



CSR REPORTING

"Based on data from the two-year period of 2024–
2025"

WE SUPPORT





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A WORD FROM OUR PRESIDENT

Dear partners, employees, and stakeholders,

Novomed Group's mission is to manufacture and market medical devices and healthcare products that combine safety, quality, and reliability, serving healthcare facilities and medical professionals.

This commitment is part of a broader responsibility to act in an exemplary manner toward our employees, partners, customers, and the environment.

The years 2024 and 2025 represent a pivotal phase in our group's evolution. They have been marked by significant transformation, both in terms of financial performance and in the structuring of our sustainability strategy. We have thus strengthened our approach to corporate social responsibility while consolidating our operational fundamentals.



Hervé LIEBERMANN
President and Chief Executive Officer

Our ambition is clear: to position Novomed Group as a leading, sustainable, and reliable player that creates lasting value for all of its stakeholders. This path is underpinned by concrete achievements:

- The completion of our first voluntary carbon assessment covering Scopes 1, 2, and 3, which serves as an essential foundation for steering the gradual reduction of our environmental footprint.
- Recognition of our environmental performance, as evidenced by our A++ rating on the Green Index in France.
- The renewal of our EcoVadis assessment and the award of a bronze medal, positioning Novomed Group among the top 35% of companies rated internationally.
- The initial implementation of the VSME standard, including a simplified double materiality analysis tailored to our size and level of maturity, which serves as the foundation for our ESG management.
- The strengthening of our quality management system, as evidenced by the renewal of our ISO 13485 certification, ensuring high standards of safety and compliance.
- The gradual rollout of an eco-design approach, notably through the use of FSC-certified packaging, the optimization of packaging volumes, and the reduction of associated waste.
- The optimization of our logistics operations, including the closure of a long-standing facility and the expansion of our modern distribution center, meets high standards for operational efficiency and environmental performance.

“

These achievements reflect our commitment to ensuring that Novomed Group remains on a sustainable path of progress, as a responsible and engaged partner that listens to its stakeholders.

I invite you to explore, through this report, all the initiatives undertaken and the progress made by our teams during the 2024-2025 period.

”

A WORD FROM CSR QUALITY TEAM

QUALITY

"At Novomed Group, the quality and safety of our medical devices form the intangible foundation of our mission. Faced with an increasingly demanding regulatory environment, we have undertaken a profound structural transformation over the past two years.

This comprehensive effort has enabled us to strengthen our process control, ensure the safety of our operational practices, and guarantee the reliability of our products' lifecycle, from production to marketing.

This commitment to compliance is now part of a broader vision of performance, in which industrial excellence is inextricably linked to our environmental, social, and ethical commitments. These dimensions are now at the heart of our governance; they guide our strategic decisions, drive innovation in our projects, and shape our management culture.

The actions we have taken reflect a clear ambition: to build a resilient and exemplary model capable of meeting the expectations of our customers and all our stakeholders, while taking concrete action to promote public health. By integrating risk management and product quality into a framework of comprehensive responsibility, we reaffirm our commitment to sustainable and shared growth."



Jean Christophe FERRER
Director of Quality, Regulatory
Affairs & CSR



Melissa MANSEUR
Compliance
and CSR Manager

"Two years after launching our first CSR initiative, Novomed Group is taking another step forward in its sustainable transformation. This momentum has translated into concrete actions aimed at responsibly addressing our strategic challenges.

Among the major advances during this period, the completion of our first voluntary carbon assessment was a pivotal step. Conducted entirely in-house, this project allowed me to lead a crucial initiative to better understand our environmental footprint and implement appropriate mitigation measures.

In line with this, the inclusion of the VSME in our reporting reflects our commitment to broadening our vision of sustainable performance. Beyond environmental issues, we pay particular attention to the human, social, and managerial value created within our organization.

This second CSR report illustrates the evolution and maturity of our commitment. It reflects a company that is building with consistency and conviction a model that is more sustainable, more inclusive, and creates long-term value."

CSR

ABOUT US

Founded in 1993 by Hervé and Didier Liebermann, Novomed Group is committed to preventing healthcare-associated infections and sustainably improving patient safety in hospitals, clinics, and medical practices. For more than thirty years, the Group has placed healthcare quality, the reliability of its devices, and patient protection at the heart of its development.

From its inception, Novomed Group has specialized in the design, manufacture, and marketing of sterile, single-use sets and instruments, produced in Europe in accordance with the most stringent safety and regulatory compliance standards.

Over time, the Group has expanded its product offering to comprehensively address the challenges of preventing infectious risks, notably by incorporating a wide range of specialized medical devices to support healthcare professionals in all aspects of their practice.

Today, Novomed Group ranks among France's leading manufacturers, assemblers, and distributors of medical devices and healthcare products.

Its catalog features more than 6,000 products, organized under five specialized brands, designed for both healthcare professionals and patients. The Group collaborates with a wide range of stakeholders, including public and private hospitals, general and specialty private practices, physical therapy clinics, cardiology and radiology departments, and specialized care centers.



Our strategic vision is based on four key objectives:

- To become a leading European player in responsible medical devices and healthcare products;
- To contribute to a healthcare system that is safer, more efficient, and more resilient in the face of health challenges;
- To promote an industrial and logistics model that guarantees quality and traceability;
- To align our performance with a commitment to responsible value creation.

Our ambitions are reflected in four major commitments:

- Preventing infectious risks through reliable devices that comply with the strictest standards;
- Supporting healthcare professionals and patients with solutions tailored to medical practices;
- Ensuring a high level of quality and traceability throughout the entire value chain;
- Developing sustainable performance by optimizing logistics, reducing our environmental footprint, and advancing the digitalization of our services.

Through its initiatives, Novomed Group pursues a distinct goal: to combine excellence in healthcare, economic efficiency, and social responsibility in order to make a sustainable contribution to improving the healthcare system.

Our Values

SECURITY



1. SECURITY

Security is the fundamental principle that guides all of our activities. As a player in the medical device sector, we have a responsibility to offer products that are reliable, safe, and compliant with the most stringent regulatory requirements.

We are committed to complying with current European standards, in particular by obtaining the CE marking in accordance with Regulation (EU) 2017/745 on medical devices (MDR).

QUALITY



2. Quality

Quality is at the heart of our company. It is not limited to the finished product; it applies to every stage, from manufacturing to distribution, all the way through post-market surveillance.

Our ISO 13485 certified quality management system structures our processes and ensures compliance, traceability, and proper documentation control for all of our devices. A dedicated team works daily to ensure the rigorous application of these standards and the continuous improvement of our practices.

SERVICE



3. Service

We place active listening and responsiveness at the heart of our approach. We are committed to supporting healthcare professionals at every stage: consulting, regulatory information, technical support, and personalized follow-up.

For us, service is more than just a transaction it represents a partnership built on trust and close collaboration.

DIVERSITY



4. Diversity

We view diversity as a strategic and human asset. It is expressed through respect for cultural, generational, professional, and individual differences.

This diversity of profiles and backgrounds fosters innovation, stimulates creativity, and strengthens our ability to understand the varied needs of our clients and partners.

OUR HISTORY



OUR BRANDS



Specializing in sterile single-use products and protective equipment.



Dedicated to gynecology and obstetrics.



Specializing in dermatology and aesthetic medicine.



Specializing in the distribution of medical and diagnostic equipment needed by healthcare professionals.



Specializing in equipment for physical therapy, osteopathy, and orthopedics.



OUR KEY FIGURES

Our Business

+36M€Revenue en
2025**+50 000**Clients
around the
world**+250**Suppliers
worldwide**+6 000**Product
references
offered

Our company

Nearly **100** Collaborators

Global presence

37 Country of sale**2** Sites (head office + high-performance warehouse) in France

Our production

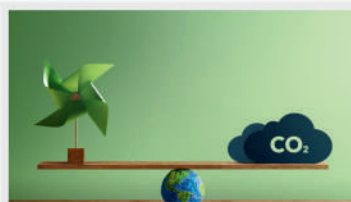
Production of medical devices in
Europe at ISO 13485 and ISO 14001
certified sites.**6** Distribution Channels (Hospitals, Clinics,
Private Practitioners, Pharmacies, Retailers,
Export)**1** A french sterilization of our medical care
sets and surgical instruments

HIGHLIGHTS FOR 2024–2025



Logistics reorganization with high strategic value

A strategic decision to demolish an old warehouse in order to facilitate the expansion of a more efficient infrastructure.



Completion of Our First Voluntary Carbon Assessment

Application of the ABC methodology (version 2025) to the reference year 2024.



Awarded the EcoVadis Bronze Medal

We have renewed our participation in the EcoVadis assessment, with a 10% improvement in our score.



Received the highest rating in the Indice Vert assessment

The Indice Vert assessment awarded an A++ rating for our responsible purchasing practices.



Incorporating the principle of double materiality into our strategy

Voluntary Integration of the VSME Concept into Our CSR Approach



Incorporation of FSC- certified packaging into several of our products

FSC certification for some of our compress boxes, specifically for a range of LCH products.



Renewal of ISO 13485 Certification

Compliance with new regulatory requirements for medical devices.



Development of an Online Platform for Patients and Healthcare Providers

Launch of a digital platform designed for patients and healthcare providers, aimed at making it easier to understand our gynecological and obstetric products.



Conducting Surveys on Job Satisfaction and Well-Being at Work

Conducting surveys focused on workplace well-being to assess and improve the teams' experience.

OUR BUSINESS MODEL

OUR RESOURCES



Human Capital

- ~100 dedicated employees;
- Recognized regulatory expertise in medical devices (CE marking in accordance with Regulation 2017/745);
- ISO 13485 certified quality system;
- Industry-specific commercial expertise;



Industrial and Logistics Infrastructure

- 2 locations (headquarters + warehouse) in France;
- Logistics operations supporting the supply of healthcare facilities;
- In-house European production that meets all regulatory requirements;



Financial Capital

- €36 million in revenue;
- 100% French ownership;



Relationship Capital

- Over 250 suppliers;
- Over 50,000 customers;
- International presence in 37 countries;
- Long-standing national and regional hospital partnerships;



Reputational and Environmental Capital

- 33 years in business;
- 5 trademarks;
- Expertise in women's health;
- First voluntary carbon footprint assessment;
- CSR approach based on ISO 26000;
- CSR approach aligned with the SDGs;
- Reporting based on the VSME framework;



OUR VALUE CREATION

For Healthcare Professionals

- Medical devices manufactured in Europe;
- Care kits, surgical instruments, and pessaries tailored to real world clinical practice;
- Quality and regulatory compliance (CE, ISO 13485);
- Multidisciplinary healthcare expertise;
- Medical devices eligible under the LPPR;
- Training and support for healthcare professionals;

For Patients

- Contributing to the prevention of infection risk;
- Safe, compliant, and reliable medical devices;
- Training and awareness-raising in gynecological health;

For Employees

- Skilled and long-term jobs;
- Ongoing skills development;
- Recognized professional expertise;
- Favorable working conditions;
- Team engagement and retention;

For the Environment

- Voluntary carbon footprint assessment;
- Energy consumption management;
- Circular economy principles integrated into products;
- FSC-certified product packaging;
- Pooling of logistics flows;

For the Region and the Economy

- Responsible supplier partnerships;
- 100% French sterilization;
- Contribution to the national healthcare sector;
- Responses to public and private tenders;
- Sustainable listing with healthcare facilities;
- Service quality ensuring the availability of medical devices;



OUR CSR STRATEGY

Novomed Group's CSR strategy is a cornerstone of our development and sustainable performance. It supports our activities serving healthcare professionals by balancing regulatory compliance, value creation, impact management, and meeting the growing demands of public procurement markets.

Our approach is based on the principles of the ISO 26000 standard, the Sustainable Development Goals (SDGs), a simplified double materiality analysis inspired by the VSME framework, and the results of our first voluntary carbon assessment (ABC methodology, version 9).

It is structured around seven priority commitments, presented in this report:



1 Reducing Our Environmental Footprint

Significantly reduce our environmental footprint, optimize our resources, and incorporate sustainable practices throughout the product life cycle.

2 Developing talent and improving quality of life at work

To promote an inclusive, safe, and motivating work environment that fosters employee growth and long-term commitment.

3 Ensuring the safety and quality of our products

To ensure that our products are reliable, safe, and compliant, while placing user satisfaction and safety at the heart of our approach.

4 Driving Sustainability and Responsible Performance

Ensure effective management of CSR, with measurable objectives and transparent reporting for all stakeholders.

5 Acting with Integrity and Ensuring the Security of Our Business Practices

Act with integrity and fairness in all our business practices and relationships with partners, ensuring compliance and transparency.

6 Respecting and Promoting Human Rights

Protect and promote human rights within the company and throughout our value chain by ensuring transparency and reliable reporting mechanisms.

