

# CSR REPORT 2025



1<sup>ST</sup> JULY 2024 / 30 JUNE 2025

# Summary



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Chairman & CEO  
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Thibaut HYVERNAT

Chairman & CEO

## Editorial

Before setting out the progress and commitments that shape our CSR approach, I feel it is essential to put this year into context. It has been a unique year, in terms of both **transformation and continuity**.

In May 2025, driven by the entrepreneurial spirit that has always brought us together, we reached an important milestone in our collective development. A **new chapter** has opened - one of which I am particularly proud: **Sterimed is now an independent group**.

The management Group I represent is now the company's main shareholder, with over 40% of our capital. This major development gives us full control over our governance, direction and decision-making, supported by a new capital round of investors who have placed their trust in us. It strengthens our coherence and the collective responsibility that drives us forward. It also reflects the confidence we have in the strength of our model, the quality of our teams and the relevance of our vision.

Independence does not mean changing our course - but reinforcing it.

We continue to be **steered by our strategic compass**, which structures our actions around three inseparable axes: our **impact, corporate culture, and business development**. These three pillars, at the heart of our identity, continuously reinforce one another and embody our commitment to combining performance, responsibility, and collective progress.

I am delighted to see how CSR practices have become firmly embedded in our daily operations. Today, they permeate all our activities: every site, every team and every project is part of this dynamic.

The initiatives presented in this report bear witness to this fact: whether we're reducing our environmental footprint, strengthening our social and societal impact or building more responsibly, CSR is increasingly integral to the way we do business.

This year's **inaugural CSR Week** was a powerful illustration of this. **Rolled out across our 13 sites**, it showed that responsibility is thriving on a group-wide basis and adapting to the local culture and issues of each site. Through a series of workshops and conferences, our teams embraced these subjects with enthusiasm and creativity.

The coming year will be focused on consolidation.

The forthcoming implementation of the CSRD is set to further structure our approach, pushing us to go even further in terms of transparency, consistency and measuring our impact. We are approaching this with confidence, method and commitment, guided by our compass and remaining faithful to our values of entrepreneurship, excellence, solidarity and value creation.

*"I am delighted to see how our CSR approach has become firmly embedded in our daily operations. Today, it permeates all our activities: every site, every team, and every project is part of this momentum."*

# The Sterimed Group

Sterimed is an international group rooted in France, and a world leader in the manufacture of sterilisation packaging for medical device manufacturers, healthcare facilities and the pharmaceutical industry.

Our company operates in a specialist market at the heart of the healthcare sector: sterile medical device packaging. Our packaging guarantees that medical devices are sterile and remain sterile until they are used for patient care. It therefore plays a vital role in infection prevention and patient safety.

Our expertise is part of an overall corporate philosophy that encompasses entrepreneurship, trust, subsidiarity, complementarity, and collective strength.

It is this unique model that gives the Sterimed Group its richness and coherence.

## MORE THAN A GROUP, AN ASSOCIATION OF ENTREPRENEURS

Our development, partly organic and partly driven by acquisitions, has brought together companies with diverse backgrounds and expertise, united by a shared conviction: **the power of collective strength**. We like to describe this dynamic as an **association of entrepreneurs**.

Our unique model fosters cooperation, stimulates innovation and showcases the complementary nature of our expertise. By combining our skills and energy, we create greater value for our customers every day, guided by a commitment to sustainable performance and shared responsibility.

With a presence across three continents, 1,500 employees and 13 production and distribution sites, the Sterimed Group relies on an agile, integrated international organisation that enables us to stay as close as possible to our customers worldwide and to meet their needs with responsiveness, high standards and commitment.

## GUIDED BY A VISION AND A COMMON PURPOSE,

**“Together, pioneer a sustainable healthcare packaging world for the highest patient safety.”**

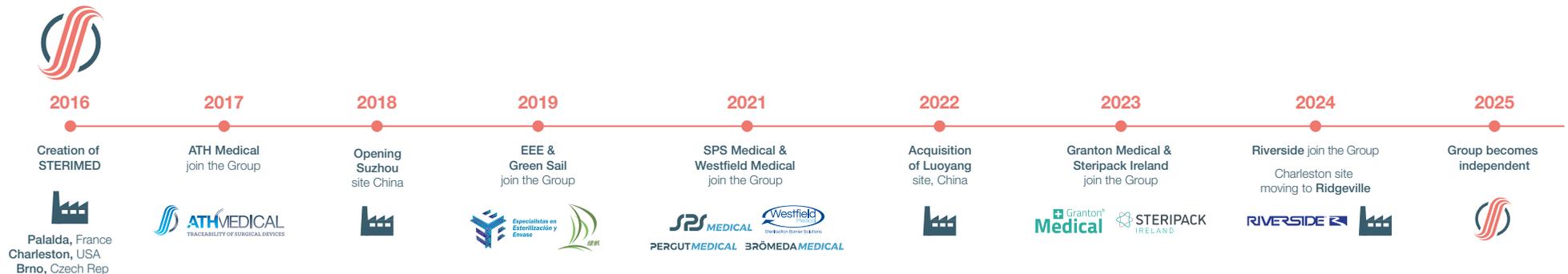
This vision is the common thread running through everything we do. It guides our decisions, inspires our actions, and unites all our teams and businesses.

To deliver on this vision, we have defined a strategic compass built on three inseparable pillars:

**our BUSINESS DEVELOPMENT,**  
**our MANAGEMENT CULTURE,**  
**and our IMPACT.**

These three values are inextricably linked. They guide our strategy, foster cohesion and reflect our ambition to combine economic performance with human commitment and environmental responsibility.

This shared framework guides the entire Sterimed Group. It sets our short-, medium- and long-term priorities and is implemented across each of our businesses, in a way that reflects local realities.



## DRIVEN BY VALUES THAT SHAPE OUR COMMITMENT

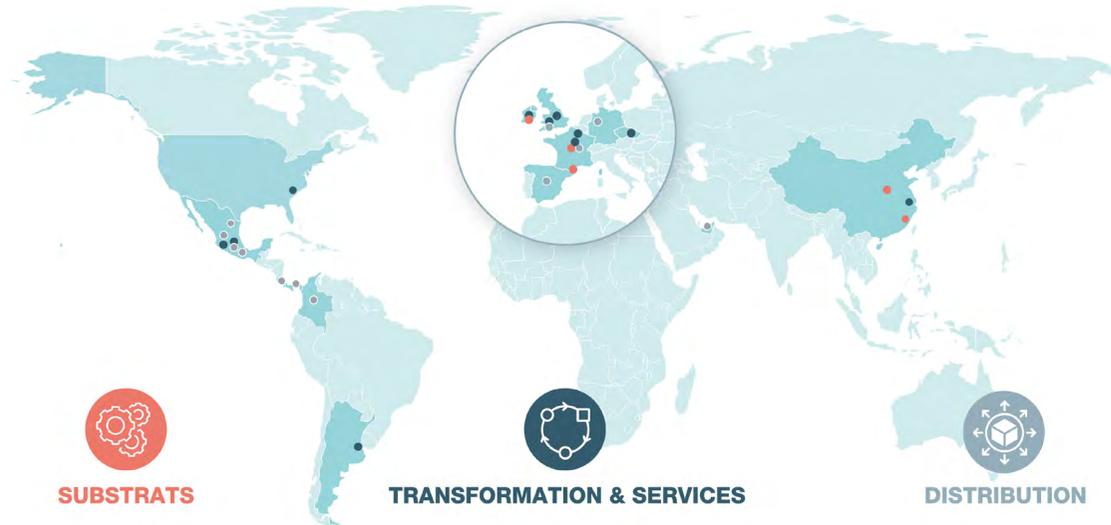
Our values bring our strategic compass to life and reflect its spirit.

They define who we are, what brings us together, and how we operate every day:

**entrepreneurship, excellence, solidarity, and value creation.**

Shared across the Group, these values foster initiative and responsibility, encourage cooperation and respect, and guide our pursuit of a positive and lasting impact for our patients, customers, partners and the communities in which we operate.

**Together, our vision, strategic compass and values give meaning to our actions: they express our commitment to making Sterimed a high-performing, responsible company, driven by collective progress.**



MEMBERS OF THE STERIMED GROUP

## KEY FIGURES

**1,500**  
EMPLOYEES

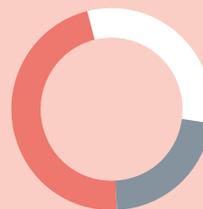
**110**  
COUNTRIES

**€300 M**  
IN REVENUE

**13**  
PRODUCTION AND PROCESSING SITES

**13**  
DISTRIBUTION SITES

**47%**  
in Europe, Middle East and Africa



**31%**  
in Asia-Pacific

**22%**  
in North & South America

SITES AND SALES OFFICES IN **18** COUNTRIES

**9** ACQUISITIONS

**28** TOWNS

AROUND **25** NATIONALITIES

ACROSS **3** CONTINENTS

# 2025: Independence, a Milestone in Our Association of Entrepreneurs Model

**In May 2025, less than 10 years after its creation, the Group reached a decisive milestone in its history by becoming fully independent.**

This development is far more than a change in governance: it strengthens and gives fresh momentum to our Association of Entrepreneurs model.

Under this new shareholder structure, the management team, led by Thibaut Hyvernats, has assumed control of the Group's governance alongside the Friends of Sterimed - a dedicated entity that brings together the entrepreneurs who have joined us over the years, as well as new financial partners.

This independence is underpinned by a strong and responsible shareholder base, bringing together management, the Friends of Sterimed and two financial partners: Sagard, which has supported the Group since 2019, and IK Partners, which is joining Sterimed in the same spirit of contributing expertise and long-term support.

At the same time, the Group completed a refinancing that includes a sustainability component in the form of a Sustainability-Linked Loan (SLL).

This mechanism links part of the interest margin to the achievement of specific ESG targets.

The performance indicators and their targets will be defined during FY26 and will cover, at a minimum, greenhouse gas emissions for Scopes 1 and 2, as well as Scope 3.



Pierre-Emmanuel NIÉDRÉE,  
Director of Corporate and Legal Affairs / Group Strategic Planning

*Sharing the value we create is part of our DNA - right from day one. We set out to build a model in which economic success and collective success go hand in hand. For us, value creation only truly matters if it is shared with our employees, who make it possible.*

*This year, following our independence, an exceptional "Value Creation" bonus - equivalent to two months' salary - was paid to all Group employees. This is our way of recognising everyone's efforts in making this milestone possible.*

*This approach is nothing new. Since Sterimed was founded, we have regularly launched employee share ownership campaigns, giving every employee the opportunity to invest in the Group's equity. We plan to launch a new campaign - our fifth - in 2026.*

*Today, nearly 50% of our employees worldwide have participated in at least one employee share ownership campaign since 2017.*

*Together, we have seen the value of Sterimed shares increase by a factor of 4.5, the result of everyone's collective work. For us, sharing is more than a principle: it is a way to give meaning to our performance and strengthen our collective spirit. ”*



# Group Governance

Sterimed's governance is built on two complementary structures: shareholder governance, which sets the Group's strategic direction, and managerial governance, which is responsible for decision-making and operational execution.

## STRATEGIC OVERSIGHT AND DIRECTION

**4 KEY COMMITTEES** ensure the consistency, transparency and sustainability of the Group's governance.



### SUPERVISORY COMMITTEE

The Supervisory Committee plays a key role in overseeing the Group's activities. Certain important decisions may be submitted to it for information, while our most strategic decisions require its prior authorisation.

#### 11 members

Representatives of management, Sagard and IK Partners, as well as two independent members with expertise in our industry and business.

**Thibaut Hyvernat,**  
*Sterimed*

**Keith McCracken,**  
*Independant*

**Saïk Paugam,**  
*Sagard*

**Antoine Ernoult-Dairaine,**  
*Sagard*

**Pierre Darrot,**  
*Sterimed*

**Thalia Arrouasse,**  
*Sagard*

**Christophe Simon,**  
*Sterimed*

**Rémi Buttiaux,**  
*IK Partners*

**Vincent Elriz,**  
*IK Partners*

**Déborah Collignon,**  
*IK Partners*

**Roy van den Oudenhoven,**  
*Independant*

**Additional non-decision-making committees, composed of members of the Supervisory Committee and dedicated to reflection, have also been established:**



### STRATEGIC COMMITTEE

**Supporting the Group's strategic compass.**

#### 11 members

Its mission is to discuss medium- and long-term objectives, technological opportunities, markets, acquisitions, and to propose relevant areas of work.



### IMPACT COMMITTEE

**Supervision of sustainability and leadership culture oversight.**

#### 5 members

It focuses on the sustainability impact and management-culture dimensions of our strategic compass, including resources and waste, safety, ethics and compliance, and training.



### AUDIT AND RISK COMMITTEE

**Financial oversight and risk management.**

#### 4 members

In addition to reviewing the annual financial statements, it also provides a forum to discuss Sterimed's main risks, including cybersecurity, geopolitical risk, procurement, and more.

## MANAGEMENT AND OPERATIONAL EXECUTION

**TWO MANAGEMENT COMMITTEES** ensure the implementation of our strategy and the day-to-day coordination of operations.



### GROUP MANAGEMENT COMMITTEE (MANCO)

Responsible for operational and strategic decision-making, as well as coordination and operational consistency.

**11 members**

**Thibaut Hyvernat,**  
Group Chairman and Chief  
Executive Officer

**Céline Bouygue,**  
Human Resources Director

**Christophe Simon,**  
Director of Strategic Monitoring  
and Public Affairs

**Clémentine Auffray,**  
Innovation, Compliance  
and Quality Director

**Franck Trotignon,**  
Industrial Director,  
in charge of CSR

**Georges Verneuil,**  
Chief Operating Officer Europe,  
Middle East and Africa

**Jérôme d'Hautefeuille,**  
Chief Financial Officer

**Nathalie Richer,**  
Sales and Marketing Director

**Nicolas Paillet,**  
Chief Operating Officer,  
Asia Pacific

**Pierre-Emmanuel Niedree,**  
Director of Legal Affairs and  
Strategic Planning

**Romain Durande,**  
Chief Operating Officer,  
Americas



### EXECUTIVE COMMITTEE (EXCOM)

Responsible for implementation and the sharing of best practices, it ensures the roll-out of the strategy across operations and facilitates the flow of information between entities.

**32 members**

Including members of the Management Committee, site directors, cross-functional functions and business unit managers.

