature, held 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

Career mobility and development

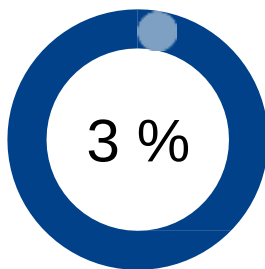


Employee fulfilment is a key driver of performance and sustainable growth. That is why we also encourage internal mobility amongst employees, which can be vertical, horizontal or geographical.

(‘Vertical mobility’ involves promotions or transfers that enable employees to move up to the next level within the organisation.

‘Horizontal mobility’ involves changing roles or departments, whilst remaining at the same job level within the organisation.

‘Geographical mobility’ involves taking up a role at another site or location within the organisation).



of employees benefited from mobility and a change in pay grade during the year.

The company carries out a ‘6-year review’ during the performance appraisal. This ensures that each employee achieves at least:

- 1 pay rise or career progression
- and 1 training course.

Training

During their annual appraisal, each employee discusses their training needs with their manager. Depending on the objectives set during the appraisal, the manager may also identify a training need. A training plan is drawn up, compiling all the needs identified during the appraisals. The training plan is then costed, reviewed, approved and rolled out.

We place great importance on in-house training, as expertise in our business areas is closely linked to our know-how. Mentoring schemes are organised, particularly in production, to help staff develop versatility and to pass on knowledge and skills.

Our commitments: objectives and the means to achieve them

- 1) To maintain a high level of implementation of the Skills Development Plan (SDP) drawn up each year.
- 2) To involve as many employees as possible through training programmes

MAINTAINING A SOCIAL DIALOGUE OF HIGH QUALITY

We attach great importance to social dialogue, whether within the Social and Economic Committees (CSEs) for the relevant subsidiaries, or through employee-management meetings or staff meetings.

Several events have been organised, such as management breakfasts with each Deputy Managing Director (DGA) of the subsidiaries. These provide a friendly opportunity for discussion and getting to know one another.

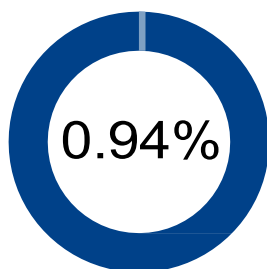
It is important to prioritise transparency, to increase contact between employees and to encourage communication within the company by organising regular team meetings and general information sessions.

There are now three CSEs within the group:

- SYMATESE DEVICE
- SYMATESE LAB
- SYMATESE AESTHETICS since late 2025

This means that 92 per cent of employees have a CSE. Meetings take place at least every two months between management and the CSE. Minutes of these meetings are drawn up and displayed at each relevant site.

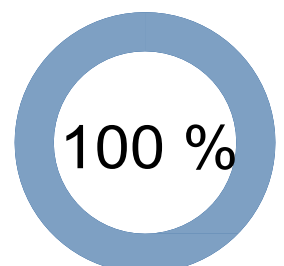
All employees across the group, regardless of whether there is a Social and Economic Committee (CSE) at their subsidiary, benefit from employee welfare schemes in the form of gift vouchers, holiday vouchers and Christmas presents, depending on the site.



Payroll expenditure allocated to employee welfare schemes by each entity of the SYMATESE Group⁽¹⁾

(1) NB: French law does not stipulate a minimum level for funding social welfare schemes.

Proportion of employees benefiting from social welfare schemes



Our commitments: objectives and the means to achieve them

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

COMBATING CHILD LABOUR, FORCED LABOUR AND THE TRAFFICKING OF HUMAN BEINGS

We are committed to recruiting only workers of legal age; verification is carried out using a copy of their identity document, which is requested prior to employment (the original identity document is not required).

Our recruitment procedures are based on candidates' voluntary participation and exclude the possibility of forcing anyone to accept a position or to remain in it thereafter.

No indicators are associated with this topic as our processes do not, at any stage, allow for child labour or forced labour within our establishments.

In 2023, the 'SYM'ACTU' platform was launched to facilitate top-down communication, promote the sense of belonging and the 'employer brand' by highlighting the company's successes and strengths.

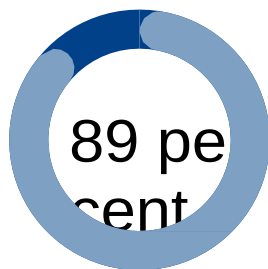
Any employee with a computer account can access it. For staff without a computer account, tablets have been set up in the break areas.

This tool provides all staff with

- information about our Group and its various entities
- news briefs on specific current affairs topics

To help staff get to know the people and roles within the company better, some 'articles' are 'profiles' dedicated to a specific individual.

New recruits also have a brief profile published (WELCOME).



Employees rate the internal communication platform SYMACTU as good to very good satisfied).

PROTECT THE ENVIRONMENT



SYMATESE takes a comprehensive, long-term approach aimed at minimising the negative environmental impact of the group's activities. To reduce this impact, we regularly raise awareness amongst our staff about these issues and lead targeted projects to minimise them (electricity, paper, plastics, etc.).

We focus our environmental environmental on 3 key commitments:

1. To play an active role in the fight against climate change
2. Managing our waste effectively and minimising our consumption of resources
3. To integrate eco-design principles across every entity within the group

BEING A KEY PLAYER IN THE FIGHT AGAINST CLIMATE CHANGE

Updating the Carbon Footprint Assessment

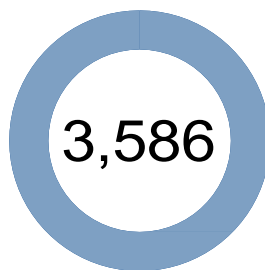
As part of its CSR strategy, SYMATESE introduced a carbon footprint assessment at its two main production sites (Chaponost and Irigny) in 2022. Each site was thus able to draw up a tailored action plan based on its carbon footprint.

These action plans focus on the following areas:

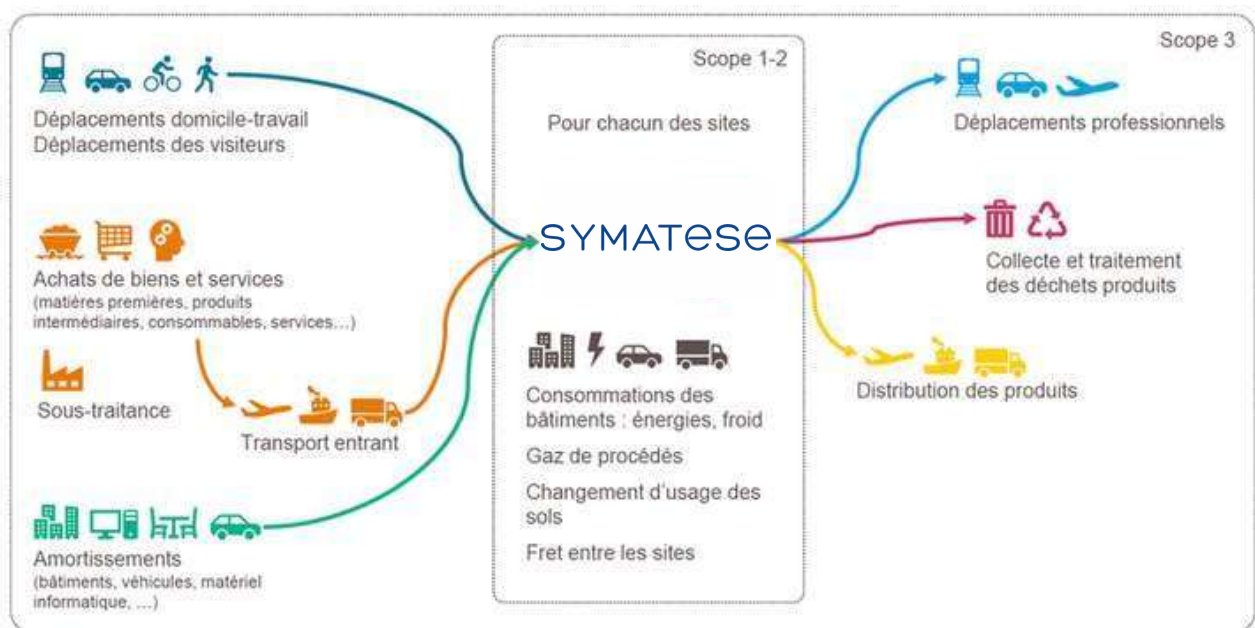
- reducing plastic waste and promoting the reuse of plastics discarded during the production process
- reducing the consumption of raw materials
- incorporating bio-based or recycled plastics into our products
- improving outbound freight
- reducing the energy consumption of machinery
- the promotion of mobility low emissions for the company's staff
- carrying out an energy audit of the buildings
- a feasibility study into the installation of solar panels
- responsible procurement
- waste recycling

The action plan requires time and human resources, and industrial projects have led to the postponement of certain measures.

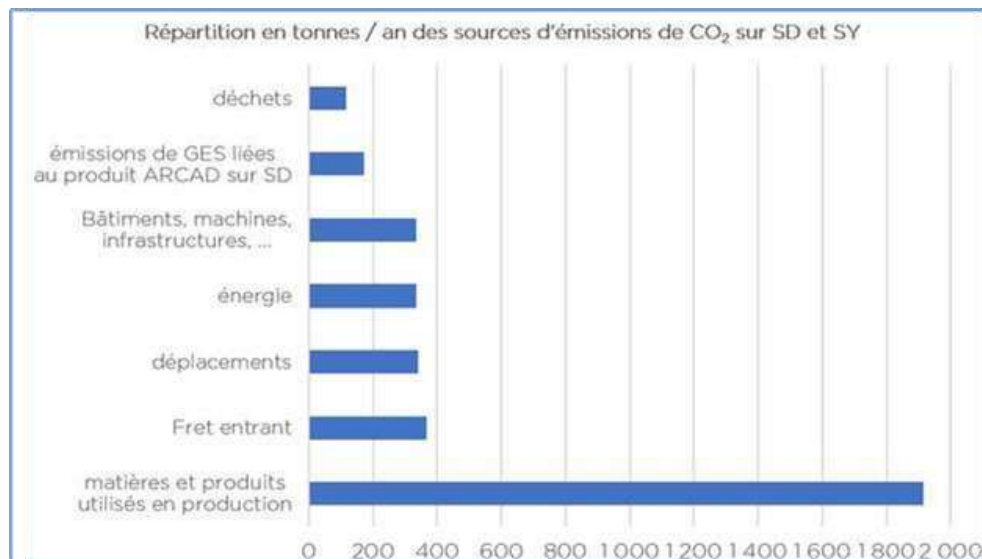
A new carbon assessment is planned for 2026, following the significant increase in industrial activity.



Tonnes of CO₂ emitted in 2021 by the two main production sites, SY and SD



NB: Downstream Scope 3 emissions only include waste, as we do not have information on the transport of our finished products: in the majority of cases, these are collected directly by customers.