7 Contributing to regional development and strengthen local resilience

Actively contribute to the economic and social development of local communities by minimizing negative impacts and creating shared value with local communities.



A close-up photograph of several hands of different skin tones cupping a mound of dark brown soil. A small green seedling with four leaves is growing out of the soil. The hands are positioned around the soil, with fingers pointing outwards. The background is dark and out of focus.

Environment

1

Reducing Our Environmental Footprint

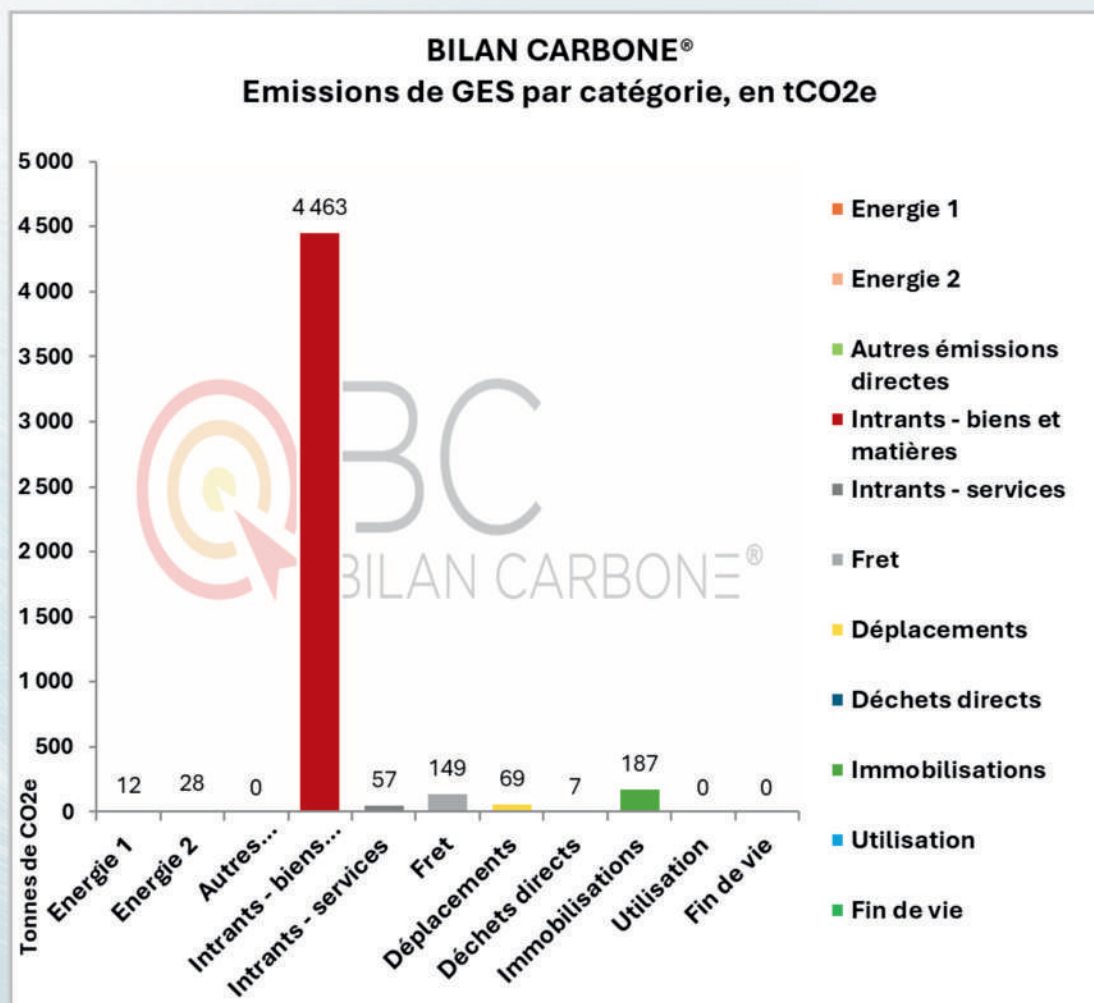
Novomed Group, a manufacturer, importer, and distributor of medical devices, places environmental protection at the heart of its sustainable development strategy. Recognizing the impact of its activities across its entire value chain, the company has implemented a structured approach aimed at measuring, managing, and reducing its environmental footprint.

As part of this effort, Novomed Group conducted its first voluntary Bilan Carbone® assessment in 2025, in accordance with the V9 methodology of the ABC and ADEME, covering all of its sites in France for the reference year 2024. This assessment identified the Group's main sources of emissions, totaling 4,957 tCO₂e, of which nearly 90% were related to procurement and inputs.

The results of this assessment now serve as a foundation for shaping the Group's environmental strategy and defining its priorities for action through 2026–20250.

Novomed Group's environmental approach is centered on the following areas:

- Reducing energy consumption and greenhouse gas emissions (Scopes 1, 2, and 3);
- Eco-design of products and optimization of packaging;
- Responsible waste and water management;
- Preservation of biodiversity and natural resources;
- Management of environmental risks and regulatory compliance.



a) Energy and Climate Performance

Our Policy

Novomed Group is committed to managing and reducing its energy consumption across all its sites, including its headquarters and warehouses, by implementing regular monitoring of electricity, gas, and fuel consumption. The company takes action by optimizing its infrastructure and equipment, managing business travel, and promoting more sustainable modes of transportation. This approach also relies on the involvement of all employees, who are made aware of the importance of responsible energy use.

Our 2026–2030 Goals

- Reduce total energy consumption (electricity and gas) by 5% on a like-for-like basis.
- Improve the energy efficiency of buildings and equipment.
- Reduce greenhouse gas emissions associated with energy consumption.
- Develop more sustainable mobility practices.
- Raise awareness among all employees about energy and climate issues.



Our Actions

1. First and foremost, the company regularly monitors its electricity and gas consumption across all its sites using energy management tools. The data collected is analyzed to identify sources of excessive consumption and define targeted corrective actions.
2. Based on these analyses, Novomed Group implements measures to optimize its infrastructure. As part of this effort, an energy-intensive warehouse was closed at the end of 2024, and operations were consolidated at a more energy-efficient site, resulting in a structural reduction in consumption.
3. At the same time, a voluntary carbon assessment was conducted in 2025 to identify the main sources of emissions, particularly those related to energy and travel. This approach allows the company to prioritize reduction measures and establish a path for continuous improvement.
4. The company also monitors the performance of its equipment by ensuring regular maintenance of technical installations. This preventive maintenance helps improve energy efficiency, limit losses, and prevent excessive consumption.
5. In addition, Novomed Group is working to change behaviors by implementing ongoing awareness campaigns for employees. Through internal materials (posters, communications, guides), the company encourages the adoption of best practices such as turning off equipment, optimizing heating and air conditioning, and using facilities responsibly.
6. Finally, specific measures are in place to minimize the environmental impact of business travel. The company encourages the use of more sustainable modes of transportation, such as carpooling, public transit, and active transportation. It is also supporting the transition to a fleet of low-emission vehicles, particularly electric vehicles.

Key Sustainability Performance Indicators – 2024 Performance Across Headquarters and Warehouses



b) Climate Strategy and Decarbonization

Our Policy

Novomed Group is committed to measuring, managing, and reducing its carbon footprint across its entire value chain, in line with the climate challenges facing the medical device sector. The climate and decarbonization strategy is based on a structured approach that includes the annual measurement of greenhouse gas (GHG) emissions under Scopes 1, 2, and 3, the identification of key areas of impact, and the implementation of targeted reduction measures. The company is pursuing a gradual decarbonization trajectory aimed at achieving carbon neutrality by 2050.

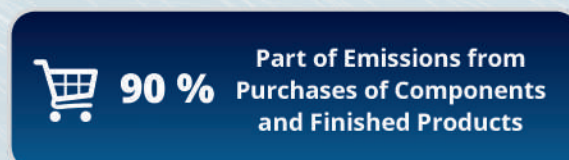
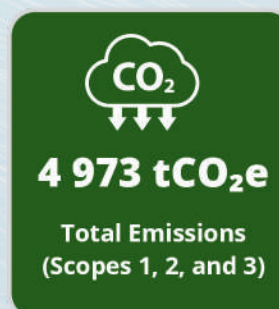
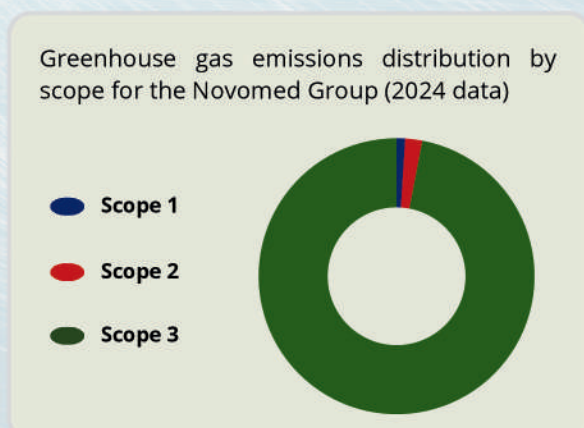
Our 2026–2030 Goals

- Improve the quality, reliability, and traceability of the data used for the 2025 carbon footprint assessment
- Achieve a “standard” maturity level for the voluntary Bilan Carbone® assessment
- Reduce the overall carbon footprint (Scopes 1, 2, and 3) by 10% on a like-for-like basis
- Establish a consolidated and well-equipped annual monitoring system for CO₂ emissions
- Systematically integrate climate considerations into operational decisions (purchasing, logistics, investments)
- Raise awareness among all employees about decarbonization goals.

Our Actions

1. Since 2024, Novomed Group has been implementing a structured decarbonization process in collaboration with its stakeholders and logistics providers. Data collected on energy consumption and greenhouse gas (GHG) emissions is analyzed to identify the main sources of impact and establish reliable indicators for consolidated annual monitoring.
2. The company is also working to decarbonize its supply chain by partnering with eco-responsible logistics providers certified to ISO 14001 that operate electric or low-emission fleets. Emissions per delivery are measured to optimize routes, and shipments are consolidated to limit the number of trips and reduce the overall carbon footprint.
3. Within its supply chain, Novomed Group optimizes the procurement of raw materials and finished products to minimize indirect impacts. Suppliers and subcontractors are selected based on their environmental commitment, assessed through certifications such as ISO 14001, FSC, and Ecovadis, in order to incorporate best environmental practices from the very source of the products.
4. A voluntary carbon footprint assessment was conducted internally at the end of 2025 using data from 2024, in accordance with the ABC and ADEME Version 9 methodology. This analysis revealed that the majority of emissions stem from inputs (goods and materials), followed by freight and fixed assets. These findings enabled the development of an action plan focused on improving data reliability, enhancing the maturity of the carbon footprint assessment, reducing emissions related to inputs and logistics, managing emissions from fixed assets, and incorporating product use and end-of-life considerations into future assessments.
5. The results of emissions monitoring are incorporated into operational decisions to prioritize the most effective actions in terms of GHG reduction and to guide strategic choices regarding investments, logistics, and procurement.
6. Novomed Group regularly engages and educates its employees through internal communications and training to encourage responsible behavior and promote best practices, thereby contributing to the collective reduction of the company's carbon footprint.

Key Sustainability Performance Indicators from the 2025 Carbon Footprint Assessment



c) Raw Materials and Eco-Design

Our Policy

With nearly 90% of its emissions linked to goods and raw materials according to the first carbon footprint assessment, procurement is the Novomed Group's primary lever for environmental action. The company is gradually integrating eco-design principles into the design, manufacturing, and marketing of its products, while taking into account the strict regulatory requirements specific to medical devices.

This policy is based on the selection of traceable and certified raw materials, the gradual incorporation of recycled materials whenever possible, the improvement of packaging's environmental performance particularly through the use of FSC certified materials or those sourced from responsible supply chains as well as enhanced dialogue with strategic suppliers.

Our 2026–2030 Goals

- Achieve 10% recycled content in sterile sets, where regulatory constraints permit.
- Increase the share of packaging considered sustainable (recyclable, recycled, or certified) to 15%.
- Improve the environmental traceability of key procurement categories.
- Gradually incorporate environmental criteria into supplier evaluations.