# Highlights

## STERIMED GROUP BECOMES INDEPENDENT ○○○

This year's key milestone: we are now an independent Group. Following a restructuring of the shareholding structure, the management team now holds over 40% of the share capital. This development gives us greater control over our governance, strategic direction and decision-making, marking a key turning point in our collective history.

## DEPLOYING AND EMBRACING NEW VALUES ○

Following last year's collaborative work to define our values, 2025 saw their roll-out on a broad scale. A series of engaging activities and workshops enabled each employee to embrace them and bring them to life every day.



## SOLAR PANELS AT WESTFIELD ○

After China, our Westfield site in the UK installed 749 solar panels. Covering an area of 1,460 m<sup>2</sup>, they generate a significant proportion of the site's energy and sustainably reduce its carbon footprint.

## 2<sup>nd</sup> LEADERSHIP PROGRAM CONCLUDES ○

Before the summer, the second edition of our ten-month Leadership Program drew to a close. Combining training, coaching and experience sharing, it enabled our international managers to strengthen their skills and leadership in support of our collective ambition.

## INCLUSION AND DISABILITY COMMITMENTS ○○

Two major commitments were made in France regarding disability, with the signing of a charter at our head office and a dedicated agreement in Palalda. These initiatives set out concrete actions around key themes such as recruitment, support, job adaptation and career development.

## 1<sup>st</sup> CSR WEEK ○○

In the autumn, we organised our first CSR Week. All of the Group's sites were mobilised, participating in a range of conferences, workshops and awareness-raising activities. This collective initiative illustrates how deeply responsibility is rooted in both our corporate culture and daily practice.

## A NEW GRAPHIC IDENTITY FOR SAFETY ○

This year, we strengthened our communication on safety with the creation of a dedicated logo and graphic charter. Rolled out across all our sites, this new identity enhances the visibility, consistency and impact of our prevention messages.



## WORK ON THE DOUBLE GREEN PROJECT KICKS OFF ○○○

In March, the foundation stone was laid, marking the official launch of the Double Green project in Fuzhou. This project aims to merge two production sites into a single, eco-designed building powered by sustainable energy sources. It will help reduce our environmental footprint and improve working conditions.



## NEW COATING LINE IN SUZHOU ○

Our Suzhou site continues to expand with the installation of a next-generation coating line, operated in a cleanroom environment. This new production capacity strengthens our regional autonomy and supports the growth of our coated products.

## GO-LIVE OF THE NOVA PROJECT ○○

We reached a key milestone with the go-live of the Nova project at our SPS Medical pilot site. This deployment marks the culmination of several years of preparation for the implementation of our new ERP and CRM - a project that will shape the future of the entire Group.

## 4<sup>th</sup> EMPLOYEE SHAREHOLDING CAMPAIGN ○

In October, we launched our fourth employee share ownership campaign, open to all Group employees. Driven by our values of entrepreneurship and sharing, this initiative gives everyone the opportunity to both contribute to and benefit from the Group's growth. Nearly 750 employees are now shareholders, including new participants and those renewing their commitment.

## DEPLOYMENT OF OUR FIRST GROUP INTRANET: MYSTERIMED ○○○

We have launched our first Group intranet: MySterimed. This digital platform connects all of the Group's entities, shares major projects and gives every site a voice. It is a unifying tool designed to strengthen our corporate culture and facilitate the flow of information.

## STRATEGIC COMPASS

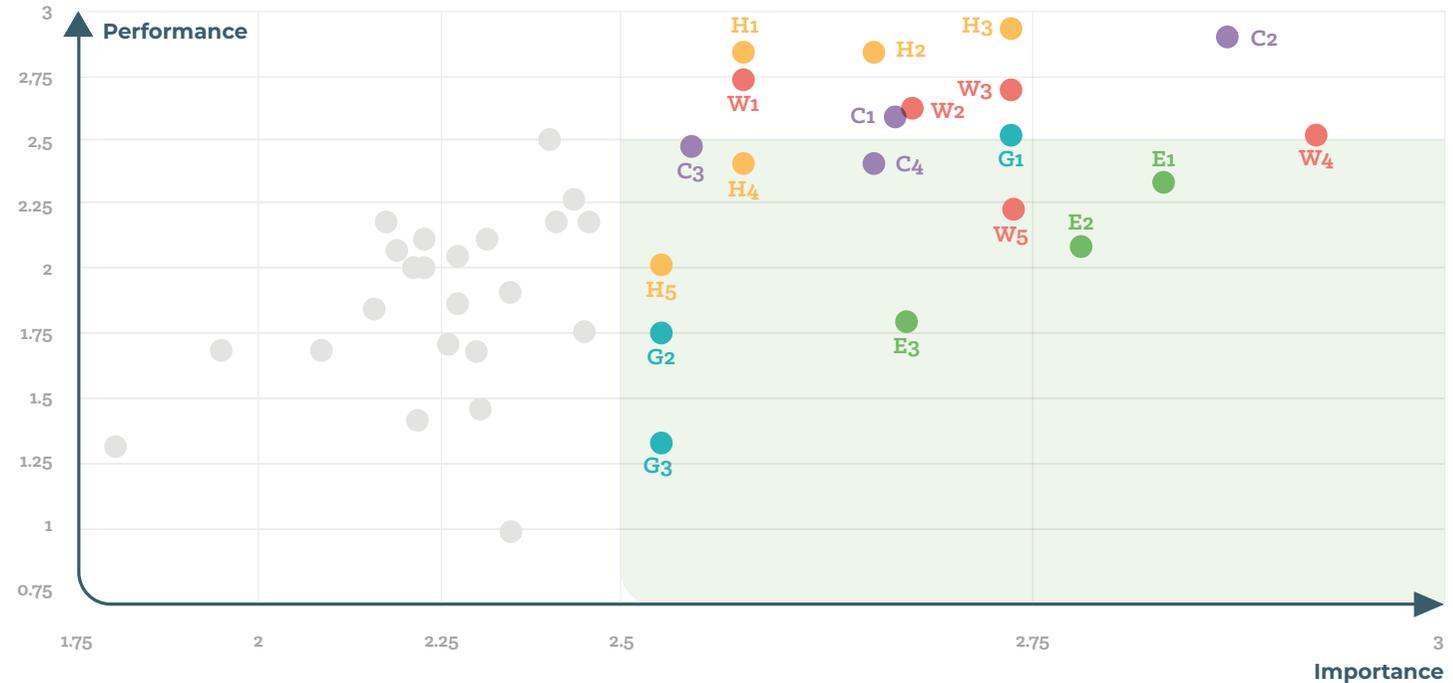
- MANAGERIAL CULTURE
- BUSINESS DEVELOPMENT
- IMPACT

# Materiality matrix

A key corporate governance tool, our 2023 materiality analysis has enabled us to prioritise the Group’s CSR issues and identify those that have a significant impact on Sterimed’s growth, value creation and long-term environmental and social resilience, while taking into account the expectations of our main stakeholders. This approach forms part of a continuous improvement process.

## METHODOLOGY

Sterimed’s CSR materiality matrix is based on the ISO 26000 standard, against which 44 topics were assessed, including governance, human rights, labour relations and working conditions, the environment, fair operating practices, business relationships, communities and local development. To develop this matrix, a steering committee comprising members of the Executive Committee was convened to incorporate internal stakeholder insights, assess Sterimed’s operational realities and reflect the perspectives of external stakeholders. First conducted in 2023, this exercise will be repeated in 2026 as a double materiality assessment, in line with CSRD requirements, to more effectively cross-reference the company’s impacts on its environment with the risks and opportunities likely to influence its performance.

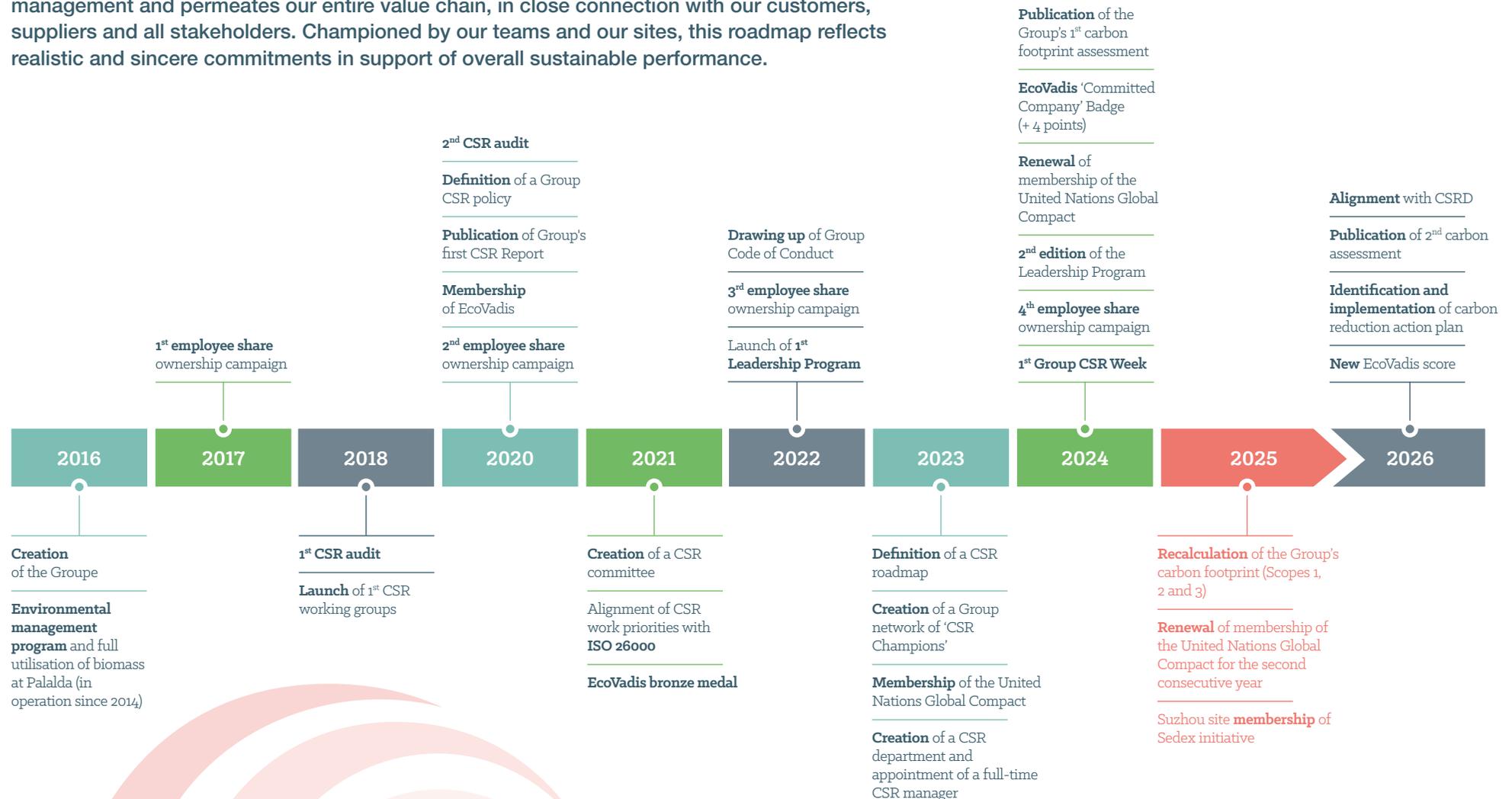


## LEGEND

- |  |  |  |  |   |
|--|--|--|--|---|
| <span style="color: #00A68F;">●</span> <b>GOVERNANCE</b>         | <span style="color: #FFC000;">●</span> <b>HUMAN RIGHTS</b> | <span style="color: #E67E22;">●</span> <b>WORKING RELATIONS AND CONDITIONS</b> | <span style="color: #6A329F;">●</span> <b>BUSINESS CONDUCT</b> | <span style="color: #2ECC71;">●</span> <b>ENVIRONMENT</b>             |
| <b>G1</b> Local regulations and international reference texts    | <b>H1</b> Economic, social and cultural rights             | <b>W1</b> Social dialogue  | <b>C1</b> Fair business practices                              | <b>E1</b> Sustainable use of resources (energy, water, raw materials) |
| <b>G2</b> Values aligned with sustainable development principles | <b>H2</b> Civil and political rights                       | <b>W2</b> Working conditions   | <b>C2</b> Patient health and safety                            | <b>E2</b> Pollution/end of life of products                           |
| <b>G3</b> Strategic approach, action plans and objectives        | <b>H3</b> Fundamental principles and labour rights         | <b>W3</b> Employer/employee relations  | <b>C3</b> Consumer data and privacy protection                 | <b>E3</b> Climate change  |
|  | <b>H4</b> Diversity & inclusion                            | <b>W4</b> Health and safety at work  | <b>C4</b> Consumer satisfaction                                |   |
|  | <b>H5</b> Human rights in the supply chain                 | <b>W5</b> Skills development   |  |   |

# CSR roadmap

Mindful of the environmental, social and societal responsibilities related to our business, we have for several years been pursuing a structured and proactive approach to continuous improvement, inspired by the ISO 26000 standard. Corporate Social Responsibility is embedded in the Group's management and permeates our entire value chain, in close connection with our customers, suppliers and all stakeholders. Championed by our teams and our sites, this roadmap reflects realistic and sincere commitments in support of overall sustainable performance.



# CSR Strategy

Sterimed's CSR approach is structured around **three key focus areas**



**Reducing**  
OUR OVERALL  
ENVIRONMENTAL FOOTPRINT



**Creating**  
A POSITIVE  
SOCIAL AND SOCIETAL IMPACT



**Building**  
MORE  
RESPONSIBLY

## SUSTAINABLE DEVELOPMENT GOALS

Adopted by the United Nations in 2015, the Sustainable Development Goals (SDGs) are a global call to action to end poverty, protect the planet, and ensure peace and prosperity for all by 2030. The private sector plays a crucial role in achieving these goals worldwide. Sterimed has therefore identified the 10 SDGs to which we contribute most through our operations and CSR commitments.



## CSR D

The Corporate Sustainability Reporting Directive (CSRD), progressively being phased in since January 2024 and applicable to the Sterimed Group from 2028, strengthens the transparency of sustainability reporting by broadening disclosure requirements and improving the comparability of information. It is underpinned by the European Sustainability Reporting Standards (ESRS), which set out requirements across environmental, social and governance matters.