Improving our travel policy

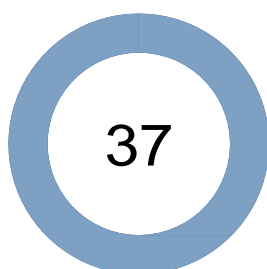
In 2025, a working group carried out a review, consulted staff and drafted the foundations of a Sustainable Mobility Plan to promote active travel as much as possible and whenever feasible.

Car-sharing is encouraged through regular communications and a financial incentive for six months in 2025 at our Lyon sites, thanks to an agreement with the Lyon metropolitan area transport authority (SYTRAL).

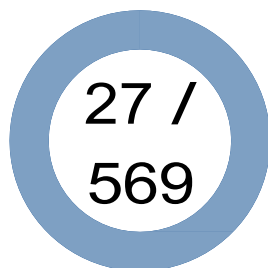
Furthermore, when acquiring our new site in Vourles, we took into account the possibility of providing a cycle route from the station to the site.

As part of our HR policy, an arrangement allowing two days of remote working has been introduced to reduce commuting and business travel, with the aim of promoting video conferencing and limiting any non-essential travel.

As regards our company car fleet, our 'car policy' has been revised to ban diesel cars and favour hybrid, plug-in hybrid or fully electric vehicles.



In 2025, 9 per cent of employees were granted cover of 50 per cent of the subscription public transport.



27 employees made a total of 569 car-sharing journeys, recorded via an app

Energy consumption remains a major challenge. Our business, which involves transforming plastic pellets into medical devices at the SYMATESE DEVICE site, requires a significant amount of electricity. We therefore began several years ago to replace our hydraulic injection moulding machines with electric ones, which require less energy.

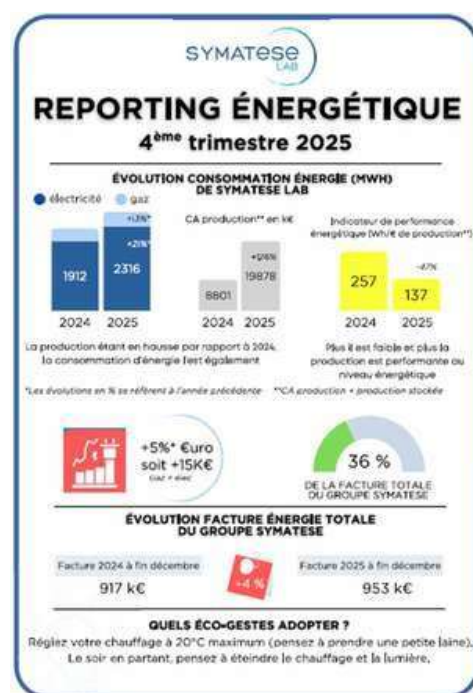
We have also chosen to invest in moulds with hot runners, replacing the sprue moulds. This second decision helps to reduce the amount of plastic used, whilst simultaneously reducing energy consumption and the quantity of plastic waste generated. Explaining this approach to our customers has enabled us to convince them to invest in this technology wherever possible.

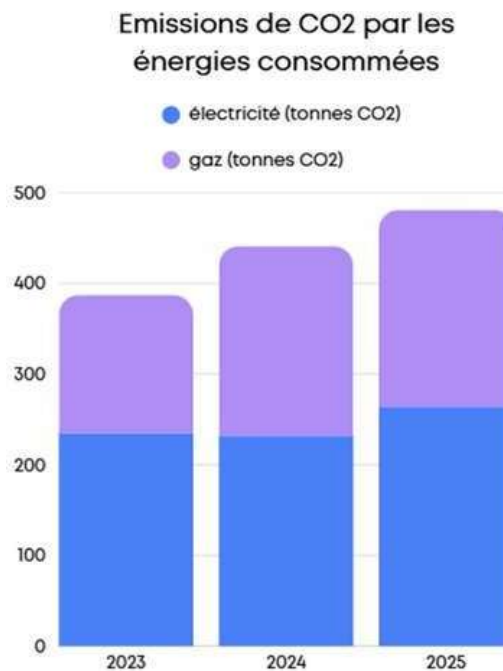
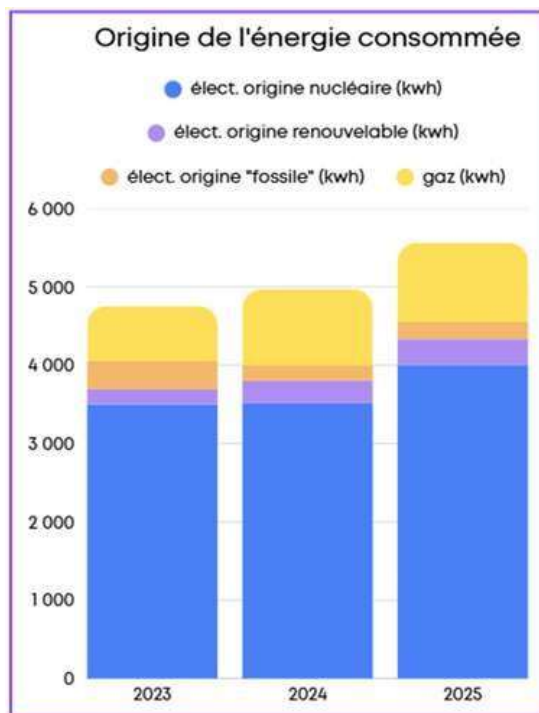
An energy study was carried out in 2023 with a view to preparing for a voluntary energy audit in 2025.

This energy audit was carried out on the 3 sites of production in : Irigny, Chaponost and Bornel.

A multi-year action plan has been drawn up for each of the three sites and should ultimately lead to a reduction in energy consumption.

Staff are regularly updated on energy consumption, whilst being reminded of simple measures to reduce it through energy reporting.

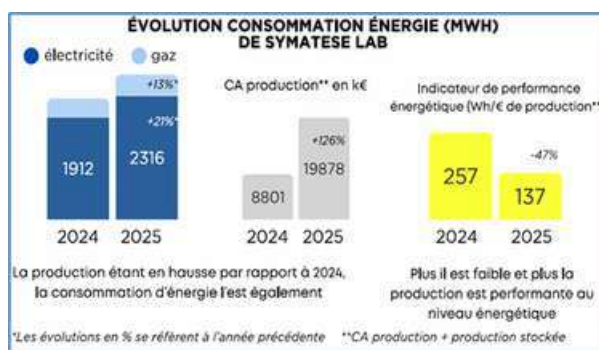
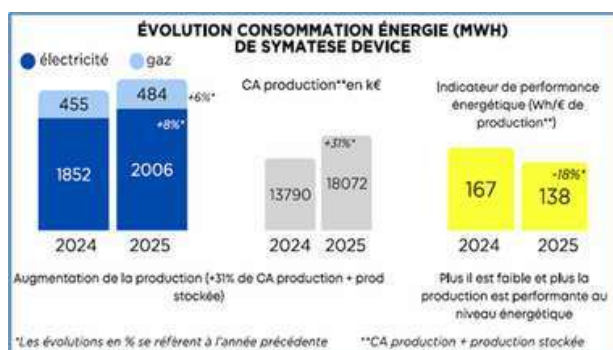




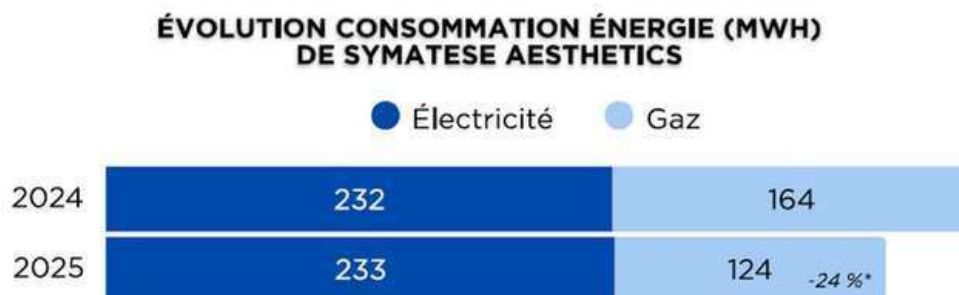
*Reference data on CO₂ emissions from electricity and gas were taken from ADEME's 'Base-empreinte' database (<https://base-empreinte.ademe.fr/>)

Energy consumption at the Chaponost and Irigny sites has increased compared with 2024 as activity has grown at both sites. In particular, night and weekend shifts have been introduced at the Chaponost site, and a second weekend shift has been introduced at Irigny.

To put these increases into perspective, an energy efficiency indicator has been created. It expresses energy consumption as a proportion of production turnover. The lower this indicator, the better the energy efficiency.



At the Bornel site, electricity consumption has remained stable, whilst gas consumption has fallen sharply following the reduction in heating periods in certain areas of the building.



Our commitments: targets and the means to achieve them

- 1) Update the Carbon : internalise the preparation of carbon s for greater flexibility in updating them.
- 2) Establish and manage a plan for the development of sites subject to the risk of flooding.

MANAGING WASTE AND MOVING TOWARDS SUSTAINABLE USE RESOURCES

Waste reduction is a complex issue in the healthcare sector, as priority is given to protecting materials, components and products, which generally involves the use of multiple layers of packaging and consumables, often single-use items (wipes, disposable workwear, etc.).

At SYMATESE DEVICE, we have chosen to invest gradually in moulds with hot runners, which eliminate the need for sprues, thereby reducing both the amount of plastic used and the waste generated by these sprues.

But what exactly is a sprue?

This is the flow channel through which the injected plastic enters the mould cavity. Its primary function is to ensure that the cavity is filled smoothly and evenly with molten plastic in order to produce well-formed plastic parts. Once the part has solidified, the sprue also solidifies and serves no further purpose; it is then discarded.

To illustrate this, the sprue can be seen at the top and the corresponding injection-moulded part below:



Sorting and recycling waste

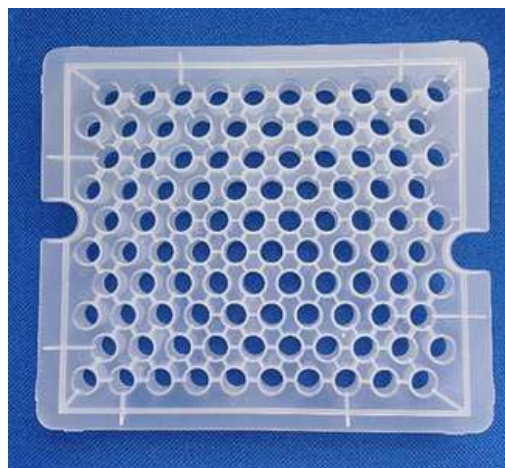
Hazardous waste is channelled through specialised streams to be treated and recycled where possible, particularly in the case of solvents and aqueous mother liquors, engine oils, laboratory chemicals and WEEE (waste electrical and electronic equipment).