Our Actions

1. Novomed Group implements an eco-design strategy tailored to the constraints of the medical device sector, balancing health requirements with the need to reduce environmental impact. This approach involves the progressive integration of environmental criteria into the selection of raw materials, manufacturing processes, and marketed products.
2. Significant work has been undertaken regarding packaging. Notably, the company has adopted FSC-certified packaging for certain branded products such as gauze swabs and utilizes fully recyclable secondary packaging. Packaging formats are optimized to reduce transport volumes, while the use of cardboard boxes and pallets is streamlined to minimize material consumption and logistical impacts.
3. In parallel, Novomed Group is developing a product range that incorporates recycled materials or holds environmental certifications such as Ecolabel certification exemplified by its examination table covers.
4. The company also markets reusable instruments to limit reliance on single-use products and reduce raw material consumption. This strategy extends to the design of durable medical devices, such as the reusable medical-grade silicone pessary; with a lifespan of up to five years, it contributes to a significant reduction in material requirements..
5. The company relies on production sites certified to recognized standards (ISO 14001, ISO 9001, ISO 13485), as well as on the use of certified materials and packaging (FSC, Ecolabel), ensuring quality, traceability, and control of environmental impacts.
6. Finally, Novomed Group is gradually strengthening its consideration of environmental issues throughout its supply chain. Suppliers are evaluated using dedicated questionnaires that incorporate environmental criteria and criteria related to the eco-responsibility of products. This approach helps identify partners' practices, encourages continuous improvement, and guides the selection of committed suppliers. It is accompanied by enhanced dialogue with strategic partners to improve the traceability of raw materials and reduce environmental impacts throughout the entire product life cycle.



Key Sustainability Performance Indicators for the year 2025


100 %

LCH Sterile
Compresses with FSC-
Certified Packaging


75 %

Our manufacturing
subcontractors follow an
eco-friendly approach

d) Circular Economy and Waste Management

Our Policy

Novomed Group views waste management as a key driver of its environmental and operational performance. Beyond its carbon footprint, waste is a major challenge in terms of the circular economy, resource optimization, and cost control. The company is implementing a comprehensive approach based on reducing waste at the source, optimizing packaging and logistics flows, improving sorting and traceability across all its sites, and prioritizing reuse, recycling, and recovery. This approach is complemented by optimized inventory management to limit losses from expired products and reduce the volume of waste generated.

Our 2026–2030 Goals

- Reduce the volume of waste generated by warehouses by 10% on a like-for-like basis.
- Implement selective sorting at all logistics sites.
- Make waste sorting standard practice in common areas (offices, break rooms).
- Significantly reduce the volume of products destroyed by optimizing inventory turnover.
- Develop reuse solutions for logistics equipment and certain defective products.
- Increase the share of eco-friendly office supply vendors to 100%.



Our actions

1. Novomed Group monitors waste generated across all its sites using a consolidated tool implemented in collaboration with its partner, Paprec. The data collected is analyzed regularly to identify the main sources of waste, track recycling performance, and define priority waste reduction measures.
2. In collaboration with Paprec, the company is gradually rolling out sorting systems tailored to the various waste streams in its logistics and administrative areas. This initiative aims to improve the quality of sorting, streamline collection processes, and enhance waste recovery.
3. Waste electrical and electronic equipment (WEEE) is sent to a specialized recycling network to ensure it is processed in compliance with regulations and to promote its recycling.
4. To limit waste generation at the source, logistics teams optimize the packaging materials used during order fulfillment while ensuring product protection. The company also promotes the reuse of certain logistics materials, particularly wooden pallets and transport containers, when their condition permits.
5. Waste prevention also relies on rigorous inventory management. Monitoring expiration dates, optimizing inventory turnover, and analyzing the reasons for product disposal help identify areas for improvement to minimize losses. Whenever possible, certain defective or expired products not intended for sale are reused during training sessions, conferences, or professional events to extend their useful life.
6. In service-sector operations, several measures help reduce everyday waste, including the use of digital media, limiting printing, and reusing paper before recycling it.
7. Finally, awareness-raising and training initiatives are organized in partnership with specialized service providers to help employees identify different categories of waste, follow sorting guidelines, and learn about recyclable materials. These initiatives help improve the quality of sorting and recycling performance across all sites.

Key Sustainability Performance Indicators for the 2024-2025 period


7
tCO2 eq

Share of waste
emissions from all
Novomed Group sites



65 %

Percentage of WEEE Recycled
into Raw Materials



70 %

Share of wooden pallet
reuse



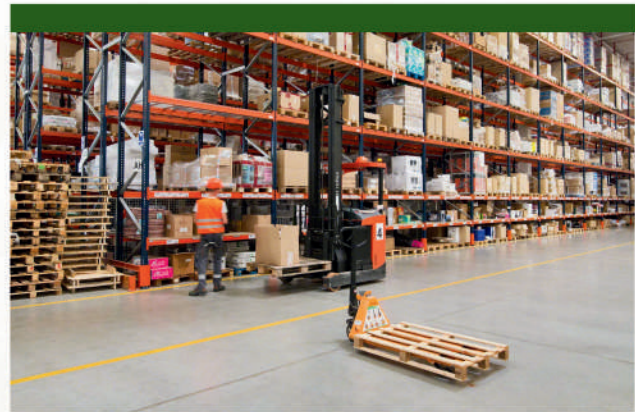
-12 % ↓

Waste reduction
between 2023
and 2024



≈ 25 %

Proportion of office waste
recycled



e) Responsible Management of Substances and Regulatory Compliance

Our Policy

Novomed Group operates in a highly regulated sector, notably under the Medical Device Regulation and the REACH Regulation. In this context, the company views the management of substances and regulatory compliance as a driver of sustainable performance. As a manufacturer, importer, and distributor of medical devices, the company is committed to ensuring product safety, managing chemical risks, and maintaining transparency regarding substances throughout their entire lifecycle.

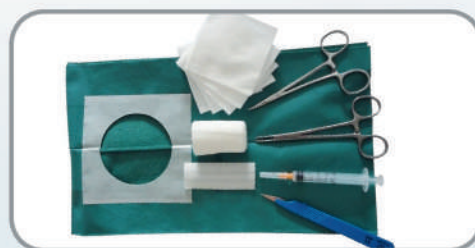
This commitment is reflected in continuous compliance with applicable requirements, rigorous substance management integrated into the quality system and technical documentation, the gradual reduction of high-risk substances when alternatives exist, and active regulatory monitoring to anticipate changes and adapt practices.

Our 2026–2030 Goals

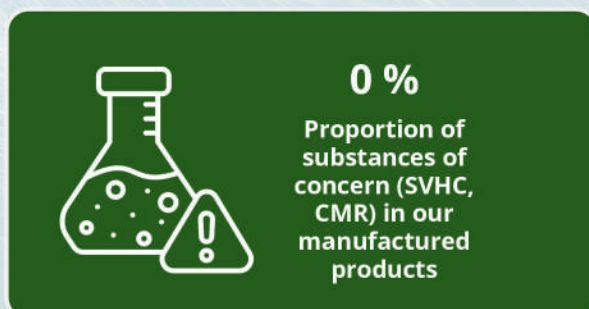
- Ensure strict compliance with European and national requirements (REACH, SVHC/CMR/endocrine disruptors, medical devices, cosmetics)
- Strengthen the traceability of substances and products throughout the value chain.

Our Actions

1. Novomed Group implements a structured approach aimed at ensuring regulatory compliance and managing risks associated with chemical substances, in accordance with the requirements applicable to medical devices.
2. Regulatory constraints are taken into account as early as the design phase, prioritizing the use of materials free of hazardous substances whenever possible. For marketed products, this approach is supplemented by documentary and technical checks that ensure compliance with current regulations.
3. Substance management is based on a centralized and documented system that includes the collection and updating of safety data sheets, as well as supplier declarations regarding the REACH Regulation and the potential presence of substances listed on the SVHC Candidate List. This information feeds into the technical dossiers and risk assessments associated with the devices.
4. In addition, a substance mapping initiative is currently being rolled out to improve visibility into the materials used, identify health and environmental issues, and prioritize substitution efforts when technically and regulatory acceptable alternatives are available.
5. Finally, Novomed Group relies on close collaboration with its suppliers, incorporating specific requirements into the selection and monitoring of these suppliers to ensure the compliance of raw materials and components, as well as the reliability and transparency of the data provided.



Key Sustainability Performance Indicators for the year 2025



f) Preservation of Natural Resources, Water, and Biodiversity

Our Policy

Novomed Group's production and marketing activities, which specialize in medical devices, do not involve the direct exploitation of sensitive natural resources. However, the company recognizes that its indirect impacts particularly those related to the use of raw materials (plastics, metals, components), water consumption, packaging, and the supply chain can place pressure on ecosystems and biodiversity.

In this context, Novomed Group is committed to conserving natural resources by optimizing the use of raw materials, ensuring responsible water management, limiting the impacts on biodiversity associated with its activities and those of its partners, and gradually integrating these issues into its supply chain.

Our 2026–2030 Goals

- Optimize water consumption across all sites.
- Incorporate environmental criteria, including biodiversity, into the selection of strategic suppliers.
- Explore the feasibility of solutions for collecting and reusing rainwater for certain purposes (cleaning, irrigation).
- Strengthen collaboration with environmentally responsible suppliers for the purchase of components and finished products.
- Maintain a goal of zero incidents impacting local biodiversity at warehouses and sites.

Our actions

1. Novomed Group conducts an annual consolidated review of water consumption at its warehouses and corporate headquarters to identify fluctuations and prevent any deviations.
2. As part of its medical device operations, the company ensures it controls the use of components through rigorous management of purchasing and sales, thereby limiting surpluses and losses. It also maintains strictly controlled production processes that do not require significant water consumption.
3. Furthermore, Novomed Group is committed to reducing the environmental impacts associated with its supply chain by prioritizing suppliers committed to responsible practices.
4. The company works closely with the manager of its headquarters to identify areas for improvement in water management and environmental protection.
5. It also benefits from a warehouse located in an environment designed to meet high environmental standards, particularly within the E-Valley zone, which is recognized for its standards in environmental performance and the integration of biodiversity issues.
6. Finally, Novomed Group raises awareness among its employees about water conservation and environmental protection to reinforce best practices in their daily work.

Key Sustainability Performance Indicators for the year 2024



g) Air, Water, and Soil Pollution

Our Policy

Novomed Group is committed to a continuous effort to reduce emissions and manage the environmental impacts associated with its activities. Although its core operations involve the assembly, packaging, and logistics of medical devices, the company strives to prevent all forms of air, water, and soil pollution.

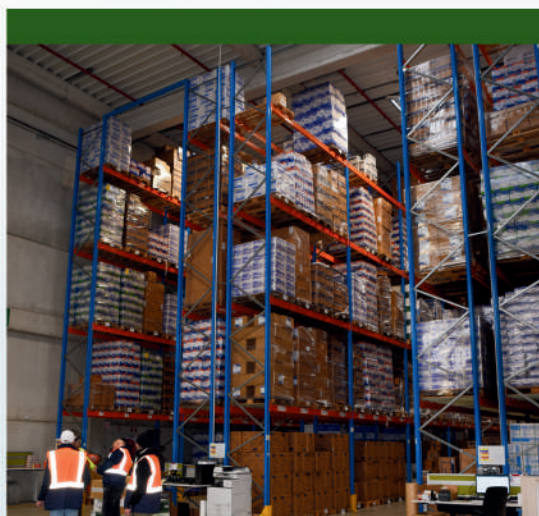
This policy is based on the prevention of accidental pollution, compliance with applicable environmental regulations, and the integration of responsible practices throughout the supply chain and operations.

Our 2026–2030 Goals

- Limit transportation-related emissions by optimizing logistics flows and using responsible service providers.
- Monitor and reduce direct and indirect air emissions (GHGs, VOCs, particulate matter).
- Ensure zero environmental incidents affecting air, water, or soil.
- Rely on compliant and controlled production processes, particularly regarding sterilization (ethylene oxide) with certified partners.

Our actions

1. Novomed Group prioritizes reducing air emissions associated with its logistics operations. The company works with transportation providers to optimize logistics flows, particularly by consolidating deliveries and optimizing route planning. By partnering with providers that have low-emission fleets including electric vehicles we are able to limit emissions of air pollutants such as CO₂, nitrogen oxides (NOx), and particulate matter.
2. With regard to production activities, Novomed Group relies on specialized subcontractors, particularly for ethylene oxide (EO) sterilization operations, which are carried out in France by partners recognized for their performance and regulatory compliance. This approach ensures control over sensitive processes and minimizes potential environmental impacts.
3. The company also enforces rigorous storage conditions within its warehouses to prevent any risk of soil or air pollution. Products are handled and stored according to strict protocols, and regular inspections of facilities and storage areas are conducted to detect and prevent any accidental leaks or releases.
4. Finally, Novomed Group relies on its ISO 13485 certified quality management system to govern its operational practices. Safety procedures and internal protocols are implemented to prevent any environmental incidents that could impact the air, water, or soil, thereby ensuring proactive and controlled risk management.

