Medicom

CSR REPORT



PROUD TO PROTECT

La FRENCH FAB

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KEY TAKEAWAYS

Medicom SAS places Corporate Social Responsibility (CSR) at the heart of its development strategy. Our initiatives are built around three pillars: Community, Climate, and Ethical Business, with the ambition of combining industrial performance, reducing our environmental footprint, and continuously improving quality of life at work.

This report highlights the results achieved to date (FY23/FY25) as well as our objectives for FY30. Our approach is driven by a commitment to excellence and transparency, validated through external assessments (EcoVadis, SBTi, ISO certifications) and reinforced by concrete actions such as eco-design, carbon emissions reduction, risk prevention, professional equality, and community engagement.

Medicom's ambition is clear: to build a sustainable future by balancing the protection of people, respect for the environment, and commitment to our employees and partners.

CSR PERFORMANCE INDICATORS SUMMARY TABLE

	INDICATOR	FY25 RESULTS	FY30 OBJECTIVES
1	PEAKON® NET PROMOTER SCORE (EMPLOYEE ENGAGEMENT)	Tool deployed to 100% of employees with bi-monthly monitoring	Improve the average engagement score by +10 points
2	MALE/FEMALE RATIO	44% women (Gender Equality Index: 93/100 in 2025)	Maintain a Gender Equality Index score of at least 90/100 and maintain gender balance within leadership bodies
3	ACCIDENT RATE	40% reduction in the number of accidents and 65% reduction in severity rate (FY22–FY24 vs FY19–FY21)	Continue the downward trend and target a 75% reduction in accidents vs FY19 by 2030
4	ECOVADIS RATING	Gold Medal awarded in 2024 (76/100), followed by Silver Medal in 2026 (74/100), in a context of increasingly stringent global requirements	Regain and exceed our previous EcoVadis performance level, with a target score above 80/100.
5	SBTI COMMITMENT	Alignment with the Paris Agreement, validated trajectory (-25% GHG emissions by 2030)	Achieve a 25% reduction in GHG emissions by 2030 (FY23 baseline)
6	% OF ECO-DESIGNED PRODUCTS	75% of products manufactured in France are eco-designed	Target 90% of eco-designed products manufactured in France
7	CARBON FOOTPRINT REDUCTION	FY23 carbon footprint: 19,327 tCO2e	25% carbon footprint reduction by 2030 (SBTi target)
8	RECYCLING AND WASTE REDUCTION	Progressive rollout of recycling and waste reduction initiatives, with initial positive results observed	Achieve 30% waste recycling and limit the scrap rate to below 3% by the end of 2025
9	ISO 14001 CERTIFICATION	For the environmental management system of our Angers site	ISO 14001 certification obtained and deployed at the Angers site by 2027
10	ISO 50001 CERTIFICATION	For the energy management system of our nitrile glove manufacturing plant in Bessé-sur-Braye	ISO 50001 certification obtained and deployed at the Bessé-sur-Braye site by 2027

CSR REPORT

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OVERVIEW OF
MEDICOM®



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MEDICOM®
GROUP

A Shared Commitment

Helping make the world safer and healthier
by providing consistent and reliable protection.



Ronald Reuben

Founder and Executive Chairman

Founded in 1988 by Ronald Reuben, the Medicom Group is one of the world's leading manufacturers and distributors of high-quality single-use infection prevention and contamination control solutions for the medical, dental, and industrial markets.

Present in more than 95 countries, Medicom has been a key player in the fight against epidemics and pandemics since its inception, including HIV, avian influenza, SARS, H1N1, Ebola virus, and COVID-19.

CHALLENGES &
KEY ISSUES



Facing today's challenges, Medicom is committed to building a sustainable future.

Sandrine Engels

President Medicom Europe

Successive crises have placed significant pressure on the economic, social, and environmental models of companies.

Aware of these challenges, Medicom SAS places Corporate Social Responsibility (CSR) at the heart of its business strategy, with the ambition of making a positive contribution to society and the environment.

Our CSR approach is built on a strong and structured commitment aligned with the United Nations Sustainable Development Goals (SDGs).

It is implemented through concrete actions aimed at continuously improving our environmental, social, and economic performance.



HISTORY & VALUES

Overview

Medicom SAS, formerly known as Kolmi Hopen, is a longstanding player in the manufacturing of personal protective equipment (PPE).

For more than 50 years, the company has been designing and manufacturing masks, nitrile gloves, and protective garments for the medical, industrial, and dental sectors.

Recognized for its reliability and high standards, Medicom supports those shaping the world of tomorrow.

Leading public and private organizations, as well as the majority of Regional Hospital Groups (GCS), rely on our expertise to protect their teams, sensitive environments, and commitments.



+ 100 YEARS
OF EXPERIENCE IN EUROPE

1921	ESTABLISHMENT OF THE ANGERS PLANT, specializing in cigarette paper manufacturing.
1972	THE FIRST PAPER MASK. kolmi® manufactures europe's first paper mask. a revolution in medical equipment!
1975	THE FIRST NONWOVEN MASK. kolmi® designs the first single-use nonwoven mask combining protection and comfort.
1988	FOUNDING OF THE MEDICOM® GROUP
2003	CREATION OF THE HOPEN BRAND, specializing in single-use personal protective equipment.
2010	CREATION OF KOLMI HOPEN® to provide a complete head-to-toe protection solution.
2011	KOLMI HOPEN® JOINS THE MEDICOM® GROUP, a globally recognized canadian specialist in dental equipment.
2012	FRENCH LEADER IN MEDICAL MASKS. kolmi® becomes the first manufacturer to equip operating rooms across france with surgical masks.
2020	NEW COLLABORATION WITH LOSER GMBH to expand our presence in the european dental sector through the acquisition of loser gmbh. THE COVID-19 CRISIS: a major turning point marked by a significant increase in production to meet unprecedented demand.
2021	CREATION OF MANIKHEIR, the first nitrile glove manufacturing plant in france. AWARDED THE ECOVADIS SILVER MEDAL, recognizing the early foundations of our csr approach.
2022	STRATEGIC PARTNERSHIP WITH WEESAFE. acquisition of weesafe, a recognized specialist in body protection through category III ppe coveralls.
2023	A NEW IDENTITY! kolmi hopen® continues its ambition to build a european entity closely connected to the group by becoming medicom sas for the medical/industrial sector and medicom gmbh for the dental sector.
2024	INAUGURATION OF THE FOUR MANIKHEIR PRODUCTION LINES, representing a production capacity of more than 900 million gloves per year. AWARDED THE ECOVADIS GOLD MEDAL.