For food waste, composters have been installed at the SYMATESE DEVICE and SYMATESE LAB Vourles sites.

Non-hazardous waste is sorted for delivery to recycling schemes. This includes the following materials:

- Paper and cardboard
- Stretch film and polypropylene plastic bags
- New in 2025 at the SYMATESE DEVICE site: Scrap and offcuts from a specific type of plastic, PETG (glycol-modified polyethylene terephthalate)
- New in 2025 at SYMATESE LAB: separate collection for recycling PP (polypropylene) trays used to hold syringes throughout the production process.

Examples of items collected for recycling:



Our commitments: objectives and the means to achieve them

To contribute to the circular economy by increasing the proportion of recycled waste. To quantify and seek to increase the proportion of recycled materials in our packaging

To control water consumption and the composition of our effluents

Water consumption is monitored at each site.

At the SYMATESE DEVICE site, water is used solely for domestic purposes.

At the SYMATESE LAB site, water is used primarily

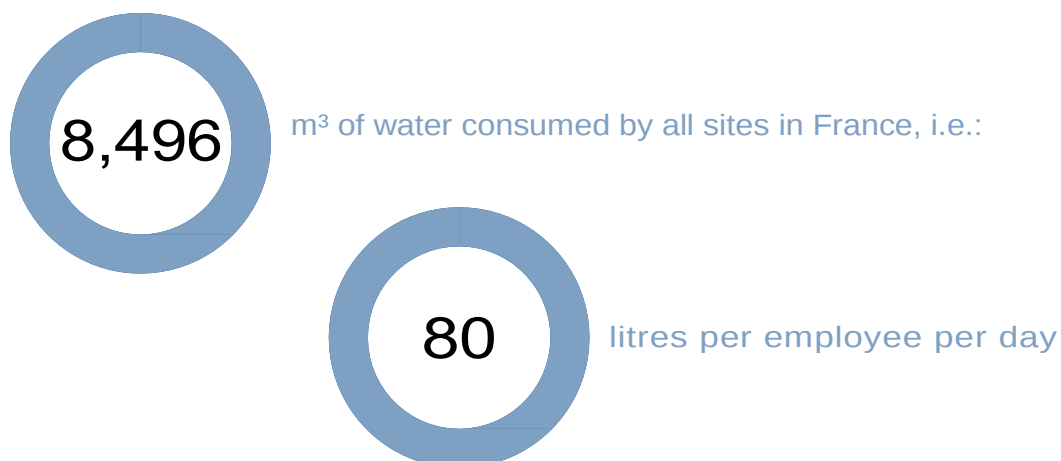
- for the pre-treatment of calfskins to extract collagen
- to produce purified water
- for cleaning the facilities

In order to eliminate any risk of water contamination, we are unable to reuse it on site.

Effluent is monitored under a discharge agreement with the Water Authority. This agreement sets out thresholds that must be met for various parameters. Our discharges are subject to sampling and analysis campaigns (carried out by a specialist contractor), the results of which are reported to the Water Authority.

The sites are located in regions where water stress is low (see WRI classification).

We monitor our water consumption over time to ensure there are no deviations. Our maintenance teams are committed to addressing any leaks that are detected and reported.



Air

The company's operations do not result in any significant emissions into the air.

Combating deforestation

SYMATESE imports bovine hides for its collagen manufacturing process. The animals were reared for meat in the United States and Australia. SYMATESE ensures that the rearing and feeding of the animals have not contributed to the destruction of forests.

INTEGRATING AN ECO-DESIGN APPROACH

Our products are medical devices, subject to numerous strict regulations designed to guarantee their integrity right up to the point of use, in order to ensure patient safety. Customer demands and the standards governing their manufacture and packaging often lead to excessive packaging and a preference for plastic, particularly when the packaging itself serves as a container for products administered to patients.

We keep abreast of these developments and are also taking steps to reduce or eliminate certain types of packaging, or to replace plastic with cardboard.

A large proportion of purchasing decisions (choice of material, choice of supplier) are made during the product design phase by the R&D team.

In 2025, all R&D teams were trained in eco-design, which was subsequently incorporated into the design process for SYMATESE DEVICE, followed by SYMATESE LAB.



End-of-life management

Most of the waste generated by the use of the medical devices we manufacture is classified as 'infectious'. It is collected from healthcare facilities by specialist contractors and disposed of by incineration in accordance with regulatory requirements.

Changes in legislation on this subject, coupled with evolving customer demands – as clients also seek to reduce the weight and carbon footprint of their waste – will enable us to continue and implement our initiatives to eliminate certain types of packaging or replace plastic with cardboard.

Our commitments: objectives and the means to achieve them

Integrating eco-design into our procedures

DEVELOPING A NEW SITE AND INCORPORATING ENVIRONMENTAL CONSIDERATIONS

Promoting local production

SYMATESE LAB is developing the Vourles site to accommodate a production unit from 2027.

When selecting equipment, priority was given to local suppliers, which offers several advantages beyond simply minimising the carbon footprint. In particular, this facilitates communication with the supplier, the transport of parts, the carrying out of tests, the holding of meetings, the subsequent maintenance of the equipment and any future upgrades.

Top 10 pieces of equipment/machinery	
purchased in Department	6
purchased in France	1
purchased in Europe	1
purchased outside Europe	0

Promoting low-carbon technologies and increasing efficiency

In the new unit, there will be a single steam generator which will distribute steam via an insulated network to the various pieces of equipment in order to improve efficiency.

The decision was made to use electric technology to promote low-carbon energy and avoid dependence on gas prices.

ENSURING ETHICAL BUSINESS PRACTICES



Compliance with legislation

SYMATESE markets high-performance, top-quality products in compliance with national and international legislation. The group is committed to complying with the laws of the various countries where our products are manufactured or marketed, as well as with the applicable customs regulations.

It is also committed to respecting its competitors by treating them fairly.

PUTTING ETHICS AT THE HEART OF OUR BUSINESS AND OUR PROCUREMENT

Every SYMATESE employee whose role has been classified as 'sensitive to the risk of corruption' undertakes training on 'Combating corruption and influence peddling' to learn how to identify corrupt practices.

This training is repeated every three years to keep staff aware of the issues. Furthermore, SYMATESE plans to train all of the company's procurement staff in responsible procurement to ensure they understand social and environmental issues and how to incorporate them into their procurement work. The training module was developed in 2025 and is due to be rolled out in early 2026.

In the event of any queries, misunderstandings or doubts regarding a situation or practice that could be considered corruption, all employees must immediately seek advice on how to proceed from their line manager or a member of the Human Resources department.

Preventing fraud and money laundering

SYMATESE promotes transparency and is committed to eradicating any possibility of fraud in its employees' practices, in particular through procedures and records that track a wide range of activities.

NB: These are offences that involve intentionally deceiving a person in order to gain an unfair or unlawful advantage.

Should such practices be discovered, those involved would be subject to disciplinary measures as set out in each entity's internal regulations and, depending on the seriousness of the fraud, to criminal penalties (fines and prison sentences) in accordance with the applicable legislation.

Reporting procedure

HR managers and harassment officers are the designated points of contact to enable any employee who witnesses a potential offence to report it whilst remaining protected from reprisals.

They undertake to maintain the confidentiality of those who make a report.

Reports may relate, where applicable, to:

- issues of harassment
- discrimination
- breaches of information security or the disclosure of personal data
- practices involving active or passive corruption or conflicts of interest
- issues relating to child labour, forced labour and human trafficking, particularly amongst our service providers

All reports are taken seriously.

Where necessary, a crisis team is set up to deal with the report, and measures are taken to immediately protect both the victim of the reported incident and the person who made the report.

The crisis team:

- conducts investigations to verify the accuracy of the information provided
- decides on the corrective actions to be taken

Our commitments: objectives and the means to achieve them

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

PROTECTING THE DATA ENTRUSTED TO US

A procedure sets out the 'IT security and data integrity' process, as well as the relevant roles and responsibilities.

Respect for and protection of data

Any form of plagiarism, copying of protected documents or acts of counterfeiting is strictly prohibited, and employees undertake to respect the intellectual property rights in force.

SYMATESE complies with the applicable laws on the protection of personal data: the General Data Protection Regulation, GDPR (Regulation No 2016/679), is the governing legislation on the protection of personal data for our employees, customers, patients, suppliers, partners and distributors.

Prevention of information disclosure

In order to restrict physical or digital access to third-party data by unauthorised employees and/or third parties, several measures are in place within the SYMATESE Group:

- USB ports on computers are locked, and web filtering blocks access to certain websites
- it is not possible to export data via third-party platforms; this is only possible using the Group's encrypted platform

In addition, software monitors the network, detects abnormal activity and can block such detected activity.

Prevention of phishing and cyber-attacks

A firewall filters access to servers and to the workstations of every SYMATESE employee.

An antivirus programme, updated regularly, continuously scans the servers to detect any threats. It blocks access to 'high-risk' platforms and sends regular reports which are analysed by the IT department (detected threats, compliance of the IT infrastructure, etc.).

The IT department regularly carries out awareness-raising campaigns on the risk of cyber-attacks (via emails sent to all staff or articles published on the intranet).

Our commitments: objectives and the means to achieve them

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

ENCOURAGE OUR SUPPLIERS TO ADOPT THE SAME RESPONSIBLE PRACTICES

In 2025, SYMATESE began to structure its Responsible Procurement approach through two initiatives:

- 1) Drawing up and sending a questionnaire to key suppliers, with the list compiled on the basis of turnover.

The purpose of this questionnaire is to enable SYMATESE to gain a better understanding of the company with which it plans to work (or with which we are currently working).

The second aim of this questionnaire is to demonstrate SYMATESE's commitment to these issues and thereby encourage its partners to improve where necessary and to adopt the same practices themselves with their own partners and suppliers.

- 2) Supplier assessment based on data available online: websites, published policies and reports, etc.

This assessment helps to ensure that there are no proven instances of poor practices on the part of the suppliers we work with.

It also provides us with information on the supplier's CSR practices, and in particular whether they have themselves put in place a process for assessing and engaging their own suppliers.

Our commitments: objectives and the means to achieve them

To ensure that our suppliers act in an ethical and environmentally responsible manner.
Establish and implement a structured supplier assessment process: scope definition, questionnaire, assessment procedures, audits

TO BE A PLAYER RECOGNISED FOR ITS STRONG VALUES



PUTTING PATIENTS AND HEALTHCARE PROFESSIONALS AT THE HEART OF THE COMPANY

We rely on our Quality Management System and the professionalism of our staff to consistently guarantee the safety and performance of our medical devices, thereby ensuring the satisfaction of patients and healthcare professionals.

Quality: a corporate culture designed to ensure patient safety

The safety and performance of our medical devices remain our top priorities, enabling us to meet the needs of millions of patients worldwide.

The quality management system implemented at SYMATESE has enabled us to build strong trust with our partners and, indirectly, with their patients.