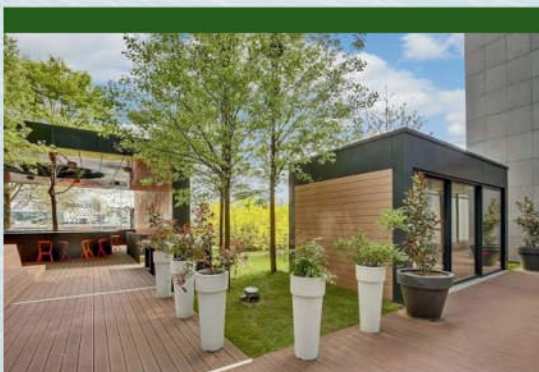


Key Sustainability Performance Indicators for the year 2025



0

Environmental
incident
affecting air,
water, or soil



**Working
Conditions and
Quality of Life
at Work**

2

Developing talent and improving quality of life at work

Novomed Group considers human capital to be a central pillar of its CSR strategy and sustainable performance. Competitiveness, innovation, and service quality depend on motivated, skilled, and fulfilled employees. The company is committed to promoting an inclusive, safe, and respectful work environment; developing skills and career paths; ensuring health, safety, and quality of life at work; and fostering social dialogue and internal solidarity.

Novomed Group is committed to:

Promoting diversity, equity, and inclusion by ensuring equal treatment and opportunities for all, and by fostering the sustainable integration of people with disabilities.

Enhancing the attractiveness of the company and retaining talent through stable employment contracts, rewarding career paths, internal mobility, and continuing education.

Ensure health, safety, and quality of life at work by preventing occupational hazards, training employees, and supporting work-life balance.

- Maintain a transparent and constructive social dialogue with employee representatives, relying on the Social and Economic Committee (CSE) to identify needs, manage sensitive situations, and promote active employee participation.
- To encourage social and community engagement, particularly through health-related initiatives, thereby contributing to collective well-being and the development of a more inclusive society.

This policy is based on structured social governance, clear processes for monitoring and managing social indicators, and concrete actions aimed at strengthening employee engagement and job satisfaction..



a) Diversity, Equity, and Inclusion

Our Policy

Novomed Group places diversity, equity, and inclusion at the heart of its corporate social responsibility approach. The company is committed to ensuring equal treatment and equal opportunities for all its employees throughout their careers. It works to prevent all forms of discrimination and harassment, promote professional equality between women and men, and foster the sustainable inclusion of people with disabilities. Novomed Group also works to support the integration of young people into the workforce and help older employees remain in the workforce. This policy is supported by regular monitoring of social indicators, tailored support programs, specialized partnerships, and the promotion of an inclusive, respectful, and equitable corporate culture.

Our 2026–2030 Goals

- Maintain a score of $\geq 85/100$ on the Gender Equality Index.
- Achieve an employment rate of $\geq 6\%$ for workers with disabilities.
- Strengthen partnerships with the sheltered and adapted employment sector (ESAT).
- Implement regular initiatives to raise awareness of diversity and inclusion.
- Ensure equal opportunities at every stage of the career path.
- Promote the professional integration of young people.
- Support older employees in remaining in the workforce and transitioning to retirement.



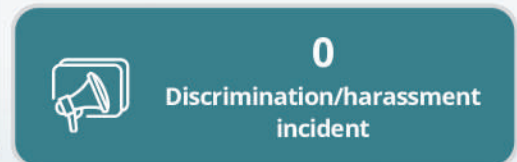
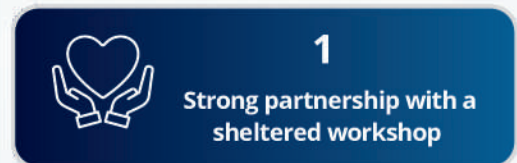
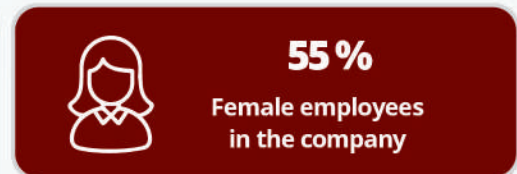
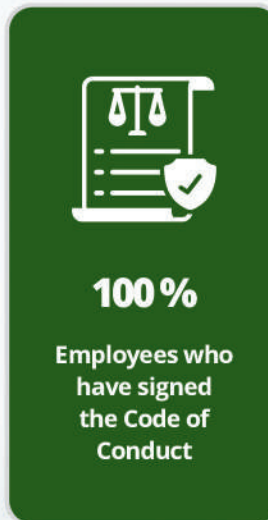
Our actions

- 1.Regarding workplace equality, the company annually monitors the Gender Equality Index to identify any disparities and implement corrective measures as part of a continuous improvement process.
- 2.To prevent discrimination and harassment, an ethical code of conduct is incorporated into the internal regulations and signed by all employees. A dedicated point of contact is also available to receive reports, provide support in sensitive situations, and ensure a direct link with management.
- 3.These commitments are reinforced by regular employee awareness-raising initiatives, including poster campaigns, internal communications, and the promotion of diversity, equity, and inclusion values.
- 4.Regarding the inclusion of people with disabilities, Novomed Group implements a dedicated policy supported by partnerships with specialized organizations such as AGEFIPH and Cap Emploi to foster recruitment, integration, and job retention.
- 5.In the same spirit, the company collaborates with a sheltered workshop (ESAT) in the Île-de-France region for the assembly of certain medical devices, thereby contributing to a more inclusive economy.
- 6.Furthermore, specific measures are implemented to facilitate the integration of young people, including support for their entry into the workforce and assistance in accessing essential needs such as housing and healthcare.



7. In addition, specific initiatives are being implemented to foster the integration of young people, including guidance as they enter the workforce and support in accessing essentials such as housing and healthcare.
8. The company is also rolling out a support program for senior employees designed to help them remain in their jobs, gradually adjust their workloads, and prepare for the transition to retirement.
9. Finally, an employee guide outlining procedures for combating harassment and discrimination is available to all staff; this serves to centralize HR policies and practices, ensure transparency and fair treatment, and support skills development.

Key Sustainability Performance Indicators for the year 2025



b) Attractiveness, skills development, and career paths

Our policy

Novomed Group places attractiveness, skills development, and the sustainable management of career paths at the heart of its social strategy. The company views its employees as a key driver of performance, quality, and adaptability within the demanding environment of the medical device and health product sectors.

Accordingly, it is committed to ensuring fair, transparent, and non-discriminatory recruitment processes, as well as offering structured career paths that foster skills development and long-term employability.

This policy is based on continuous training, regular skills assessment, structured career paths, and the promotion of internal mobility, all aimed at securing career trajectories and strengthening the company's collective performance.

Our 2026–2030 Goals

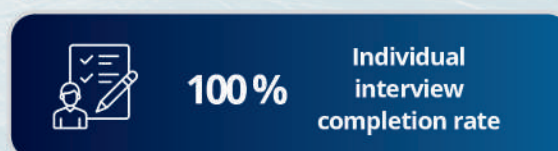
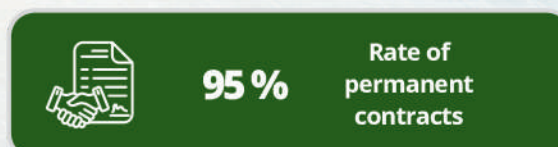
- Maintain a permanent contract (CDI) rate of $\geq 90\%$
- Ensure 100% completion of annual performance reviews
- Implement a structured multi-year skills development plan
- Strengthen training related to regulatory, quality, and CSR issues
- Foster internal mobility and talent promotion
- Improve the structuring of career paths
- Enhance attractiveness and the employer brand.



Our actions

1. Novomed Group has implemented a structured and secure recruitment process based on an internal validation system involving the HR committee. This framework ensures fairness, transparency, and the alignment of candidate profiles with job requirements particularly crucial in the highly regulated medical device sector.
2. The company carries out an annual training plan covering technical, regulatory, quality, and CSR competencies essential to the healthcare industry. This program ensures procedural compliance and risk management while supporting the continuous adaptation of skills to evolving roles, tools, and organizational structures.
3. A structured and formalized onboarding process is provided to every new employee to ensure a smooth start and facilitate integration, enabling them to quickly master internal procedures, quality standards, and digital HR management tools.
4. Skill development and tracking rely on annual performance reviews and digital HR tools (such as Lucca and eDocPerso), allowing for the structured management of career paths, the identification of training needs, and support for internal career progression and mobility.
5. Internal mobility is actively encouraged through the transparent communication of career opportunities, fostering employee development, talent retention, and the leveraging of skills within the organization.
6. Novomed Group is also committed to workplace equality and gender balance in management and executive roles. Initiatives are being implemented to facilitate women's access to positions of responsibility, particularly by supporting career progression, promoting diversity in talent pools, and addressing barriers to professional advancement.
7. Finally, Novomed Group supports a stable employment policy characterized by a high proportion of permanent contracts that contributes to secure career paths, the continuity of key skills, and the company's sustainable performance.

Key Sustainability Performance Indicators for the year 2025



c) Occupational health and safety

Our policy

Novomed Group places occupational health and safety at the heart of its priorities, particularly within the demanding environment of the medical device and logistics sectors. The company is committed to ensuring a safe working environment, preventing occupational hazards, and protecting the physical and mental health of its employees.

This policy is based on a structured prevention approach grounded in risk identification, employee training, the implementation of appropriate protective measures, and a commitment to continuous improvement, with the aim of reducing workplace accidents and achieving a goal of zero serious accidents.

Our 2026–2030 goals

- Ensure safety training for 100% of new employees upon arrival.
- Achieve a lasting reduction in the number of accidents resulting in lost time.
- Target and maintain a "zero serious accidents" goal.
- Strengthen the culture of occupational risk prevention at all levels.
- Ensure consistent use of PPE in warehouses.



Our actions

1. Upon arrival, all new employees undergo mandatory occupational health and safety training. This program is supplemented by an e-learning platform dedicated to workplace prevention and well-being, facilitating the rapid adoption of best practices and helping to reduce occupational risks.
2. Novomed Group implements a structured risk prevention approach based on regular assessments using the Single Occupational Risk Assessment Document (DUERP) and the execution of an annual prevention program (PAPRI Pact). This framework is supported by risk monitoring and associated action plans, as well as employee medical monitoring in coordination with occupational health services.
3. Prevention efforts are reinforced by the provision of appropriate personal protective equipment (PPE) particularly for warehouse operations and by procedures governing its distribution, inspection, and replacement. Clear, accessible safety guidelines including emergency numbers and the identification of trained workplace first-aiders (SST) further support these measures.
4. Special attention is paid to occupational risk prevention in a comprehensive sense. This includes preventing road-related risks (phone usage, adherence to driving rules, vigilance), combating substance abuse (alcohol, psychoactive substances, and medication), preventing musculoskeletal disorders (ergonomics and workstation layout), and addressing psychosocial risks (stress, harassment, workload).
5. In logistics and industrial environments, prevention measures regarding manual handling and falls are also strengthened through specific training and tailored operational guidelines.
6. Finally, a sustainable prevention culture is fostered through ongoing awareness-raising initiatives such as regular training, internal campaigns, webinars, and dedicated content like the internal podcast "Mon job en forme" (My Job in Good Shape) helping to firmly embed safety and well-being habits within the organization.



Key Sustainability Performance Indicators for the year 2025



100 %
Percentage of
employees trained
in occupational
health and safety



0
Number of
serious
accidents



2
Number of
workplace
accidents resulting
in time off work

d) Quality of life and well-being at work

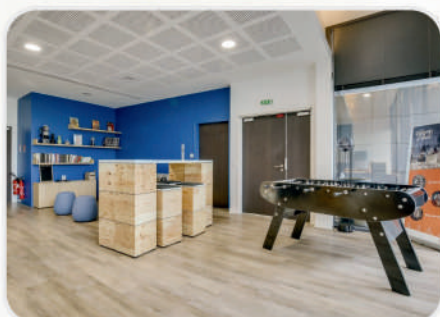
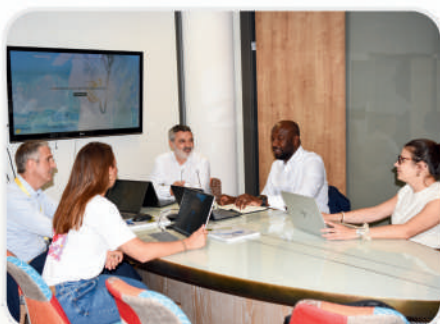
Our policy

Novomed Group is committed to sustainably improving the quality of life at work and the well-being of its employees. The company strives to create a work environment that fosters engagement, work-life balance, and collective performance.

This approach relies on organizational, social, and human-focused measures designed to enhance employee satisfaction, motivation, and retention.

Our 2026–2030 goals

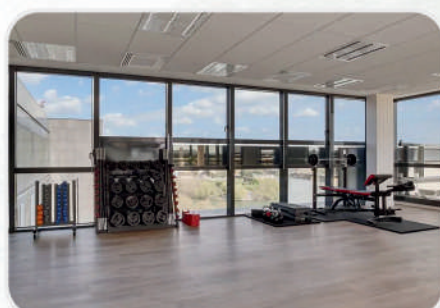
- Sustainably improve the employee experience and satisfaction.
- Promote a better work-life balance, particularly by establishing dedicated frameworks.
- Strengthen the prevention of psychosocial risks.
- Develop a comprehensive policy on quality of life and well-being at work.



