

2024

Corporate Social Responsibility Report



An approach aimed at valuing the positive impact of Sebia on the Society, the Environment, our Clients, Partners and Employees

sebia 
The new language of life

Contents

| | |
|---------------|---|
| Preamble..... | 3 |
|---------------|---|

1

| | |
|-----------------------------------|---|
| Recap of Sebia's commitments..... | 6 |
|-----------------------------------|---|

| | |
|--|---|
| 1.1 A strong and structured CSR commitment..... | 6 |
|--|---|

| | |
|-----------------------------------|---|
| 1.1.1 Accountable governance..... | 6 |
|-----------------------------------|---|

| | |
|------------------------------|---|
| 1.1.2 Issues identified..... | 7 |
|------------------------------|---|

| | |
|--|---|
| 1.1.2.1 <i>Double materiality analysis</i> | 7 |
|--|---|

| | |
|---|---|
| 1.1.2.2 <i>Consultation of stakeholders</i> | 8 |
|---|---|

| | |
|--|---|
| 1.2 Voluntary initiatives undertaken..... | 9 |
|--|---|

| | |
|-------------------------------------|---|
| 1.3 Recognised maturity..... | 9 |
|-------------------------------------|---|

2

| | |
|-----------------------------|----|
| Summary of our actions..... | 10 |
|-----------------------------|----|

| | |
|--|----|
| 2.1 Protecting the environment..... | 10 |
|--|----|

| | |
|--|----|
| 2.2 Acting as a responsible employer..... | 12 |
|--|----|

| | |
|--|----|
| 2.2.1 Occupational health and safety actions and projects..... | 12 |
|--|----|

| | |
|--------------------------------|----|
| 2.2.2 Employee protection..... | 13 |
|--------------------------------|----|

| | |
|--------------------------------------|----|
| 2.3 Ethics & Compliance | 16 |
|--------------------------------------|----|

| | |
|---|----|
| 2.4 Making a positive impact on communities..... | 16 |
|---|----|

3

| | |
|------------------------|----|
| Upcoming Projects..... | 17 |
|------------------------|----|

Preamble

Sebia is a French company founded in 1967 whose main activity is to provide equipment and reagents for powerful and reliable medical screening tools. The end patient is at the heart of our concerns.

This is how we created the concept of the new language of life.



The “language of life” **makes it easier to understand, diagnose and treat chronic and metabolic diseases** produced by the modern way of life. Cancer, obesity, aging and depression share a common biology: they are metabolic and inflammatory. Those pathological imbalances lead to protein modification which require special separation techniques to give us a better understanding. Capillary Electrophoresis (CE) is the most accurate and efficient method of separation to unlock these complex conditions.

Sebia is a global specialized *In Vitro* Diagnostic player providing equipment and reagents for the screening and monitoring of various diseases, primarily in the areas of Oncology (Multiple Myeloma), Diabetes, Hemoglobinopathy, Autoimmunity and other rare pathologies.

Sebia has set strict standards for continuous advances in technology, scientific excellence and manufacturing capabilities, allowing it to seek diagnostic solutions with a pipeline of new tests and automated equipment.

Today, Sebia has nearly 1400 employees and is present in more than 120 countries.

This new «language of life» approach needs to be supported by a long-term approach in favour of our employees, customers and stakeholders.

We are fully aware of our impact but also of the role we must play which is why the CSR approach has been taken into account and implemented.

Jean-Marc CHERMETTE
CEO



Why *read this report?*

This second CSR report aims to remind stakeholders of our commitments and share our concrete achievements in the field of CSR for the year 2024.

As a customer, you can choose to support an engaged business.

As a partner, you can collaborate with us on innovative and sustainable projects.

And if you're thinking about joining us, you'll be able to find out the values that drive our teams and the actions we take to reduce our environmental impact, promote the well-being of our employees and contribute to sustainable development.



Sebia's *key figures*

+ **120** countries covered

+ **20 000** installed instruments worldwide

27 affiliates and representatives offices

6 Manufacturing sites

2 Certifications

- ISO 13485/MDSAP/Taiwan
- ISO 14001



1 Recap of Sebia's commitments

1.1 A strong and structured CSR commitment

1.1.1 Accountable governance

Sebia's CSR approach is the subject of a written commitment from Sebia's Management, in the person of its CEO, Mr Jean-Marc Chermette, and the Management Committee.