KEY FIGURES

WORLDWIDE

13
factories

± 1600
EMPLOYEES

95
COUNTRIES

EUROPE

2
factories

± 300
EMPLOYEES

MANUFACTURER IN
FRANCE
for masks and overshoes*

* More than 3 billion masks manufactured since 1975

A GLOBAL PRESENCE



- Global headquarters
- Manufacturing plant
- Sales office

VALUES
CORE

RESPONSIBILITY

We are committed to adopting ethical and sustainable practices, by reducing our environmental footprint and ensuring respectful working conditions for everyone.

CUSTOMER FOCUS

We put our customers at the heart of what we do, offering innovative, sustainable solutions tailored to their needs, while guaranteeing impeccable quality and ethical standards.

TEAM SPIRIT

Collaboration and collective intelligence sit at the heart of our approach, nurturing an environment that is inclusive and supportive for our employees and partners.

EMPATHY

We put people at the centre of everything we do, listening to and responding to the needs of our stakeholders with care and fairness.

SUSTAINABLE DEVELOPMENT

We continuously innovate to design environmentally responsible solutions, incorporating responsibly sourced materials and eco-designed processes.



PROTECTING BETTER ALSO MEANS LISTENING, UNDERSTANDING AND ACTING WITH INTEGRITY.

Our values steer every decision, turning our commitment into a shared reality for our colleagues, our clients and our wider ecosystem.

SITES
& PRODUCTION



Medicom SAS

Saint-Barthélemy-d'Anjou (Maine-et-Loire)

Our first manufacturing site is the result of over 100 years of experience. Here, we develop and manufacture single-use protective equipment, medical devices and hygiene control solutions, with a particular focus on controlled environments and respiratory protection.

At this facility, we design and manufacture high-quality medical masks, FFP respirators, bouffant caps, shoe covers, dental bibs and patient care wipes.

- Our Saint-Barthélemy-d'Anjou site embodies our commitment to quality and innovation.

FABRIQUÉ EN FRANCE

La FRENCH FAB



ManiKHeir

Bessé-sur-Braye (Sarthe)

Established in 2021, the facility embodies our vision of strengthening European sovereignty in the production of personal protective equipment. With the capacity to supply up to one billion single-use nitrile gloves, ManiKHeir's ultimate goal is to maintain sufficient stock levels to meet the global needs of the healthcare sector and other critical industries.

- This European-based facility is tangible proof of our commitment to safety and future preparedness, ensuring that high-quality products are available whenever they are needed.

STRATEGIC
COMMITMENTS

Medicom SAS places innovation and corporate social responsibility at the heart of its strategy, delivering high-quality products while minimizing its environmental impact.



Strengthening industrial sovereignty

- Continuous production of masks in France **for over 50 years.**
- Reshoring nitrile glove production to France **to strengthen industrial autonomy.**

Resilience and crisis preparedness

- **Implementation of a Business Continuity Plan (BCP)** incorporating crisis scenarios and appropriate emergency measures (health crises, geopolitical tensions, etc.). This system relies in particular on our storage facilities and the establishment of safety stocks to ensure the availability of strategic products and continuity of supply
- Anticipating risks associated with international supply chains and **promoting the use of local resources.**

Triple impact of production in France

- **Reduced dependence on imports**, strengthening the country's autonomy.
- **Securing the healthcare system and strategic** industries against geopolitical and health-related challenges.
- **Sustainable innovation**, with industrial processes designed to protect both the environment and workers' health.

Environmental commitment and industrial innovation

- **Adoption of more environmentally friendly manufacturing processes**, particularly at the ManiKHeir site, which produces nitrile gloves without chlorine or vulcanization accelerators.
- **Development of industrial innovations** combining performance, safety and eco-design.

Local roots and support for the French economy

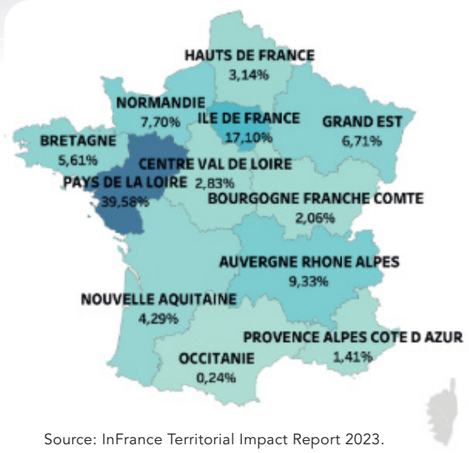
Medicom reinforces its local presence and its commitment to responsible, sovereign production by relying on a strong local industrial ecosystem.

1. An industrial presence in France

- Two manufacturing sites located in France, representing more than 250 direct jobs, provide local production to serve our French and European customers.

2. Predominantly French and European sourcing

- 70% of our purchases are made in France, and nearly 74% within the European Union, reflecting a procurement policy firmly focused on local sourcing.
- 8% of our purchases come from suppliers located within 400 km of our production sites, helping to reduce our carbon footprint. Of these suppliers, 40% have an active production site in the Pays de la Loire region, close to our facilities.



Source: InFrance Territorial Impact Report 2023.

> **This comprehensive commitment reflects Medicom SAS's ambition to be a responsible and innovative industrial player with strong roots in its local community.**

3. Local partners for components and packaging

- 100% of the raw materials used to manufacture our masks are sourced from France.
- Our packaging is designed and manufactured locally, particularly by Huteau & Posson, based near Angers.
- We also work with OSE, an Angers-based company, for the design, installation and maintenance of our medical mask production lines.
- For our specialized mask ranges (FFP masks and masks for controlled environments), we work with French partners such as Enthon (Montpellier) and Cera (Saint-Étienne), further strengthening our local value chain.