This system is audited annually to renew the ISO 13485 certification for each of our production sites.

Our design processes comply with European regulations, and the CE marking on all our products certifies their compliance. Our products are also registered for export – for example, to the USA, China and Brazil – in accordance with local regulations.

Our procedures set out the details

- risk management procedures, which ensure that any risks that may be associated with the use of SYMATESE products are acceptable in view of the benefits to patients and are consistent with a high level of health and safety protection, taking into account the state of the art
- clinical evaluations, which describe the procedures used to assess and analyse the relevant clinical data in order to provide sufficient clinical evidence to confirm compliance with safety and performance requirements
- the recording, processing and follow-up of customer complaints to ensure that every complaint is dealt with in accordance with its potential severity. Cases requiring vigilance (complaints assessed as having a high level of criticality) are reported to the competent authorities in the country or countries where the incident occurred
- Product recall: describes the system put in place to implement a corrective safety measure in response to a potential safety risk or a defective or potentially defective product or batch, in order to withdraw from the market any products posing a risk to consumers

Continuous improvement

For all products (all product codes), an annual comprehensive review is carried out to examine all available feedback: marketing, quality and logistics feedback, any vigilance reports, incidents involving competing products, the current state of scientific knowledge and new technologies, and clinical studies conducted by our departments or published in the literature on our products or similar products. This review enables us to assess the benefit-risk ratio and identify any actions to be taken to improve the product, the package leaflet, etc.

User information

Our medical devices are used by healthcare professionals (surgeons, doctors). They are accompanied by a user guide which sets out the indications for which this device may be used, any contraindications, instructions and precautions for use, and the possible side effects and complications that may arise. In accordance with European Regulation 2017/745 on medical devices, patient information is also made available by Symatese.

Our commitments: objectives and the means to achieve them

To ensure the long-term production of high-quality products by relying on our Quality Management System.

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,

AFFIRMING OUR SOCIAL COMMITMENT THROUGH SYMATESE FOUNDATION

SYMATESE is committed to society and firmly believes that setting up a project of this kind – one that has a positive impact and is linked to the activities of its companies – can serve as a unifying force for employees, enabling everyone to make a contribution, in their own way, to addressing one of the challenges facing the world of the future.

SYMATESE has set up an endowment fund. We are committed to supporting and developing charitable initiatives and projects in the health sector that serve the public interest, by supporting the most vulnerable groups, with a view to promoting their personal fulfilment, independence and social (re)integration.

Furthermore, the fund undertakes initiatives to support philanthropic projects linked to our activities, such as medical research, patient support and humanitarian efforts. Awareness-raising events for employees, and more generally any project of public interest aligned with the Sustainable Development Goals (SDGs), may be considered.



SYMATESE aims to contribute to a society with high human value by working with people made vulnerable by illness, as well as other vulnerable groups, by helping them reintegrate into the world of work. Skills-based volunteering is one such example and forms part of the company's future projects.

SYMATESE supports cancer research and works through the SYMATESE FOUNDATION, notably alongside the Léon Bérard Centre, which is the leading centre for cancer care and research in the Auvergne-Rhône-Alpes region, treating over 40,000 patients each year.

We are proud to be a patron of the Léon Bérard Centre through a partnership centred on several key areas:

- Medical research, including the programme led by Dr Maguer-Satta's team, which has developed a 3D model to study the development of breast cells, to understand how they communicate with one another and whether they undergo changes that cause them to become cancerous, depending on the rigidity of the system in which they are found. Today, breast cancer affects one in eight women.
- Taking part in the La Scintillante run to raise funds for cancer research and get more involved in charitable initiatives



The SYMATESE Foundation supports three charities chosen by staff from among 24 that applied:

- **Vivre aux éclats**: Taking part in the La Fougeraie arts programme to help severely disabled children and their carers better manage the condition on a day-to-day basis at the Médipôle in Villeurbanne.
- **L'appel**: Integrating non-pharmacological treatments (reflexology/sophrology, osteopathy, hypnosis) into pain management for children undergoing cancer and haematology treatment in hospitals in Lyon and Saint-Étienne
- **L'orchidée**: supports and runs a project for seriously ill children by involving their families (parents and siblings). Project supported: a barge cruise on the Saône



Participation in charity runs

The Course des Héros on 9 June 2023, in partnership with SOS Préma, raised €2,000 for the charity.

Since 9 October 2023, SYMATESE employees have taken part every year in 'La Scintillante' race organised by the Léon Bérard Centre to help fund research and the fight against cancer.

Our commitments: objectives and the means to achieve them

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

PROMOTING THE GOOD REPUTATION OF OUR GROUP AND THE TRUST PLACED IN US BY OUR EMPLOYEES, OUR CUSTOMERS AND OUR PARTNERS

SYMATESE has formalised and communicated its vision, mission and promise in order to unite its employees around these shared ambitions:

Our practices are based on responsibility, transparency and respect for people and the environment. These principles ensure the trust of our suppliers and customers, as well as the motivation and commitment of our staff.

In July 2024, an internal survey was conducted to gauge employees' perceptions of the SYMATESE BRAND as well as INTERNAL AND EXTERNAL COMMUNICATION. 352 employees (out of 520) took part, representing an excellent response rate of 67 per cent.

The survey revealed the following:

- Growing satisfaction with the SYMATESE brand and its communication efforts
- The importance of maintaining and developing fluid and transparent communication.
-

It has been decided to repeat this survey every two years and to expand it in order to obtain quantified data on alignment with the company's values and DNA.

Our commitments: objectives and the means to achieve them:

To create, for all employees, the conditions necessary for them to embrace the Group's mission and align with its DNA and values, thereby strengthening their sense of belonging to the company.

Implement a multi-faceted communication strategy: disseminating information via the intranet (SYM'actu), organising structured discussions (staff meetings, round-table discussions, etc.) and encouraging informal and spontaneous dialogue between management and staff.

The actions undertaken by SYMATESE in relation to our CSR commitments can be summarised as follows:

ACTING AS A RESPONSIBLE EMPLOYER  employee wellbeing  social dialogue  equal opportunities  skills development  health and safety at work	ENSURING ETHICAL BUSINESS PRACTICES  business ethics  data protection  our suppliers' commitment to adopting the same practices
PROTECTING THE ENVIRONMENT  Combating climate change  the environmental impact of our activities (resources, waste)  eco-design	TO BE RECOGNISED AS A LEADER FOR OUR STRONG VALUES  Prioritising patients and healthcare professionals  social commitment through the SYMATESE Foundation.  The Group's good reputation, and the trust of our employees and partners

Caption:

 Measures are in place,

 Measures are being implemented

 The situation needs to be improved

Some key indicators

For the SYMATESE Group (French subsidiaries only)

	2025	2024	2023
Turnover in M€	52.3	32.1	44.3
Workforce (at end of Dec) – permanent and fixed-term contracts	409	340	299
Workplace accident frequency rate (resulting in time off work)	15.3	16.3	20
Gender equality at SYMATESE DEVICE and SYMATESE	>85/100	>85/100	>85/100
Percentage of performance appraisal interviews conducted	88%	91%	80%
Training budget as a proportion of the gross payroll for year N-1	1.1%	1.3%	0.9%
GHG emissions intensity from energy consumption as a proportion of production turnover (kg CO ₂ /K€)	11.6	17.3	13.9
Energy performance indicator in Wh/€ of production*	137	257	270
Percentage of non-designated waste recycled (by weight)	23%	16%	14%

For several years now, SYMATESE has been structuring its CSR approach.

1. Its dual materiality matrix has enabled the identification of strategic issues
2. Its HSE, HR and CSR policies demonstrate that these issues are taken into account through flagship initiatives and commitments
3. Its charters set out its CSR commitments across four main areas:
 - best practice in ethics and anti-corruption
 - engagement of our suppliers and partners,
 - Human Resources guidelines
 - environmental approach
4. Its CSR actions and indicators have been monitored and consolidated through annual CSR reports since 2023
5. Its roadmap, drawn up this year, sets out a course for 2030.

Building on these various factors, we continue to improve our environmentally responsible practices and to look after people and the planet.



APPENDIX I: CSR INDICATORS – GLOBAL

seuls les sites français sont pris en compte

SYMATESE LAB est une marque commerciale représentant l'entité juridique SYMATESE (Sites de Chaponost et Vourles).

	2025	2024	2023
GOVERNANCE			
Indicateurs d'activité	total	total	total
CA consolidé ⁽¹⁾ des 3 filiales en M€	52,3	32,1	44,3
Effectif (à fin déc) CDI + CDD	409	340	299
Intérimaires (à fin déc)	11	19	6
<i>(1) Chiffre d'affaires consolidé : Produits, prestations, licences et royalties, hors refacturations</i>			
Taux de suivi du moodle RSE	total	total	total
% de personnes qui l'ont finalisé	70%	45%	48%
Protection des données	total	total	total
Nombre d'audits de sécurité IT réalisés	1	0	0
Médaille Ecovadis	total	total	total
Médaille obtenue	NA	NA	NA
Communication - valeurs	total	total	total
En interne : % de salariés qui trouvent que la communication interne est satisfaisante	63	63	59,3
INDICATEURS SOCIAUX / SOCIAL ET DROITS DE L'HOMME			
Santé et sécurité	total	total	total
Nombre de maladies professionnelles déclarées dans l'année	6	3	2
Taux de fréquence des accidents de travail (avec arrêt)*	15,31	16,28	20,02
Taux de gravité*	0,80	0,45	0,38
Nombre d'AT avec arrêt	11	10	12
Nombre d'AT sans arrêt	8	2	3
Egalité HF	total	total	total
Répartition homme/femme	137/272	106/234	99H/200F
% de femmes	67%	69%	67%
% de femmes parmi le Comité de Direction du Groupe ou le COMEX de l'entité	43%	36%	33%
Taux de salarié en situation de handicap en % ETP ⁽⁴⁾	4,7%	4,4%	3,56%
<i>(3) L'index égalité homme / femme, sur 100 points, est composé de 5 indicateurs</i>			
<i>(4) ETP : Equivalent Temps Plein</i>			
Lutte contre les discriminations et harcèlement	total	total	total
Référent « harcèlement sexuel » nommé	2	2	2
Nombre de salariés sensibilisés à la prévention de la discrimination et du harcèlement (formés il y a 3 ans max)	13	13	13
Nombre de cas de discrimination reportés et avérés	0	0	0
Nombre de cas de harcèlement reportés et avérés	0	0	0
Conditions de travail	total	total	total
Nombre de jours de télétravail	4 278	3 847	3 740
Nombre de salariés ayant télétravaillé	138	129	123
Nb moyen de jours de TW par personne/an	31	30	30
% d'entretiens d'évaluation des performances réalisés	88%	91%	80%
Formation	total	total	total
Budget de formation dépensé en euros	154 718	150 470	106 105 €
budget formation rapporté à la masse salariale brute de l'année N-1	1,1%	1,3%	0,9%
% de réalisation du Plan de Formation	75%	74%	86%
Nombre d'heures moyennes de formation par salarié	7,8	6,0	12,3
<i>Ces éléments sont issus uniquement du plan de formation et ne tiennent pas compte de l'ensemble des formations réalisées en interne.</i>			
Mutuelle santé	total	total	total
Taux de participation employeur sur la mutuelle santé	80%	80%	80%
Taux de salariés bénéficiant d'une couverture médicale	100%	100%	100%
Dialogue social	total	total	total
Taux de couverture des salariés par un CSE	92%	87%	88%
% de salariés bénéficiant d'œuvres sociales	100%	100%	100%