It is based on the 7 «pillars» of ISO 26000:

1. Governance of the organisation
2. Employee rights
3. Working conditions
4. Environment
5. Fair practices
6. Questions related to customers of our products and services
7. Local community and development

The main objective of Sebia's commitment is to contribute pragmatically to worldwide sustainable development by going beyond mere compliance with the laws governing its activities.

Sebia's actions are subject to regular monitoring by the CSR Steering Committee whose aim is the continuous improvement of the CSR approach and the procedures put in place in this regard.

Composition of the CSR Steering Committee



Jean-Marc CHERMETTE
CEO



Laurence ROUET
Group Human Resources
& Legal Director

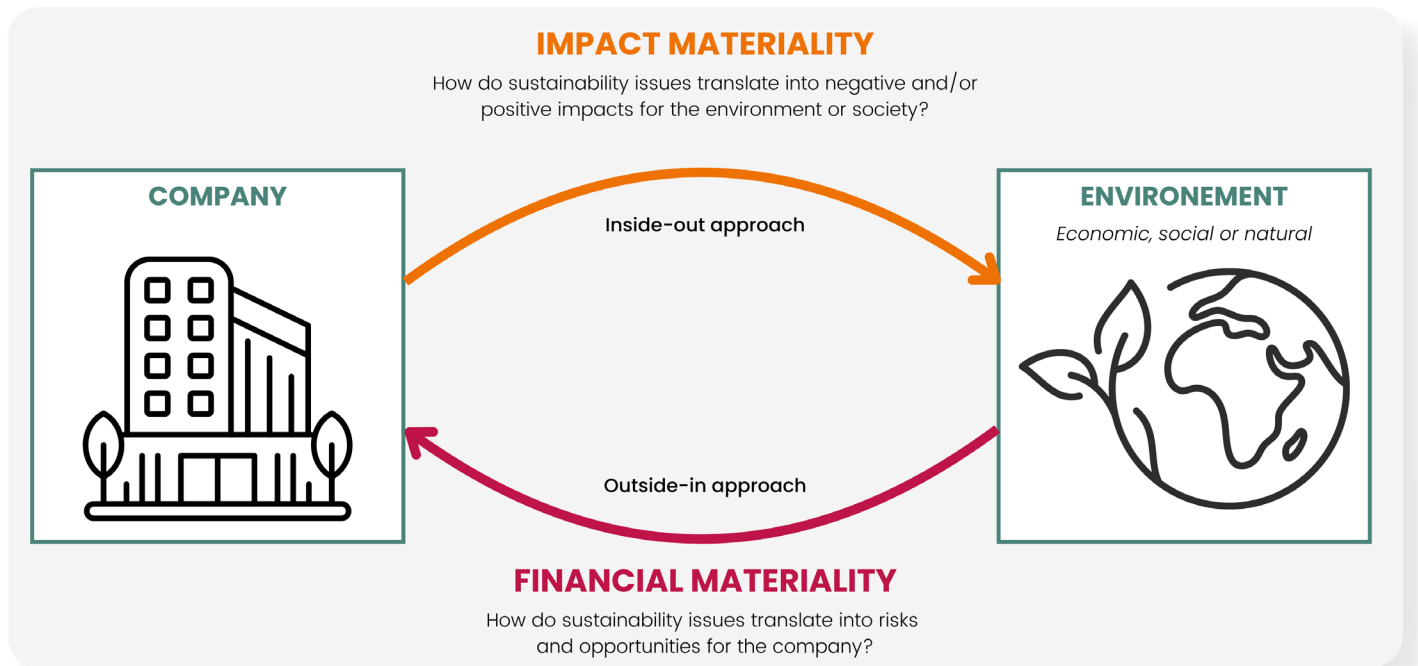


Arnaud COLLIN
Group Regulatory &
Quality Affairs Director

1.1.2 Issues identified

1.1.2.1 Double materiality analysis

This analysis consists of identifying and prioritising the various issues relating to our economic, social and societal responsibility.