CSR APPROACH &

CORPORATE SOCIAL RESPONSIBILITY



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CSR
STRUCTURE & GOVERNANCE

In line with Medicom®'s values and our long-standing commitments, we have chosen to structure our corporate social responsibility approach around the core principles of ISO 26000.

- This approach is reflected in the management of our environmental impacts, the performance of our teams, the quality of our products, and our commitment to our customers and partners, in compliance **with applicable standards and regulations.**

Our mission is built on commitments that demonstrate our determination to take responsibility for sustainable development.

Since 2021, Medicom has formalized its CSR policy by adopting a structured approach based on three pillars:

Community
Ensure optimal working conditions and foster social initiatives.

Climate
Reduce our carbon footprint through more environmentally responsible industrial processes.

Ethical Business
Ensure a responsible and transparent supply chain.

OUR FOCUS AREAS

- Provide a safe, motivating and sustainable working environment for our employees.
- Bring innovative, high-quality products to market while minimizing their impacts.
- Have a positive external influence on tomorrow's social, economic and environmental challenges.
- Support the development of a sustainable value chain.

Our CSR team plays a crucial role in integrating environmental, social and economic issues into Medicom's overall strategy:

Development and implementation of the CSR strategy

Defining sustainable development objectives and priorities, implementing actions to achieve our goals, and ensuring that the CSR strategy remains aligned with the company's vision and values.

CSR project management

Managing projects aimed at reducing the company's environmental footprint (waste reduction, energy savings, etc.), developing social initiatives (diversity and inclusion, workplace well-being, etc.), and collaborating with external partners (NGOs, local authorities, etc.) on joint projects.

Employee training on CSR issues

Providing training on CSR issues and best practices. Workshops and awareness campaigns are organized to encourage employees to engage in CSR initiatives.

CSR performance monitoring and assessment

Implementing performance indicators to measure the impact of CSR initiatives, conducting internal and external audits, and assessing progress.

Innovation and continuous improvement

Encouraging innovation to develop more sustainable products and services. Promoting a culture of continuous improvement in CSR and monitoring trends and best practices in sustainable development.

> **The CSR team plays a key role in the company's sustainable transformation by integrating environmental, social and economic considerations at every level of the organization. This approach is overseen by a strategic CSR committee, which meets quarterly and brings together members of the Executive Management team and the CSR team. It defines priorities, guides actions and monitors progress towards our objectives, thereby ensuring the strength and continuity of our commitment.**



PERFORMANCE ASSESSMENT

CERTIFICATIONS

Our purpose is to design and provide equipment and products that protect both the environment and the wearer from potential sources of contamination, helping to safeguard their health. Quality is therefore at the heart of everything we do and is an integral part of our CSR approach. Ensuring effective protection and protecting everyone's health through high-quality products is a major responsibility.

We have obtained several certifications to support and validate our approach:

- **ISO 9001:2015 – Quality Management Systems**
- **ISO 13485:2016 – Quality Management Systems for Medical Devices**

Our quality policy is based on the continuous improvement of the products and services we provide to our customers.

This commitment is reflected both in our ability to meet our customers' needs and in our capacity to consistently provide them with high-quality products.

We encourage all our employees to strive for the highest level of excellence in everything they do, thereby contributing to the company's overall quality objectives.

Quality also means ensuring efficient and sustainable operations. This is why we are preparing for new certifications that will help us further structure and strengthen our approach and turn our CSR commitments into concrete action:

ISO 50001 for energy management at our nitrile glove manufacturing facility in Bessé-sur-Braye, and ISO 14001 for the environmental management system at our Angers site.



Our approach to corporate social responsibility is rooted in our core values and aligned with the Ten Principles of the United Nations Global Compact.

Respect for fundamental responsibilities in the areas of human rights, labour, the environment and anti-corruption is an integral part of the way we operate.



ECOVADIS

EcoVadis' expertise enables us to improve our social, environmental and ethical performance, as well as our value chain, in order to generate large-scale positive impacts.

We are maintaining our performance level within an increasingly demanding assessment framework and are stepping up our efforts to achieve a new Gold Medal, awarded previously in 2024.

ECOVADIS SILVER MEDAL 2026

To give substance to its commitments, MEDICOM SAS has chosen to undergo a rigorous assessment of its CSR approach by EcoVadis. Thanks to the collective efforts of all our employees and the involvement of the CSR, Health & Safety and Environment teams, our performance has improved significantly, rising from 30/100 to 76/100 in 2024 (Gold Medal) and 74/100 in 2026 (Silver Medal)

This commitment was recently recognized with an EcoVadis Silver Medal in 2026, following a Gold Medal in 2024 and a move to Silver in March 2026, in a context of increasingly stringent requirements. Our objective is clear: to regain and exceed our previous CSR performance level by April 2027.

MEMBERSHIP OF THE UNITED NATIONS GLOBAL COMPACT (2023) / SDGS

In 2023, we also joined the United Nations Global Compact, a voluntary commitment framework based on ten core principles established by the UN. These principles set clear requirements regarding respect for human rights, labour rights, environmental protection and the fight against corruption.

This membership commits us to communicating annually on our practices, in full alignment with our commitment to transparency and our responsible approach to CSR.



GLOBAL COMPACT

Since 2023, we have also been committed to the United Nations Global Compact, a corporate social responsibility initiative based on ten principles covering human rights, labour standards, environmental protection and anti-corruption.

PRODUCT LIFE CYCLE

& RESPONSIBLE INNOVATION



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AREA OF
EXPERTISE

OUR PRODUCTS

Protection from head to toe



MASKS



GLOVES



GARMENTS



HEAD COVERS



SHOE COVERS



STERILIZATION



DENTAL



DISINFECTION



PERSONAL & MEDICAL CARE

At MEDICOM, we meet market needs with a portfolio of over 600 products.

Our eco-designed products now account for around 20% of our sales (medical masks, FFP masks & white coats).

70%

of the revenue generated by our products manufactured **in France**

75%

of these products are eco-designed: medical masks, FFP masks, masks for controlled environments, shoe covers and nitrile gloves

OUR MARKETS:



MEDICAL
sector

Medical masks, shoe covers, examination gloves, patient care wipes, sharps containers and other single-use products designed for a wide range of applications: intensive care, routine and outpatient care, treating physicians and specialists, operating theatres.