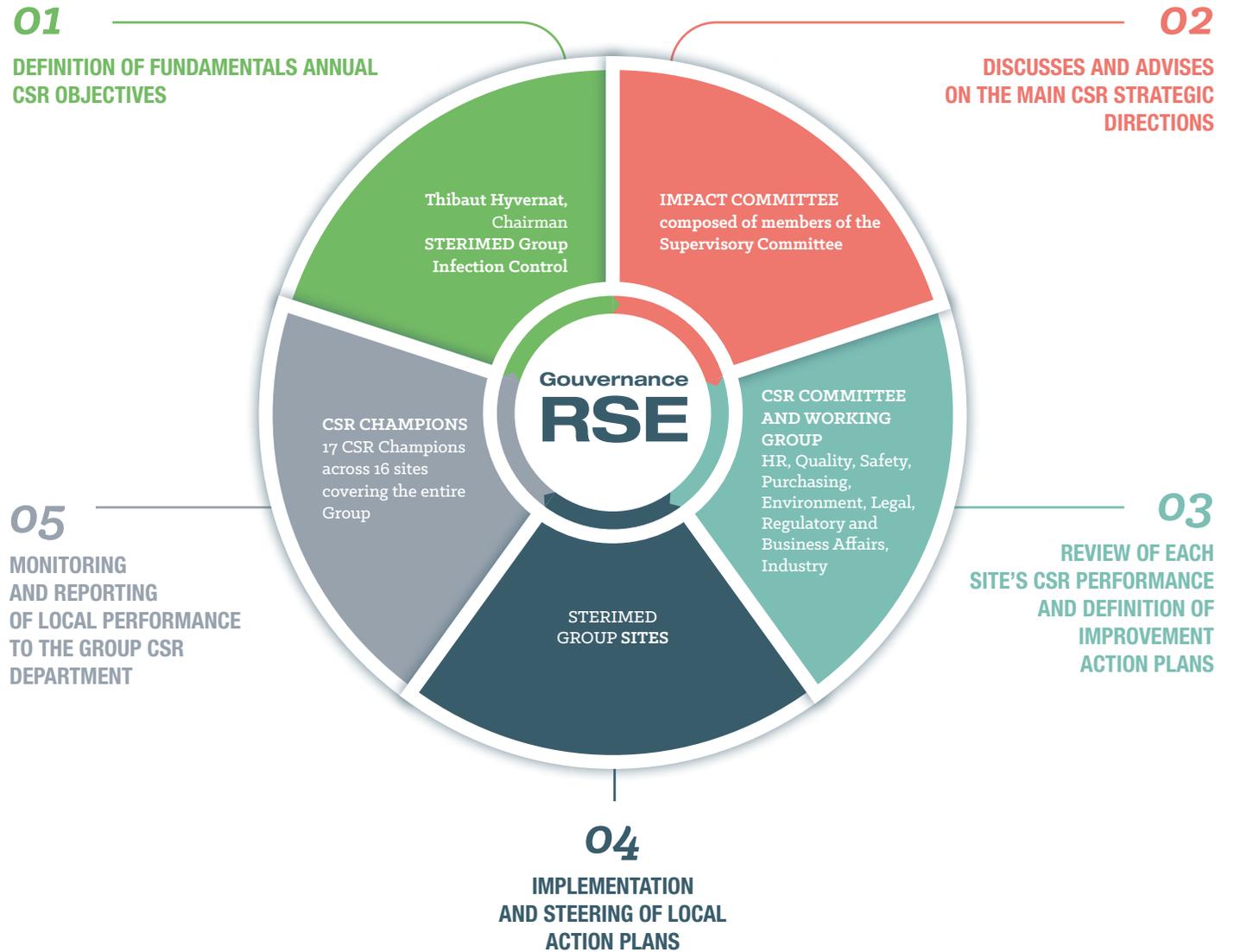


# CSR Governance

To support its CSR approach, the Sterimed Group has established a structured governance framework led by the Chair, Thibaut Hyvernat, and supported by an Impact Committee and a dedicated CSR Committee. This body brings together cross-functional representatives and experts from across the Group, including Human Resources, Quality, Safety, Purchasing, Energy, Environment, Legal, Finance, Regulatory Affairs, Commercial, Industrial/Operations and CSR.

The CSR Committee meets regularly to address the Group's key sustainability topics. In 2025, priorities included strengthening our safety culture, launching the second carbon footprint assessment cycle and preparing a climate pathway. The Committee also focused on extra-financial ratings (such as EcoVadis), anticipating new European regulatory requirements (CSRD, EUDR, PPWR), and structuring our approach to responsible procurement, supplier traceability and product eco-design.

Discussions within the Committee help to prioritise issues, define action plans and ensure alignment with the Group's Strategic Compass. They also support the roll-out of the CSR strategy across operational functions, strengthen coherence between sites and mobilise all employees around a sustainable performance trajectory.



## OUR NETWORK OF CSR CHAMPIONS

Our CSR Champions network expanded this year to include 17 volunteer employees, whose commitment goes beyond their day-to-day roles. Acting as on-the-ground ambassadors, they help drive and bring to life our CSR strategy across all our production and distribution sites, stimulate local initiatives and share best practices.

In September 2025, a Responsible Buyer joined the network as CSR Champion for Purchasing. This evolution ensures that environmental and social considerations are firmly embedded in our procurement processes, strengthens dialogue with suppliers and positions the Purchasing function as a key lever for sustainable performance.

Convinced that the success of this approach relies on everyone's trust and mobilisation, we continue to build it together with all employees, so that CSR is fully integrated into the day-to-day life of our projects, innovations and sites.



EUROPE	
	<b>KAMRATH</b> Chris
	<b>THOMAS</b> Isabelle
	<b>JULLIEN</b> Audrey
	<b>MAKACI</b> Mehdi
	<b>PRIN</b> Claire
	<b>VIEZ</b> Delphine
	<b>PIETRZYCK</b> Kamil
	<b>GHENT</b> Emma
	<b>LAFUENTE</b> Alfredo
	<b>CENTNER</b> Michal
ASIA	
	<b>ZHANG</b> Jacky
	<b>LIN</b> Victor
AMERICA	
	<b>FRAZIER</b> Celena
	<b>BLACK</b> Nyeka
	<b>MARISOL BAZAN</b>
	<b>SANTILLAN</b> Nubia
	<b>PLA</b> Nicole



Emma **GHENT-WHEATLEY**, Riverside CSR Champion

“Since Riverside joined the Sterimed Group in 2024, it has been a pleasure to amplify Riverside's existing CSR practices within the Group's framework. As CSR Champion for the UK site as well as undertaking a CSR and Sustainability lead role, my priority is to continue to connect what already works at Riverside with Sterimed's collective objectives and to accelerate progress. I work with teams and individuals across many operations to turn commitments into routine practice, focusing on environmental protection, waste management, resource efficiency, energy performance, and a strong culture of health, safety and wellbeing. We set clear targets, review outcomes and share learnings so that every improvement can be replicated at scale. With determination and a clear sense of accountability, we are strengthening Riverside's contribution to Sterimed's sustainability journey and showing how disciplined daily actions create lasting impact.”



Jacky **ZHANG**, CSR Champion Asia, Sterimed Suzhou

“Since joining the Sterimed Group in 2022, I have been deeply committed to advancing our sustainability objectives. Over the past three years, serving as a CSR Champion has given me the opportunity to actively contribute to Sterimed's global CSR network - a space that fosters collaboration, idea-sharing, and collective progress across our sites worldwide. Sustainability has always been a personal interest of mine, and I am proud to see how our initiatives in Suzhou have supported the Group's environmental ambitions. We have implemented projects such as campaigns to eliminate compressed air leakage, industry water recycles using to reduce hazardous waste, energy-efficiency programs, and awareness activities encouraging responsible electricity use among employees. As Sterimed continues to expand in Asia, particularly with the development of Double Green, CSR will play an increasingly strategic role. It is both inspiring and rewarding to take part in this shared journey toward a more responsible and sustainable future.”



Claire **PRIN**, CSR Champion, Sterimed SPS Medical

“As CSR Champion and HSE Manager at SPS Medical, I coordinate our day-to-day CSR approach, from team engagement and indicator monitoring to performance reviews and the sharing of best practices. Since SPS Medical joined the Group in 2021, we have structured local governance focused on waste reduction at source, recycling of different materials and energy efficiency. The upcoming opening of our new warehouse will be a major asset, helping to reduce our carbon footprint (through geothermal heating and shorter transport distances) and to better control environmental risks. We are also making progress on energy through consumption monitoring and control, preventive maintenance and the replacement of energy-intensive equipment. Our ambition remains constant: to make CSR concrete, measurable and supportive of industrial performance, while reducing our overall impacts.”



# Reducing

## OVERALL ENVIRONMENTAL FOOTPRINT

**Products**  
INNOVATE & ECO-DESIGN

**CO<sub>2</sub>**  
MEASURE & MITIGATE

**Water**  
REDUCE & RESTORE

**Waste**  
REDUCE, REUSE, RECYCLE

**KPIs**

**100%**  
**OF THE GROUP'S SITES**  
covered by the 2024-2025 Carbon Assessment (including Riverside)

**2,784 tCO<sub>2</sub>**  
**DIRECT EMISSIONS**  
(Scope 1) in 2022-2023

**SDGs**

**6** CLEAN WATER AND SANITATION  
**12** RESPONSIBLE CONSUMPTION AND PRODUCTION  
**13** CLIMATE ACTION

# 3 complementary perspectives

## Léa BELEN

*Engineering Project Manager, Palalda*

## Mathis MARTIN

*Industrial Innovation Project Manager, Palalda*

## & Assia MOURI

*Marketing Project Manager, Boulogne*

### Why are Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF)\* priorities today, and what are your objectives?

**R&D:** We are rolling out a Group-wide methodology to measure impacts in a consistent and comparable way, based on ISO standards and the Environmental Footprint (EF) 3.1 method, to establish a reliable foundation and drive continuous improvement. This supports eco-design by identifying technical levers and quantifying expected benefits.

**Marketing:** Customers and tenders increasingly require quantified evidence. LCA and PCF provide factual data, covering greenhouse gas emissions, water and energy, to support our sales teams, build trust and differentiate our offerings, without compromising patient safety.

### How did you jointly define the criteria and key data?

**R&D:** Products were prioritised together with Marketing, then our sites and the Purchasing

function were mobilised. R&D collected and validated the data using the Ecoinvent database as a reference, and the approach was formalised in a shared methodological report, including scope, assumptions and data requirements.

**Marketing:** We translated market expectations into measurable and actionable indicators, covering materials, processes and sourcing. These indicators become performance criteria embedded in innovation and provide a common language used both internally and externally.

### How are the LCA and PCF results translated into decisions and communication?

**R&D:** Studies identify the main impact drivers and guide design trade-offs towards the most sustainable options. They support the continuous improvement of existing products and ensure eco-design is integrated from the earliest stages of new projects, together with Purchasing, suppliers and end-of-life considerations.

**Marketing:** They form the basis for transparent communication. To secure credibility in an area that is not yet fully harmonised, our methodology is reviewed by an independent expert, the “Pôle Éco-conception” recommended by ADEME, and aligned with ISO standards. This provides evidence that can be used directly in calls for tenders.

### What are the next steps to accelerate footprint reduction?

**R&D:** Our approach is embedded and evolving. Our priority is data quality through a Group-wide

programme and closer collaboration with suppliers, while gradually increasing maturity towards more multi-criteria assessments.

**Marketing:** We are making eco-design a default approach and strengthening circularity by integrating end-of-life considerations such as recyclability, material recovery and waste reduction. We will highlight eco-designed ranges backed by verified data to meet customer requirements and stand out in the market.

\*LCA: Life Cycle Assessment; a multi-criteria evaluation of environmental impacts.  
PCF: Product Carbon Footprint; quantification of greenhouse gas emissions (kg CO<sub>2</sub>e).



# Products

## INNOVATE & ECO-DESIGN

At Sterimed, innovation is driven by a clear requirement: to reconcile three inseparable imperatives: the highest standards of technical performance, impeccable regulatory compliance, and a measurable reduction in the environmental footprint of our products.

### ECO-DESIGN: A STRUCTURED APPROACH IN SUPPORT OF SUSTAINABLE PERFORMANCE

As our environmental commitments strengthen, eco-design has become a guiding principle for all our developments, from materials and processes to design and end-of-life considerations. This trajectory never comes at the expense of our primary requirement: patient safety remains the foundation of all our decisions, trade-offs and technological choices.

#### From intention to execution: building a shared foundation

Eco-design is part of a structured approach based on robust, shared and reproducible methods. Over time, we have evolved our practices beyond a one-off approach and established a Group-wide process. This structure meets a very concrete need: to measure our products' environmental impacts objectively. These data guide our design choices, fuel continuous improvement and provide customers with quantified, consistent and traceable evidence.

In a context where sustainability is becoming a key criterion in calls for tenders, reliable environmental indicators are both a competitiveness factor and a driver for progress. Our challenge is twofold: enabling our teams to steer technical choices, and providing customers with clear and consistent information so they can integrate our solutions into their own sustainability and compliance initiatives.

#### Co-designing with our ecosystem to ensure robustness

Because a product is the result of multiple contributions, our approach relies on close cross-functional collaboration. It mobilises multidisciplinary internal teams, integrates customer feedback, involves Purchasing closely in supplier selection and assessment, and draws on independent third-party laboratories when necessary.

Designed as a continuum between innovation, industrialisation and compliance, this organisation enables us to reconcile technical performance, risk management, regulatory requirements and impact reduction.

In the same spirit, we have strengthened dedicated human and financial resources and

deployed tools to systematically quantify, monitor and document assumptions. This methodological discipline anchors social and environmental responsibility at the heart of our day-to-day projects, partnerships and product governance.

#### Embedding eco-design into our development routines

A major turning point during this period has been the systematic integration of environmental issues into our development routines. In practical terms, we are updating our processes so that, from the earliest design phases, we take into account the impacts of raw materials, suppliers and manufacturing processes. Our objective is clear: to inform technical decisions with sustainability indicators and make choices that are evidence-based, comparable and better anticipated.

This approach also enables us to take a structuring step forward: quantifying the Product Carbon Footprint (PCF). By gradually integrating these measurements into our projects, we are turning our eco-design ambition into a concrete steering tool, capable of guiding trade-offs and objectively prioritising actions.