The matrix below represents the level of «materiality» of the topics, according to their impact materiality (vertical axis) and their financial materiality (horizontal axis).

| Impact materiality | Financial materiality | | | |
|--------------------|---|--|---|---|
| | Weak [1-4[| Moderate [4-8[| Important [8-12[| Major [12-16] |
| Major [12-16] | | <ul style="list-style-type: none"> Outgoing resources (income) Water pollution | <ul style="list-style-type: none"> Energy Mitigating climate change Working conditions (internal) Human rights in the value chain | <ul style="list-style-type: none"> Substances of concern Incoming resources Waste Patient's safety and health |
| Important [8-12] | <ul style="list-style-type: none"> Economic, social and cultural rights of communities Inclusion of patients & access to medical care | <ul style="list-style-type: none"> Soil pollution Microplastics Biodiversity & ecosystems Gender equality (internal) Diversity & inclusion (internal) Working conditions in the value chain Animal well-being | <ul style="list-style-type: none"> Air pollution Health & safety (internal) Users' security Lobbying & political commitment | <ul style="list-style-type: none"> Corporate culture |
| Moderate [4-8] | <ul style="list-style-type: none"> Rights of indigenous people | <ul style="list-style-type: none"> Water consumption Protection of patient's data | <ul style="list-style-type: none"> Social dialogue (internal) | <ul style="list-style-type: none"> Training and skills development (internal) |
| Weak [1-4] | | <ul style="list-style-type: none"> Protection of whistleblowers Corruption and bribery | <ul style="list-style-type: none"> Adaptation to climate change | |

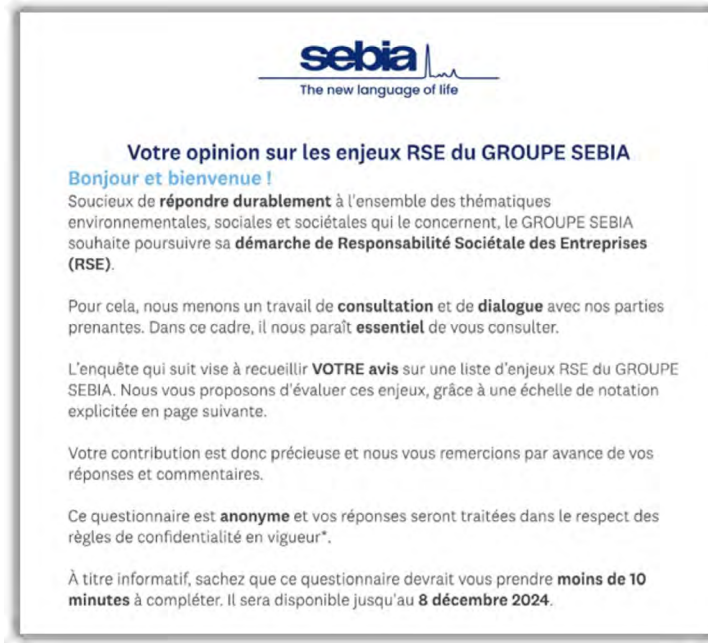
● governance-related issues
● environmental topics
● social/societal issues

This materiality analysis identified 12 topics that will be taken into account in our CSR strategy and on which we will focus our actions.