	2025	2024	2023
Dialogue social	total	total	total
Taux de couverture des salariés par un CSE	92%	87%	88%
% de salariés bénéficiant d'œuvres sociales	100%	100%	100%
% de salariés couverts par une convention collective	100%	100%	100%
% de salariés bénéficiant de rencontres avec la direction	100%	100%	100%
Nombre de réunions du personnel sur chaque site	6	6	5
Nombre d'autres réunions ouvertes à tous sur chaque site (échange avec la direction)	28	25	21
Mobilité et évolution professionnelle	total	total	total
Nombre de CDD transformés en CDI	20	8	14
Nombre de changements de coefficients	11	13	non calculé
% de changements de coefficients	3%	4%	5%
Turn over	total	total	total
turn-over nouveaux entrants = nombre de départs volontaires de salariés CDI embauchés depuis moins de 2 ans	3	non calculé	non calculé
turn-over "SYMATESE" = taux de rotation des salariés CDI - départs volontaires hors départ à la retraite et hors CDD / effectif moyen	8,3%	9,08%	3,68%
ancienneté moyenne en années de présence dans l'entreprise	6,5	7,225	7,725
ENVIRONNEMENT			
France (hors Ile Maurice)			
Consommation énergétique	total	total	total
électricité, origine nucléaire (kwh)	4 004 883	3 513 278	3 502 152
électricité, origine renouvelable (kwh)	328 045	287 777	190 290
électricité, origine "fossile" (kwh)	223 253	195 848	357 503
électricité (kWh)	4 556 181	3 996 903	4 048 731
gaz (kwh)	1 007 376	970 609	705 430
Emissions de CO₂ /énergies consommées	total	total	total
électricité : tonnes de CO ₂ émises	264	232	235
gaz : tonnes de CO ₂ émises	217	209	152
tonnes de CO ₂ émis par les consommations d'énergie des sites	481	441	386
intensité d'émission des GES émis par les consommations d'énergie rapportés au CA production (tonnes CO ₂ /M€ ou kg CO ₂ /K€)	11,6	17,3	13,9
Efficacité énergétique	total	total	total
indicateur de performance énergétique en Wh/€ de production ⁽⁵⁾	147	220	193
Evolution en % de l'indicateur de performance énergétique en Wh/€ (référence 2023)	-24%	-14%	NA
% de réalisation du plan d'action pluriannuel "énergie et carbone"	9,1%	NA	NA
Plan d'action "énergie et carbone" : économie d'énergie annuelle (MWh/an) estimée par les actions réalisées	2	NA	NA
Plan d'action "énergie et carbone" : émissions carbone annuelles évitées (tonnes CO ₂ - ec estimées suite aux actions réalisées)	0	NA	NA
(5) Chiffre d'affaire production + variation de production stockée			
Bilan carbone : en tonnes de CO₂	fait en 2022	cf fait en 2022	cf fait en 2022
Scope 1	total 273	total 273	total 273
Scope 2	234	234	234
Scope 3 amont	2 921	2 921	2 921
Scope 3 aval	158	158	158
Total	3 586	3 586	3 586
intensité d'émission des GES : émissions brutes rapportées au CA de production (tonnes CO ₂ /M€)	140	140	140
Consommation d'eau	total	total	total
Consommation (m ³)	8 496	10 137	8 717
consommation (m ³) / salarié / jour	0,08	0,11	0,11
Quantité d'eau recyclée et réutilisée (m ³)	0	0	0
Quantité d'eau captée qui n'est pas restituée : eau consommée dans le process (m ³)	0	0	0

	2025	2024	2023
Déplacements domicile-travail	total	total	total
% de salariés bénéficiant d'une prise en charge partielle de l'abonnement transports en commun	9%	13%	15%
% de salarié ayant covoituré au moins 1 fois	7%	non calculé	non calculé
Nombre de covoiturages comptabilisés	569	non calculé	non calculé
Ecoconception	total	total	total
% des effectifs de R&D ayant eu une formation écoconception	86%	0	0
% de rapports/revues de conception intégrant la grille « ecodesign »	100%	0%	0%
LOYAUTE DES PRATIQUES			
Prévention de la corruption	total	total	total
Nombre de salariés qui ont finalisé le module « éthique - lutte contre la corruption » il y a moins de 3 ans	78	16	6
% de salariés qui sont à jour de la formation « éthique - lutte contre la corruption »	95%	73%	75%
Signalements vis-à-vis de SYMATESE	total	total	total
Nombre d'incidents signalés au travers de la procédure d'alerte*	0	0	0
Nombre d'incidents de corruption confirmés	0	0	0
Nombre d'incidents relatifs à l'éthique	0	0	0
Nombre d'incidents liés à la sécurité de l'information confirmés	0	0	0
% d'incidents traités (actions correctives identifiées et mises en place)	NA	NA	NA
<i>Si des condamnations et amendes sont prononcées au cours de la période de référence, l'entreprise publie le nombre de condamnations et le montant total des amendes pour infraction à la législation.</i>			
Achats responsables	total	total	total
% des effectifs d'acheteurs formés aux achats responsables	0%	0	0
% de fournisseurs ayant répondu au questionnaire RSE	35%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos fournisseurs	0	0	NA
% de fournisseurs ciblés engagés à respecter notre Charte RSE ou ayant sa propre charte RSE équivalente	33%	0	NA
% de fournisseurs ciblés couverts par une évaluation RSE	13%	0	NA
% fournisseurs ciblés avec des contrats contenant des clauses sur les exigences en matière d'environnement, de travail et de droits humains	0%	0	NA
% fournisseurs ciblés couverts par un audit sur site de la RSE	0	0	NA
% de fournisseurs audités ou évalués engagés dans des actions correctives	0	0	NA
Dialogue avec nos partenaires	total	total	total
% de clients ayant répondu au questionnaire RSE	28%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos partenaires / clients	0	0	NA
QUESTIONS RELATIVES AUX CONSOMMATEURS			
Réclamations	total	total	total
Nombre de réclamations ayant donné lieu à un rapport aux autorités concernées	1	2	1
Nombre de produits vendus	19 524 953	20 174 413	non calculé
Taux de réclamations ayant donné lieu à un rapport aux autorités concernées par million de produits vendus	0	0,10	non calculé
Nombre de rappels de produits	1	0	non calculé
Nombre d'études post marché attendues	1	5	
% d'études post marché réalisées dans les délais	100%	100%	non calculé
COMMUNAUTES ET DEVELOPPEMENT LOCAL			
Mécénat	total	total	total
Budget alloué au mécénat	60 000 €	50 000 €	40 000€
Visites ESAT	total	total	total
Nombre de salariés ayant fait une visite d'ESAT	19	25	15
% de salariés ayant fait une visite d'ESAT dans l'année	5,0%	7,7%	5,2%

	2025	2024	2023
GOUVERNANCE			
Indicateurs d'activité	SD	SD	SD
Chiffre d'affaires de chaque filiale en M€	18,5	15,1	18,4
Effectif (à fin déc) CDI + CDD	200	184	170
Intérimaires (à fin déc)	9	12	2
Tonnes de matières premières consommées en production	241	202	240
Tonnes de matières premières achetées	273 ⁽²⁾	158 ⁽²⁾	213 ⁽²⁾
<i>(2) Uniquement matières premières plastiques</i>			
Taux de suivi du moodle RSE	SD	SD	SD
% de personnes qui l'ont finalisé	56%	22%	41%
Protection des données	SD	SD	SD
Nombre d'audits de sécurité IT réalisés	1	0	0
Médaille Ecovadis	SD	SD	SD
Médaille obtenue	Bronze	Bronze	Bronze
Communication - valeurs	SD	SD	SD
En interne : % de salariés qui trouvent que la communication interne est satisfaisante	59	59	non calculé
INDICATEURS SOCIAUX / SOCIAL ET DROITS DE L'HOMME			
Santé et sécurité	SD	SD	SD
Nombre de maladies professionnelles déclarées dans l'année	4	3	2
Taux de fréquence des accidents de travail (avec arrêt)*	17,01	19,35	25,46
Taux de gravité*	0,90	0,43	0,42
Nombre d'AT avec arrêt	6	7	9
Nombre d'AT sans arrêt	3	2	0
Egalité HF	SD	SD	SD
Index égalité homme /femme ⁽³⁾	90/100	86/100	88/100
Répartition homme/femme	57/143	46/138	non calculé
% de femmes	72%	75%	non calculé
Ecart de rémunération (issu de l'index HF ⁽³⁾)	4,1 (en faveur des hommes)	6,6% (en faveur des hommes)	6,8% (en faveur des femmes)
% de femmes parmi les 10 plus hautes rémunérations	30%	20%	non calculé
% de femmes parmi le Comité de Direction du Groupe ou le COMEX de l'entité	47%	40%	36%
Taux de salarié en situation de handicap en % ETP ⁽⁴⁾	8,4%	7,5%	10,30%
<i>(3) L'index égalité homme /femme, sur 100 points, est composé de 5 indicateurs</i>			
<i>(4) ETP : Equivalent Temps Plein</i>			
Lutte contre les discriminations et harcèlement	SD	SD	SD
Référent « harcèlement sexuel » nommé	1	1	1
Nombre de salariés sensibilisés à la prévention de la discrimination et du harcèlement (formés il y a 3 ans max)	6	6	6
Nombre de cas de discrimination reportés et avérés	0	0	0
Nombre de cas de harcèlement reportés et avérés	0	0	0
Conditions de travail	SD	SD	SD
Nombre de jours de télétravail	958	1163	non calculé
Nombre de salariés ayant télétravaillé	40	39	non calculé
Nb moyen de jours de TW par personne/an	24	30	non calculé
% d'entretiens d'évaluation des performances réalisés	88%	non calculé	73%
Formation	SD	SD	SD
Budget de formation dépensé en euros	73 905	77 196	53 291 €
budget formation rapporté à la masse salariale brute de l'année N-1	1,2%	1,3%	0,9%
% de réalisation du Plan de Formation	86%	76%	88%
Nombre d'heures moyennes de formation par salarié	6,6	4,9	9,8

Ces éléments sont issus uniquement du plan de formation et ne tiennent pas compte de l'ensemble des formations réalisées en interne.