These products are designed to protect both patients and healthcare professionals against the risks of cross-contamination and to improve user comfort.



INDUSTRIAL
sector

Our comprehensive range of products (masks, gloves, headwear, shoe covers, protective clothing) is designed for pharmaceutical laboratories and professionals in the chemical, petrochemical, nuclear, food processing, maintenance and construction industries.

Our PPE meets European requirements to ensure protection suited to each identified risk. Our white masks and controlled-environment masks are manufactured in France and also help protect the working environment from contamination.



DENTAL
sector

Our range of products (masks, sterilization pouches, gloves, suction tips, saliva ejectors, equipment sleeves and dental bibs) is designed for dental professionals, including dentists, orthodontists, dental surgeons and dental assistants.

Our objective is to ensure the highest level of hygiene and comfort for both professionals and patients during procedures.

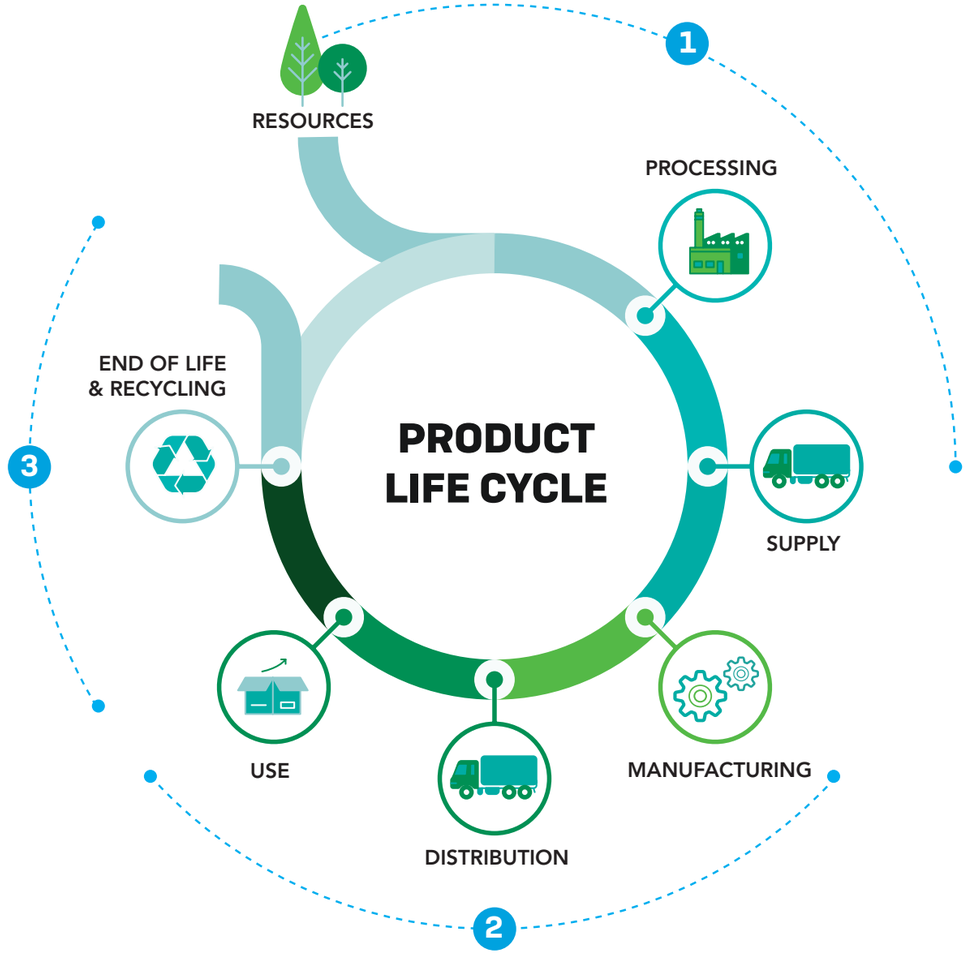
ECO-DESIGN & INNOVATION

In a world where protecting the environment is a priority, eco-design and innovation play a key role in the sustainable development of products.

It is no longer simply a matter of designing a functional product, but of considering its environmental impact from the design stage and throughout its entire life cycle. This includes the choice of materials, manufacturing, distribution, use and even the product's end of life.

Our approach aims to integrate these considerations at every stage of development, minimizing our environmental footprint while promoting more sustainable and responsible solutions. Before going into further detail, let us explore how eco-design fits into an innovation-driven approach and why it is essential for the future.





1. Resources, processing & sourcing

Responsible use of raw materials

We carefully select our raw materials to ensure they are environmentally responsible, without compromising the quality or durability of our products. Some of our products are made from recycled materials, helping to reduce our consumption of virgin resources.

Low-impact manufacturing processes

When selecting our suppliers of raw materials and finished products, we prioritize energy- and water-efficient processes.

A network of committed partners

We work with local and international suppliers, ensuring that they share our values regarding respect for human rights and environmental protection.

We prioritize short supply chains to reduce our carbon footprint, while our long-standing relationships with our partners help ensure stable and ethical sourcing.

2. Manufacturing, distribution & use

Optimizing our production lines

Our manufacturing sites are committed to a continuous improvement approach aimed at reducing the environmental impact of our production processes while improving working conditions.

Optimized logistics and transportation

We are rethinking our distribution systems to reduce the carbon footprint associated with transporting our products by consolidating shipments to reduce the number of journeys and using low-CO_2-emission transport solutions.

Sustainable packaging

We are reducing plastic packaging and using recyclable materials and fibres from sustainably managed forests for our products manufactured in France, while optimizing print design to reduce resource consumption.



MEDICOM
USES RECYCLED PLASTIC

Recycled materials

To help preserve fossil resources and reduce the carbon footprint of our production, we incorporate recycled polypropylene into the design of our FFP masks, cleanroom masks and shoe covers.

We use several processes, including Mass Balance, a concept that enables the flow of raw materials and recycled products to be tracked throughout the value chain, as well as PIR (Post-Industrial Recycling), which refers to the process of recovering, sorting and reintegrating waste generated directly by industrial manufacturing processes.