#### Consolidating a robust and recognised PCF methodology

Over the year, we formalised a structured methodology for calculating the Product Carbon Footprint (PCF). It enables harmonised quantification of the carbon footprint of our main products, whether existing or under development.

Validated by "Pôle Éco-conception", an independent third-party organisation, this methodology is based on a clearly defined scope, rigorously documented assumptions and a precise explanation of its limitations. It now serves as the common reference framework for all PCF analyses conducted across the Group.



Building on this, we have launched a continuous improvement initiative to enhance the accuracy and reliability of our PCFs. This maturity pathway is driven by several complementary levers: gradually expanding the scopes assessed, critically reviewing and regularly updating data to improve representativeness, and maintaining structured dialogue with suppliers. Led by the Purchasing Department, this work relies in particular on dedicated supplier questionnaires on environmental practices and data, helping to secure analyses and embed environmental performance over the long term.

# FOCUS

## STANDARDS FRAMEWORK: A STRUCTURING ISO FRAMEWORK

ISO 14040 defines the principles and reference framework for LCA, specifying the key steps (goal and scope, inventory, impact assessment and interpretation) and ensuring overall consistency.

ISO 14067 specifically addresses product carbon footprint and sets out quantification and communication requirements, based on internationally recognised accounting methods.

### Deploying a life cycle approach and accelerating circularity

In 2025, we took a significant step forward by deploying a more comprehensive life cycle approach. This allows us to move beyond a linear mindset and transition towards a more circular model for our products, from initial design to end-of-life, while maintaining our requirement for the highest standards of patient safety.

### Raw materials: responsible sourcing and impact measurement

We are implementing two complementary approaches to reduce our sourcing footprint. First, we are gradually integrating bio-based and recyclable materials to decrease our reliance on fossil carbon, while maintaining strict oversight of compliance, performance and safety requirements.

Where PCF or LCA data are available, we collect them and assess their quality and consistency with our methodology in order to foster structured, fact-based dialogue. This enables us to make objective sourcing decisions and better target key levers for improvement.

### Use phase: documentary eco-design

We are also integrating eco-design principles into structuring elements such as labelling and documentation (IFUs, etc.). Our goal is to minimise associated consumption while ensuring all regulatory information remains complete. To achieve this, we provide project teams with dedicated guides and resources, developed in collaboration with pilot customers, with the aim of gradually rolling out these best practices across new products.

### End-of-life: sorting, recyclability and biodegradation

We take a comprehensive approach to the end-of-life of our solutions through three complementary approaches. The first concerns sorting and logistics, with the aim of identifying and deploying pilot initiatives within healthcare facilities to move from theoretical recyclability to operational, effective recyclability. The second focuses on product recyclability, based on assessments carried out by independent third-party laboratories (component separability and recyclability) and the development of in-house testing capabilities. In line with our standards, we have also developed an internal recyclability protocol inspired by recognised references such as CTP and CEPI.

Finally, to strengthen the scientific rigour of our approach, we are studying the biodegradability and compostability of specific material families through documented testing programs.

STERIMED
PRODUCT ECO PROFILE

### ETHYPEL® PERFORMANCE SP63

Top Web / Fibres naturelles

**ECO PROFILE ETHYPEL® PERFORMANCE SP63**

CARBON FOOTPRINT		
Climate Change (1)	kg eq CO2	X

(1) LCA indicators generated using EcoInvent 3.8 database for 1kg of EthypeL Performance SP63 with coating

MINIMAL IMPACT RAW MATERIALS AND RESOURCES		
ECO Design	Yes/No	X
Renewable material	%	X

CLEAN PRODUCTION		
Low-carbon Energy	%	X
Renatured water (1)	%	X
Coating Solvent	%	X

MINIMAL IMPACT END OF LIFE		
Recyclability	Yes/No	X
Compostability	Yes/No	X

Ecoprofile database edited on July 1st - 2025

ETHYPEL® Performance SP 63 gsm is a cellulose-based renewable packaging material, using ECF wood pulp sourced from responsible suppliers and certified by FSC or PEFC. Its heat sealing layer designed with less material for optimal sealing strength without solvents. Manufactured in Palakda, France, the production line processes use 85% renewable energy from biomass and locally sourced power, and renatures 93% (1) of water from a local river. Designed for recyclability, it has been tested recyclable by the Western Michigan University institute.

(1) returns to nature

100%

FSC or PEFC certified wood pulp

Fully Compliant

EU TR (Timber Act)

For more information about our sustainability collection, scan the QR code

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INTRODUCTION

ENVIRONMENT

SOCIAL

ETHICS

## INVOLVEMENT IN STANDARDISATION WORK AND SECTOR INITIATIVES

### Accelerating the transition to sustainable healthcare packaging

Sterimed plays a proactive role in defining sustainability standards for healthcare packaging. As a member of the Advancing Standards Transforming Markets (ASTM) E60 Environmental Committee and its E60.42 sub-committee, the Group contributes to the development of the Standard Guide for Designing for Recyclability of Single Use Products and Packaging used in Healthcare Applications.

This guide aims to integrate recyclability from the design stage of medical packaging, reconciling environmental requirements with industrial constraints and safety imperatives.

This commitment goes beyond simple participation. Sterimed shares concrete insights gained from years of experience with sterile barrier systems to help define technical requirements that are both credible and operationally viable.

By sharing our expertise and aligning our practices with the state of the art, we support the healthcare sector's transition to circular solutions, without compromising patient safety.



ASTM INTERNATIONAL

### From pilot projects to large-scale recycling solutions

Alongside the Healthcare Plastics Recycling Council (HPRC), we contribute to initiatives aimed at reducing hospital plastic waste and testing the feasibility of dedicated collection and sorting streams.

Following an initial pilot project in the Netherlands, a second phase was conducted in Germany by HPRC Europe. With Sterimed's active support, this phase assessed the operational feasibility of collecting and sorting plastic packaging waste generated by healthcare activities.



**Christophe SIMON,**  
Group Director of Global  
Monitoring and Public Affairs

*“In these projects, Sterimed provides technical support and operational feedback to address the real constraints of the sector, particularly contamination challenges, material identification and sorting conditions. Our aim is to demonstrate that recycling plastics from the healthcare sector is not only possible, but also economically viable and scalable. Through these initiatives, we are opening concrete pathways towards circularity by combining innovation and responsibility with measurable environmental impact.”*

## FOCUS



### ENKORE: UNITING ECO-DESIGN, SAFETY AND CIRCULARITY

Sterimed is a member of the ENKORE consortium, a European initiative dedicated to accelerating the transition towards circular, safe and sustainable solutions for single-use medical and pharmaceutical devices and their packaging. The project's mission is to build a robust eco-design framework that integrates sustainability across the entire life cycle, from initial design and production to use and end-of-life.



**Clémentine AUFFRAY,**  
Group Innovation and Compliance Director

*“Through pilot projects carried out with our customers, we leverage our papermaking expertise to develop cellulose-based packaging solutions rooted in eco-design principles, in the short and long term. We also contribute to methodological work on recyclability and Life Cycle Assessment (LCA), with a clear objective: to demonstrate that circularity is achievable in the healthcare sector, despite the challenges linked to industrial processes, use conditions and end-of-life pathways.”*

### Anticipating a constantly evolving regulatory environment

With the gradual implementation of the PPWR, Sterimed is already anticipating future packaging requirements. We are strengthening our prevention and awareness-raising initiatives while systematically integrating recyclability from the earliest stages of design. This preparedness is reflected in the progressive integration of environmental criteria into our development workflows, from material and supplier selection to design decisions and end-of-life scenarios.

In parallel, we are structuring our evidence base and associated documentation to support regulatory compliance, ensure comparability of solutions and enable robust environmental reporting for our customers.

To address material traceability challenges and help mitigate deforestation risks linked to our use of paper pulp, we have strengthened our supplier requirements and adapted our processes in anticipation of the entry into force of the European Deforestation Regulation (EUDR), scheduled for December 2026.

Although the regulatory timetable has shifted, we completed the majority of our preparatory work in 2025. This proactive approach has included structuring traceability chains for all relevant raw materials, consolidating supplier data - specifically the geolocation coordinates of production plots - and implementing a rigorous due diligence process.

This system enables us to file due diligence statements on the dedicated European TRACES platform and obtain a reference number, supporting traceability and substantiating our low deforestation risk assessment for Sterimed paper products. These reference numbers, in turn, become a requirement for our converting sites. This reinforces the reliability of our data and the robustness of our practices, going beyond compliance and supporting a more responsible approach to procurement.

Finally, Sterimed relies on applicable industry standards for sterile barrier systems, specifically ISO 11607 and the EN 868 series, to reconcile environmental requirements with regulatory compliance, technical performance and patient safety.

Because packaging solutions are closely linked to sterilisation, storage and transport phases, we actively participate in relevant standardisation work. This involvement helps ensure that, as we transition towards more sustainable solutions, we continue to meet the high safety standards required by the healthcare sector.

#### Anchoring our approach in the long term: knowledge sharing, skills development and continuous improvement

In addition to our PCF methodology and our transition towards multi-criteria LCA assessments, we are progressively rolling out **Ecoprofiles** across an increasing number of products. The philosophy, scope and application modalities for these profiles are formalised and documented.

Where relevant, these Ecoprofiles are shared on a confidential basis with partner customers. This enables the **co-construction of solutions tailored to their operations and challenges**.

More broadly, PCF and environmental impact assessment routines are now integrated into the upstream phases of our Research and Development projects. They help challenge technical choices, clarify trade-offs and steer innovation priorities.

In parallel, we share definitions, methodologies and indicators across the Group. This **strengthens our eco-design culture** and helps harmonise practices within our teams.

## FOCUS

### REGULATORY FRAMEWORK: PPWR AND THE FUTURE OF PACKAGING

The European Packaging and Packaging Waste Regulation (PPWR), adopted in 2024, introduces more stringent requirements for recyclability, recycled content, and circularity.

By 2030, all packaging placed on the EU market will need to be designed for recycling. For medical devices, these requirements must also be reconciled with safety imperatives. Our eco-design initiatives anticipate these developments by continuously improving environmental performance while upholding the highest standards of safety and compliance.



# CO<sub>2</sub>

## MEASURE & MITIGATE

Controlling our carbon footprint is central to our approach and our environmental strategy. Following an initial carbon assessment covering the 2022-2023 fiscal year, we have launched a new emissions assessment campaign for fiscal year 2024-2025. This initiative reflects our commitment to improving the accuracy, completeness and reliability of our future low-carbon trajectory.

### METHODOLOGY AND ANALYSIS

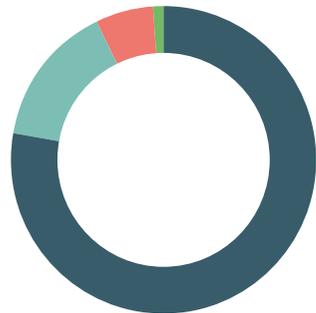
Our carbon footprint was calculated and analysed in accordance with the GHG Protocol, with the support of an external expert firm to ensure a rigorous approach. The scope covered all Group sites for fiscal year 2022-2023.

Our Scope 1 emissions totalled 2,784 tCO<sub>2</sub>e over this period. This figure is already highly optimised thanks to the use of biomass at our Palalda site; without it, natural gas consump-

tion would have generated over 20,000 tCO<sub>2</sub>e in the same year.

Scope 2 emissions, primarily related to electricity consumption, reached 9,939 tCO<sub>2</sub>e in the initial assessment year. Since then, significant improvements have been achieved through the installation and use of solar panels at several sites. This progress will be fully reflected in the results of our next carbon assessment, currently under way for fiscal year 2024-2025.

#### GROUP CARBON FOOTPRINT 2022/2023 SCOPES 1 & 2: 12,723 tCO<sub>2</sub>e (GHG Protocol Reference)



**78%** Electricity (Scope 2) 9,939 tCO<sub>2</sub>e

**15%** Natural gas (Scope 1) 1,898 tCO<sub>2</sub>e

**6%** Vehicles (Scope 1) 705 tCO<sub>2</sub>e

**1%** Cooling equipment (Scope 1) 174 tCO<sub>2</sub>e

**<1%** Domestic fuel (Scope 1) 7 tCO<sub>2</sub>e



## PERSPECTIVES: TOWARDS A LOW-CARBON TRAJECTORY

### A new carbon footprint assessment

Sterimed is currently conducting a carbon footprint assessment for the 2024-2025 fiscal period. This exercise covers all the Group's sites, including Riverside (acquired in 2024), ensuring a more comprehensive scope and enhancing the reliability of our indicators.

The results of this analysis will establish a new baseline for structuring our carbon indicators and building a climate strategy covering Scopes 1, 2 and 3. They will enable us to define ambitious yet realistic reduction trajectories within a transparent methodological framework, including our key assumptions and emission factors.



### Driving internal engagement

Beyond measurement, the priority is to build internal ownership of these topics. All our teams will be involved in each key stage of data collection, processing and validation, as well as in the presentation of results. Once fully embedded, this collaborative work at every level of the organisation will enable us not only to define and prioritise action plans, but also to implement them effectively, delivering lasting emission reductions and targeting our most significant emission sources.

### A clear ambition

Once our footprint has been measured accurately, our main challenge is to align our economic model with a sustainable low-carbon trajectory. Producing while controlling emissions is now a core pillar of our value creation, for Sterimed and for our stakeholders. This commitment strengthens our position as a leading and responsible player in the healthcare industry.

## FOCUS DOUBLE GREEN

The Double Green project in China is a concrete illustration of this ambition. The merger of two of our production sites into a new building in Fuzhou will enable us to benefit from a more sustainable energy mix, combining hydroelectricity and solar power, as well as modern industrial facilities offering optimised performance in terms of energy efficiency and water management. These improvements will help further reduce our environmental footprint while improving working conditions for our employees.

## FOCUS WESTFIELD MEDICAL



Since December 2024, the Westfield Medical site has been partially powered by solar energy, using solar panels to help power its facility. Over the 2024-2025 fiscal year alone, and despite its mid-year commissioning, this installation generated 165 MWh of renewable electricity, covering 13.81% of the site's total electricity consumption. It avoided the emission of 297.92 tCO<sub>2</sub>e, equivalent to around 166 trees planted, and generated more than €46,000 worth of electricity.