	2025	2024	2023
Mutuelle santé	SD	SD	SD
Taux de participation employeur sur la mutuelle santé	80%	80%	80%
Taux de salariés bénéficiant d'une couverture médicale	100%	100%	100%
Dialogue social	SD	SD	SD
Taux de couverture des salariés par un CSE	100%	100%	100%
% de la masse salariale alloué aux œuvres sociales	0,94%	0,94%	0,94%
% de salariés bénéficiant d'œuvres sociales	100%	100%	100%
% de salariés couverts par une convention collective	100%	100%	100%
% de salariés bénéficiant de rencontres avec la direction	100%	100%	100%
Nombre de réunions du personnel sur chaque site	2	2	2
Nombre d'autres réunions ouvertes à tous sur chaque site (échange avec la direction)	17	10	10
Mobilité et évolution professionnelle	SD	SD	SD
Nombre de CDD transformés en CDI	8	3	non calculé
Nombre de changements de coefficients	4	7	non calculé
% de changements de coefficients	2%	4%	non calculé
Turn over	SD	SD	SD
turn-over nouveaux entrants = nombre de départs volontaires de salariés CDI embauchés depuis moins de 2 ans	1	non calculé	non calculé
turn-over "SYMATESE" = taux de rotation des salariés CDI - départs volontaires hors départ à la retraite et hors CDD / effectif moyen	5,7%	7,91%	2,94%
ancienneté moyenne en années de présence dans l'entreprise	7,3	7,9	8,2
ENVIRONNEMENT			
France (hors Ile Maurice)			
Consommation énergétique	SD	SD	SD
électricité, origine nucléaire (kwh)	1763 321	1628 549	1710 355
électricité, origine renouvelable (kwh)	144 436	133 396	92 933
électricité, origine "fossile" (kwh)	98 297	90 784	174 595
électricité (kWh)	2 006 054	1852 729	1977 289
gaz (kwh)	484 549	455 131	304 995
Emissions de CO₂ /énergies consommées	SD	SD	SD
électricité : tonnes de CO ₂ émises	116	107	115
gaz : tonnes de CO ₂ émises	104	98	66
tonnes de CO ₂ émis par les consommations d'énergie des sites	221	205	180
intensité d'émission des GES émis par les consommations d'énergie rapportés au CA production (tonnes CO ₂ /M€ ou kg CO ₂ /K€)	12,2	14,9	10,7
Efficacité énergétique	SD	SD	SD
indicateur de performance énergétique en Wh/€ de production ⁽⁵⁾	138	167	135
Evolution en % de l'indicateur de performance énergétique en Wh/€ (référence 2023)	2%	-24%	NA
% de réalisation du plan d'action pluriannuel "énergie et carbone"	9,3%	NA	NA
Plan d'action "énergie et carbone" : économie d'énergie annuelle (MWh/an) estimée par les actions réalisées	2	NA	NA
Plan d'action "énergie et carbone" : émissions carbone annuelles évitées (tonnes CO ₂) estimées suite aux actions réalisées	0,1	NA	NA
(5) Chiffre d'affaire production + variation de production stockée			
Bilan carbone en tonnes de CO₂	SD	SD	SD
Scope 1	231	231	231
Scope 2	137	137	137
Scope 3 amont	1943	1943	1943
Scope 3 aval	84	84	84
Total	2 395	2395	2395
intensité d'émission des GES : émissions brutes rapportées au CA de production (tonnes CO ₂ /M€)	149	149	149

	2025	2024	2023
Consommation d'eau	SD	SD	SD
Consommation (m ³)	1262	952	807
consommation (m3) / salarié / jour	0,02	0,02	0,02
Quantité d'eau recyclée et réutilisée (m3)	0	0	0
Quantité d'eau captée qui n'est pas restituée : eau consommée dans le process (m3)	0	0	0
Déplacements domicile-travail	SD	SD	SD
% de salariés bénéficiant d'une prise en charge partielle de l'abonnement transports en commun	7%	11%	12%
% de salarié ayant covoituré au moins 1 fois	4%	non calculé	non calculé
Nombre de covoiturages comptabilisés	137	non calculé	non calculé
Ecoconception	SD	SD	SD
% des effectifs de R&D ayant eu une formation écoconception	75%	0	0
% de rapports/revues de conception intégrant la grille « ecodesign »	100%	0%	0%
LOYAUTE DES PRATIQUES			
Prévention de la corruption	SD	SD	SD
Nombre de salariés qui ont finalisé le module « éthique - lutte contre la corruption » il y a moins de 3 ans	17	7	2
% de salariés qui sont à jour de la formation « éthique - lutte contre la corruption »	94%	78%	67%
Signalements vis-à-vis de SYMATESE	SD	SD	SD
Nombre d'incidents signalés au travers de la procédure d'alerte*	0	0	0
Nombre d'incidents de corruption confirmés	0	0	0
Nombre d'incidents relatifs à l'éthique	0	0	0
Nombre d'incidents liés à la sécurité de l'information confirmés	0	0	0
% d'incidents traités (actions correctives identifiées et mises en place)	NA	NA	NA
<i>Si des condamnations et amendes sont prononcées au cours de la période de référence, l'entreprise publie le nombre de condamnations et amendes.</i>			
Achats responsables	SD	SD	SD
% des effectifs d'acheteurs formés aux achats responsables	0%	0	0
% de fournisseurs ayant répondu au questionnaire RSE	32%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos fournisseurs	0	0	NA
% de fournisseurs ciblés engagés à respecter notre Charte RSE ou ayant sa propre charte RSE équivalente	32%	0	NA
% de fournisseurs ciblés couverts par une évaluation RSE	16%	0	NA
% fournisseurs ciblés avec des contrats contenant des clauses sur les exigences en matière d'environnement, de travail et de droits humains	0%	0	NA
% fournisseurs ciblés couverts par un audit sur site de la RSE	0	0	NA
% de fournisseurs audités ou évalués engagés dans des actions correctives	0	0	NA
Dialogue avec nos partenaires	SD	SD	SD
% de clients ayant répondu au questionnaire RSE	16%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos partenaires / clients	0	0	NA
QUESTIONS RELATIVES AUX CONSOMMATEURS			
Réclamations	SD	SD	SD
Nombre de réclamations ayant donné lieu à un rapport aux autorités concernées	0	1	1
Nombre de produits vendus	12 632 291	15 091 694	non calculé
Taux de réclamations ayant donné lieu à un rapport aux autorités concernées par million de produits vendus	0	0,07	non calculé
Nombre de rappels de produits	0	0	non calculé
Nombre d'études post marché attendues	1	2	
% d'études post marché réalisées dans les délais	100%	100%	non calculé
COMMUNAUTES ET DEVELOPPEMENT LOCAL			
Mécénat	SD	SD	SD
Budget alloué au mécénat	10 000 €	10 000 €	0
Visites ESAT	SD	SD	SD
Nombre de salariés ayant fait une visite d'ESAT	3	3	5
% de salariés ayant fait une visite d'ESAT dans l'année	1,5%	1,6%	2,9%

APPENDIX III: CSR INDICATORS – SY

	2025	2024	2023
GOVERNANCE			
Indicateurs d'activité	SY*	SY*	SY*
Chiffre d'affaires de chaque filiale en M€	36,8	17,1	21,1
Effectif (à fin déc) CDI + CDD	147	113	94
Intérimaires (à fin déc)	2	7	4
Tonnes de matières premières consommées en production	NA	NA	NA
Tonnes de matières premières achetées	NA	NA	NA
<i>(1) Chiffre d'affaires consolidé : Produits, prestations, licences et royalties, hors refacturations</i>			
<i>(2) Uniquement matières premières plastiques</i>			
Taux de suivi du moodle RSE	SY*	SY*	SY*
% de personnes qui l'ont finalisé	90%	85%	68%
Protection des données	SY*	SY*	SY*
Nombre d'audits de sécurité IT réalisés	1	0	0
Médaille Ecovadis	SY*	SY*	SY*
Médaille obtenue	Bronzé	NA	NA
Communication - valeurs	SY*	SY*	SY*
En interne : % de salariés qui trouvent que la communication interne est satisfaisante	65	65	non calculé
INDICATEURS SOCIAUX / SOCIAL ET DROITS DE L'HOMME			
Santé et sécurité	SY*	SY*	SY*
Nombre de maladies professionnelles déclarées dans l'année	2	0	0
Taux de fréquence des accidents de travail (avec arrêt)*	19,40	17,22	16,55
Taux de gravité*	1,01	0,69	0,42
Nombre d'AT avec arrêt	5	3	3
Nombre d'AT sans arrêt	4	0	3
Egalité HF	SY*	SY*	SY*
Index égalité homme / femme ⁽³⁾	86/100	98/100	89/100
Répartition homme/femme	54/93	40/73	non calculé
% de femmes	63%	65%	non calculé
Ecart de rémunération (issu de l'index HF ⁽³⁾)	0,4 (en faveur des hommes)	1,4% (en faveur des hommes)	1% (en faveur des femmes)
% de femmes parmi les 10 plus hautes rémunérations	40%	50%	non calculé
% de femmes parmi le Comité de Direction du Groupe ou le COMEX de l'entité	29%	43%	NA
Taux de salarié en situation de handicap en % ETP ⁽⁴⁾	1,5%	0,8%	0,16%
<i>(3) L'index égalité homme / femme, sur 100 points, est composé de 5 indicateurs</i>			
<i>(4) ETP : Equivalent Temps Plein</i>			
Lutte contre les discriminations et harcèlement	SY*	SY*	SY
Référent « harcèlement sexuel » nommé	1	1	1
Nombre de salariés sensibilisés à la prévention de la discrimination et du harcèlement (formés il y a 3 ans max)	7	7	7
Nombre de cas de discrimination reportés et avérés	0	0	0
Nombre de cas de harcèlement reportés et avérés	0	0	0
Conditions de travail	SY*	SY*	SY*
Nombre de jours de télétravail	1947	1860	non calculé
Nombre de salariés ayant télétravaillé	59	58	non calculé
Nb moyen de jours de TW par personne/an	33	32	non calculé
% d'entretiens d'évaluation des performances réalisés	85%	79%	95%
Formation	SY*	SY*	SY*
Budget de formation dépensé en euros	59 451	50 419	41 900 €
budget formation rapporté à la masse salariale brute de l'année N-1	1,4%	1,4%	1,1%
% de réalisation du Plan de Formation	75%	80%	80%
Nombre d'heures moyennes de formation par salarié	10,5	7,9	16,2
<i>Ces éléments sont issus uniquement du plan de formation et ne tiennent pas compte de l'ensemble des formations réalisées en interne.</i>			
Mutuelle santé	SY*	SY*	SY*
Taux de participation employeur sur la mutuelle santé	80%	80%	80%
Taux de salariés bénéficiant d'une couverture médicale	100%	100%	100%