3. Product end-of-life & recycling

Our goal is to promote a circular economy by developing recycling and recovery solutions. We have therefore partnered with Eco'Logic Recyclage to offer a **MADE IN FRANCE** solution for recycling single-use flexible PPE made from polypropylene.



ECO'LOGIC recyclage

KEY PRODUCTS

Kolmi®

MADE IN FRANCE

We are highlighting five product ranges developed and manufactured in France, designed according to eco-responsible principles.
Designed to reduce their environmental impact throughout their life cycle, they reflect our commitment to local and sustainable production.

VITALS MASKS

-35%

Reduction in carbon footprint compared with masks imported from Asia.*



Made from high-quality materials that promote comfort and breathability, Kolmi® Vitals masks have been designed to reduce their carbon footprint based on two key criteria:

- Reducing the amount of material used, without compromising user comfort or protection. Sourcing all mask components exclusively from French suppliers.
- Available with ties or earloops.

*Source: Life Cycle Assessment conducted by the EVEA consultancy in accordance with ISO 14040 and ISO 14044 standards.

OXYGEN FFP MASKS & ISO AIR CONTROLLED ENVIRONMENT MASKS

To help preserve fossil resources and reduce the carbon footprint of our production, we incorporate recycled polypropylene into the design of our FFP masks using Mass Balance* technology.

*Mass Balance is a concept that enables the flow of raw materials and recycled products to be tracked throughout the value chain.

Entirely manufactured in France, the Kolmi® Oxygen range contains up to 70% recycled content (FFP1 – FFP2 – FFP3).

MEDICOM USES RECYCLED PLASTIC

70% RECYCLED MATERIALS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

PureFlex® TECHNOLOGY

PUREFLEX GLOVES



Manufactured in France, our gloves embody a responsible approach at every stage of their life cycle*.

- By prioritizing eco-designed processes, we reduce our environmental impact while ensuring optimal protection for healthcare and industry professionals.
- This local production also contributes to the economic vitality of our regions, supporting employment and regional expertise.

A tangible commitment that protects people, the planet and our industrial expertise.

*-56% impact compared with nitrile gloves imported from Thailand

Accelerator-free and chlorine-free to help reduce the risk of allergic reactions.

Outstanding comfort and easy donning thanks to the polymer coating.

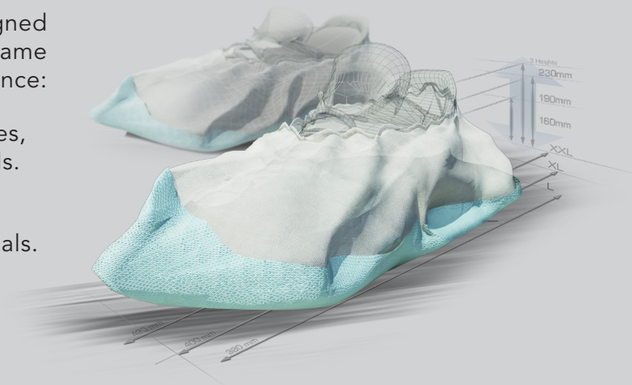
SKIDGUARD SHOE COVERS

Our shoe covers manufactured in France are evolving and now incorporate a significant proportion of recycled materials into their composition.

We have worked to develop eco-designed shoe covers that provide the same durability and slip-resistant performance:

- 100% PP shoe covers without soles, made from 90% recycled materials.
- PP shoe covers with soles, made from at least 60% recycled materials.

MEDICOM USES RECYCLED PLASTIC



RESPONSIBLE
DIGITAL PRACTICES

Our commitment to eco-responsibility goes beyond our products and also extends to our services, including our website.

We take a sustainable approach by optimizing our digital platforms to reduce their environmental impact, promoting eco-designed solutions and limiting our footprint.

For this reason, we have chosen to host our website on a green server.

A web hosting provider operates thousands of servers that store data. These servers run continuously and need to be cooled to prevent overheating and protect them. However, these cooling systems account for a significant share of the energy used by hosting providers and generate substantial greenhouse gas emissions.

Green servers use infrastructure designed to reduce the environmental footprint of digital technology, with cooling systems that use outside air and consume less energy.

> “Reducing our impact goes beyond our products. Our website also plays its part in protecting the climate by being hosted on a green server, helping to reduce our digital footprint.

Benefits of green servers

- Reduced carbon footprint (CO^2): Low electricity consumption: 0.048 kWh/day
- Low power consumption of server components
- Recycling of IT waste and reprocessing of electrical equipment
- Energy partly from renewable sources

They operate in the same way as standard servers while improving the user experience by enabling faster, more efficient browsing, as well as optimizing organic search performance (SEO).

By hosting our website on a green server, we contribute to protecting ecosystems and reducing the environmental footprint of digital technology.



Our PIM (Product Information Management) solution, powered by Akeneo’s Shared Catalog platform, is also fully aligned with our CSR approach, contributing to more responsible and sustainable product information management.

By centralizing and structuring all data in a single location, it helps streamline communication and optimize the distribution of information, thereby reducing the need for printed materials.

Thanks to the PIM, we can generate and provide real-time digital catalogs, avoiding the mass printing of documents and supporting our “zero paper catalog” objective. This transition to digital reduces the consumption of natural resources (paper, ink, energy) and lowers the carbon footprint associated with the transportation and distribution of these documents.

Beyond its environmental benefits, the PIM also improves efficiency and transparency by ensuring that up-to-date and consistent product data is available across all channels, reinforcing more responsible and optimized communication.

By integrating this solution, we demonstrate our commitment to a greener digital transformation aligned with our CSR values.

SOCIAL
COMMITMENTS



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INCLUSION, DIVERSITY
& RECRUITMENT POLICY

At Medicom, people are at the heart of our CSR approach. We are actively committed to promoting equal opportunities, diversity and inclusion by creating a respectful, safe and welcoming workplace for everyone. Our recruitment policy reflects this commitment to building an inclusive company that mirrors the diversity of society and supports professional integration in all its forms.