These performance levels reflect only six months of operation and are therefore expected to improve over a full fiscal year. From April 2026 onwards, the site's environmental impact will be further enhanced by the planned switch to "green" grid electricity, making Westfield Medical an important lever in the Group's low-carbon trajectory.

**-8%**  
ELECTRICITY INTENSITY

**-6%**  
STEAM INTENSITY  
at the Palalda site (2024-2025  
vs. baseline)

**-36%**  
ENERGY CONSUMPTION  
of support services at Palalda

## MITIGATE

To address our Scope 1 and 2 emissions, we are actively pursuing energy conservation and efficiency initiatives, alongside the deployment of renewable energy sources. Key initiatives implemented in 2024 and continued during the 2024-2025 fiscal year include:

- Investments to modernise production equipment.
- Roll-out of LED lighting (Sterimed Brno, SPS Medical, EEE Chapala, Green Sail).
- Compressed air leak detection and elimination campaigns (SPS Medical, Sterimed Suzhou).
- Employee awareness initiatives on responsible electricity use (Pergut Medical, Sterimed Suzhou).

At our Palalda site, specific measures have been implemented to improve energy performance. In fiscal year 2023-2024, these efforts **reduced CO<sub>2</sub> emissions linked to electricity consumption by 122 tCO<sub>2</sub>e** compared with the baseline year. At this site, ISO 50001 certification demonstrates our commitment to a robust energy management system and continuous improvement in energy performance.

We are also making progress in the deployment of solar energy across several sites, a dynamic launched in 2024 and strengthened during fiscal year 2024-2025.

# -122 tCO<sub>2</sub>e

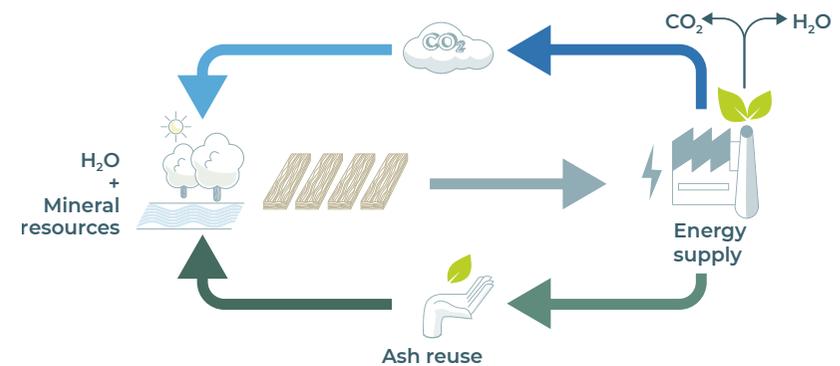
**FROM ELECTRICITY CONSUMPTION**

at the Palalda site in 2023-2024 (baseline 2022-2023)

## FOCUS STERIMED PALALDA



### PRINCIPLE OF BIOMASS ENERGY PRODUCTION (PALALDA)



During fiscal year 2024-2025, the Palalda site confirmed its benchmark role in energy performance. Thanks to a fully operational energy management system, measurable and sustainable gains were achieved: an **8%** reduction in electricity intensity per tonne produced and a **6%** reduction in steam intensity.

These results stem from targeted actions within our industrial processes, including the installation of **256 insulation blankets** on steam pipework and the optimisation of key production equipment. In particular, Paper Machine 5 recorded an **8%** decrease in electricity consumption and a 6% decrease

in steam consumption. Paper Machine 3 also benefited from structural upgrades, including a new headbox, reinforcing its overall efficiency.

Beyond the main workshops, progress is visible across the entire site. The support services department (compressed air, water and utilities) reduced energy consumption by **36%**, reaching its lowest level ever recorded. Compressed air leak elimination alone helped avoid an estimated **€130,000** loss.

These performances were achieved in a context of significant energy price increases (**+23%** for electricity and **+5%** for steam).

Without the actions taken, energy cost per tonne produced would have risen further. Compared with 2021-2022, it is now estimated to be **14%** lower than it would have been without these optimisations. Palalda therefore demonstrates how a structured energy strategy can reduce a site's environmental footprint while strengthening its economic competitiveness.

# 20,000 tCO<sub>2</sub>

**SAVED PER YEAR (scope 1)**

# Water

## REDUCE & RESTORE

Water is a precious resource that is essential to our operations. Managing it is a key performance and sustainability priority; we focus on reducing withdrawal, optimising usage, and ensuring a controlled return to the natural environment.

### REDUCING OUR WATER CONSUMPTION

Water conservation mobilises the entire Group, from our administrative offices to our production workshops. Our shared objective is to limit consumption, optimise usage and reduce the overall water footprint of our activities.

In our offices, we raise awareness through simple, effective daily habits, such as avoiding unnecessary water use and favouring reusable containers.

At our production sites, water is used at key stages of the process, notably for pulping (pulp preparation) and for cooling materials and equipment during film manufacturing. This helps ensure substrate quality, optimal extrudability and production consistency. To reconcile industrial performance with water efficiency, we work to optimise circuits, increase internal reuse and recovery, and deploy technical solutions to reduce withdrawal volumes.

In Palalda, the Water Task Force is pursuing the continuous improvement momentum initiated last year, with targeted actions to deliver lasting reductions without compromising process stability. During FY2024-2025, several measures were consolidated or implemented. These included supplying a synthetic fibre preparation stage with recovered process water via an

automated circuit, increasing recovery of sealing water from the machine's vacuum pumps (which does not come into contact with the pulp) and redirecting it to the site's main intake, and optimising rinsers by adjusting nozzles to reduce flow rates and generate site-wide savings.

Over FY2024-2025, average consumption at Palalda stood at 23.6 m<sup>3</sup> per gross tonne, illustrating a continued downward trajectory as optimisation levers progressively gained momentum.

# 23.6 m<sup>3</sup>

**OF WATER CONSUMED PER GROSS TONNE AT OUR PALALDA SITE**



**Youssef BACHA,**  
Process Engineer,  
Palalda

*The Palalda Water Task Force remains fully committed to reducing our water consumption sustainably. Thanks to a collective dynamic and targeted actions (leak reduction, usage optimisation, increased recycling and changes in working practices), we reduced our consumption by around 10 m<sup>3</sup> per tonne between 2023 and 2025. This represents a decrease of nearly one third, a significant milestone that confirms we are on the right trajectory. In FY2024-2025, we continued this approach by expanding the reuse of process water, improving water recovery from vacuum pumps and optimising rinsers. These actions are part of a continuous improvement process aimed at stabilising industrial performance while further reducing water withdrawals. To go further, several initiatives are under way, including:*

- increasing the share of recycled water to limit water withdrawals;
- continuing to roll out more water-efficient rinsers;
- optimising processes more broadly by prioritising the use of recycled water.

*These levers will enable us to continue reducing our environmental footprint while maintaining full production capacity. ”*

### RETURNING WATER TO THE ENVIRONMENT

Preserving water resources also requires rigorous management of water return. At Palalda, water from industrial processes is treated on site prior to release, in full accordance with applicable environmental regulations. This approach ensures compliance, mitigates impacts and contributes to preserving local water resources.

#### Perspectives

The momentum continues, with the identification of new, more structural reduction levers that will be implemented as these topics become priorities and are integrated into the site's industrial roadmap.

# FOCUS

## RETURNING WITHDRAWN WATER TO THE ENVIRONMENT



At Palalda, our on-site wastewater treatment plant continuously monitors water quality, including turbidity (particle content), pH and temperature.

This approach ensures that a significant portion of the water withdrawn is returned to its original environment, in strict compliance with applicable environmental standards.

### Water withdrawal

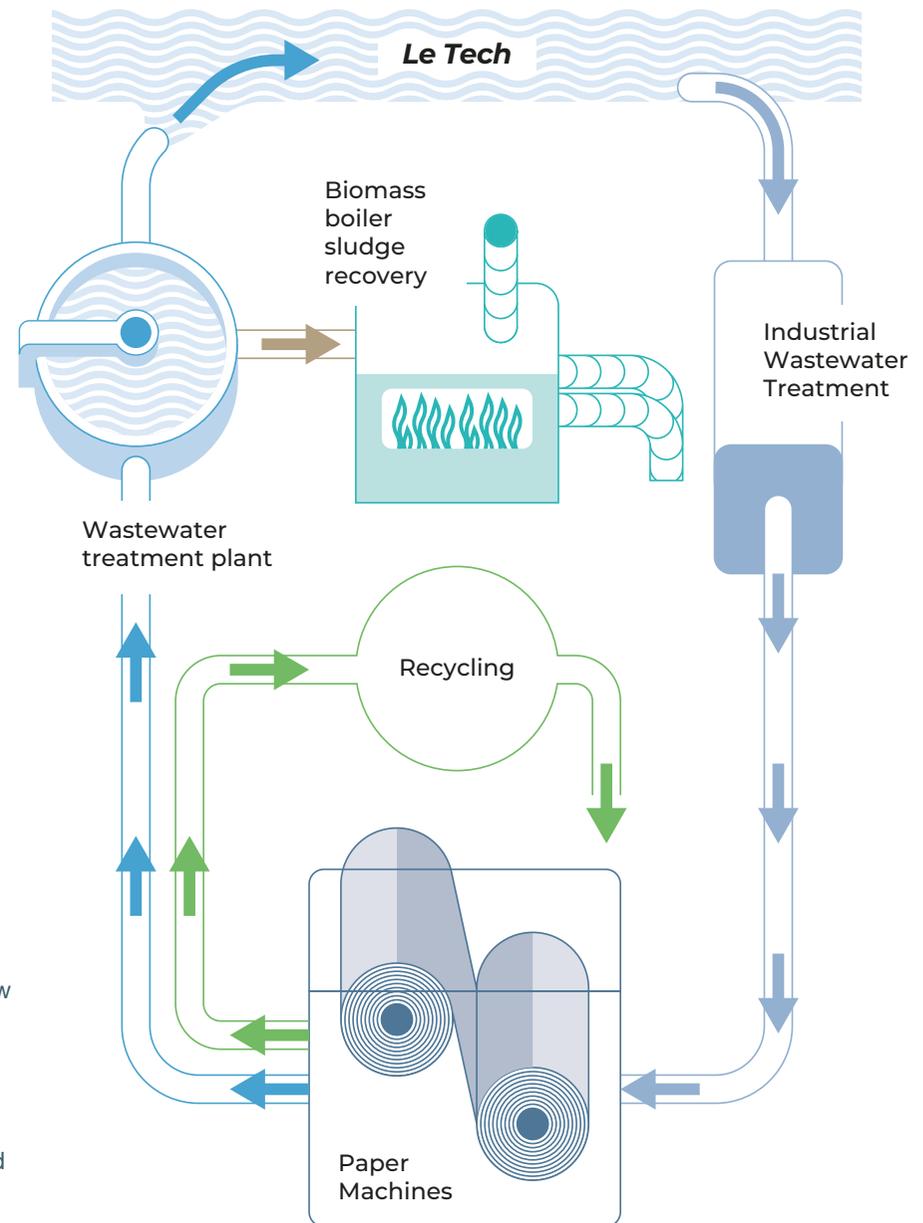
Water is withdrawn from the Le Tech River and undergoes sedimentation, filtration and disinfection to meet the purity and quality requirements for medical-grade paper manufacturing.

### Use

Water is continuously reused and recirculated throughout the manufacturing process, flowing in a closed loop in certain circuits. Under normal operating conditions, for every 100 m<sup>3</sup> of water required to run a paper machine, we return 93 m<sup>3</sup> to the river and withdraw only 7 m<sup>3</sup>.

### Wastewater treatment

Our wastewater treatment plant is designed to treat the equivalent wastewater load of a town of 30,000 inhabitants. Our discharges are checked monthly by the Water Agency and DREAL and remain below regulatory discharge limits.



# Waste

## REDUCE, REUSE, RECYCLE

At Sterimed, waste management is a strategic priority. Our goal is to reduce our environmental impact while optimising material use and process efficiency. As in any industrial group, these topics are closely linked to operational performance.

### REDUCE

We prioritise a prevention-at-source approach by addressing the root causes of waste generation. This involves tighter control of settings, formats and production parameters, the standardisation of best practices, and continuous improvement driven by our site teams. Our objective is twofold: to use materials more effectively from the outset and to minimise waste linked to non-conformities, scrap and rework.

This approach translates into concrete actions at our sites. In Fuzhou, China, optimised production sequencing and planning have reduced trim and edge waste. At our EEE Chapala site in Mexico, improvements to the sewing process (implemented in March 2024) save between 120 and 180 metres of thread per operator per day.

# 120 to 180

**METRES OF THREAD SAVED PER OPERATOR PER DAY AT OUR EEE CHAPALA SITE**

### REUSE

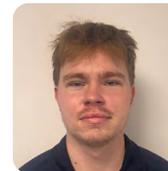
Our priority is to secure closed-loop systems by reintegrating certain streams into our own processes, when compatible with our quality and performance requirements, or by directing materials to appropriate recovery channels. This approach relies on traceability, risk management and the selection of partners capable of converting these streams into resources used in other industrial applications. In doing so, we optimise material use, limit end-of-life volumes to be treated and anchor our activities in a circular economy dynamic.

At our Palalda site, some paper offcuts and production waste are reused internally through re-pulping. In practical terms, these streams are collected, sorted and reintegrated into the production cycle, where they are transformed back into pulp and reused as a raw material.

Similarly, at our Luoyang and Fuzhou sites, certain streams, often referred to as “waste”, consist of production offcuts. They are sold to specialised operators who sort, grind and regranulate them before placing them back on the market for industrial uses.

### RECYCLE

Our waste management strategy is built on a clear principle: directing each stream to the most virtuous channel possible. We prioritise sorting, recycling and recovery, while minimising landfill. To achieve this, we have structured sorting areas, raised team awareness and developed dedicated channels for different waste types. For instance, since 2024 our SPS Medical site has been collecting and sorting polyethylene (PE) and polypropylene (PP) manufacturing scrap separately to enable recycling.



**Kamil PIETRZYK,**  
CSR Champion,  
Westfield Medical

*At Westfield Medical, we have implemented a highly structured waste management system driven by a clear priority: reducing volumes at source, maximising recycling and, when this is not possible, prioritising energy recovery over landfill. Performance is monitored across all streams to ensure transparency and continuous improvement. Today, no waste is sent to landfill: all waste is recycled or recovered, supporting the circular economy and reducing our greenhouse gas emissions. This approach relies on rigorous sorting and a partnership with a specialised service provider to optimise and secure recovery channels..”*

## FOCUS

### UNITED KINGDOM: OUR SITES ALIGNED WITH “SIMPLER RECYCLING” REQUIREMENTS

At our Riverside site, the approach is based on sorting at source across all operational areas, supported by clear signage and standardised sorting stations. The main waste streams are separated in a structured way: paper and cardboard, plastics, glass, metals, food waste, dry recyclables and residual waste.