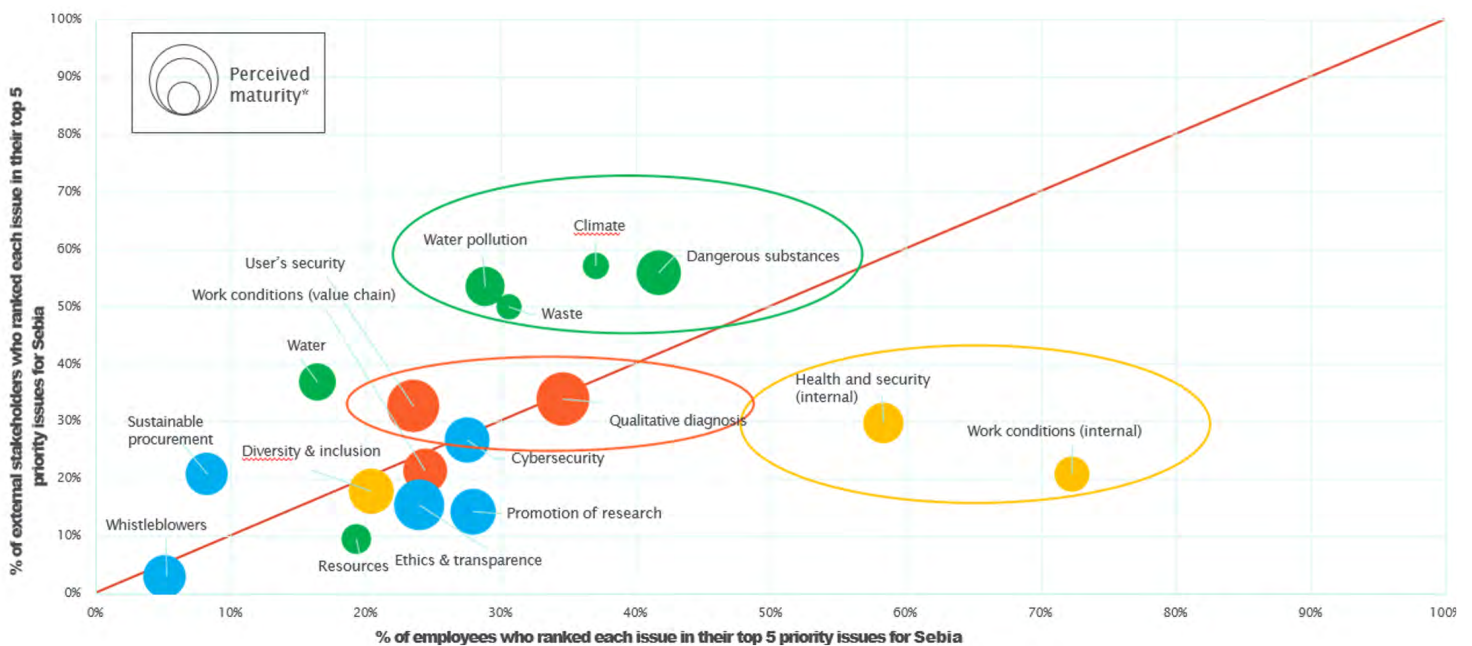
1.1.2.2 Consultation of stakeholders

Sebia also conducted a qualitative and quantitative consultation of its stakeholders in order to measure their expectations and understand which CSR issues are important to them.

The topics to be prioritised were identified through conducting 12 internal and external interviews and sending a questionnaire to more than 2920 stakeholders.



Sebia Group stakeholder expectations matrix Top 5: priority issues



Sebia will take these into account to refine its strategy and thus meet the expectations of its ecosystem.

1.2 Voluntary initiatives undertaken

Eager to make its CSR commitments known and to initiate a progress strategy, in May 2024 Sebia joined the **United Nations Global Compact**.

Launched in 2000, the United Nations Global Compact is the largest corporate sustainable development initiative in the world, with more than 20,000 companies and 3,000 non-commercial signatories based in more than 160 countries and more than 62 networks.



As part of our commitment to sustainable and responsible business practices, Sebia has integrated the **Ten Principles of the United Nations Global Compact** into its strategies and operations, and is committed to upholding human rights and international labour standards, protecting the environment and fighting all forms of corruption.



Sebia has also made a commitment to progress on the path of sustainable development, through the annual publication of a Progress Statement Report (*Communication sur le Progrès - CoP*), in which the company describes how it supports the principles of the Global Compact principles and the Sustainable Development Goals.

1.3 Recognised maturity

- Our site in Lisses is ISO 13485/MDSAP/Taiwan certified as well as ISO 14001 certified.



- Sebia has also been rewarded for its CSR approach with a **Bronze Medal**. Sebia is therefore among the **top 16%** of companies evaluated by *EcoVadis* in its sector of activity.

This medal reflects the quality of the company's sustainable development management system and demonstrates its commitment to promoting transparency throughout the value chain.



2 Summary of our actions

2.1 Protecting the environment

Our actions in this area contribute to the following sustainable development goals:



Control of our polluting emissions, our waste and our water management



- Improved management of our chemicals: storage, monitoring of retention, scaling up kits for accidental spills.
- Sealing of the sales warehouse.
- Implementation of a secondary treatment at the outlet of the evaporator-concentrator to improve the quality of the discharges of our wastewater into the communal network.
- Reflection on an improved eco-design approach included in our design control measures.
- Installation of water fountains and distribution of reusable water bottles to limit and then eliminate plastic water bottles.
- Installation of aerators on long neck taps to limit water consumption.



Control of our energies and GHG (greenhouse gases)



- Adjustment of the heating/air conditioning setpoint in our buildings (19-26°C).
- Placement of thermal films on the glazed surfaces of our buildings.
- Replacement of old gas boilers with more efficient equipment.
- Replacement of AHUs (Air Handling Units).
- Replacement of 5 old refrigeration units with CO2 units (no GHG emissions in the event of leaks).
- Replacement of light fixtures with LED lights.
- Lagging of pipes in roofs.



ISO 14001 certification and regulatory compliance

As part of REACH (Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals):

- Obtaining authorisations extending the use of controlled substances, launch of substitution studies in project mode, increased monitoring of SVHCs (Substances of Very High Concern).
- Development of the safety labels and documents concerned.

