

Commitments and Objectives for 2025

Governance of the group

Social Issues

- Put responsibility at the heart of the company's development
Objective: being a mission-driven company
- Act ethically within the company
Objective: 100 % of employees ethically aware and a formal ethics committee
- Ensure safe and fulfilling working conditions
Objective: satisfaction rate > 90% and "well-being at work" plan achieved
- Act responsibly in our activities
Objective: All business procedures are reviewed and include CSR-social criteria
- Encourage operational excellence and employability
Objective: All procedures are provided with operational excellence benchmarks and 15% increase in training hours per employee per year

Environmental Issues

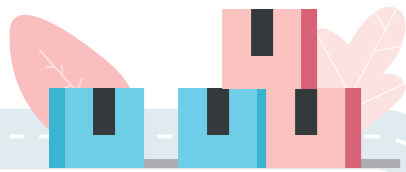
- Limit environmental impacts of production
Objective: 20% energy reduction and 15% CO₂ emission reduction (base year 2019)
- Contribute to protect our planet
Objective: 100% of employees sensitized to environment issues

Community Issues

- Encourage entrepreneurship, access to education and employment
Objective: 100 persons offered support per year
- Formalizing our philanthropic approach
Objective: Evolve the positioning of the HEART programme

Committed Suppliers

- Work in collaboration with our suppliers through a responsible approach governed by a responsible purchase policy.
Objective: 100 % of our critical suppliers conform to our rules of conduct



Raw materials

Reduce the environmental transport's impact

- Objective:** increase of 10% the pooling of orders.



Transport

Our patient and client approach

- Improving and helping to save lives
Objective: To make high value-added solutions available in as many regions as possible
- Support health professionals to facilitate the use of treatments
Objective: 60% of health professionals educated through awareness-raising initiative
- Continue the research project against malaria with a "No Gain No Loss" approach
Objective: Conducting a clinical study against malaria with our historical product



Patient care

Reduce and recycle waste

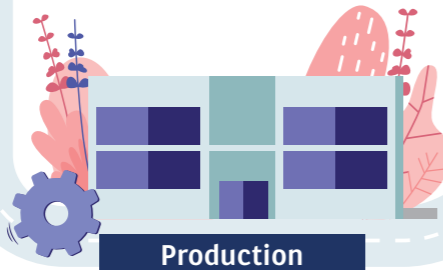
- Objective:** recycle 90% of waste from our products



Product end of life

An Integrated Group

- Widely use packaging eco-design
Objective: 100% of eco-designed packaging



Production