This organisation is supported by a dedicated recycling resource and awareness initiatives updated in 2025, including workshops, visual aids and educational materials. Regular monitoring is carried out, notably through waste audits conducted in line with WRAP\* standards and DEFRA\*\* requirements.

Riverside also uses compacting and baling equipment for cardboard and plastic film, optimising collection logistics and strengthening material recovery. In total, 64.0 tonnes of waste were collected on site, with 100% diverted from landfill.

\*WRAP : Waste & Resources Action Programme.

\*\*DEFRA : Department for Environment, Food and Rural Affairs.



# Creating

## A POSITIVE SOCIAL & SOCIETAL IMPACT

### Safety

GUARANTEE & PREVENT

### Talents

DEVELOP & SUPPORT

### Value

ASSOCIATE & SHARE

### Diversity

INCLUDE & RAISE AWARENESS

### Patients and end-users

RAISE AWARENESS & PROTECT

### Local communities

SUPPORT & PARTNER

KPIs

**19 hours**  
OF TRAINING PER EMPLOYEE

**44%**  
OF WOMEN 2024/2025

**3.5**  
FREQUENCY RATE 1 (FR1)\*  
(-52.1% vs 2024)

\*Calculation methodology:  
FR1 = LTA / total hours worked × 1,000,000

SDGs



# 2 complementary perspectives

Abi  
**BRAMLEY**

*HR Manager, Riverside*

& Sandy  
**CHANG**

*Regional HR Manager APAC,  
Sterimed Suzhou*

## How did you join Sterimed, and what impressed you the most?

**Abi:** I joined Sterimed in June 2024, when Riverside became part of the Group. What particularly struck me was the Group's tangible investment in its people. The constant support provided throughout the process demonstrated genuine consideration for employees. We were kept well informed during the transition, and the structured one-year integration plan provided a clear and consistent direction for the future.

**Sandy:** I joined Sterimed in June 2025 in a newly created role. From the interview stage, I felt this was where I wanted to work, as the connection with the team was natural and positive. My first day confirmed that impression: receiving such a warm welcome from both the local team and the global HR team was highly motivating.

## What stands out from your first few months, and when did you feel like a true member of the Group?

**Abi:** From the start, it was clear that Sterimed placed great importance on transparent and effective communication, which I believe is essential to successful integration. I always felt supported by Céline and Joke (the Sterimed HR team), who provided both support and autonomy, allowing me to perform my role with confidence. The quality of dialogue and level of trust naturally made me feel that I was a full member of the Sterimed "family".

**Sandy:** All the introductory meetings with the management team left a strong impression. This was actually my favourite part of the integration process. I was touched by their genuine interest in me as a person and the way they introduced themselves. I value this kind of authentic interaction. When I started performing my duties, I benefited from constant support from colleagues and managers. Each question was met with a clear answer or an open discussion, and help was always available whenever I needed it. There were several defining moments when I thought, "I am really part of the Group now." At the beginning, when I was a little anxious about my new responsibilities, a manager noticed I was under pressure and kindly told me: "No matter the scale of what lies ahead, we can only move forward one step at a time." I was also very moved when someone simply told me, "We are very happy to have you on the team."

## What advice would you give to a newcomer?

**Abi:** My advice would be to remain curious and take an active role in the process. The more you get involved, the more support and guidance you will receive. At Sterimed, questions are welcomed, and everyone is encouraged to grow with confidence..

**Sandy:** The culture I discovered here has given me more confidence to express myself, even in challenging situations. If I were to give one piece of advice to a newcomer, it would be: "Dare to ask questions and offer your help; you will always be met with kindness and strong support."



# Safety

## GUARANTEE & PREVENT

At Sterimed, safety is not a matter of chance: it is one of our foundations. To make sustainable progress, we combine methods, governance, communication and collective engagement.

### A LOGO AND SLOGAN TO EMBED SAFETY CULTURE



Because safety is part of our DNA, we created a dedicated logo and slogan, now displayed across all our sites. Chosen by employees during CSR Week, they provide a shared reference point and a daily reminder of our commitment.

### AN UPDATED GROUP SAFETY POLICY

Initially introduced in 2021, the Group Safety Policy was updated alongside the launch of the new logo and slogan. Translated and displayed at each site, it guides our practices and is accessible to employees, customers and partners, reaffirming our commitment.

### ENGAGED AND ACCOUNTABLE MANAGERS

Group management works with site teams to deploy methods, steering tools and communication initiatives that strengthen our safety culture. Each site adapts these practices to its local context. Beyond technical aspects, awareness and employee involvement are essential. Following site visits, Group managers share constructive feedback with site managers to help harmonise practices and reinforce collective engagement.

### INVESTMENTS THAT PRIORITISE SAFETY

We are committed to addressing major safety issues at our sites as a priority. When reviewing site investment proposals, safety improvement projects are systematically prioritised.

### OBSERVE, ENGAGE, AND COMMUNICATE

Awareness and team involvement are at the heart of our approach. In the event of a lost-time accident, the site concerned submits the relevant information for analysis. A summary is then shared across the Group, including causes, corrective actions and lessons learned. This information flow strengthens our safety culture and supports continuous improvement.

### GROUP-WIDE SAFETY REPORTING

While each site monitors its operational indicators, these are complemented by Group-level KPIs to objectively assess overall safety performance:

**3.5**  
FREQUENCY RATE 1 (FR1)\*  
-52.1% vs 2024

**10.8**  
FREQUENCY RATE 2 (FR2)\*  
-25.5% vs 2024

**0.15**  
SEVERITY RATE (SR)\*  
+50% vs 2024



Jim **BALDWIN**,  
Technical & Development  
Director, Westfield Medical

“At Westfield Medical, safety is not a separate topic, it is part of how we run the site every day. From ensuring that new colleagues feel confident about safety to reinforcing safety messages through refresher training and focused pop-up training on specific issues, we aim to continually develop a strong safety culture. The Safety Committee plays a leading role. Comprising representatives from across all departments, it conducts regular on-site “safety walks”, encouraging teams to report any situations observed and propose improvement actions. Our ambition is clear: to make safety an integral part of every task, every role and every working day.”



### CSR Week

**21** safety workshops were held, from first aid and fire prevention to occupational risk awareness, providing multiple opportunities to embed the right reflexes.



# Talents

## DEVELOP & SUPPORT

At Sterimed, our people are at the heart of our development. In a period of transformation and growth, we have chosen to support skills development and professional progression. Developing managerial practices, strengthening technical expertise and fostering continuous learning are key priorities to build the Group's future with confidence.

### SUPPORTING TRANSFORMATION

This year, we **launched the landmark Nova** project. This deployment marks the culmination of several years of preparation for the implementation of our **new ERP and CRM**, a structuring transformation for the entire Group.

SPS Medical, the Group's pilot site, was the first to deploy the new ERP. This major change impacted all functions. To prepare the site as effectively as possible, the project team **created a dedicated change management workstream**.

Marie-Lorraine Cuguen, Change Manager, explains: "Feedback on projects of this nature shows that the main risks are primarily human,



well ahead of technical challenges. Our challenge was twofold: to support the site through changes in its processes, routines and ways of working, while also helping employees with limited experience of digital tools to build their skills."

To meet this challenge, the site Management Committee benefited from team **coaching** to facilitate communication and exchanges and support project steering. In parallel, a digital skills development initiative was launched. Following an **individual assessment of each employee's level of digital proficiency**, a tailored training programme was rolled out to ensure everyone mastered the basics.



Alexandra **BENECH**,  
HR Manager, SPS Medical

*Some of our employees had rarely, if ever, had the opportunity to use digital tools. Before ERP training could begin, it was essential to ensure everyone was comfortable using a computer and navigating Windows. This approach generated genuine enthusiasm. Several employees reached a sufficient level to overcome day-to-day technological barriers, both professionally and personally. This created real pride and strengthened confidence across teams. Beyond Project Nova, these skills are a lasting asset in an increasingly digital environment.*

## BUILDING CAREERS TOGETHER

With our internal and external growth, the Group has reached a scale that enables us to build genuine cross-functional career paths. As such, a talent review was carried out in early 2025 to develop succession plans and development plans.

To bring these plans to life, career conversations were launched for 200 managers worldwide. They provided a dedicated opportunity for employees and managers to reflect together, identify ambitions and build individual career pathways.

# 18.75

TRAINING HOURS PER EMPLOYEE\*

# 90.82%

EMPLOYEES TRAINED\*\*

## FOCUS

### CONCLUSION OF THE SECOND EDITION OF THE INTERNATIONAL LEADERSHIP PROGRAMME

The second cohort of our International Leadership Programme concluded its journey with an online ceremony that was both friendly and moving.

On this occasion, participants shared their learnings, their vision of leadership at Sterimed and their expectations for the future. They also had the opportunity to receive feedback from their managers. It was a special moment, giving each manager the chance to recognise their team member's progress, as well as their own learning journey.

A new meeting is planned for this cohort in the first half of 2026, providing an opportunity to work on the Group's strategic roadmap alongside the Strategic Planning team. Preparations are also under way for the next edition, planned to launch in June 2026, with the same format of 16 participants from around the world, sponsored by their managers.



#### Cross perspectives



Mike **COTTLE**,  
Production Manager,  
Westfield Medical  
(participant)

“Above all, this programme significantly strengthened my self-confidence. I was able to experiment with a range of tools and practices and integrate them gradually into my day-to-day work. Conflict management, difficult conversations and project framing using the brief/debrief approach are probably the tools that have helped me the most.

I now feel better able to bring more humanity into my interactions. Sterimed's 'High Challenge, High Support' leadership style helped me embrace servant leadership, and I believe this has also strengthened the team's confidence in my management.”



Jeremy **VEALE**,  
Director of Operations,  
Westfield Medical  
(manager)

“Mike was able to truly take ownership of what he learned and I have even benefited from adopting some of his new practices myself. Since completing the programme, Mike spent a month at our Ridgeville site in the United States, fully immersed in a new culture. I am not sure he would have taken on such a challenge with the same level of confidence before the Leadership Programme. I am proud that he undertook this exchange, bringing a little of Westfield to Ridgeville and returning with fresh ideas for our site. The network created by programme participants is also a powerful lever for fostering the cross-site cooperation that is essential for our sites.”

# Value

## ASSOCIATE & SHARE

At Sterimed, everyone can be more than just an employee. Offering the opportunity to take part in value creation, be part of the Group's development and strengthen a sense of belonging through employee share ownership is an integral part of the Sterimed ethos.

To foster an entrepreneurial mindset and enable everyone to take part in the Sterimed journey, we organise employee share ownership campaigns approximately every two years. Each edition sees very high participation.

Employee share ownership is structured through a holding company, the parent company of all Group subsidiaries, ensuring that value created within the Group can be shared consistently, wherever it occurs.

Today, nearly half of our employees are shareholders, representing around 3% of Sterimed's share capital. We are proud of these participation rates and of the fact that every Group entity is represented in our shareholding structure.

Following campaigns in 2017, 2020, 2022 and 2024, a new campaign is planned for autumn 2026. The recent reorganisation of the Group's share capital, accompanied by an exceptional "Value Creation" bonus for all employees, together with the management buyout, has further strengthened Sterimed's Association of Entrepreneurs model. Alongside the renewed commitment of the families who joined us through acquisitions, the management team has also increased its stake, with 100% of the Executive Committee now being shareholders.

This commitment by the Executive Committee helps ensure strong alignment of interests and consistency in the way Sterimed conducts its business worldwide.

# 1

**IN 2 EMPLOYEES IS  
A SHAREHOLDER**



# Diversity

## INCLUDE & RAISE AWARENESS

Diversity is integral to our vision of the company as a collective where every profile, journey and personal story contributes to the Group's richness and performance. Our ambition is to foster an inclusive environment where everyone can find their place and grow with confidence.

We focus our Group-wide efforts on two cross-functional priorities: gender equality and the inclusion of people with disabilities. Each Group entity is then encouraged to develop its own initiatives, in line with local challenges and realities.

The Group also takes every opportunity to raise awareness and provide training for employees who play a key role in advancing our Diversity and Inclusion priorities. The initiatives below illustrate this commitment in action.

### ZERO DISCRIMINATION: TRAINING FOR OUR HR TEAMS IN FRANCE

As part of our zero-discrimination objective, all HR teams in France took part in a dedicated training programme entitled "Recruiting without discrimination". Over two days, teams worked together to share best practices, learn from one another and challenge their assumptions.

This initiative helped us further improve our recruitment processes at every stage. It was very well received and will be rolled out across our international sites.



#### CSR week

During CSR Week, members of each site's Management Committee attended an awareness session on Diversity and Inclusion.

To reflect cultural differences across the Group, the session was delivered in our three main languages: French, English and Spanish. It provided a moment for sharing and reflection, enabling each participant to question their own practices.

### GENDER EQUALITY: A DEDICATED WORKSHOP FOR OUR EXECUTIVE COMMITTEE (EXCOM)

During its June 2025 seminar, the Group's management team, bringing together 32 senior leaders, chose to work specifically on gender equality within Sterimed.

Following a keynote delivered by Olivier Sibony, author of "La diversité n'est pas ce que vous croyez", the Excom took part in a workshop on this topic. Drawing on statistical data on gender pay distribution and career progression trends across the Group, leaders shared best practices and discussed the challenges to address in order to promote women's career development and achieve pay equity. This session will be followed by concrete action plans at each site.



