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# Quipment

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## 2024 Sustainability Report

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March 2025

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# I. EDITO

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Dear Readers,

It is with great pride that we present Quipment's 2024 Sustainability Report. Since its creation in 2010, Quipment has always integrated strong ecological and societal values into its DNA. As a committed economic player, we have both the responsibility and the will to actively contribute to transforming economic models to tackle the major challenges facing our planet and society.

The year 2024 marked a crucial milestone in our sustainable development journey. We consolidated our 2024–2028 sustainability program, which now serves as a compass for implementing concrete actions. This program, the result of our commitment and ambition, is a tangible aspect of our strategic plan and reflects our desire to help build a more responsible and sustainable economy.

In 2023, we took a decisive step by launching the B Corp certification project and, in June of the same year, adopting the status of a «Mission-Driven Company». These initiatives

allowed us to formalize our governance and measurement systems while strengthening our value proposition in the market and with all our stakeholders.

This report describes the progress made in 2024, a year during which we began operationalizing our mission. We launched a set of initiatives to define the guidelines, processes, and programs necessary to achieve our strategic objectives. Our program remains a ever-evolving piece of work, constantly adapted and enriched through proactive dialogue with our clients and our ability to be resilient and agile in the face of change.

This report showcases the work of all the company's employees who, directly or indirectly, contributed to Quipment's sustainable development actions. Thanks to the collective efforts of this remarkable team, we can be proud of the achievements and advancements made this year.

We invite you to discover the progress and initiatives implemented throughout 2024 in this report. Together, let's continue building a sustainable and prosperous future.

**Céline Gervais**

CEO, Quipment

A stylized, handwritten signature in black ink, appearing to read 'C. Gervais', with a long horizontal stroke extending to the right.



## II. QUIPMENT: RESPONSIBLE AND COMMITTED COMPANY

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Since its founding, and in line with the convictions of its founders, Quipment has developed a sustainable and committed business model.

Whether through its circular equipment management offering for clinical trials or its involvement in developing a vibrant local job and resource base, Quipment has made societal and environmental challenges a central part of its purpose—challenges that are more relevant than ever today.

The main models are as follows:

→ **Equipment Rental:** The client can rent equipment for the duration of the clinical trial and return it at the end. The equipment is sent back to Quipment and reprocessed for the next trial.

→ **Sale of reprocessed Equipment:** If clients prefer not to rent, Quipment offers the option to purchase equipment that has been reprocessed by our team.

→ **Buy-back Program:** When a client purchases a device, Quipment offers to buy it back at the end of the study to reprocess and reuse it in another trial. This option is both economical for the client and more sustainable, as it extends the product's life.

→ **Stock Management:** for clients who own their equipment, Quipment can manage deployment, maintenance, and reuse just as if Quipment owned the equipment itself.

In June 2023, Quipment adopted the status of a "Mission-Driven Company" under France's PACTE law. This voluntary initiative aims to enshrine the company's purpose,



### III. MISSION

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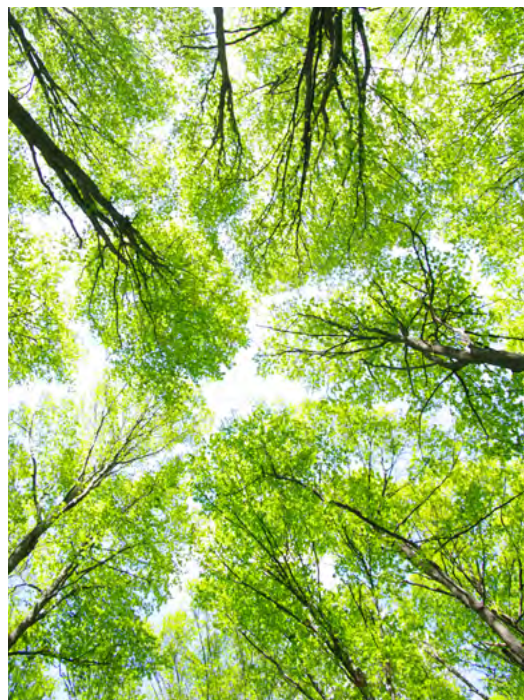
In this context, it was quite natural for Quipment to formulate a “core business” mission.