Communication, training and awareness

- Deployment of an HSE e-learning module.
- Regular and targeted HSE communications on our in-house screens.
- Setting up dedicated discussions.

E-Learning
Sensibilisation
QHSE

ISO 13485 MDSAP ISO 14001

Du 7 Février au 7 mars 2022.

Connectez-vous à 360 Learning !

sebia
E-learning Sebia Group

Département RAQA

The graphic features a laptop icon, a graduation cap icon, and logos for ISO 13485, MDSAP, and ISO 14001. It also includes the text 'Connectez-vous à 360 Learning!' and 'Département RAQA'.



Focus on: the extension of our production site in Lisses

Since it was founded in Lisses in 2004, our French production site has continued to grow, to meet the growing demand of our customers.

The extension of the production site and the creation of an Innovation division was an opportunity to improve our environmental impact management, including:

- The development of our heating / air conditioning system by installing a heat pump connected to geothermal production;
- The plantation of 43 probes at a depth of 200m to recover heat from the ground;
- The planting of 500 new trees of more than 20 different species



2.2 Acting as a responsible employer

Our actions in this area contribute to the following sustainable development goals:



2.2.1 Occupational health and safety actions and projects

Communication, training and awareness

- Setting up monthly safety talks
- Training of an in-house employee to provide training sessions for First Aiders
- Professional driving training (controlling professional road risks)
- HSE patrols
- Movement and posture training



Focus on: Road awareness day

On 6 June 2024, the 2nd «Road Risk» awareness day took place in partnership with the ACMS, Road Safety, the Essonne Prefecture, EGP Formations and MACIF.

This day is part of an approach to raise awareness of road risks among employees, especially itinerant employees, based on 4 themes: «Journeys», «Communication», «Vehicle Condition» and «Employee Driving Skills».

50 Sebia employees participated in scenario workshops such as «Shock Test», «Life-saving techniques» or «Filling in your accident report».



Control of chemical risk

- Enhanced chemical risk assessment working group
- Renovation of the air extraction system of the reagent manufacturing room
- Installation of pre-filters on the secure weighing station

Controlling the risks of concurrency of tasks

- Revision of the traffic plan
- Installation of pedestrian / pallet truck protection barriers
- Placement of safety mirrors at junctions

Fire risk management

- Fire training + intervention / evacuation team
- Setting up a safety corner

Controlling risks related to isolated work

- Deployment of a system to protect isolated workers



2.2.2 Employee protection

The Sebia Human Resources Department has also put CSR issues at the heart of its actions by taking measures in favour of equity, well-being and equality:

- Implementation of a remuneration policy aimed at equal pay for equivalent positions (taking into account expertise, seniority, etc.)
- Implementation of an action plan on gender equality which has markedly improved the corresponding index.

For 2024, Sebia obtained a score of **95 points out of 100** on the professional equality index. This score is calculated on the basis of the following indicators:

- Putting in place a Disability/Diversity/Harassment referent

The promotion rate gap

15/15

The gender pay gap

35/40

The individual pay rise rate gap

20/20

The gender distribution of the ten employees with the highest salaries

10/10

The percentage of employees who received a raise within one year of returning from maternity leave

15/15

- Implementation of actions around disability and diversity such as a partnership with AKTISEA (conferences on disability, organisation of Handipoursuite games (board game to test disability awareness), awareness-raising workshops, support for the RQTH (recognition of disabled worker status) approach, etc.)
- Development of a cooptation charter



- Implementation of PIP (Professional Improvement Plan) process to support employees with work-related difficulties
- Annual review and work interview
- Annual completion of Talent review
- Creation of integration pathways by business line
- Launch of the "HEYTEAM" onboarding tool for pre-integration and integration of employees.
- Creation of an offboarding process
- Attention paid to external staff (temporary workers and service providers) in particular with regard to their awareness of compliance with internal requirements related to occupational safety (face-to-face training or via E-learning).

Focus on: DUODAY

DUODAY is based on a simple principle: for an entire day, a person with a disability forms a duo with a professional in order to find out about their job and immerse themselves in their daily life.

The aim of this day is to make the world of work more inclusive and beneficial for all:

- The person with a disability discovers an activity and perhaps a vocation
- The employee in the duo has an opportunity to change their perspective on disability
- In this way Sebia wishes to make its teams aware of the issue of the professional integration of persons with disabilities.

The first Sebia DUODAY was held on 23 November 2023 and Sebia repeated the experience on 21 November 2024.