## 34%

**WOMEN ON BOARDS OF DIRECTORS,**  
2023 / 2024: 33 (37.5%), 2024/202: 34 (32.7%)



Therese O'CONNOR,  
Site Manager, Steripack Ireland

**In an environment long perceived as male-dominated, what steps or decisions were decisive in establishing yourself as a Site Director?**

*I have always focused on results and on building credibility through performance. For me, it has been about making the right decisions while recognising both my strengths and where I need support. I firmly believe that the person closest to the process is the true expert, so I prioritise listening and acting accordingly. This approach has been essential in earning trust and respect.*

**What experiences and skills would you recommend to a young woman aspiring to lead a site?**

*Start on the shop floor, in production: listen, learn and truly understand the processes and the people. Make data-driven decisions and focus on solving the problem, not the person. And never underestimate soft skills: communication, leadership and resilience are just as important as technical expertise.* ”



## DISABILITY: OUR SITES REMAIN FULLY COMMITTED

We have a longstanding commitment to disability inclusion and launch numerous initiatives each year to support the employment and inclusion of people with disabilities. In France, two commitments were formalised: a **Disability Agreement at Palalda** and a **Disability Charter at Boulogne-Billancourt**.

At Palalda, the first agreement in support of employees with disabilities was signed on 19 February 2025 by site management and social partners. It reflects Sterimed's commitment to creating an inclusive environment through concrete actions across each stage of the employee journey, starting from recruitment.

The agreement covers a range of topics including day-to-day support when a disability occurs, adapted working time, skills development and internal mobility, as well as end-of-career arrangements.

## FOCUS

### DISABILITY AWARENESS DAY AT OUR BOULOGNE-BILLANCOURT HEAD OFFICE

At our Boulogne-Billancourt headquarters, several awareness workshops were organised in partnership with Aktisea and are now integrated into our onboarding programme for new employees, helping to strengthen an inclusive culture.

The day brought teams together around a lunch prepared by Cafés Joyeux, highlighting their commitment to the inclusion of people with disabilities.

Throughout the day, employees took part in a range of activities, including an introduction to boccia, a Paralympic sport, a sign language workshop, and virtual reality experiences designed to better understand invisible disabilities.



Meanwhile, at our Boulogne-Billancourt headquarters, the Disability Charter was presented to all employees during the Awareness Day and signed by our Chair, Thibaut Hyvernat. Inspired by the Palalda agreement, this charter aims to promote employment, inclusion and career development for people with disabilities.

## FOCUS



### A COMMITMENT THAT EXTENDS BEYOND OUR WALLS

A partner of Enfants du Mékong since 2020, Sterimed is proud to support the "Happy Life School", a pilot inclusive school project for children with intellectual disabilities, autism spectrum disorder and neurodevelopmental disorders. The aim is to enable these children to attend mainstream school while benefiting from an adapted, safe and stimulating environment.

Delivered in partnership with the NGO Karuna, which has supported more than 300 children with disabilities since 2016, the project currently provides schooling for 60 children in Cambodia's Battambang province.

# Patients and end-users

## RAISE AWARENESS & PROTECT

Sterimed makes a vital contribution to infection prevention by designing solutions dedicated to the sterilisation of medical devices and to maintaining their sterility. By ensuring the integrity of the sterile barrier throughout the care pathway, the Group helps reduce the risk of healthcare-associated infections and supports the fight against multi-drug-resistant bacteria.

### RISK MANAGEMENT AND QUALITY OF CARE

To ensure the highest standards of quality and safety for our products, Sterimed is committed on several fronts. Sterimed applies recognised standards, contributes to the evolution of standards through international committees, and takes part in the development of norms within international working groups (ISO/TC 198/WG7, CEN/TC 102/WG4, ASTM/F02-D10-E60, etc.).

### OUR CERTIFICATIONS AND ISO STANDARDS

#### Quality management



**ISO 9001** A quality management standard that helps organisations of all sizes, regardless of sector, improve performance, meet customer expectations and demonstrate a commitment to quality.



**ISO 13485** A standard for quality management systems requiring organisations to demonstrate their ability to consistently provide medical devices and related services that meet customer and applicable regulatory requirements.



**FDA (Food and Drugs Administration) 21 CFR part 820** The regulatory framework for quality management systems for medical devices marketed in the United States.

#### Product standards



**ISO 11607-1** Specifies requirements and test methods for materials, preformed sterile barrier systems and packaging systems intended to maintain sterility of terminally sterilised medical devices until the point of use.

## FOCUS

### RIDGEVILLE ANTICIPATES THE FDA TRANSITION TO QMSR

In 2024, the United States Food and Drug Administration (FDA) finalised the transition from 21 CFR Part 820 to the new Quality Management System Regulation (QMSR), which incorporates ISO 13485:2016 by reference. QMSR will become fully applicable from 2 February 2026.

Following publication of the final rule, a two-year transition period was established. Our Ridgeville site has proactively used this timeframe to align its organisation, processes and certifications with the new FDA requirements. Throughout this period, Ridgeville has remained fully compliant

with the existing Quality System Regulation (QSR), while methodically evolving its Quality Management System (QMS) to address any gaps against ISO 13485 and QMSR.

In 2025, Ridgeville reached a significant milestone by revising its QMS, historically based on 21 CFR Part 820, to integrate ISO 13485:2016, complemented by Clause 3 of ISO 9000:2015 and specific FDA requirements. The final step in this transition will take place in early 2026, with third-party certification of the site's Quality Management System based on ISO 13485.



**ISO 14040** Defines the principles and framework for Life Cycle Assessment (LCA), specifying key stages and ensuring overall consistency.



**ISO 14027** Provides a framework for developing Product Category Rules (PCRs) to structure environmental communication and improve product comparability on a shared methodological basis.



**ISO 14067** Addresses product carbon footprint and sets requirements and recommendations for quantifying and communicating greenhouse gas emissions within a defined scope.

## STRENGTHENING THE STERILE BARRIER CULTURE

We share our expertise in hospital sterilisation with healthcare facility staff and our distributor network. We support the adoption of best practices and deepen our understanding of the constraints and challenges faced by our hospital customers.

As a member of the **World Forum for Hospital Sterilisation Sciences** and national associations such as SF2S, we contribute to dialogue between industrial expertise and clinical realities.



Sterimed is a **founding member of the Sterile Barrier Association (SBA)** and is actively involved in this body, which brings together sterile barrier system stakeholders and healthcare professionals. The SBA is chaired by **Thibaut Hyvernats**, who is also Sterimed's Chief Executive Officer, reflecting the Company's direct and long-term commitment to key sector issues.

Alongside association members, Sterimed contributes to discussions and workstreams aimed

# 5

### CUSTOMER EVENTS

4 in-person events and 1 webinar

# 128

### PARTICIPATING CUSTOMERS

at advancing standards and best practices, reconciling performance, patient safety and environmental requirements.

This commitment is part of a broader dynamic, alongside professional organisations such as **SNITEM** in France and **CAMDI** in China, and through active participation in standardisation work within **ISO**, **CEN** and **ASTM** (Advancing Standards Transforming Markets), to help standards evolve in ways that reconcile performance, safety and environmental requirements.

Finally, Sterimed is involved in collaborative European projects such as **ENKORE** to advance the eco-design and circularity of healthcare packaging, linking innovation, environmental assessment and feedback from the field.

## KNOWLEDGE SHARING AND PARTNERSHIPS

**SHARED: sharing knowledge, strengthening expertise**

"SHARED, a Sterimed Experience" is a dedicated space for dialogue and for sharing experience and knowledge on medical device packaging and hospital sterilisation.

SHARED offers hospital sterilisation professionals and medical device manufacturers the opportunity to:

**Meet experts:** Exchange knowledge and feedback with guest speakers and Sterimed specialists through live events or podcasts.

**Participate in webinars:** Deepen understanding of trends and developments in sterile medical packaging through online seminars.

**Build knowledge:** Develop skills in packaging design and regulatory requirements with our



innovation and technical packaging engineers, through online or on-site sessions.

**Benefit from our expertise:** Address specific packaging needs through tailored educational and technical sessions delivered on site.

Through a mix of in-person events, webinars and internal training, SHARED plays a key role in strengthening technical expertise and promoting best practices in patient safety and sterile packaging.

**Pack Design Days: supporting the medical device industry**

To support medical device manufacturers in optimising packaging processes, Sterimed organised three in-person Pack Design Days in China, the Dominican Republic and Mexico. These days enable participants to share feedback, co-develop solutions with our experts and explore concrete examples of innovation and continuous improvement.

**Patient Safety Forum: advancing innovation in hospitals**

To support hospital end users, a dedicated webinar highlighted our sterile packaging solutions for robotic arms, with guidance on safe handling practices, material selection and risk reduction.

## FOCUS



## SHARED: ALSO SUPPORTING OUR EMPLOYEES

SHARED plays a major role in upskilling Sterimed employees. In 2024-2025, access to internal training was strengthened by offering open sessions to all teams. These sessions were designed to share best practices, improve understanding of sterile packaging topics and facilitate knowledge sharing across functions and regions. The format enables everyone, regardless of country, to connect live and engage directly with our experts.

# 12

INTERNAL WEBINARS

# 7

PRODUCT THEMES

# 290

EMPLOYEES

trained across multiple countries

# Local communities

## SUPPORT & PARTNER

We firmly believe in the positive role our company can play within its immediate environment. Across the Group, our sites are naturally involved in solidarity and sponsorship initiatives that support local organisations. Led by our teams, these actions respond to concrete needs identified on the ground and help strengthen our ties with the communities around us.

### SIGNIFICANT INITIATIVES OF THE YEAR

**SPS Medical** continues to drive a structured commitment program. In June 2025, a rose distribution for all employees, organised in partnership with the local Lions Club, supported the Maison de l'Enfance de Luzancy. This initiative helped in the organisation of a holiday for fifteen children currently in the care of the Child Welfare Service.

Teams on-site also mobilised in support of several solidarity movements. They participated in Pink October to aid the League Against Breast Cancer and the Telethon. During a dedicated solidarity week, 36 kg of food donations were collected for the Restos du Cœur charity, while additional efforts supported the work of the Coulommiers fire brigade. Furthermore, the site participated in the Pièces Jaunes operation and promoted blood donation throughout the year.



Elsewhere in **France**, **Sterimed Palalda** supported several local initiatives to promote community engagement. The site notably contributed to the Ronde Cérétane - a popular local race in which several employees participate each year - as well as the Amélie-les-Bains Folk Festival.

The site organised a dedicated on-site day for the Telethon and supported the 'Les Couleurs de la Vie' association, contributing to the opening of a care centre for people coping with serious illnesses and their caregivers. These actions were complemented by the site's ongoing sponsorship of various local sports associations.



In **China**, **Green Sail** focused its sponsorship on organisations playing a key role in local life. The site made donations in kind to local emergency services to support regional prevention and rescue teams, while also carrying out an initiative to benefit the Ying Yu Village retirement home, which provides accommodation and activities for the elderly.

In the **United Kingdom**, **Westfield Medical** has chosen to support two organisations: Golden Oldies - which combats isolation among the elderly by providing opportunities for social interaction and companionship - and the Poole Sea Rescue Service, which helps to maintain an essential coastal rescue and safety service.

Similarly, **Steripack Ireland** mobilised to alleviate the isolation of senior citizens by hosting a 'coffee morning' for the Active Retirement Group in Mullingar. This initiative aimed to promote togetherness, social ties and the inclusion of senior citizens within their local community. In 2025/2026, the site plans to continue this support and expand its commitment by organising an additional coffee morning in aid of Barnardos, Ireland's leading child protection organisation, to support its essential services and work for children.



In the **Czech Republic**, our **Brno site** has renewed its commitment to the Stonožka Ostrava, a specialised summer camp for children with disabilities. This partnership supports adapted activities within a safe and inclusive environment, helping to improve the children's quality of life while offering their families some respite.

**€128,000**  
DEDICATED TO SPONSORSHIP INITIATIVES  
in 2025



# Building

## MORE RESPONSIBLY

*Responsible purchasing*  
ENSURING TRANSPARENCY & TRACEABILITY

*Ethical practice*  
PREVENT & LEAD BY EXAMPLE

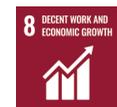
KPIs

**53**  
SUPPLIERS ASSESSED  
VIA ECOVADIS

**64/100**  
AVERAGE SUPPLIER  
SUSTAINABILITY SCORE

**100%**  
OF OUR PULP SUPPLIES  
ARE FSC OR PEF CERTIFIED

SDGs



# 2 complementary perspectives

**Mariel LEYVA  
ESQUEDA**

*Buyer, EEE site, Mexico*

**& Wing SHI**

*Buyer, Suzhou site, China*

## How do you integrate CSR principles into your raw materials procurement?

**Mariel:** Integrating CSR principles with our suppliers was initially a challenge, not due to a lack of commitment, but because EcoVadis and Life Cycle Assessments (LCA) were not always well understood as levers for progress. To move forward, we incorporated a dedicated “Business Ethics and Social Responsibility” section into our procurement procedure. This requires compliance with our CSR policies, applicable regulations and sustainable practices (responsible materials, emissions reduction and lower-impact processes). This section also includes agreement to audits to verify compliance with the commitments made.

**Wing:** In raw materials procurement, this commitment translates into transparent, ongoing dialogue with our suppliers. We set shared objectives, align expectations and work together to deliver on our CSR commitments in quality, safety, environment and ethics.

## How do you support your suppliers in improving their CSR practices?

**Mariel:** It is not only about supporting our suppliers; it is about generating tangible impact so that we can progress together towards exemplary CSR practices. In Mexico, many suppliers, often family-owned SMEs, do not always have the knowledge or resources required to meet these standards. That is why we offer training and technical support to improve their practices and the quality of the data they provide. We are also considering incentive levers, such as priority access to projects or contract extensions for suppliers that meet or exceed EcoVadis score targets.

**Wing:** To help our suppliers progress, we foster a shared understanding of CSR principles through regular dialogue, targeted training and structured knowledge sharing. Our objective is to make expectations explicit and actionable so that they can gradually be embedded in day-to-day practices. By strengthening collaboration and promoting recognised CSR assessment frameworks, combined with pragmatic onboarding and structured monitoring, we aim to build long-term partnerships and further align our supply chain with the Group’s sustainability objectives.

## What are the main challenges and opportunities for developing more responsible purchasing in the coming years?

**Mariel:** We are no longer in a “business as usual” scenario. Sustainability requires us to look beyond our own operations and set a standard that

others will want to follow. However, the transition to more responsible suppliers remains slow. Traditional practices, resistance to change and a lack of awareness, resources or skills still hinder the adoption of more sustainable methods.

At the same time, expectations are evolving rapidly: demand for responsible products is increasing, sustainability-oriented financing is expanding and ethical practices are becoming the norm. This paves the way for more collaborative supplier relationships built on trust and shared values.