Quipment’s purpose is:

**« TO CONTRIBUTE TO THE DEVELOPMENT OF NEW THERAPIES BY PROVIDING SOLUTIONS TO OUR CLIENTS’ CHALLENGES THAT ARE BOTH EFFICIENT AND TRUE TO OUR VALUES».**

Quipment’s mission is to pursue and fulfill the following statutory environmental and social objectives:

- a. Promoting the transformation of the clinical trial value chain towards a sustainable and decarbonized model*
- b. Acting for a more inclusive and supportive society through our activities*





# IV. MISSION IMPLEMENTATION

## 1. MISSION COMMITTEE

As part of its status as a Mission-Driven Company, on July 28, 2023, Quipment President Pierre Malingrey established a Temporary Mission Monitoring Committee with the following objectives:

- Launch the process in accordance with the adopted status
- Clearly define the intended goals and roadmap
- Work toward defining and implementing the targets of the Mission Committee, including internal and external stakeholders
- Begin building an ecosystem to support the approach

### a) Composition

This initial Mission Committee (CoM&S) was composed of four members:

- **Alejandra MEDINA**, Quality Director (2023–2024), Chair of the Committee

- **Céline GERVAIS**, Managing Director (2023) / CEO (2024), member

- **Pierre MALINGREY**, CEO (2023) / Shareholder, Chairman of the Supervisory Board (2024), member

- **Didier CABART**, CFO (2023), member until end of December 2023

### b) Meetings

Four meetings of the CoM&S were planned for 2023 and 2024:

#### • **August 28, 2023 – First session of the CoM&S**

This session defined the governance of the committee: its bodies, objectives, mission model, and sustainability framework. It also established the CoM&S roadmap, including activities to translate statutory objectives, define the Sustainability Program, and identify and integrate the hybrid Mission Committee.



• **October 11, 2023 – Second session of the CoM&S**

This meeting focused on the operationalization of the mission. As Quipment's mission is core to its business, we explained how the mission aligns with the company's strategy. Operational objectives, KPIs, and a proposed roadmap and working strategy with the Executive Committee were presented to translate the mission into actionable steps.

• **September 20, 2024 – Third session of the CoM&S**

Key achievements during this session included:

1. Presentation and approval of the 2024–2028 Sustainability Program and roadmap
2. Proposal and validation of the new Mission Committee, ensuring diversity and complementary profiles to ensure a balanced vision

The validated CoM&S is composed of:

Permanent Members:

- **Shareholders:** Pierre MALINGREY
- **Employees:** Léa LECOMTE (Sales Supervisor) and Virginie PAKANDLI (Sales Admin Supervisor)
- **Community:** Charly LALO (Director General of Lorr'up)
- **Executive Management:** Céline GERVAIS, CEO
- **Invited Member:** Subject-matter expert depending on topics
- **Mission Manager:** Alejandra MEDINA, Sustainability Director

The new Committee will fully assume its responsibilities in 2025.

3. Participation of the Independent Third Party (ITP) in preparation for the 2025 audit. KPMG, appointed as Quipment's ITP, participated in this session to introduce themselves and explain the audit's context and goals.

• **December 2, 2024 – Induction of the New CoM&S**

This session served to onboard the new committee members, harmonize legal frameworks, clarify roles and responsibilities, and present the 2024–2028 Sustainability Program.

## 2. SUSTAINABILITY ECOSYSTEM

In 2024, we made significant progress in developing our sustainable ecosystem.

### CERTIFICATIONS, LABELS, AND RATINGS:

#### → B Corp Certification:

**Certified**  
  
**Corporation**

In December 2023, Quipment submitted its application for B Corp certification. Throughout 2024, Quipment collaborated with B Corp teams to evaluate and verify the application, providing supporting documents and explanations about its business model. Initiated in 2022, this effort culminated in the official certification on December 24, 2024.

This highly regarded label recognizes our commitment to integrating responsible and sustainable practices into our business model. B Corp certification is granted to companies that demonstrate outstanding social and environmental performance, responsibility, and transparency. It confirms our commitment to balancing financial performance with a positive impact on employees, stakeholders, and the environment. For Quipment, this certification validates our purpose-driven approach and our mission to contribute to a more sustainable economy.

#### → EcoVadis Rating 2024:

At the end of 2023, we updated our verification questionnaire, and in March 2024, we achieved a score of 59—an improvement of 3 points from 2022. We aim to improve this rating further in 2025.