	2025	2024	2023
Dialogue social	SY*	SY*	SY*
Taux de couverture des salariés par un CSE	100%	100%	100%
% de la masse salariale alloué aux œuvres sociales	0,94%	0,94%	0,94%
% de salariés bénéficiant d'œuvres sociales	100%	100%	100%
% de salariés couverts par une convention collective	100%	100%	100%
% de salariés bénéficiant de rencontres avec la direction	100%	100%	100%
Nombre de réunions du personnel sur chaque site	2	2	2
Nombre d'autres réunions ouvertes à tous sur chaque site (échange avec la direction)	5	7	6
Mobilité et évolution professionnelle	SY*	SY*	SY*
Nombre de CDD transformés en CDI	12	3	non calculé
Nombre de changements de coefficients	6	6	non calculé
% de changements de coefficients	4%	5%	non calculé
Turn over	SY*	SY*	SY*
turn-over nouveaux entrants = nombre de départs volontaires de salariés CDI embauchés depuis moins de 2 ans	2	non calculé	non calculé
turn-over "SYMATESE" = taux de rotation des salariés CDI - départs volontaires hors départ à la retraite et hors CDD / effectif moyen	13,1%	12,56%	6,38%
ancienneté moyenne en années de présence dans l'entreprise	470,0%	6,1	6,7
ENVIRONNEMENT			
France (hors Ile Maurice)			
Consommation énergétique	SY*	SY*	SY*
électricité, origine nucléaire (kwh)	2 036 262	1 681 097	1 574 624
électricité, origine renouvelable (kwh)	166 793	137 701	85 558
électricité, origine "fossile" (kwh)	113 512	93 713	160 739
électricité (kWh)	2 316 567	1 912 511	1 820 375
gaz (kwh)	399 048	351 845	258 983
Emissions de CO₂ /énergies consommées	SY*	SY*	SY*
électricité : tonnes de CO ₂ émises	134	111	106
gaz : tonnes de CO ₂ émises	86	76	56
tonnes de CO ₂ émis par les consommations d'énergie des sites	220	187	161
intensité d'émission des GES émis par les consommations d'énergie rapportés au CA production (tonnes CO ₂ /M€ ou kg CO ₂ /K€)	11,1	21,2	20,9
Efficacité énergétique	SY*	SY*	SY*
indicateur de performance énergétique en Wh/€ de production ⁽⁵⁾	137	257	270
Evolution en % de l'indicateur de performance énergétique en Wh/€ (référence 2023)	-49%	5%	NA
% de réalisation du plan d'action pluriannuel "énergie et carbone"	13,3%	NA	NA
Plan d'action "énergie et carbone" : économie d'énergie annuelle (MWh/an) estimée par les actions réalisées	0	NA	NA
Plan d'action "énergie et carbone" : émissions carbone annuelles évitées (tonnes CO ₂ eq estimées suite aux actions réalisées)	0	NA	NA
<i>(5) Chiffre d'affaire production + variation de production stockée</i>			
Bilan carbone en tonnes de CO₂	SY*	SY*	SY*
Scope 1	42	42	42
Scope 2	97	97	97
Scope 3 amont	978	978	978
Scope 3 aval	74	74	74
Total	1191	1191	1191
intensité d'émission des GES : émissions brutes rapportées au CA de production (tonnes CO ₂ /M€)	125	125	125
Consommation d'eau	SY*	SY*	SY-Les Troques
Consommation (m ³)	6 859	8 459	7 342
consommation (m3) / salarié / jour	0,18	0,28	0,30
Quantité d'eau recyclée et réutilisée (m3)	0	0	0
Quantité d'eau captée qui n'est pas restituées : eau consommée dans le process (m3)	0	0	0

	2025	2024	2023
Déplacements domicile-travail	SY*	SY*	SY*
% de salariés bénéficiant d'une prise en charge partielle de l'abonnement transports en commun	14%	19%	22%
% de salarié ayant covoituré au moins 1 fois	10%	non calculé	non calculé
Nombre de covoiturages comptabilisés	369	non calculé	non calculé
Ecoconception	SY*	SY*	SY*
% des effectifs de R&D ayant eu une formation écoconception	114%	0	0
% de rapports/revues de conception intégrant la grille « ecodesign »	0%	0%	0%
LOYAUTE DES PRATIQUES			
Prévention de la corruption	SY*	SY*	SY*
Nombre de salariés qui ont finalisé le module « éthique - lutte contre la corruption » il y a moins de 3 ans	23	4	3
% de salariés qui sont à jour de la formation « éthique - lutte contre la corruption »	92%	100%	100%
Signalements vis-à-vis de SYMATESE	SY*	SY*	SY*
Nombre d'incidents signalés au travers de la procédure d'alerte*	0	0	0
Nombre d'incidents de corruption confirmés	0	0	0
Nombre d'incidents relatifs à l'éthique	0	0	0
Nombre d'incidents liés à la sécurité de l'information confirmés	0	0	0
% d'incidents traités (actions correctives identifiées et mises en place)	NA	NA	NA
<i>Si des condamnations et amendes sont prononcées au cours de la période de référence, l'entreprise publie le nombre de condamnations et amendes</i>			
Achats responsables	SY*	SY*	SY*
% des effectifs d'acheteurs formés aux achats responsables	0%	0	0
% de fournisseurs ayant répondu au questionnaire RSE	38%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos fournisseurs	0	0	
% de fournisseurs ciblés engagés à respecter notre Charte RSE ou ayant sa propre charte RSE équivalente	33%	0	NA
% de fournisseurs ciblés couverts par une évaluation RSE	10%	0	NA
% fournisseurs ciblés avec des contrats contenant des clauses sur les exigences en matière d'environnement, de travail et de droits humains	0%	0	
% fournisseurs ciblés couverts par un audit sur site de la RSE	0	0	
% de fournisseurs audités ou évalués engagés dans des actions correctives	0	0	
Dialogue avec nos partenaires	SY*	SY*	SY*
% de clients ayant répondu au questionnaire RSE	42%	0	NA
Nombre d'incidents de corruption ou d'éthique confirmés chez nos partenaires / clients	0	0	NA
QUESTIONS RELATIVES AUX CONSOMMATEURS			
Réclamations	SY*	SY*	SY*
Nombre de réclamations ayant donné lieu à un rapport aux autorités concernées	1	0	0
Nombre de produits vendus	6 844 267	5 075 052	
Taux de réclamations ayant donné lieu à un rapport aux autorités concernées par million de produits vendus	0	-	
Nombre de rappels de produits	1	0	
Nombre d'études post marché attendues	0	3	
% d'études post marché réalisées dans les délais	NA en 2025	100%	
COMMUNAUTES ET DEVELOPPEMENT LOCAL			
Mécénat	SY*	SY*	SY*
Budget alloué au mécénat	30 000 €	20 000 €	20 000 €
Visites ESAT	SY*	SY*	SY*
Nombre de salariés ayant fait une visite d'ESAT	15	21	8
% de salariés ayant fait une visite d'ESAT dans l'année	10,2%	18,6%	

APPENDIX IV: CSR INDICATORS – SA

	2025	2024
GOUVERNANCE		
Indicateurs d'activité	SA	SA
Chiffre d'affaires de chaque filiale en M€	2,6	1,6
Effectif (à fin déc) CDI + CDD	28	17
Intérimaires (à fin déc)	0	0
<i>(2) Uniquement matières premières plastiques</i>		
Taux de suivi du moodle RSE	SA	SA
% de personnes qui l'ont finalisé	85%	67%
Protection des données	SA	SA
Nombre d'audits de sécurité IT réalisés	1	0
Médaille Ecovadis	SA	SA
Communication - valeurs	SA	SA
En interne : % de salariés qui trouvent que la communication interne est satisfaisante	75	75
INDICATEURS SOCIAUX / SOCIAL ET DROITS DE L'HOMME		
Santé et sécurité	SA	SA
Nombre de maladies professionnelles déclarées dans l'année	0	0
Taux de fréquence des accidents de travail (avec arrêt)*	0	0
Taux de gravité*	0	0
Nombre d'AT avec arrêt	0	0
Nombre d'AT sans arrêt	0	0
Egalité HF	SA	SA
Répartition homme/femme	10/18	6/11
% de femmes	64%	65%
% de femmes parmi le Comité de Direction du Groupe ou le COMEX de l'entité	50%	45%
Taux de salarié en situation de handicap en % ETP ⁽⁴⁾	0	0
<i>(3) L'index égalité homme / femme, sur 100 points, est composé de 5 indicateurs</i>		
<i>(4) ETP : Equivalent Temps Plein</i>		
Lutte contre les discriminations et harcèlement	SA	SA
Nombre de salariés sensibilisés à la prévention de la discrimination et du harcèlement (formés il y a 3 ans max)	0	0
Nombre de cas de discrimination reportés et avérés	0	0
Nombre de cas de harcèlement reportés et avérés	0	0
Conditions de travail	SA	SA
Nombre de jours de télétravail	699	493
Nombre de salariés ayant télétravaillé	15	13
Nb moyen de jours de TW par personne/an	47	38
% d'entretiens d'évaluation des performances réalisés	100%	non calculé
Formation	SA	SA
Budget de formation dépensé en euros	8 807	11 968
Budget formation rapporté à la masse salariale brute de l'année N-1	0,8%	2,0%
% de réalisation du Plan de Formation	65%	65%
Nombre d'heures moyennes de formation par salarié	5,3	8,9
<i>Ces éléments sont issus uniquement du plan de formation et ne tiennent pas compte de l'ensemble des formations réalisées en interne.</i>		
Mutuelle santé	SA	SA
Taux de participation employeur sur la mutuelle santé	80%	80%
Taux de salariés bénéficiant d'une couverture médicale	100%	100%
Dialogue social	SA	SA
Taux de couverture des salariés par un CSE	100%	NA
% de la masse salariale alloué aux œuvres sociales	0,55%	0,55%
% de salariés bénéficiant d'œuvres sociales	100%	100%
% de salariés couverts par une convention collective	100%	100%
% de salariés bénéficiant de rencontres avec la direction	100%	100%
Nombre de réunions du personnel sur chaque site	2	2
Nombre d'autres réunions ouvertes à tous sur chaque site (échange avec la direction)	3	5
Mobilité et évolution professionnelle	SA	SA
Nombre de CDD transformés en CDI	0	1
Nombre de changements de coefficients	1	0
% de changements de coefficients	4%	0%
Turn over	SA	SA
turn-over nouveaux entrants = nombre de départs volontaires de salariés CDI embauchés depuis moins de 2 ans	0	non calculé
turn-over "SYMATESE" = taux de rotation des salariés CDI - départs volontaires hors départ à la retraite et hors CDD / effectif moyen	0,0%	6,90%
ancienneté moyenne en années de présence dans l'entreprise	6,2	8