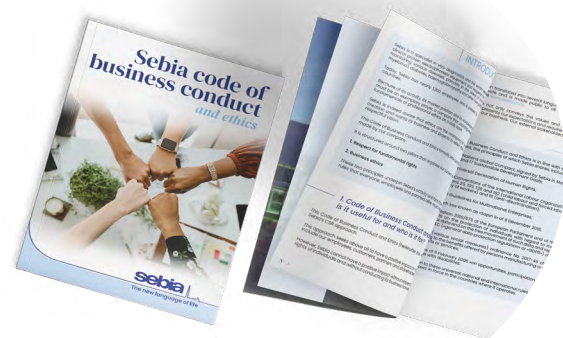
2.3 Ethics & Compliance

Our actions in this area contribute to the following sustainable development goals:



Ethics is an integral part of our values. **Our Code of Ethics and Business Conduct affirms our foundations in this area.**

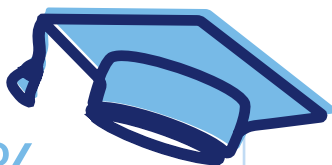
Its articles cover the topics of respect for fundamental rights (human rights, occupational health and safety regulations, equity or the fight against all forms of discrimination or harassment) and business conduct (confidentiality of information and data protection, the fight against anti-competitive practices and corruption, responsible procurement, etc.).



2024

96%

of employees in France have been trained



Training focused on good competitive practices was also introduced for the first time in 2024.

Accessible on the Group's e-learning platform, it aims to raise employees' awareness of competition law in order to prevent high-risk behaviours.

Lastly, Sebia has set up an **anti-corruption program**, built on the recommendations of the French Anti-Corruption Agency, including:

- A code of conduct, intended for employees of the group but also external partners. The objective is to make accessible to all an understanding of the rules to be adopted in order to prevent any act of corruption. The code is available on the Sebia website: www.sebia.com.



- A training programme to raise awareness and equip everyone to deal with the risk of corruption;
- A procedure for assessing third parties in order to identify and assess corruption risks that may arise when entering into relationships with new partners;
- A whistleblowing system intended to collect reports relating to breaches of probity or situations contrary to the code of conduct.

2024

69% of Group employees have received awareness training

136 employees of our distributors have benefited from training as part of the program

40 distributors evaluated



2.4 Making a positive impact on communities

Our actions in this area contribute to the following sustainable development goals:



Sebia is a member of GIM (grouping of metallurgical industries) and SIDIV, the trade union of the in vitro screening industry, and takes an active part in the latter's CSR Committee.



Sebia is also part of MedTech, the European association representing the medical technology industry and participates in its Sustainable Transition Committee.



In 2022, Sebia signed a commitment with the Regional Council of Ile de France with regard to taking on interns as part of the «100,000 internships for young people from Ile de France» measure.



Our company has also established partnerships with schools (e.g. Ecole Supérieure des Techniques de Biologie Appliquée, Ecole Supérieure de Génie Informatique, etc.) and universities (e.g. Université Paris-Est Créteil).



Finally, Sebia is part of the C50 (the club of large companies of Greater Paris South) and is invited to its working groups, including to discuss CSR.

Sebia's involvement in these various communities gives us more visibility on what is being done in our field of activity and in our geographical area, and allows us to give our opinion on impactful topics and to adapt our practices accordingly if necessary.

Focus on the Myeloma UK London/Paris Race

- Seven Sebia employees, including our CEO Jean-Marc Chermette, took on an extraordinary challenge from 26 to 29 September 2024: **cycling from London to Paris (450 km!)** to raise funds for the Myeloma UK charity.
- This challenge was not only a test of endurance, but also a **concrete way to support** those struggling with this disease.



3 Upcoming Projects

This Sebia CSR report aims to inform all our stakeholders.


The actions we implement aim to reconcile economic performance, employee progress and environmental protection.

With the publication of its second Corporate Social Responsibility Report, our Group confirms its ambitions to sustainably develop its activities.

But our efforts must not stop there.

Like many other companies, Sebia has already set out to comply with the obligations arising from the European directive on corporate sustainability reporting (CSRD), which entered into force on 1 January 2024.

A first **greenhouse gas (GHG)** emissions report to assess our environmental impact on the basis of 2024 activity data is also being carried out.



Sebia | RCS Evry 672 041 902 | Parc technologique Léonard de Vinci | 27, rue Léonard de Vinci | CP 8010 Lisses | 91008
Evry cedex | France | Tel.: +33 1 69 89 80 80 | E-mail: sebia@sebia.com | www.sebia.com