Meet our Bcorp Team (from left to right)

- Dylan Chaminadas,  
Continuous Improvement Engineer
- Pierre-Marie Rothmann,  
Legal Counsel
- Alexandra Bellon,  
Sustainability Assistant
- Thomas Garnier,  
Continuous Improvement Supervisor
- Alejandra Medina Cardenas,  
Quality Director
- Pauline Villany,  
Executive Assistant







#### **PARTNERSHIPS, COMMITMENTS, AND PROMOTION**

##### **→ ADEME Study:**

We participated in a study conducted by ADEME on having access to equipment use without ownership, highlighting our commitment to sustainable consumption and involvement in academic discussions on functional economy models in France.

##### **→ Session to share practices with other companies with strong commitments such as:**

- Groupe PANDO – a mission-driven company and the first employee buyout fund under the PACTE law
- Groupe KEA – a mission-driven consulting firm and B Corp certified
- Groupe Cuisines Schmidt – an Alsatian B Corp certified company

##### **→ KPMG / BNP Lorraine CSR Club:**

We actively participated in CSR discussions, sharing experiences and learning from best practices in our region.

**→ Mission-Driven Community:** As a member of this community, we joined workshops on evaluating company purpose and statutory objectives, reinforcing our societal commitment.

**→ “ICI ON AGIT” Event:** In 2024, we committed to participating in «ICI ON AGIT,» an event dedicated to ecological transition, taking place on April 25–26, 2025, in Nancy. Organized by Groupe EBRA and supported by the collective “Des Hommes et Des Arbres,” it aims to engage institutions, companies, scientists, and the public in addressing ecological challenges and sharing local actions.

Quipment will contribute by participating in a panel on “How mission-driven status strengthens companies’ resilience in times of crisis” alongside Olivier Hamant and through a dedicated booth for professional and public outreach.

These actions reflect our ambition to build a thriving ecosystem and actively contribute to the transition toward a responsible economy. In 2025, we have real opportunities to expand this ecosystem and promote environmental awareness, mission-driven practices, and circular economy principles within our community and with our stakeholders to help transform the clinical trial value chain into a decarbonized and sustainable model.



### 3. SUSTAINABILITY PROGRAM 2024-2028

Between Q4 2023 and the first half of 2024, Quipment conducted extensive work to prepare and implement the 2024–2028 Sustainability Program. This program is critical as it operationalizes the company's statutory goals.