RECRUITMENT & YOUTH EMPLOYMENT

Convinced that training and supporting young people are key drivers for the future, we have introduced a number of initiatives:

- **Apprenticeships:** We currently welcome several apprentices across various departments at our Saint-Barthélemy-d'Anjou and Bessé-sur-Braye sites.
- **Internships:** We support young people from traditional educational backgrounds through work placements, particularly within our Manufacturing and Global teams.

  We also welcomed two interns through employment integration programs, in partnership with ERGOS and SCO Rugby, as part of an initiative aimed at obtaining the CACES 1 certification. Following the internship, one of them joined our workforce on a long-term basis.

DISABILITY INCLUSION

Medicom currently employs three people officially recognized as workers with disabilities across various departments. We are committed to providing an adapted working environment and recognizing their skills, based on the principles of fairness and non-discrimination.

We also regularly work with sheltered and supported employment organizations.



PARTNERSHIPS WITH EMPLOYMENT INTEGRATION ORGANIZATIONS

Our purchasing and subcontracting policy also has a strong social dimension, through long-term partnerships with organizations specializing in employment integration:

- **ASAR**, a long-standing partner and adapted enterprise, carries out off-site packaging activities. Since October 2024, we have also introduced an on-site staff placement scheme, representing 1,163.87 hours of work as of the end of June 2025.
- **ERGOS**, an employment integration temporary staffing agency, supports people facing barriers to employment in their return to the workplace. Between October 2024 and June 2025, 4,907.03 hours of work were carried out within our Manufacturing and Logistics departments through this partnership.

These concrete commitments reflect our determination to actively contribute to professional inclusion, beyond our legal obligations. By investing in people's development and access to employment for all, Medicom reinforces its role as a responsible and socially committed company.





EMPLOYEE
DEVELOPMENT & CAREER PROGRESSION

At Medicom, we believe that developing our teams' skills is a strategic driver of our collective performance and essential to preserving our expertise over the long term. This is why we continuously invest in training, internal career development and professional support for our employees.

> Developing skills, fostering integrity.

CONTINUOUS TRAINING & SKILLS DEVELOPMENT

Our internal training plan is designed to address operational needs while anticipating changes in our professions. It covers a wide range of topics, including:

- Product knowledge
- CSR
- Cybersecurity
- Quality and regulatory compliance
- Workplace safety

In 2023, we strengthened our commitment to continuous improvement by implementing a Lean / 5S program, with certification for two internal coordinators (1 Green Belt and 1 Black Belt).

We also support the professional development of our operators:

- 4 employees completed Setter training following an internal promotion (100% success rate for the CQP qualification).
- 4 employees were trained as Manufacturing Unit Leaders (also achieving a 100% success rate for the CQP qualification).

These career paths are concrete examples of our commitment to recognizing talent and promoting internal career development.

PROFESSIONAL INTEGRITY & ETHICS

Beyond skills, we place the utmost importance on ethical trade practices. Medicom applies a strict anti-corruption policy, formalized in a Code of Conduct shared with all employees.

We prohibit any attempt to exert undue influence or obtain an unlawful advantage in our business relationships.

A dedicated email address (conformité@medicom.com) allows employees to confidentially report any conduct that may violate our integrity policy. Each report is reviewed by our Ethics Committee, within a framework that ensures full protection for whistleblowers.

WORKING CONDITIONS
& SAFETY

At Medicom, quality of working life (QWL) and the safety of our employees are at the heart of our social commitment. We pursue an active policy aimed at creating a healthy, stimulating and respectful working environment, where everyone can develop and grow safely in a climate of trust.

A STRUCTURED & P ARTICIPATIVE QWL APPROACH

Since July 2023, we have rolled out the Peakon tool to all employees, initially for employees with a professional email address and then extended to all teams in February 2024. This anonymous platform enables us to measure employee engagement every two weeks across 14 topics (diversity, workload, recognition, managerial support, etc.).

Based on the feedback received, targeted action plans can be implemented quickly to improve working conditions in a tangible and continuous way. This dynamic approach promotes social dialogue and enables our organization to adapt continuously.

SAFETY & RISK PREVENTION: A DAILY PRIORITY

Since the creation of the Health, Safety & Environment (HSE) department in 2021, Medicom has stepped up its efforts to prevent occupational risks.

Several initiatives have been implemented:

- Improving workstation ergonomics, in collaboration with our occupational health service:

- In Manufacturing: machine repositioning and workstation adaptations.

- In support departments: advice on posture, workstation setup and suitable equipment.

- Strengthening safety awareness:

- Organization of a Safety Day in July 2024, including practical workshops on posture and movement, first aid, stress management and hazard identification.

- Annual ergonomics awareness campaign.

- Organization of a 5S workshop in June 2025 across all departments to improve workplace organization and cleanliness.

Thanks to all these initiatives, we recorded a 40% reduction in the number of workplace accidents (FY19–FY21 average vs. FY22–FY24 average) and a 65% decrease in the accident severity rate over the same period.

WORK-LIFE BALANCE & TEAM SPIRIT

To support the overall well-being of our teams, we organize collective initiatives and special events throughout the year, including:

- Christmas Day 2024, focused on quality of working life (QWL), with yoga workshops, stress management sessions and collaborative activities centered around workplace well-being.

- Participation in the inter-company relay marathon in May 2025, with a mixed team of employees.

Access to external resources for individual support, as well as remote working opportunities depending on job roles.

COMMITMENT TO GENDER EQUALITY

With women representing 44% of our workforce, Medicom achieved a Gender Equality Index score of 93/100 in 2025, exceeding its target of 90, and is committed to maintaining this level.

We are actively working towards gender balance within our management teams and are committed to ensuring fair and equal treatment throughout our employees' career paths.



COMMUNITY SUPPORT & CORPORATE PHILANTHROPY

Community engagement is an integral part of Medicom's identity. As a company operating in the health and protection sector, we believe it is our responsibility to take concrete action to help build a safer, fairer and more supportive future.

Through our corporate philanthropy policy and awareness-raising initiatives, we engage our employees in public health and social solidarity causes.

A LONG-STANDING PARTNERSHIP WITH LA LIGUE CONTRE LE CANCER

For the past five years, Medicom has been proud to support La Ligue contre le cancer in its prevention, patient support and research activities. This partnership is reflected in particular through the Pink October campaign, in which our teams actively participate every year.