	2025	2024
ENVIRONNEMENT		
Consommation énergétique	SA	SA
électricité: origine nucléaire (kwh)	205 299	203 632
électricité: origine renouvelable (kwh)	16 816	16 680
électricité: origine "fossile" (kwh)	11 444	11 351
électricité (kWh)	233 560	231 663
gaz (kwh)	123 779	163 633
Emissions de CO₂ /énergies consommées	SA	SA
électricité : tonnes de CO ₂ émises	14	13
gaz : tonnes de CO ₂ émises	27	35
tonnes de CO ₂ émis par les consommations d'énergie des sites	40	49
Efficacité énergétique	SA	SA
% de réalisation du plan d'action pluriannuel "énergie et carbone"	0,0%	NA
Plan d'action "énergie et carbone" : économie d'énergie annuelle (MWh/an) estimée par les actions réalisées	0	NA
Plan d'action "énergie et carbone" : émissions carbone annuelles évitées (tonnes CO ₂ eq estimées suite aux actions réalisées)	0	NA
Consommation d'eau	SA	SA
Consommation (m ³)	375	726
consommation (m3) / salarié / jour	0,05	0,17
Quantité d'eau recyclée et réutilisée (m3)	0	0
Quantité d'eau captée qui n'est pas restituée : eau consommée dans le process (m3)	0	0
Déplacements domicile-travail	SA	SA
% de salariés bénéficiant d'une prise en charge partielle de l'abonnement transports en commun	7%	18%
Ecoconception	SA	SA
% des effectifs de R&D ayant eu une formation écoconception	50%	0
% de rapports/revues de conception intégrant la grille « ecodesign »	0%	0%
LOYAUTE DES PRATIQUES		
Prévention de la corruption	SA	SA
Nombre de salariés qui ont finalisé le module « éthique - lutte contre la corruption » il y a moins de 3 ans	14	1
% de salariés qui sont à jour de la formation « éthique - lutte contre la corruption »	93%	0%
Signalements vis-à-vis de SYMATESE	SA	SA
Nombre d'incidents signalés au travers de la procédure d'alerte*	0	0
Nombre d'incidents de corruption confirmés	0	0
Nombre d'incidents relatifs à l'éthique	0	0
Nombre d'incidents liés à la sécurité de l'information confirmés	0	0
% d'incidents traités (actions correctives identifiées et mises en place)	NA	NA
<i>Si des condamnations et amendes sont prononcées au cours de la période de référence, l'entreprise publie le nombre de c</i>		
Achats responsables	SA	SA
% des effectifs d'acheteurs formés aux achats responsables	0%	0
% de fournisseurs ayant répondu au questionnaire RSE	0%	0
Nombre d'incidents de corruption ou d'éthique confirmés chez nos fournisseurs	0	0
% de fournisseurs ciblés engagés à respecter notre Charte RSE ou ayant sa propre charte RSE équivalente	0	0
% de fournisseurs ciblés couverts par une évaluation RSE	0	0
% fournisseurs ciblés avec des contrats contenant des clauses sur les exigences en matière d'environnement, de travail et de droits humains	0%	0
% fournisseurs ciblés couverts par un audit sur site de la RSE	0	0
% de fournisseurs audités ou évalués engagés dans des actions correctives	0	0
Dialogue avec nos partenaires	SA	SA
% de clients ayant répondu au questionnaire RSE	0	0
Nombre d'incidents de corruption ou d'éthique confirmés chez nos partenaires / clients	0	0
QUESTIONS RELATIVES AUX CONSOMMATEURS		
Réclamations	SA	SA
Nombre de réclamations ayant donné lieu à un rapport aux autorités concernées	0	0
Nombre de produits vendus	48 395	7 667
Taux de réclamations ayant donné lieu à un rapport aux autorités concernées par million de produits vendus	0	0
Nombre de rappels de produits	0	0
Nombre d'études post marché attendues	NA	
% d'études post marché réalisées dans les délais	NA	NA
COMMUNAUTES ET DEVELOPPEMENT LOCAL		
Mécénat	SA	SA
Budget alloué au mécénat	10 000 €	0 €

APPENDIX V: HSE INDICATORS

*Symatèse Lab est une marque commerciale représentant l'entité juridique Symatèse basée à Chaponost et Vourles

	2025			
AT	total	SD	SY*	SA
Taux de fréquence des accidents de travail (avec arrêt)*	15,31	17,01	19,40	0
Taux de gravité*	0,80	0,90	1,01	0
Nombre d'AT avec arrêt	11	6	5	0
Nombre d'AT sans arrêt	8	3	4	0
Nombre de jours perdus pour AT	577	317	260	0
heures travaillées	718 287	352 743	257 749	46 876
nombre de décès dus à des accidents et MP	0	0	0	0
Taux d'accidents du travail (VSME)	5,3	5,1	7,0	0
AT des prestataires	total	SD	SY*	SA
% de plans de prévention annuels réalisés	13%	11%	15%	0%
Fiches amélioration	total	SD	SY	SA
Nombre d'actions sécurité ouvertes	285	129	156	NA
Nombre d'actions sécurité réalisées	217	95	122	NA
Ratio "nombre d'actions sécurité réalisées / actions ouvertes"	76%	74%	78%	NA
Lutte contre les TMS	total	SD	SY*	SA
Nombre de maladies professionnelles déclarées dans l'année	6	4	2	0
Nombre de maladies professionnelles reconnues dans l'année	3	1	2	0
Nombre de jours d'arrêt pour MP	251	251	0	0
Nombre d'acteurs PRAP formés	18	12	6	NA
Formations accueil sécurité	total	SD	SY*	SA
Moodle « accueil sécurité »	total	SD	SY*	SA
% de personnes qui l'ont finalisé	61%	43%	94%	NA
Autres formations sécurité	total	SD	SY*	SA
Nombre de thèmes de formation abordés	25	10	12	3
Déchets de produits dangereux	total	SD	SY	SA
solvants et liqueurs mères évacués (code 07) (tonnes)	26,5	0	26,54	0
gaz en récipient à pression & colles & produits de laboratoire (code 16) (tonnes)	3,4	0,118	3,32	0
déchets dangereux évacués (tonnes)	39,1	1,56	37,55	0
Traitement des déchets dangereux	total	SD	SY	SA
R1 - valorisation énergétique	7,9	1,12	6,75	-
R2 - Régénération de solvants	26,1	-	26,11	-
D10 - Incinération	5,0	0,32	4,70	-
Déchets non dangereux (DND)	total	SD	SY*	SA
% de déchets ND recyclés (en poids)	23%	23%	22%	non calculé
poids de déchets ND recyclés / valorisés	53,07	43,07	10,00	non calculé
Nombre de familles de déchets recyclés	3	3	2	non calculé
poids total des déchets ND (tonnes)	230	184	46	non calculé
coût en €	70 845	46 598	24 247	non calculé
Rebut	total	SD	SY*	SA
% de lots ou produits rebutés - process A	non calculé	2,9%	3,8%	9,5%
% de lots ou produits rebutés - process B	non calculé	11,8%	0,0%	NA

*Symatese Lab est une marque commerciale représentant l'entité juridique Symatese basée à Chaponost et Vourles

	2024				2023		
AT	total	SD	SY*	SA	total	SD	SY*
Taux de fréquence des accidents de travail (avec arrêt)*	16,28	19,35	17,22	0	20,02	25,46	16,55
Taux de gravité*	0,45	0,43	0,69	0	0,38	0,42	0,42
Nombre d'AT avec arrêt	10	7	3	0	12	9	3
Nombre d'AT sans arrêt	2	2	0	0	3	0	3
Nombre de jours perdus pour AT	275	155	120	0	227	150	77
heures travaillées	614 216	361 843	174 262	28 857	599 260	353 533	181 279
nombre de décès dus à des accidents et MP	0	0	0	0	0	0	0
Taux d'accidents du travail (VSME)	3,9	5,0	3,4	-	5,0	5,1	6,6
AT des prestataires	total	SD	SY*	SA	total	SD	SY*
% de plans de prévention annuels réalisés	11%	11%	12%	0%	4%	6%	4%
Fiches amélioration	total	SD	SY	SA	total	SD	SY*
Nombre d'actions sécurité ouvertes	233	99	134	NA	337	214	123
Nombre d'actions sécurité réalisées	206	111	95	NA	217	77	140
Ratio "nombre d'actions sécurité réalisées / actions ouvertes"	88%	112%	71%	NA	64%	36%	114%
Lutte contre les TMS	total	SD	SY*	SA	total	SD	SY*
Nombre de maladies professionnelles déclarées dans l'année	3	3	0	0	2	2	0
Nombre de maladies professionnelles reconnues dans l'année	2	2	0	0	6	6	0
Nombre de jours d'arrêt pour MP	232	232	0	0	0	0	0
Nombre d'acteurs PRAP formés	21	14	7	NA	NA	NA	NA
Formations accueil sécurité	2024				2023		
Moodle « accueil sécurité »	total	SD	SY*	SA	total	SD	SY*
% de personnes qui l'ont finalisé	79%	72%	90%	NA	90%	90%	93%
Autres formations sécurité	total	SD	SY*	SA	total	SD	SY*
Nombre de thèmes de formation abordés	18	7	9	2	non calculé	non calculé	non calculé
Déchets de produits dangereux	total	SD	SY	SA	total	SD	SY*
solvants et liqueurs mères évacués (code 07) (tonnes)	14,01	0	14,01	1,63	9	1	8
gaz en récipient à pression & colles & produits de laboratoire (code 16) (tonnes)	0,27	0,27	0	0,488	0,275	0,275	0
déchets dangereux évacués (tonnes)	25,378	0,27	25,11	2,12	12,4	1,6	10,8
Traitement des déchets dangereux	total	SD	SY	SA	total	SD	SY*
R1 - valorisation énergétique	21,71	0,02	21,69	0,61	non calculé	non calculé	non calculé
R2 - Régénération de solvants	13,76	-	13,76	0,00	non calculé	non calculé	non calculé
D10 - Incinération	7,83	0,07	7,76	0,00	non calculé	non calculé	non calculé
Déchets non dangereux (DND)	total	SD	SY*	SA	total	SD	SY*
% de déchets ND recyclés (en poids)	16%	16%	15%	non calculé	14%	13%	18%
poids de déchets ND recyclés / valorisés	29,88	24,40	5,48	non calculé	27,10	20,98	6,12
Nombre de familles de déchets recyclés	2	1	2	non calculé	1	1	1
poids total des déchets ND (tonnes)	188	152	37	non calculé	non calculé	non calculé	non calculé
coût en €	51 518	40 388	11 130	non calculé	54 111	43 611	10 500
Rebutis	total	SD	SY*	SA	total	SD	SY*
% de lots ou produits rebutés - process A	non calculé	1,7%	2,4%	2,4%	non calculé	non calculé	non calculé
% de lots ou produits rebutés - process B	non calculé	10,7%	12,3%	NA	non calculé	non calculé	non calculé