Our actions

1. Novomed Group implements a policy regarding Quality of Work Life and Working Conditions (QVCT), aiming to create an environment that fosters engagement, collaboration, and sustainable performance. This approach is based on the continuous improvement of work organization, workspaces, and the employee experience.
2. The company promotes a better work-life balance through adapted organizational arrangements including remote work and flexible hours where roles allow as well as by regularly raising awareness about respecting rest periods and the "right to disconnect."
3. Listening to employees is a key driver of this initiative. Regular satisfaction and well-being surveys help gather team expectations, identify areas for improvement, and implement tailored action plans. The results are analyzed to fuel a continuous improvement process regarding the quality of work life.
4. Novomed Group also strives to provide a pleasant and friendly work environment. In partnership with the building management, employees have access to spaces that encourage interaction and relaxation, as well as services that support daily well-being, such as sports activities, wellness services, and concierge services.
5. Collective engagement is strengthened through the regular organization of team-building events, collaborative workshops, and social gatherings that foster team cohesion, the sharing of experiences, and a sense of belonging to the company.
6. Finally, Novomed Group complements this approach with an employee benefits policy designed to support staff in their daily lives; this includes meal vouchers, coverage of commuting costs, health and provident insurance, and support measures for parents.

Key Sustainability Performance Indicators for the year 2025



89%

Overall employee
satisfaction rate
regarding well-being
at work

e) Social dialogue, engagement, and solidarity

Our policy

Novomed Group places social dialogue, employee engagement, and solidarity at the heart of its corporate social responsibility (CSR) approach. The company is committed to maintaining a structured, transparent, and constructive dialogue with employee representative bodies, fostering an atmosphere of trust and seamless communication across all levels of the organization. It also strives to boost employee engagement by improving the work environment and strengthening internal cohesion. In addition, Novomed Group develops solidarity initiatives aligned with its mission in the healthcare sector, thereby contributing to its societal impact and collective well-being.

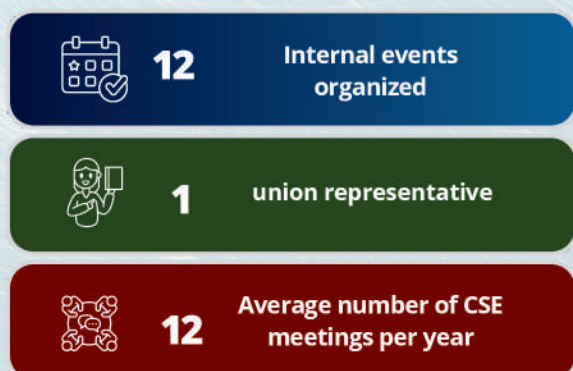
Our 2026–2030 goals

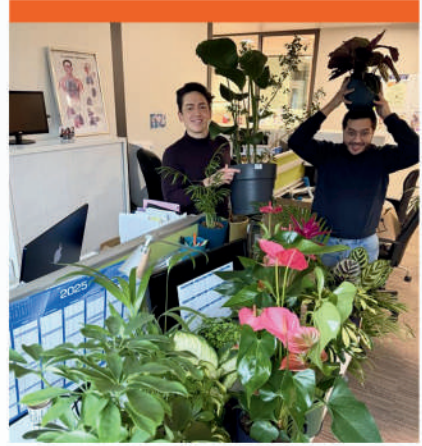
- Ensure transparent, regular, and constructive social dialogue with the Social and Economic Committee (CSE) and internal stakeholders.
- Strengthen trust and the quality of relationships among employees, employee representatives, and management.
- Structure internal cohesion activities to reinforce the sense of belonging.
- Roll out solidarity initiatives, particularly those related to women's health and well-being.

Our actions

1. Novomed Group organizes structured, regular social dialogue with employee representatives, notably through monthly meetings between the CSE and the Human Resources Department. These exchanges ensure the continuous and formalized reporting of employee concerns including those from operational sites and strengthen close-knit social dialogue throughout the organization.
2. Employee representatives receive specialized training enabling them to carry out their duties with professionalism, confidentiality, and efficiency, particularly regarding sensitive issues such as psychosocial risks and harassment. They also rely on a legal partner organization and work in coordination with trained internal points of contact to ensure that complex situations are handled appropriately. To foster team cohesion and engagement, CSE representatives regularly organize a variety of internal events such as themed days, activities, outings, and competitions as well as social gatherings for occasions like Halloween and various cultural and religious holidays. These initiatives help build social bonds and strengthen the sense of belonging.
3. The CSE also offers a wide range of employee benefits and social/cultural activities, including gift vouchers, gift cards for life events (births, weddings, retirement), holiday vouchers, cinema subsidies, and access to a discount platform for partner retailers (perfumeries, jewelry stores, etc.). It also provides books and organizes regular prize competitions.
4. As part of its commitment to well-being and responsibility, the CSE has arranged for the eco-friendly delivery of organic fruit and vegetables, helping to promote healthy, sustainable eating habits among employees.
5. Furthermore, aiming to continuously improve the work environment, the CSE has initiated projects to introduce greenery into professional spaces, creating a more pleasant, calming atmosphere that supports workplace well-being.
6. Finally, the company is deeply committed to social solidarity. It actively participates in health awareness campaigns such as "Pink October" by organizing marathons and providing training on women's health issues for patients and healthcare professionals. It also engages in charitable activities to support the most disadvantaged, notably through donations to provide gifts during the Christmas season.

Key Sustainability Performance Indicators for the year 2025







Protection of patients and practitioners

3

Ensuring the safety and quality of our products

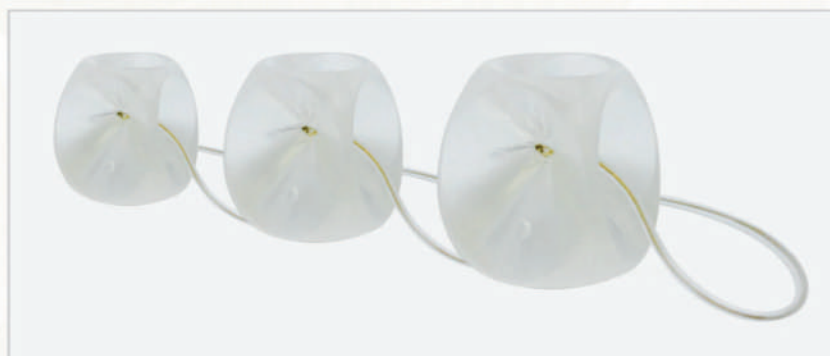
As part of its corporate social responsibility initiative, Novomed Group adapts the principle of "consumer protection" defined by the ISO 26000 standard to the specificities of the medical device sector. Given the nature of the products marketed, this responsibility extends directly to the protection of patients, healthcare professionals, and end-users.

This requirement operates within a highly regulated environment governed notably by Regulation (EU) 2017/745 and the ISO 13485 standard and is based on a structured approach to risk management, transparency, and continuous improvement. It also helps meet the expectations of the VSME framework regarding corporate responsibility toward stakeholders.

In this context, Novomed Group structures its commitment around four complementary pillars:

- Regulatory compliance and quality system excellence;
- Product safety, vigilance, and user satisfaction;
- Transparency and equitable access to product information;

These dimensions reflect a shared ambition: to ensure that every medical device placed on the market is used under optimal conditions regarding safety, understanding, trust, and quality of care.



a) Regulatory compliance and quality system excellence

Our policy

Novomed Group places the quality and regulatory compliance of its medical devices at the heart of its corporate social responsibility. In compliance with Regulation (EU) 2017/745 (MDR) and the transitional Regulation 607/2023, the company is committed to ensuring that all its products meet applicable regulatory requirements throughout their entire lifecycle.

In addition, the company maintains a quality management system compliant with the ISO 13485 standard, covering the production, importation, distribution, and post-market surveillance of medical devices. It ensures full product traceability through the UDI system and maintains transparent, proactive communication with competent authorities and notified bodies.

Our 2026–2030 goals

- Maintain technical documentation compliance in accordance with Directive 93/42/EEC and Regulation 607/2023.
- Achieve CE compliance under the MDR for all medical devices manufactured by Novomed Group.
- Ensure ISO 13485 certification with no major non-conformities during audits.
- Maintain validation of special manufacturing processes for our sterile medical devices.
- Train all relevant staff on MDR requirements and the quality management system.

Our actions

1. The Quality and Regulatory Affairs department continuously monitors regulatory and standards-related developments to anticipate necessary compliance updates and ensure internal practices remain current. Regular dialogue is maintained with notified bodies and competent authorities to ensure a harmonized interpretation of requirements and sustained compliance.
2. Novomed Group relies on direct control over its production chain, with medical devices manufactured in Europe to the highest quality standards. For example, the manufacturing of our surgical instrument and care kits involves rigorous process controls, monitoring of special processes, and ongoing compliance with regulatory requirements.
3. The sterilization of our medical devices is carried out in France by certified subcontractors, in accordance with current standards. This setup ensures a high level of health safety, enhanced traceability, and greater responsiveness to regulatory changes or market demands.
4. Conformity assessment procedures, the quality manual, and operational instructions are regularly reviewed to incorporate changes in standards and customer feedback. The internal audit program has been strengthened to rapidly identify, analyze, and correct any non-conformities, as part of a continuous improvement approach.
5. The UDI system is being progressively rolled out across all product ranges to ensure complete traceability of medical devices, from market launch through to use.
6. Internal "Quality & MDR" training sessions are regularly organized for relevant teams, particularly in purchasing, sales, supply chain, and IT. These initiatives aim to ensure a thorough understanding of requirements and to foster greater ownership of the quality management system.
7. Finally, awareness-raising initiatives are conducted with all employees to promote a shared quality culture, leverage audit findings, and strengthen commitment to compliance, safety, and performance goals.

Key Sustainability Performance Indicators for the year 2025



b) Medical device safety, vigilance, and customer satisfaction

Our policy

Novomed Group regards medical device safety and customer satisfaction as strategic priorities, in alignment with the requirements of the Medical Device Regulation. The company is committed to ensuring full product traceability, systematically addressing all complaints and incidents, and proactively analyzing vigilance data to prevent risks. Transparency with users and healthcare facilities is a fundamental principle, ensuring professional trust and patient safety. This policy fosters continuous improvement, device reliability, and excellence in customer service.

Our 2026–2030 goals

- Process 100% of customer complaints within established timeframes
- Maintain a device recall rate of less than 3%
- Achieve a customer satisfaction rate of $\geq 95\%$
- Monitor proactive analysis of vigilance data to anticipate risks
- Ensure transparent and responsive communication in the event of a significant incident



Our Actions

1. Novomed Group implements a structured post-market surveillance system that complies with the requirements of Directive 93/42/EEC and Regulation (EU) 2017/745, enabling continuous monitoring of the safety and performance of medical devices.
2. All complaints, incidents, and adverse events are recorded and tracked using dedicated procedures and digital tools. This organizational structure ensures data reliability, reduces processing times, and facilitates the identification of trends or early warning signals.
3. Vigilance and quality indicators are analyzed periodically and shared with management. These reviews help anticipate risks, guide decision-making, and strengthen the continuous improvement process.
4. In the event of a significant incident, the company ensures rapid, transparent, and appropriate communication with users and healthcare facilities to guarantee effective risk management and maintain a high level of trust.
5. Finally, insights gained from vigilance activities and customer feedback are incorporated to improve internal procedures and post-market surveillance, and where relevant to revise risk analyses for the products concerned.

Key Sustainability Performance Indicators for the year 2025


100 %

Customer requests
processed and tracked


100 %

Rate of closed corrective
and preventive actions



c) Transparency and equitable access to product information

Our policy

At Novomed Group, transparency and equitable access to product information are fundamental pillars of patient safety and healthcare professional trust. The Group is committed to ensuring the reliability, accuracy, and continuous updating of all information regarding its medical devices including, notably, instructions for use and technical data sheets in strict compliance with Regulation (EU) 2017/745. Beyond regulatory compliance, Novomed Group pursues a proactive approach aimed at making this information accessible to all relevant audiences, understandable regardless of the level of expertise, and adapted to real-world usage contexts.

Our 2026–2030 goals

- Ensure instructions for use and technical data sheets comply with the requirements of Regulation (EU) 2017/745.
- Guarantee that 100% of product technical documentation is kept up to date.
- Centralize all product information using secure, accessible digital tools.
- Incorporate user feedback from Post-Market Surveillance (PMS), the risk management file, and the Clinical Evaluation Report (CER) into the continuous improvement of product content.