In April 2025, we organized a cancer prevention awareness workshop in partnership with La Ligue contre le cancer and the CRCDC Pays de la Loire. This event gave our employees a better understanding of risk factors related to lifestyle (diet, physical activity, environment), as well as individual actions that can help prevent cancer. Three types of cancer were covered: breast cancer, cervical cancer and colorectal cancer.

A similar initiative focusing on breast cancer prevention was held in October 2023.

MOBILIZING FOR BLOOD DONATION

In October 2023, at the initiative of a neighboring company, we supported a collective blood donation campaign in partnership with the Établissement Français du Sang (EFS). This first initiative received a very positive response from our teams, leading to a second session in July 2024.

These community initiatives give everyone the opportunity to take concrete action, in line with our values of mutual support, public health and social responsibility.

LA LIGUE CONTRE LE CANCER

Don du Sang · Don du Sang ·

RESPONSIBLE PROCUREMENT & ETHICAL DUE DILIGENCE

As a committed player in the value chain, Medicom ensures that all its business relationships are built on ethical, sustainable and responsible foundations. Our purchasing practices are guided by the principles of respect for human rights, transparency and enhanced vigilance regarding production and working conditions.

We require our partners and suppliers to strictly comply with the fundamental principles set out in the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights.

Medicom takes a zero-tolerance approach to all forms of forced labour, child labour and discrimination, and is committed to protecting workers' rights by ensuring decent, safe and fair working conditions.

To ensure these requirements are met, we have implemented a structured supplier qualification process, including:

- A CSR risk assessment based on geographical areas, product categories and the volumes concerned.
- Mandatory adherence to our Supplier Code of Conduct, based on international standards.
- On-site audits where necessary.
- General purchasing terms and conditions incorporating our ethical, social and environmental commitments.

Through this approach, we reaffirm our commitment to building a responsible supply chain, aligned with our purpose and our due diligence commitments.

> “ Choosing our partners also means choosing shared values.

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ENVIRONMENTAL
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ENVIRONMENTAL COMMITMENTS

MEASURING OUR CARBON FOOTPRINT

In 2024, Medicom carried out a Carbon Footprint Assessment covering fiscal year 2023, using the methodology developed by ADEME. This assessment covers all our activities: production, logistics, product life cycle and waste management.

Our total carbon footprint amounts to 19,327 tCO_2e, of which 99.3% falls under Scope 3 (see tables below). The main sources of emissions are:

- End-of-life treatment of products (58.2%)
- Purchased goods and services (31.9%)
- Capital goods and waste (4.9% combined)

Table 1: Breakdown of emissions by scope

CATEGORY	PERCENTAGE	TOTAL EMISSIONS (tCO_2e)	UNCERTAINTY
Scope 1: Direct emissions	0.4%	**84.94**	± 5%
Scope 2: Indirect energy-related emissions	0.3%	**51.47**	± 10%
Scope 3: Other indirect emissions	99.3%	**19,190.53**	± 29.2%

Table 2: Identified GHG emission sources

		FY 23	
Scope	**Emission source**	**Emissions (tCO2eq)**	**Share**
Scope 3	End-of-life treatment of sold products	11,257.1	58.2%
Scope 3	Purchased goods and services	6,156.49	31.9%
Scope 3	Capital goods	486.31	2.5%
Scope 3	Waste	472.99	2.4%
Scope 3	Upstream transportation of goods	332.62	1.7%
Scope 3	Downstream transportation of goods	283	1.5%
Scope 3	Employee commuting	140.15	0.7%
Scope 1	Direct emissions from stationary combustion sources	84.94	0.4%
Scope 2	Indirect emissions from electricity consumption	51.47	0.3%
Scope 3	Energy-related emissions not included in Scopes 1 and 2	44.2	0.2%
Scope 3	Business travel	17.66	0.1%

CLIMATE TARGETS

As part of its CSR policy, Medicom is committed to reducing its GHG emissions by 25% by 2030, in line with the commitments of the Paris Agreement.

KEY ACTIONS UNDERTAKEN

1. Product eco-design

We have begun transforming our product range through an eco-design approach, incorporating more sustainable materials, reducing packaging and conducting life cycle assessments of our best-selling products (masks and nitrile gloves).

2. Reducing energy consumption

- Energy optimization of our industrial facilities (e.g. improvements to air handling systems – AHUs).
- Deployment of low-emission burners and energy management systems.
- Internal energy efficiency campaigns across our production sites.

3. Low-impact industrial processes

At our ManiKheir nitrile glove production site:

- Manufacturing without chlorine or vulcanization accelerators, reducing risks to health and the environment.
- Water recycling and closed-loop treatment through an integrated treatment plant.
- 95% of the water used is treated and reused, with only 5% evaporating. Discharges into the Braye River are controlled and comply with applicable standards.

4. Mobility & transportation

- Raising awareness among our logistics partners about eco-driving.
- Reducing transport-related emissions by optimizing flows and consolidating deliveries.
- Ongoing study into the installation of electric vehicle charging stations in our parking area to encourage employees to use electric vehicles.

5. Innovation & Research

Increased investment in R&D to develop sustainable end-of-life solutions for our products (e.g. recyclability and biodegradability).

MONITORING & CONTINUOUS IMPROVEMENT

A GHG emissions reduction plan is currently being rolled out, with annual monitoring. Additional initiatives are also being assessed, including:

- Responsible and local procurement.
- Reducing plastic packaging.
- Exploring recycling solutions for nitrile gloves.

SUSTAINABLE LOGISTICS

RESOURCE MANAGEMENT



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- Digitalization & Sustainable Management
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SUSTAINABLE LOGISTICS

RESOURCE MANAGEMENT

Medicom SAS places the management of its logistics flows and the responsible use of resources at the heart of its environmental commitments. This approach aims to reduce the carbon footprint of its operations and optimize performance while maintaining a high level of service for its customers. Sustainable logistics is therefore an essential driver in achieving our greenhouse gas emissions reduction, circular economy and responsible innovation targets.