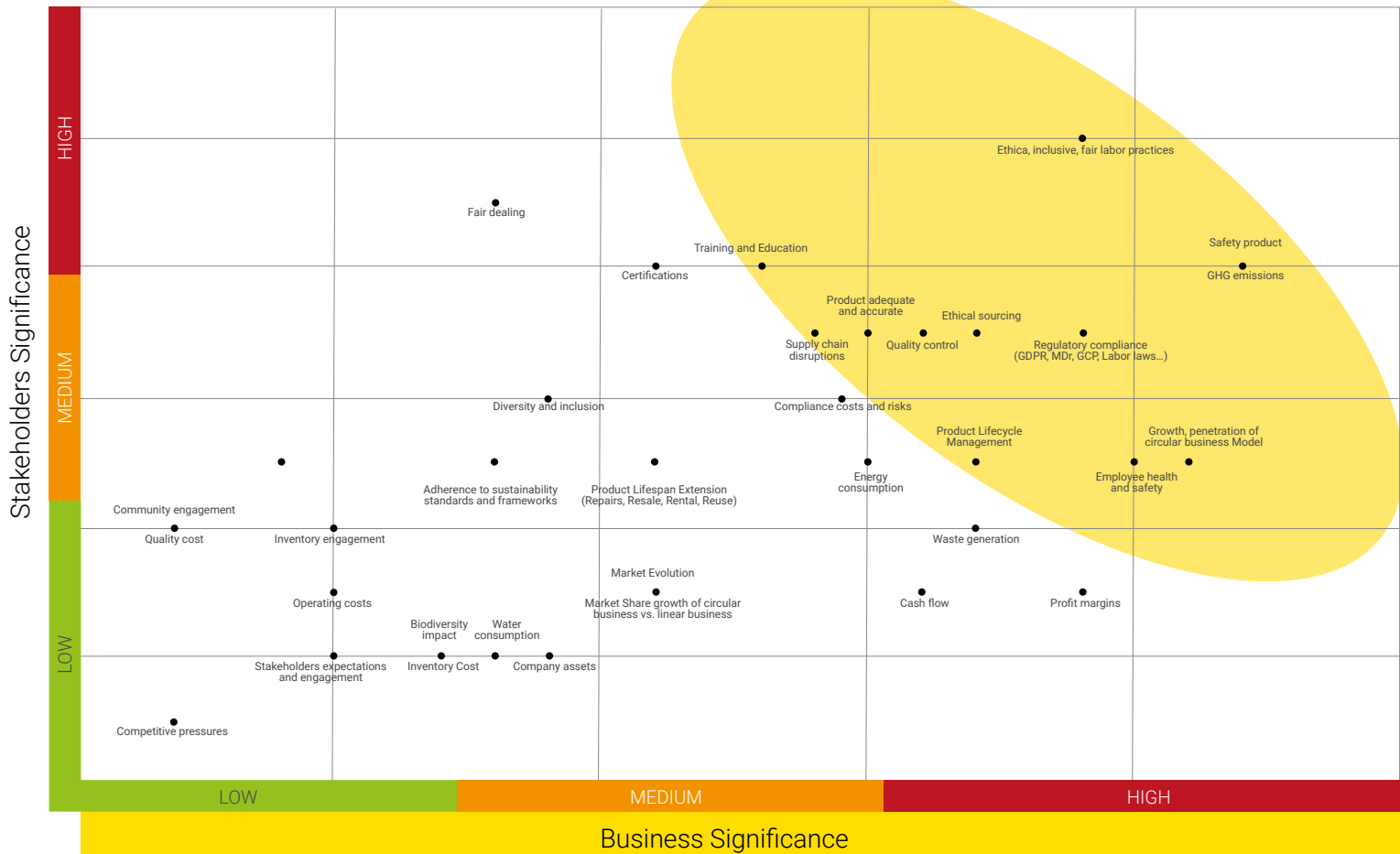
It is a tangible expression of our commitment and ambitions regarding sustainability and provides a strategic framework to guide our actions and initiatives, ensuring our mission's success.

→ The **first version** of the program was published on **June 10, 2024**.

→ An **update** was released on **June 24**, following a Management Committee workshop on positioning and concrete actions related to diversity, inclusion, and values (Sustainability Program 2024 EN V2.0).

This program is structured around Quipment's mission, business model, values, and DNA. It includes stakeholder needs and expectations analysis and a materiality assessment.

# MATERIALITY MATRIX





These insights helped refine the roadmap for the Decarbonization and People Pillars, and identify concrete strategic initiatives.

Materiality Themes		Where Quipment addressed these themes
Environmental impact	GHG emissions	Decarbonization Strategic Pillar – Carbon Footprint
Ethical Supply Chain	Ethical, Inclusive and Equitable Labor Practices	Decarbonization Strategic Pillar – Responsible Procurement
	Ethical Sourcing	
Supply chain risks	Product Lifecycle Management	Decarbonization Strategic Pillar – Lifespan
Social impacts	Training and education	People Strategic Pillar
	Employee Health and Safety	Quality Management System and HR Policies
Product quality and safety	Product Safety	Quality Management System
	Quality Control	
	Adequate and accurate products	
Regulatory Compliance	Regulatory compliance (GDPR, MDR, BPC, labor laws)	Quipment Legal Framework, Quality Plan, Quality Management System
Financial performance	Growth, penetration of the circular economic model	Strategic pillar of growth
Supply chain risks	Supply chain disruptions	Business Continuity and Disaster Recovery Plan

# V. ROADMAP: 2024 REVIEW

The 2024 performance review is structured in two parts:

## 1) Monitoring of performance indicators for our statutory and operational objectives

This monitoring process is based on the strategic objectives and ambitions defined for each statutory goal. It is aligned with the corresponding Strategic Pillar, as illustrated in the tables below, extracted from the sustainability program.