**Wing:** The Chinese market is evolving rapidly, driven by innovation and diversification. Our partners are committed and are gradually raising their standards. We will nurture these relationships through co-developed improvement plans, transparent KPIs and regular reviews. Broadening our market understanding, developing qualified sources and increasing our on-the-ground presence will enable us to identify new opportunities and embed responsible purchasing at scale.



# Responsible purchasing

## ENSURING TRANSPARENCY & TRACEABILITY

This year, the Group Purchasing department continued to strengthen its responsible procurement approach, ensuring continuity with initiatives launched in previous years and further structuring our work through training and internal engagement.

### SUPPLY CHAIN: RAISING SUSTAINABILITY AWARENESS

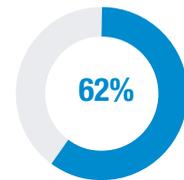
We continue to pursue our ambition of strengthening transparency and responsibility throughout our supply chain. Supplier CSR assessments via the EcoVadis platform remain a key driver: each year, an increasing number of suppliers are invited to join the platform, receive a dedicated assessment and commit to a continuous improvement plan tailored to their challenges.

This approach aims to build a shared dynamic of progress that goes beyond compliance. Based on internationally recognised criteria—environment, labour & human rights, ethics, and sustainable procurement—it fosters more balanced relationships built on clear expectations and mutual commitment.

The results allow us to fine-tune the support we provide to our partners. High-performing suppliers are encouraged to continue their progress, while suppliers with lower CSR maturity benefit from closer monitoring and, where necessary, corrective actions integrated into supplier relationship management.

This scorecard has been integrated into supplier reviews and is progressively informing decisions on supplier selection and contract renewals.

ecovadis



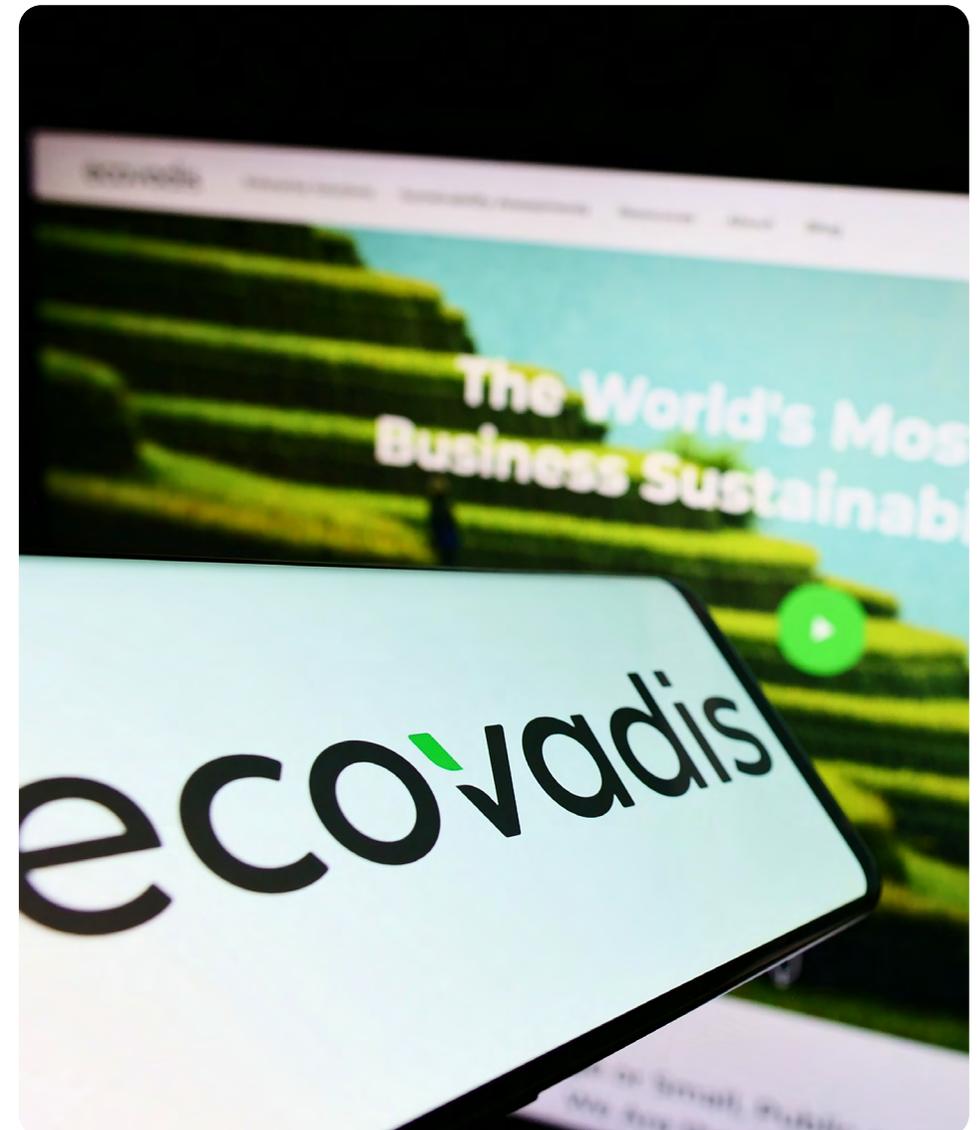
SPENT COVERAGE\*

53

SUPPLIERS ASSESSED  
VIA ECOVADIS

64/100

AVERAGE SCORE  
OF THE SUPPLIER PANEL



\*% of Group spend with assessed suppliers.

## SUSTAINABLE SOURCING OF RAW MATERIALS

Our commitment to responsible raw material sourcing remains unchanged and is a cornerstone of our responsible purchasing policy. In 2025, as in previous years, **100% of the paper pulp used at our production site was FSC- or PEFC-certified**, ensuring sustainable forest management and compliance with recognised social and environmental standards.

The year was also marked by our anticipation of the European Union Deforestation Regulation (EUDR). Although its entry into force was recently postponed, we continued to roll out a dedicated internal procedure to strengthen the traceability of forest-based products, better assess origin-related risks and secure our sourcing in anticipation of future regulatory requirements.



# 100%

OF OUR PAPER PULP SUPPLIES FSC OR PEFC CERTIFIED



## SKILLS DEVELOPMENT FOR BUYERS

In 2025, we continued to strengthen our internal expertise in responsible purchasing. A member of the Group Purchasing team completed specialised training on ISO 20400, the international reference standard for sustainable procurement. This upskilling enables us to integrate CSR criteria more systematically into day-to-day practices, notably in supplier risk assessments and the management of our strategic categories.

## ACTIVATING OUR INTERNAL NETWORK

To further structure our approach, we appointed Mehdi Makaci this year as our Responsible Purchasing Champion. He joined the Group's CSR Champions network and helps drive the sustainability strategy across our sites and cross-functional functions. His

role is to support the evolution of purchasing practices, share best practices and strengthen synergies between Purchasing, Quality, CSR and Operations.

## A GROUP PURCHASING SEMINAR DEDICATED TO SUSTAINABILITY

To complement these actions, we will organise a seminar in December 2025 bringing together all Group buyers. Its objectives will be to strengthen a shared culture of responsible purchasing, share updates on new environmental regulations - particularly those affecting global supply chains - raise awareness of increasing transparency and traceability requirements, and define Purchasing priorities for FY2026, notably in preparation for CSRD. This seminar will be a key step in harmonising our international practices and supporting skills development across our teams.

## FOCUS

### STERIMED SUZHOU JOINS SEDEX

In 2025, Sterimed joined the Sedex platform via our Suzhou site. Like EcoVadis, Sedex is a reference standard for assessing and sharing CSR information across the supply chain (human rights, health and safety, ethics and the environment).

This membership enhances transparency, strengthens supplier risk management and supports our continuous improvement momentum in Asia.



# Ethical practice

## PREVENT & LEAD BY EXAMPLE

### COMMITTING TO ETHICS AND COMPLIANCE

Sterimed is committed to maintaining, and above all safeguarding, a strong culture of integrity, where every employee is encouraged to adopt ethical behaviour in their day-to-day work.

A Group-wide **Code of Conduct** has been implemented, **including an ethics reporting and whistleblowing framework**. It has been deployed via our intranet and shared with all employees.

This key document sets out our ethical principles, expected behaviours and the company's requirements regarding compliance with international laws and regulations.

By joining the **United Nations Global Compact**, Sterimed reaffirms its commitment to placing the fight against corruption and fraud at the heart of its actions. This commitment extends across our entire value chain, notably through

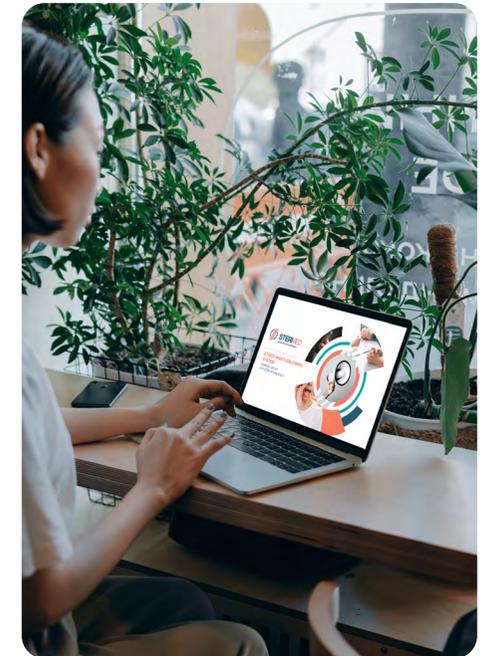
strengthened third-party risk management, helping to continuously consolidate our compliance framework. Ethics and compliance are among our top priorities, shared at every level of the organisation.

### RISK MAPPING AND TARGETED TRAINING

Assessments of understanding and integration of ethical principles were carried out during the 2024-2025 fiscal year. Targeted training sessions enable teams exposed to potential risks to strengthen their knowledge, identify situations at risk and adopt the right reflexes in terms of ethics. These sessions, offered regularly and soon to be integrated into onboarding programmes, also help disseminate best practices among new joiners and embed a lasting culture of integrity across the Group.

### RESSOURCES AVAILABLE TO EMPLOYEES

In addition to these measures, a dedicated Group whistleblowing mechanism was launched this year and is now accessible to all employees. It provides a secure, confidential and anonymous channel to report any situation that may contravene our values, our Code of Conduct or applicable regulations.



Stephane  
**PAPAGEORGIOU**,  
Group Legal Advisor

*By implementing a common Code of Conduct and a whistleblowing system accessible to all, we provide every employee with a clear framework and the practical means to act with integrity. Ethics are no longer just a principle, but a shared reflex in the day-to-day life of the Sterimed Group. ”*

# 2024 Ecovadis notation

## ecovadis Sustainability Performance Overview - EcoVadis Rating Details

### STERIMED HOLDING SAS (GROUP)

BOULOGNE BILLAN COURT - France | Manufacture of corrugated paper and paperboard and of containers of paper and paperboard  
 Publication date: 9 Feb 2024  
 Valid until: 9 Feb 2025



### SUSTAINABILITY PERFORMANCE OVERVIEW

#### Score breakdown

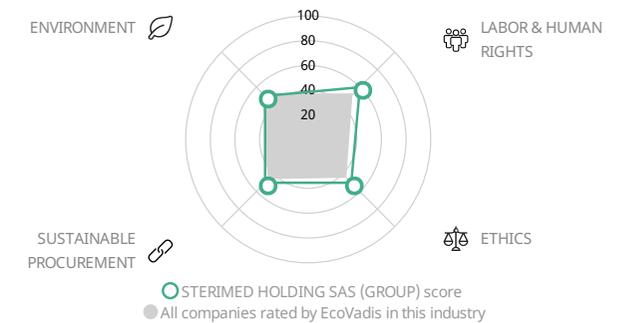
Sustainability performance: Insufficient (red), Partial (orange), Good (yellow-green), Advanced (green), Outstanding (dark green), Average score (black line)



#### Overall score distribution



#### Theme score comparison



\* You are receiving this score/medal based on the disclosed information and news resources available to EcoVadis at the time of assessment. Should any information or circumstances change materially during the period of the scorecard/medal validity, EcoVadis reserves the right to place the business' scorecard/medal on hold and, if considered appropriate, to re-assess and possibly issue a revised scorecard/medal.



# ESG Indicators

	UNIT	FISCAL YEAR		
		22/23	23/24	24/25
<b>ENVIRONMENT</b>				
Production paper	Tons	30,679	30,749	37,113
Production plastic	Tons	17,818	17,838	19,000
Water use intensity (m <sup>3</sup> /tonne)	Paper	37.96	29.96	24.75
% reduction in water use intensity	Paper		-21%	-1 %
Water use intensity (m <sup>3</sup> /tonne)	Plastic	2.70	2.76	1.91
% reduction in water use intensity	Plastic		2%	-31%
Total energy (MWh)	Group Wide	132,333	125,792	142,454
Low-carbon energy (MWh)	Group Wide	113,468	106,606	120,983
% low-carbon energy	Group Wide	86%	85%	85%
Renewable energy (MWh)	Group Wide	85,650	76,590	88,395
% renewable energy	Group Wide	65%	61%	62%
Scope 1 carbon footprint	Group Wide	2,784		4,810
Scope 2 carbon footprint	Group Wide	9,939		9,433
Scope 3 carbon footprint	Group Wide	133,438		133,747
Waste (%)	Group Wide	17%	18%	16%
<b>SOCIAL</b>				
FR1: Frequency rate #1 = Number of LTA / Hours worked × 1,000,000	Rate	6.9	7,3	3.5
FR2: Frequency rate #2 = Number of (LTA + WLTA) / Hours worked × 1,000,000	Rate	17.9	14.5	10.8
SR: Severity rate = Number of lost days / Hours worked × 1,000	Rate	0.12	0.1	0.15
<b>Workforce</b>				
Employees (FTE)	Number	1,222	1,317	1,541
<b>Diversity &amp; Inclusion</b>				
Women (% of total headcount)	%	41%	40%	44%
Employees with disabilities (% of total headcount)	%	3.78%	3.97%	4,07%
<b>Skills development</b>				
Average training hours per employee	Hours	19.62	18.77	18.75
Employees trained (% of total headcount)	%	90%	88.5%	90.82%
Share of women in management/leadership committees	%		37.5%	32.7%
Share of spend covered by EcoVadis-assessed suppliers	%	64%	60%	62%



**TO FIND OUT MORE:**  
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