RESPONSIBLE STORAGE & DISTRIBUTION

Medicom relies on a regional logistics infrastructure comprising 15,000 m² of warehouse space in the Pays de la Loire region, providing an optimized network across the territory. This organization reduces transport distances, improves responsiveness and helps reduce distribution-related emissions.

All our warehousing operations are managed through a WMS (Warehouse Management System), ensuring efficient flow management, enhanced traceability and fewer order preparation errors, while improving the energy efficiency of our warehouses.

ECO-RESPONSIBLE PACKAGING

Reducing the environmental impact of our packaging is a priority. In France, our cardboard packaging is 100% recycled and recyclable, FSC-certified, and designed to avoid unnecessary overpackaging.

For our retail products, initiatives are underway to further optimize packaging. No unnecessary cushioning material is used, and each box is specifically designed to fit its contents.

We use 100% recyclable polyethylene pallet wrap, and our pallet covers contain 45% recycled material.

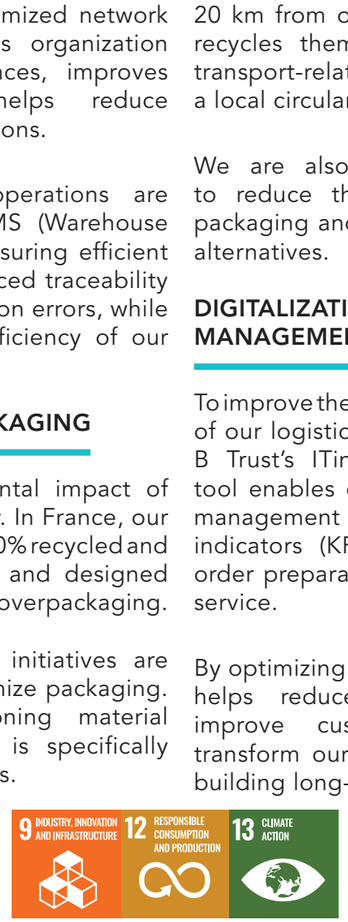
For pallets, we work with a local EPAL F473-certified provider, located just 20 km from our site, which collects and recycles them. This proximity reduces transport-related emissions and supports a local circular economy.

We are also actively exploring ways to reduce the use of plastic in our packaging and identify more sustainable alternatives.

DIGITALIZATION & SUSTAINABLE MANAGEMENT

To improve the efficiency and sustainability of our logistics chain, we have deployed B Trust's ITinsell solution. This digital tool enables centralized and automated management of key performance indicators (KPIs), multi-carrier tracking, order preparation, claims and after-sales service.

By optimizing logistics processes, ITinsell helps reduce environmental impact, improve customer satisfaction and transform our e-logistics into a tool for building long-term customer loyalty.



TRANSPORTATION & EMISSIONS REDUCTION

Our logistics partners, Heppner Messagerie and AGENEAU Group, are committed to certified environmental initiatives. Both have been awarded the "Objectif CO2" label, and 99% of deliveries are carried out using EURO 6 vehicles. Their routes are optimized to avoid empty runs, and their fleets are renewed every five years. Using onboard telematics, they analyze driving behavior and regularly train their teams in eco-driving practices.

AGENEAU Group recently acquired 44 CNG vehicles, with the aim of reducing CO^2 emissions by 20% by 2025, and has already avoided 3,400 tCO^2e through multimodal transport and its energy transition initiatives. HEPPNER has also been awarded an EcoVadis Silver rating and follows a CSR approach aligned with ISO 26000.

Our logistics organization also helps reduce partial deliveries: more than 95% of deliveries under public procurement contracts were completed ahead of the expected delivery time, thereby helping to reduce transport-related emissions.



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OUTLOOK



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OUR ACTIONS
IN PRACTICE

In line with its CSR commitments, Medicom SAS is pursuing an ambitious path towards sustainable industrial performance, based on reducing its environmental footprint, eco-design, resource optimization and respect for stakeholders.

MEASURING & REDUCING OUR CARBON FOOTPRINT

Our carbon footprint assessment enables us to accurately identify our sources of emissions and implement a targeted action plan aligned with the objectives of the Paris Agreement. Our eco-design efforts include developing products incorporating recycled materials and continuously reducing the use of plastic in our packaging.

INNOVATION & RESEARCH FOR THE ENVIRONMENT

Innovation is also at the heart of our approach, with investments in R&D to improve the end-of-life management of our products and explore sustainable alternatives. At an industrial level, we are working towards ISO 14001 and ISO 50001 certification, demonstrating our commitment to responsible environmental and energy management.

MORE SUSTAINABLE TRANSPORT & LOGISTICS

Our sustainable logistics initiatives, partnerships with certified carriers, route optimization and digitalization through ITinsell all contribute to a more environmentally responsible supply chain.

Our waste management approach also relies on local partners and awareness-raising programs, while encouraging donations to charitable organizations.

SKILLS DEVELOPMENT & EMPLOYMENT INTEGRATION

Finally, we place people at the heart of our strategy through skills development, improved working conditions and partnerships promoting employment integration with adapted enterprises and specialized organizations.

These concrete actions demonstrate our commitment to combining environmental responsibility, social impact and operational excellence. In the years ahead, Medicom SAS will continue to build on this momentum by strengthening its commitments, measuring its progress and mobilizing all its employees and partners to help build a more responsible, sustainable and equitable future.



ACHIEVING OUR GOALS



To strengthen our positive impact and structure our continuous improvement approach, we have defined several priority objectives:

- **GHG emissions reduction:** Reduce our emissions by 25% by 2030, in line with the Paris Agreement.
- **Recycling and waste reduction:** Achieve a 30% waste recycling rate and reduce the reject rate to below 3% by the end of 2025.
- **Responsible consumption and production:** Optimize our energy efficiency and reduce waste generated by our industrial activities.
- **Development of eco-responsible products:** Expand our range with products designed to have a reduced environmental impact, based on eco-design principles, and achieve 90% eco-designed products among those manufactured in France.
- **Gender pay equality:** Eliminate pay disparities for equivalent positions and maintain a Gender Equality Index score of at least 90.
- **Inclusion and equal opportunities:** Foster a fair, inclusive and diverse workplace built on mutual respect.



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CSR
REPORT