Nos actions

1. Novomed Group has implemented a structured process for reviewing and validating product information. Every instruction for use, technical data sheet, and related material undergoes regular verification to ensure regulatory compliance, completeness, and alignment with the requirements of Regulation (EU) 2017/745.
2. Certain product data sheets are structured according to Europharmat standards, meeting the requirements and practices of the hospital sector particularly regarding readability, standardization, and information quality.
3. Content is cross-validated by the Quality, Regulatory Affairs, and Communication/Marketing teams prior to release to ensure a high level of reliability, consistency, and harmonization.
4. Novomed Group is progressively rolling out digital support platforms notably through the Gyneas brand including the Patient Portal (MyGyneas) and tools dedicated to practitioners. These secure platforms centralize product information and facilitate understanding and proper use.
5. These digital support platforms are developed in collaboration with healthcare professionals (general practitioners, gynecologists, and midwives) to provide professional content tailored to clinical practices and user needs.
6. Particular attention is paid to the readability and clarity of content to ensure it is tailored to the varying levels of user expertise. This approach fosters better adoption of the medical devices and helps ensure their safe use.
7. User feedback is collected, analyzed, and incorporated into a continuous improvement process for information materials, allowing content to be constantly adjusted to meet real-world needs.
8. Sales teams receive regular product training both in house and in collaboration with our suppliers to ensure a high level of expertise and the ability to provide accurate, reliable answers to questions from both healthcare professionals and patients.
9. Novomed Group also collaborates with other healthcare professionals to enrich product information and enhance the user experience.

Key Sustainability Performance Indicators for the year 2025



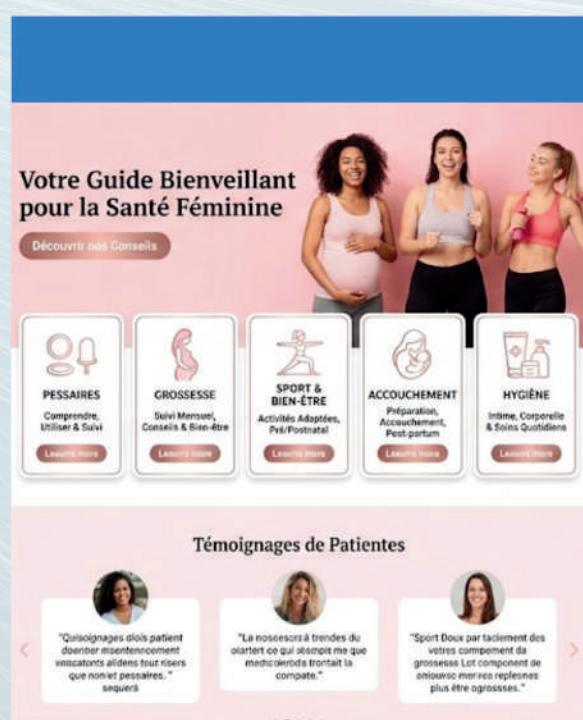
85 %

Annual renewal
rate of
produced
content



100 %

Employee training
rate on product
communication
rules



A group of eight business professionals, four men and four women, are silhouetted against a large window. They are standing in a modern office, engaged in conversation. The window looks out onto a dense city skyline with various skyscrapers under a bright sky. The office floor is highly reflective, showing clear reflections of the people and the city view. A dark blue rectangular box is overlaid in the center of the image, containing the word "Governance" in white text.

Governance

4

Driving sustainability and responsible performance

Novomed Group's governance is based on an integrated approach that balances economic performance, regulatory compliance, and a commitment to sustainable development.

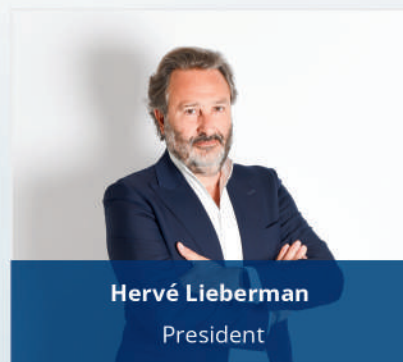
As a player in the medical device sector with operations in France and internationally, the Group operates in a demanding environment where risk management, product quality, and supply continuity are critical to performance and safety.

Since 2024, Corporate Social Responsibility (CSR) has been fully integrated into strategic management and serves as a key driver for creating sustainable value. It is regularly monitored by governance bodies, notably the Executive Committee and the Management Committee.

The Executive Committee meets every two months to monitor ESG issues and ensure their systematic integration into strategic and operational decisions. This organizational structure guarantees a cross-functional and consistent approach to sustainability issues across all Group activities.



Novomed Group Executive Committee



Hervé Lieberman
President



Jean christophe Ferrer
Director of Quality, Regulatory
Affairs & CSR



Marc Millette
Purchasing, Marketing &
Logistics Director



Demba Kanoute
Human Resources Director



Patrice Fleau
Sales Director

a) Strategic integration of sustainability into corporate management

Our policy

We are progressively integrating ESG considerations into corporate management through Executive Committee and Management Committee meetings to inform strategic and operational decisions.

This approach relies on regular performance monitoring, improved data quality, and the structuring of reporting tailored to stakeholder expectations.

It also aims to anticipate public procurement and investor requirements while linking sustainability issues to operational performance, particularly regarding CO₂ emission reductions.

Our 2026–2030 goals

- Integrate ESG criteria into strategic decisions.
- Structure consolidated, reliable, and actionable annual CSR reporting.
- Integrate carbon footprint results into investment decisions.
- Strengthen the quality and traceability of ESG data.



Our actions

1. The management of ESG issues relies on regular meetings of the Executive Committee and the Management Committee, ensuring structured monitoring of economic, regulatory, and non-financial performance. The Executive Committee sets strategic direction and systematically integrates ESG considerations into its decision-making, while the Management Committee oversees operational implementation and tracks associated actions.
2. Meeting on a monthly basis, the Executive Committee incorporates ESG issues into its strategic decisions particularly when approving major investments, defining development priorities, and making decisions on operational optimization projects. These decisions are subsequently translated into action plans and monitored through internal reporting.
3. A voluntary carbon footprint assessment identified key emission sources and led to major operational decisions, such as closing an energy-intensive logistics site and centralizing operations at an optimized facility, thereby improving both energy and organizational efficiency.
4. Furthermore, a system for structuring and ensuring the reliability of ESG data is currently being rolled out to enhance data quality, consistency, and utility in strategic management. This initiative also aims to improve information traceability across different levels of governance.
5. Finally, regular internal reviews allow for the monitoring of ESG indicators and the adjustment of strategic direction based on observed results, in line with a continuous improvement approach..

Key Sustainability Performance Indicators for the year 2025


100 %

Executive Committee meetings
incorporating ESG issues in 2025


2

Major strategic decisions
made based on ESG criteria



b) Supply chain resilience and security

Our policy

Novomed Group structures its supply chain to guarantee the continuous availability of medical devices and ensure continuity of care in healthcare facilities.

Amidst international logistical strains and reliance on certain critical suppliers, supply chain risk management is a key strategic priority.

The Group's policy aims to secure supplies, reduce critical dependencies, and strengthen overall supply chain resilience.

Our 2026–2030 goals

- Achieve an average product availability rate of $\geq 95\%$.
- Significantly reduce the risk of stockouts for critical product lines.
- Achieve 95% customer satisfaction regarding supply reliability.
- Reduce reliance on single-source suppliers for strategic products.
- Strengthen the ability to anticipate logistical risks.



Our actions

1. A map of critical items is maintained and regularly updated to identify products with a significant impact on continuity of care and to assess their criticality based on defined criteria, such as patient impact, replacement lead times, and supplier dependency.
2. For each identified item, supply security plans are implemented by the purchasing and supply teams; these include identifying alternative suppliers, establishing dual sourcing strategies where feasible, and setting appropriate safety stock levels.
3. Inventory management relies on a combined analysis of consumption history, supply lead times, and indicators of supply chain strain, enabling stock coverage levels to be adjusted according to identified risks under the supervision of the supply teams.
4. Supply risks are regularly monitored at the management level, in coordination with purchasing and supply teams, to adapt purchasing strategies and anticipate market trends.
5. Supply management software used in conjunction with SAP by the purchasing and supply teams enables the early detection of stockout risks and the rapid initiation of corrective actions, such as stock reallocation, product substitution, or order adjustments.

Key Sustainability Performance Indicators for the year 2025



24 to 48 hours

Average customer delivery time



95 %

Customer satisfaction rate regarding product availability



95 %

Percentage of critical suppliers assessed



98 %

Availability rate of products intended for hospitals

c) Responsible business performance and access to public procurement

Our policy

Novomed Group integrates regulatory, quality, and corporate social responsibility (CSR) requirements into the core of its commercial strategy, particularly regarding public procurement and private tenders.

In the medical device sector, market access depends heavily on the ability to demonstrate regulatory compliance, product traceability, and the maturity of CSR commitments.

The Group's commercial strategy therefore aims to secure market access, enhance the reliability of tender responses, and anticipate evolving responsible purchasing criteria.

Our 2026–2030 goals

- Increase the share of revenue derived from public procurement to 30%.
- Integrate ESG and regulatory criteria into 100% of tender responses.
- Improve the documentation compliance of commercial proposals to $\geq 98\%$.
- Expand export sales in European and international markets.
- Increase the share of revenue generated through digital channels.

Our actions

1. A dedicated tender unit is structured and integrated into commercial operations management to ensure standardized, traceable management of responses to public and private sector tenders.
2. A formalized process governs the entire cycle, including analysis of specifications, collection of technical, regulatory, and CSR data, multi-level information validation, and a final consistency check prior to submission.
3. This system relies on regularly updated internal product data repositories to guarantee the reliability and compliance of the information used.
4. Periodic internal reviews monitor the quality of responses and identify any discrepancies or risks of non-compliance.
5. CSR and regulatory data are systematically integrated into commercial proposals, aligning with the requirements of public sector buyers and healthcare institutions.
6. Digital tools such as the ERP system, product database, and e-commerce site ensure data centralization, updates, and traceability.
7. Monitoring of commercial performance including success rates, proposal compliance, and customer feedback drives a continuous improvement process.



Key Sustainability Performance Indicators for the period 2024–2025



+ 5.5 %

Rate of increase
in revenue from
public contracts



+ 32%

Pharmacy
revenue growth
rate



100 %

Documentary
compliance rate of
tender responses



100 %

Rate of integration
of CSR criteria into
calls for tenders

A wooden gavel with a dark, polished head and a black handle with a wooden knob, resting on a dark wooden block. In the background, a brass scale of justice is visible, hanging from a stand. The scene is set against a light blue background with a dark wooden surface in the foreground.

Loyalty of practices

5

Acting with Integrity and Ensuring the Security of Our Business Practices

Fair business practices are a cornerstone of Novomed Group's corporate social responsibility. In the medical device sector characterized by stringent regulatory and ethical requirements integrity in business practices and transparency in business relationships are essential to maintaining stakeholder trust.

As a manufacturer and distributor operating both in France and internationally, Novomed Group is committed to ensuring compliance with competition laws, preventing corruption and conflicts of interest, managing its supply chain effectively, and protecting sensitive and strategic data.



a) Ethical conduct and prevention of corruption risks

Our policy

Novomed Group conducts its business in accordance with principles of integrity, fairness, and regulatory compliance. The company is committed to preventing all forms of corruption, fraud, money laundering, and illicit financing, and to ensuring fair competition. This policy is based on transparency in business relationships, the regulation of benefits and hospitality, the prevention of conflicts of interest, compliance with international laws, and the protection of sensitive and strategic information.

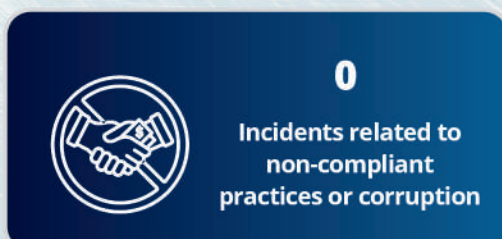
Our 2026-2030 goals

- Raise awareness among 100% of employees regarding business ethics principles.
- Train employees in roles exposed to risks of corruption, fraud, and money laundering.
- Strengthen the traceability of business practices.
- Maintain a zero-tolerance policy regarding corruption.

Our actions

1. An internal code of ethics formalizes the rules applicable to all employees. Provided to and mandatorily signed by every new hire, it outlines expected behaviors regarding business practices, the prevention of conflicts of interest, the fight against corruption and fraud, and relationships with third parties. It also specifies rules concerning gifts, hospitality, and benefits.
2. Ethical principles are integrated into all commercial and contractual processes to ensure transparency in business relationships and compliance in decision-making.
3. A formal system for declaring and managing conflicts of interest has been implemented, utilizing an internal form and a dedicated register to track and handle such matters.
4. Contracts with suppliers and distributors systematically include compliance and anti-corruption clauses, ensuring partners commit to upholding Novomed Group's ethical standards.
5. Regular internal controls verify the effective application of established rules. An ethics committee is responsible for monitoring sensitive situations and coordinating corrective actions when necessary. Finally, a confidential and secure internal reporting system enables employees to report any non-compliant or high-risk situations. Alerts are analyzed and handled appropriately, with corrective action plans implemented where necessary. This system is also open to external partners and complies with European requirements regarding whistleblower protection.

Key Sustainability Performance Indicators for the year 2025



b) Data protection and cybersecurity

Our policy

Novomed Group places great importance on data protection and the security of its information systems, given the context of increasing digitalization and the sensitive nature of the data processed particularly in the medical device sector. The company is committed to protecting data against unauthorized access, securing its systems based on identified risks, complying with the General Data Protection Regulation (GDPR), and raising employee awareness regarding digital best practices. This policy aims to guarantee data confidentiality, integrity, and availability; protect sensitive information; prevent cyberattacks and data loss; and ensure business continuity in the event of an incident. It is also based on access management following the "need-to-know" principle, the traceability of actions within sensitive systems, and the secure exchange of information with partners and service providers.

Our 2026–2030 goals

- Raise awareness among 100% of employees regarding cybersecurity and data protection issues.
- Train 100% of employees exposed to risks.
- Strengthen the traceability of security incidents and corrective actions.
- Implement a business continuity and disaster recovery plan covering critical systems.
- Reduce the number of significant security incidents.

Our actions

1. An IT and cybersecurity policy governs employees' use of digital tools and defines security rules and expected best practices. Regular awareness-raising initiatives reinforce the cybersecurity culture, focusing specifically on phishing risks, password management, and the handling of sensitive data.
2. GDPR compliance is integrated into internal processes with the support of the Data Protection Officer (DPO) and is subject to regular audits. A data breach management procedure is in place to ensure proper handling, traceability, and where necessary regulatory notification.
3. Access management relies on formalized, periodically reviewed authorization protocols, with traceability of access to sensitive data. System segmentation measures are implemented to mitigate risks, particularly regarding cyberattacks and ransomware.
4. A monitoring and testing framework is in place, comprising phishing campaigns, technical audits, and where appropriate penetration testing. Secure backups are performed, and restoration tests are conducted regularly.
5. A Business Continuity Plan (BCP) and a Disaster Recovery Plan (DRP) are established and tested to ensure system resilience in the event of a major incident.
6. System security is further strengthened through the use of specialized service providers, selected based on cybersecurity criteria integrated into procurement and monitoring processes. Security incident monitoring ensures that incidents are analyzed and tracked, and that corrective actions are implemented.
7. Finally, a cyber and data risk map structures the entire approach, incorporating the specific challenges associated with sensitive data in the healthcare sector.

Key Sustainability Performance Indicators for the year 2025



100 %

Percentage of
employees made
aware of
cybersecurity



0

Number of
security
incidents



c) Responsible Purchasing and Value Chain Management

Our Policy

Novomed Group integrates quality, compliance, and responsibility requirements into its purchasing and value chain management.

The company is committed to selecting suppliers based on objective criteria, developing long-term relationships with strategic partners, and progressively incorporating environmental, social, and ethical criteria into its purchasing processes.

This approach aims to secure supplies, mitigate supplier-related risks, and promote responsible practices throughout the value chain.

Our 2026–2030 goals

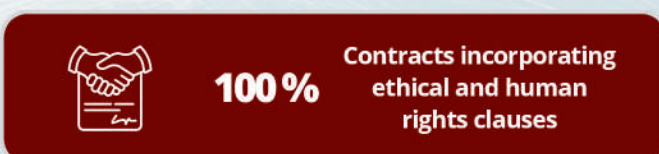
- Ensure 100% of strategic suppliers sign the "Responsible Purchasing" code.
- Implement a procurement procedure that integrates ESG criteria into supplier selection.
- Enhance monitoring of critical suppliers to improve visibility regarding product origins.
- Reduce supplier dependency, in alignment with the requirements of Regulation 2017/745.

Our actions

1. A "Responsible Purchasing" code is being rolled out to suppliers and subcontractors to formalize the Group's requirements regarding ethics, compliance, and responsibility. Adoption of this code is being progressively extended, prioritizing strategic partners.
2. ESG criteria are integrated into supplier selection, evaluation, and renewal processes to embed sustainability considerations into purchasing decisions.
3. Supplier monitoring relies on regular assessments using ESG questionnaires and standardized analysis frameworks, supplemented where necessary by document reviews or on-site audits for high-risk or strategic partners.
4. Contractual relationships include mandatory clauses covering anti-corruption, respect for human rights, and regulatory compliance, particularly regarding medical devices.
5. In the event of non-compliance, corrective action plans are defined and monitored, with the possibility of suspending or terminating the business relationship in cases of serious breaches. Supplier-related incidents (quality, ethics, compliance) are subject to structured monitoring that includes root cause analysis.
6. Measures to diversify supply sources are being implemented to limit dependency risks, while product traceability requirements are being strengthened throughout the value chain.
7. Finally, purchasing teams are being made aware of ethical, social, and regulatory issues, and the Group's requirements are progressively being extended to indirect subcontractors.



Key Sustainability Performance Indicators for the year 2025



HUMAN RIGHTS



HUMAN EQUALITY

**Human
rights**

6

Respecting and Promoting Human Rights

Respect for human rights is a cornerstone of Novomed Group's corporate social responsibility, aligning with ISO 26000 guidelines regarding human rights and fair practices.

As a player in the medical device sector operating both in France and internationally, the company acknowledges its responsibility to prevent violations of fundamental rights, both within its internal operations and throughout its value chain.

Novomed Group's commitment is grounded in a structured approach to prevention, vigilance, and continuous improvement. It draws upon recognized international standards, such as the Universal Declaration of Human Rights, the ILO's fundamental conventions, and the UN Guiding Principles on Business and Human Rights.



a) Respect and promotion of human rights internally

Our policy

Novomed Group is committed to respecting and promoting human rights internally, in accordance with recognized international standards. We guarantee the protection of every employee's fundamental rights specifically non-discrimination, equal treatment, and respect for dignity. This policy is based on preventing risks associated with internal practices, particularly in the areas of recruitment, management, and work organization. Novomed Group prohibits all forms of forced or compulsory labor and child labor, guarantees freedom of association and the right to employee representation, and takes measures to prevent discrimination, harassment, or workplace violence. The company also ensures working conditions that respect the health, safety, and well-being of its employees.

Our 2026–2030 goals

- Train 100% of employees on human rights as defined by the International Labour Organization
- Train managers on social risks
- Maintain a zero-tolerance policy regarding discrimination and harassment



Our actions

1. Respect for human rights is integrated into all of Novomed Group's human resources management practices. This is overseen by Executive Management in collaboration with the Human Resources and CSR teams.
2. Upon joining the company, employees complete an onboarding process that includes receiving and signing the Code of Conduct, the IT Charter, and the Employee Handbook. This handbook outlines the company's key internal policies and procedures, covering areas such as human rights, anti-discrimination, equal treatment, diversity, harassment prevention, occupational health, and ethical standards. All this documentation remains accessible at any time via the company's HR platform.
3. Principles of respect for human rights are applied throughout the entire employment lifecycle, from recruitment to career progression. They are integrated into recruitment procedures conducted by trained recruiters as well as into the probationary period, annual reviews, internal mobility, career progression, and remuneration decisions. Managers receive support from Human Resources teams to ensure consistent application. Furthermore, HR practices rely on formalized procedures and shared tools such as interview guides and standardized processes to ensure objective decision-making and equal treatment among employees.
4. To foster a shared culture, Novomed Group implements awareness-raising and training initiatives covering human rights, ethics, non-discrimination, diversity, and expected workplace behavior. These initiatives help strengthen understanding of internal policies and their day-to-day application.
5. Internal policies and procedures are communicated regularly and updated to reflect regulatory changes, business needs, and employee feedback, in line with a commitment to continuous improvement.

Key Sustainability Performance Indicators for the year 2025


100 %

Percentage of
managers trained
in human rights


80 %

Rate of awareness
among employees
trained in human rights



b) Whistleblowing system and reporting mechanism

Our policy

In line with its commitments regarding ethics and respect for fundamental rights, Novomed Group has implemented a confidential internal whistleblowing system, in accordance with European Directive (EU) 2019/1937 on the protection of whistleblowers. This mechanism enables any relevant individual to report behaviors or situations that could infringe upon human rights, business ethics, or the company's internal rules.

The system is based on three key principles: strict confidentiality of reports, protection against any form of retaliation for whistleblowers acting in good faith, and the impartial, rigorous, and traceable handling of alerts.

As part of its commitment to continuous improvement and expanded responsibility, Novomed Group is progressively extending this mechanism to its external stakeholders particularly suppliers and partners to cover its entire value chain and strengthen risk prevention.

Our 2026–2030 goals

- Cover 100% of suppliers with the whistleblowing system.
- Extend the system to external and strategic partners.
- Process 100% of reports within ≤ 30 days.
- Organize at least one annual awareness-raising campaign.



Our actions

1. Novomed Group provides its employees with secure and accessible reporting channels, including a dedicated email address, a confidential form, and an identified ethics officer. These systems guarantee simple and secure access to the reporting mechanism.
2. The processing of reports is governed by a formalized procedure covering the entire process, from receipt to closure. Each report is subject to documented follow-up, ensuring its traceability and processing within defined timeframes. A systematic analysis is conducted and, where necessary, leads to the implementation of appropriate corrective measures.
3. Post-reporting follow-up is also ensured to prevent any form of retaliation against whistleblowers acting in good faith.
4. As part of an enhanced prevention strategy, reports undergo root-cause analysis and are incorporated into the company's risk map. Internal audits may be initiated in the event of a serious alert.
5. In addition, regular internal communication serves to remind employees of the reporting system, how to use it, and the associated confidentiality and protection safeguards, thereby fostering a culture of responsible reporting.
6. Finally, a consolidated, anonymized, and aggregated report is presented to management annually. This enables the identification of trends, the assessment of the system's effectiveness, and the adjustment of prevention measures. Anonymized feedback is also shared with teams to raise awareness and drive continuous improvement.

Key Sustainability Performance Indicators for the year 2025


100%
Employees covered by the whistleblowing system

0
Number of reports


c) Human rights and due diligence in the value chain

Our policy

Recognizing that its responsibility extends beyond its own direct operations, Novomed Group applies a principle of proportionate due diligence across its entire supply chain. Accordingly, the company expects its suppliers and partners to uphold social and ethical standards equivalent to its own, particularly regarding human rights, working conditions, and regulatory compliance.

With this in mind, Novomed Group is committed to preventing any form of misconduct specifically the use of forced or child labor, undignified or hazardous working conditions, discrimination, and any violation of fundamental rights. It also strives to combat all forms of exploitation within its value chain.

Our 2026–2030 goals

- Strengthen the traceability of suppliers' CSR commitments within internal monitoring tools.
- Develop a dialogue-based approach with strategic suppliers to support the continuous improvement of their social practices.
- Progressively integrate the results of social assessments into the monitoring process for strategic suppliers.

Nos actions

1. Novomed Group implements a due diligence approach tailored to its business activities and supply chain, which comprises approximately 350 suppliers worldwide including 20 strategic partners subject to enhanced monitoring.
2. All new partners undergo a supplier onboarding process jointly managed by Executive Management and the Purchasing and Quality teams. Distinct processes are applied depending on whether the activity involves manufacturing or import and distribution, ensuring that the specific requirements of each category are addressed.
3. The onboarding process relies on a questionnaire developed by the Quality and Purchasing teams to evaluate information regarding the company, products, regulatory requirements, certifications, technical specifications, analysis reports, any past incidents, and commitments to social responsibility.
4. This initial analysis is supplemented by an annual evaluation based on a framework tailored to the specific type of supplier. This evaluation incorporates criteria such as quality, regulatory compliance, operational performance, certifications, and social responsibility to ensure ongoing monitoring.
5. Commitments regarding human rights and responsible practices are formalized in contracts with partners. Additionally, a Responsible Purchasing Code based on International Labour Organization (ILO) principles is provided for signature during the onboarding process.
6. This approach is reinforced by audits. Subcontractors may be subject to audits conducted by Novomed Group. When on-site audits are not feasible, the company relies on recognized independent audits such as SMETA or equivalent social audits to assess the social practices in place.
7. Information gathered from onboarding, periodic evaluations, audits, and partner interactions is centralized by the Quality and Purchasing teams. This data enables the identification of situations requiring special attention, the definition of corrective actions where necessary, and the monitoring of commitments made.



Key Sustainability Performance Indicators for the year 2025


0

Number of human rights non-conformities identified among our suppliers


100 %

Proportion of contracts incorporating human rights clauses

A low-angle photograph of a modern building with a glass facade, reflecting the sky and surrounding environment. The building is framed by green foliage in the foreground and top corners. A teal rectangular box is overlaid on the center of the image, containing white text.

Community and territorial development

7

Contributing to regional development and strengthen local resilience

Deep roots in the local region are a key factor in Novomed Group's industrial resilience and health sovereignty. Amidst supply chain strains, evolving regulations in the medical device sector, and rising CSR demands, developing local partnerships serves as a strategic lever.

By prioritizing local economic players, the company helps secure its supply lines, reduce its transport-related carbon footprint, enhance its responsiveness to public tenders, and actively support the regional economy.

Novomed Group's regional development policy is built on forging lasting partnerships, championing local stakeholders, and progressively integrating CSR considerations into its business relationships.



a) Regional Development and Local Anchoring

Our policy

Novomed Group bases its growth strategy on strong regional integration, viewing the local area as a key driver of operational resilience, proximity to healthcare stakeholders, and shared value creation.

The company ensures that regional factors are factored into decisions regarding site locations, logistics organization, and partnership development, thereby contributing to local economic vitality and strengthening its ability to meet the needs of healthcare facilities.

Our 2026–2030 goals

- Strengthen the company's regional presence in alignment with the needs of healthcare stakeholders.
- Develop lasting collaborations with local economic and institutional partners.
- Enhance the company's contribution to the regional economy.
- Better integrate regional considerations into operational decision-making.

Our actions

1. The company relies on a strategic logistics footprint most notably its warehouse at E-Valley, built to high technical and environmental standards. This infrastructure ensures reliable, responsive distribution of medical devices while contributing to the region's economic vitality.
2. Decisions regarding locations and logistics organization are driven by proximity to healthcare facilities, ensuring service timelines that meet sector constraints and securing product access.
3. Through its distribution operations, Novomed Group collaborates with a diverse network of stakeholders (suppliers, logistics providers, healthcare professionals). This enables the company to structure interactions at various regional levels and integrate local players into its operational ecosystem.
4. Novomed Group actively participates in healthcare sector events and professional networks (covering fields such as gynecology, dermatology, hospital pharmacy, and midwifery). This engagement allows the company to maintain close operational ties with end-users, identify emerging needs, and adapt its solutions for instance, through its participation in the Europharmat congress. The company is developing partnerships with economic and healthcare stakeholders to improve service quality, ensure the continued availability of medical devices, and better meet the specific constraints of healthcare facilities.

Key Sustainability Performance Indicators for the year 2025


120

Public and private hospital centers delivered in France


1

Collaboration with an ESAT in the Île-de-France region



b) Management of Local Impacts and Stakeholder Dialogue

Our policy

Novomed Group recognizes that its operations can impact the local environment. The company adopts a proactive approach to managing these impacts while fostering transparent, constructive dialogue with local stakeholders.

This approach aims to ensure the acceptance of its operations, build trust, and establish the company as a lasting part of its local ecosystem.

Our 2026–2030 goals

- Maintain a target of zero major environmental incidents affecting the local community.
- Structure dialogue with local stakeholders.
- Improve the identification of and response to local expectations.



Our actions

1. Our landlords implement monitoring processes to identify local issues, stakeholder expectations, and potential sources of nuisance associated with the company's activities.
2. Logistics operations are adapted to minimize impacts on the local environment specifically by optimizing transport flows, adjusting schedules, and incorporating local constraints into operations.
3. Infrastructure and equipment undergo regular monitoring to ensure compliance and proper functioning, as well as to manage environmental and visual impacts.
4. An external complaint management system is in place to collect, process, and track reports from local stakeholders, including monitoring of resolution times and corrective actions taken.
5. Incidents and external feedback are tracked to identify areas for improvement and adjust operational practices.
6. Regular engagement with local stakeholders is maintained to present the company's activities, anticipate expectations, and foster close dialogue.
7. In line with its core business, Novomed Group develops partnerships with healthcare stakeholders (facilities, professionals, and specialized networks) to support the proper use of medical devices.
8. These collaborations involve training, awareness-raising, and the sharing of best practices, contributing to the appropriate use of products and the continuous improvement of care practices.
9. Feedback from healthcare professionals is incorporated into a continuous improvement process, allowing solutions to be adapted to real-world usage and field constraints.

Key Sustainability Performance Indicators for the year 2025



NOVOMED GROUP MATERIALITY ANALYSIS

As part of its ongoing effort to improve non-financial reporting, Novomed Group has evolved its CSR approach previously based on the ISO 26000 standard and the Sustainable Development Goals (SDGs) to incorporate a complementary perspective aligned with ESG (Environmental, Social, and Governance) frameworks.

This shift aims to enhance the clarity of key issues and better meet stakeholder expectations, while also anticipating future European frameworks applicable to SMEs specifically those building on the work conducted by EFRAG regarding the CSRD and VSME standards.

Against this backdrop, the company conducted a double materiality analysis for the first time. This process identifies key issues by cross-referencing two complementary dimensions:

- Their impact on the environment and society (impact materiality)
- Their influence on the company's economic performance, risks, and long-term viability (financial materiality)

The analysis is based on the CSR issues outlined in the report's seven pillars, reclassified according to an ESG perspective to facilitate interpretation.

Each issue underwent a qualitative assessment using a three-level scale (low, medium, high), tailored to the company's size and resources. This approach establishes a clear hierarchy while remaining pragmatic.



Issues addressed in this report in accordance with the ISO 26000 standard



Environment

Energy - Decarbonization - Eco-design - Circular economy - Resource conservation and biodiversity - Air pollution



Social

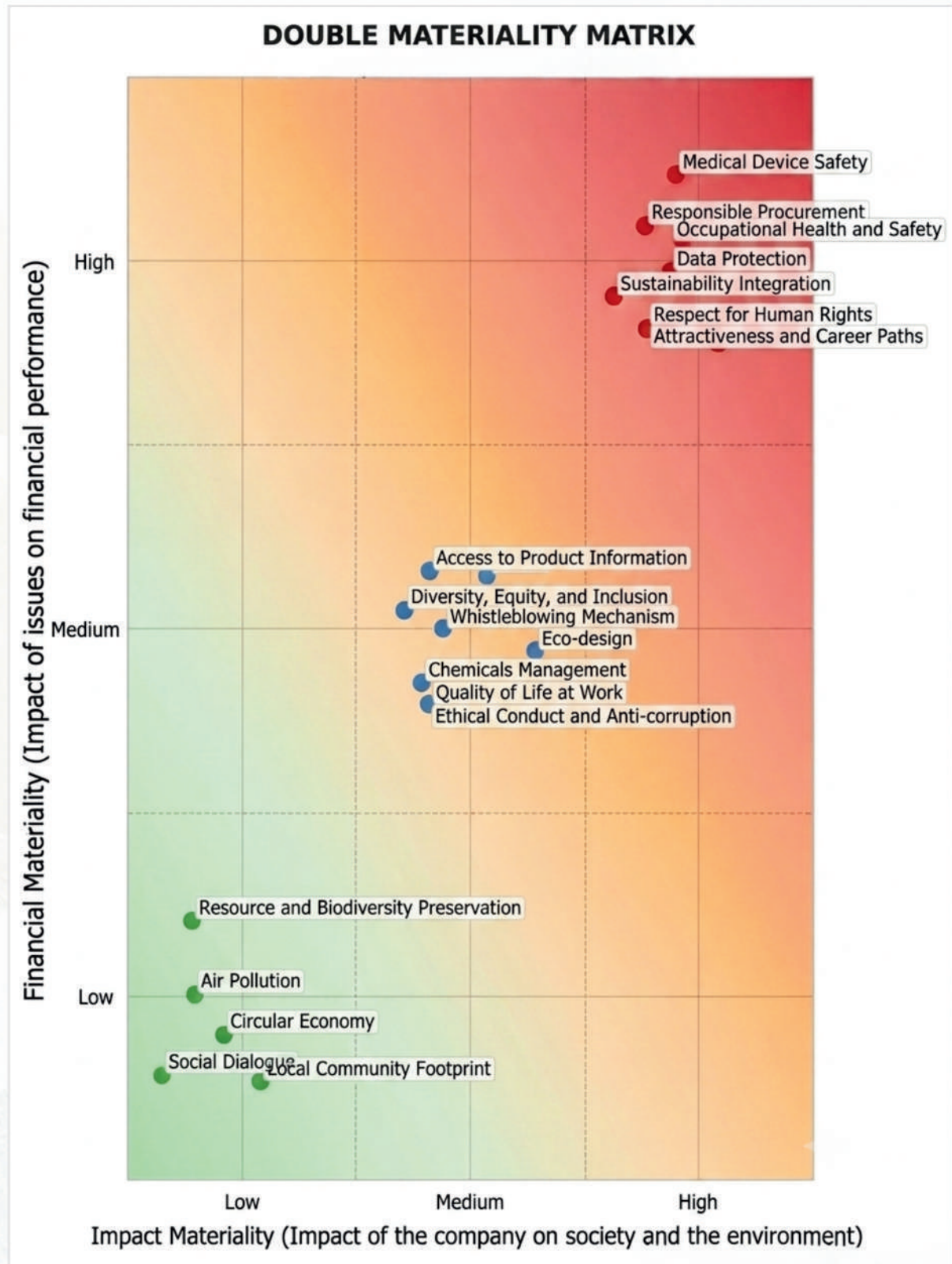
Diversity, equity, and inclusion - Attractiveness and career paths - Occupational health and safety - Quality of work life - Social dialogue - Medical device safety - Access to product information - Respect for human rights - Local presence



Governance

Responsible substance management - Regulatory compliance and quality - Sustainability integration - Corruption risk prevention - Responsible purchasing - Personal data and cybersecurity - Whistleblowing system

NOVOMED GROUP MATERIALITY MATRIX



1. Analysis

The double materiality analysis highlights a strong concentration of critical issues around governance, regulatory compliance, and risk management, aligning with Novomed Group's business sector and its demanding regulatory environment.

Issues related to medical device safety, regulatory and quality compliance, personal data and cybersecurity, and responsible procurement emerge as foundational, impacting both the company's overall impact and its economic performance.

Social issues also play a central role, particularly regarding occupational health and safety, talent attraction and career development, and respect for human rights. These reflect the pivotal role of human capital in the company's overall performance.

On the environmental front, climate and energy issues specifically energy and decarbonization are the top priorities. Other environmental dimensions, such as resource and biodiversity preservation, the circular economy, and air pollution, appear secondary at this stage but represent potential areas for improvement in the medium term.

This analysis enables the structuring of three key strategic pillars:

- Securing the fundamentals: strengthening systems related to regulatory and quality compliance, product safety, operational risk management, and data protection and cybersecurity.
- Structuring the climate trajectory: continuing emission reduction efforts, improving energy performance (energy and decarbonization), and progressively integrating climate issues into the overall strategy.
- Advancing ESG maturity: progressively developing broader environmental policies, structuring social initiatives, and strengthening the integration of CSR issues across the value chain.

2. Summary

This initial double materiality analysis marks a pivotal step in formalizing Novomed Group's CSR approach. It helps clarify the company's priority issues and guide short- and medium-term actions, aligning them with its business activities, regulatory environment, and stakeholder expectations. It confirms that exposure to compliance, risk management, and social responsibility issues forms the current foundation of the company's sustainable performance.

It also highlights areas for improvement regarding certain broader environmental dimensions, which will be progressively integrated into the ESG strategy as the framework matures. This approach thus establishes an evolving foundation, designed to be enriched through a more nuanced distinction between impact materiality and financial materiality, as well as through increasingly robust stakeholder consultation. Finally, it helps lay the groundwork for more integrated management of sustainability issues, in line with European regulatory developments and best practices in non-financial reporting.

CONCLUSION

This second CSR report marks a significant milestone in structuring Novomed Group's corporate social responsibility strategy.

It reflects the company's commitment to ensuring its long-term development follows a balanced path one that reconciles economic performance, high quality standards, and social responsibility with a progressive approach to environmental issues.

Through the various topics presented, the company reaffirms its commitment to areas essential to its operations, particularly product safety, regulatory compliance, risk management, and the development of human capital. These elements form the foundation of its performance and long-term viability.

The sustainability analysis conducted for this report has helped to better define priorities and make the actions undertaken more transparent. It highlights areas where the company already demonstrates strong proficiency, as well as topics requiring gradual progress in the years ahead.

This initiative is part of a continuous improvement process. It is designed to evolve, expand, and become more structured over time, in alignment with the company's growth and the changing environment in which it operates. With this in mind, Novomed Group intends to further consolidate its CSR strategy around three main pillars: strengthening its fundamentals; progressively structuring its environmental, social, and governance (ESG) commitments; and increasingly integrating sustainability considerations into its operational and decision-making processes.

Ultimately, this report demonstrates a clear objective: to leverage corporate social responsibility as a driver of coherence, performance, and trust, thereby ensuring the long-term success of the company and creating value for its stakeholders.

Production Credits

Report designed and produced in-house by:

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2026 Edition

Report based on data from the 2024 and 2025 financial years.



novomed group



Discover our CSR approach online :