### Statutory Objective 1 : Promoting the transformation of the clinical trials value towards a sustainable and decarbonized model

Ambition 2028 :  
 • 25 000 investigators sites equipped by Quipment  
 • 75% of our sales generated by a circular business model

Strategy on 2 axis :  
 • Increase the global penetration of the circular model  
 • Making our model more vertuous



### Decarbonize

#### To increase the global penetration of the circular model

Develop, promote, and strengthen Quipment's Green business : rentals, buyback, end of study management

Adapt aour tools (offer, Quipsite...) to integrate ecologically responsible choices for our customers

Sensibilize and inform customer to take responsible decisions

#### Ambition 2028

Nb of offers introduced into the market - sustainable alternatives : 8

Nb of alternatives «green» proposed to customers along a project – Target : 6

Top 10 customers to receive sustainability customized report on yearly basis

#### To make our model even more vertuous

Increase equipment lifespan and rotation number

Company carbon foot print reduction

Responsible procurement process

#### Ambition 2028

Increase by 15% of lifespan of equipment vs. 2023

Reduction by 10% of Teq CO2 at constant volume

Ecovadis Sustainable rating Advanced

## Statutory Objective 2 : Acting for a more inclusive and supporting society through our activities

Ambition 2028 : Ecovadis Labour & worker = advanced

Strategy on 2 axis :  
Improve the learning and development culture to promote organizational agility  
Fostering a more inclusive, diverse and supportive culture




### People

Improve the learning culture	Ambition 2028
Invest in ambitious training programs to nurture talents and organisation	Training budget 2% on Salary costs
Integrate apprenticeships into our workforce to contribute to employabilité des jeunes	45 000 hours off trainee and apprenticeship per year
Fostering a more inclusive, diverse and supportive culture	Ambition 2028
Build partnership with charities according to our values and culture	Donation Budget incl. Social Hours
Set standards to guarantee inclusion & diversity in all HR process	Nb of actions, standards institutionalised
Preserve and transmitt the company Value & DNA	Nb of yearly event to celebrate values

## 2) Initiatives implemented in 2024

As part of our action plan, we defined several initiatives aligned with the operational objectives and the program's roadmap, as illustrated below, extracted from the sustainability program.

	2024	2025	2026	2027	2028
 <b>Decarbonize</b>					
<b>Improvement of the model</b>					
<b>Carbon footprint</b>					
<b>Promotion of the model</b>					



	2024	2025	2026	2027	2028
 <b>People</b>					
	1 certification every 3 years per employee program				
<b>improve learning culture</b>	Young Talent program				
	Apprenticeship mission				
	Key people program				
<b>Fostering a more inclusive, diverse &amp; supportive culture</b>	Partnership with NQT				
	Integration support to foreigners employee				
	Remote work Charter				
	HR policies to guarantee non discrimination				
	Value transmission pathway				

**The initiatives implemented in 2024 will be presented by type, according to the following categories:**

**→ STRUCTURING AND DOCUMENTATION INITIATIVES:**

This type of initiative summarizes Quipment's overall approach to sustainability, incorporating internal guidelines, processes, programs, and external collaborations.

**→ ACTION-ORIENTED INITIATIVES:**

This category demonstrates Quipment's proactive approach to sustainable development, both in terms of executing actions aligned with internal guidelines, programs, and processes, and in seeking recognition and accountability through external validation such as certifications, labels, and audits.

**→ MONITORING AND MEASUREMENT INITIATIVES:**

This type of initiative ensures that Quipment's commitment to sustainability is not merely aspirational, but also grounded in tangible outcomes that reflect the company's progress and its dedication to core values.



## 1. DECARBONISATION

### i. Monitoring of performance indicators for our statutory and operational objectives

Statutory objective	KPI	2028 Target	2024 Result
1. Promote the transformation of the clinical trial value chain towards a sustainable and decarbonized model.	Number of sites equipped by Quipment	25 000	19 600
	Ratio of sales circular business model vs. linear business model	75%	62%

Strategic Axis	Operational Objective	KPI	2028 Target	2024 Result
1.1 Increase the global penetration of the circular model	1.1.1 Develop, promote and strengthen Quipment's Green business : rentals, buyback, end of study management	Number of sustainable alternatives introduced into the market	8	2
	1.1.2 Adapt our tools to integrate ecologically responsible choices for our customers	Numer of «green» alternatives proposed to customers along a project	6	3
	1.1.3 Sensibilize and inform customers to take responsible decisions	Top 10 customers to receive sustainability customized report on yearly basis	100%	N/A

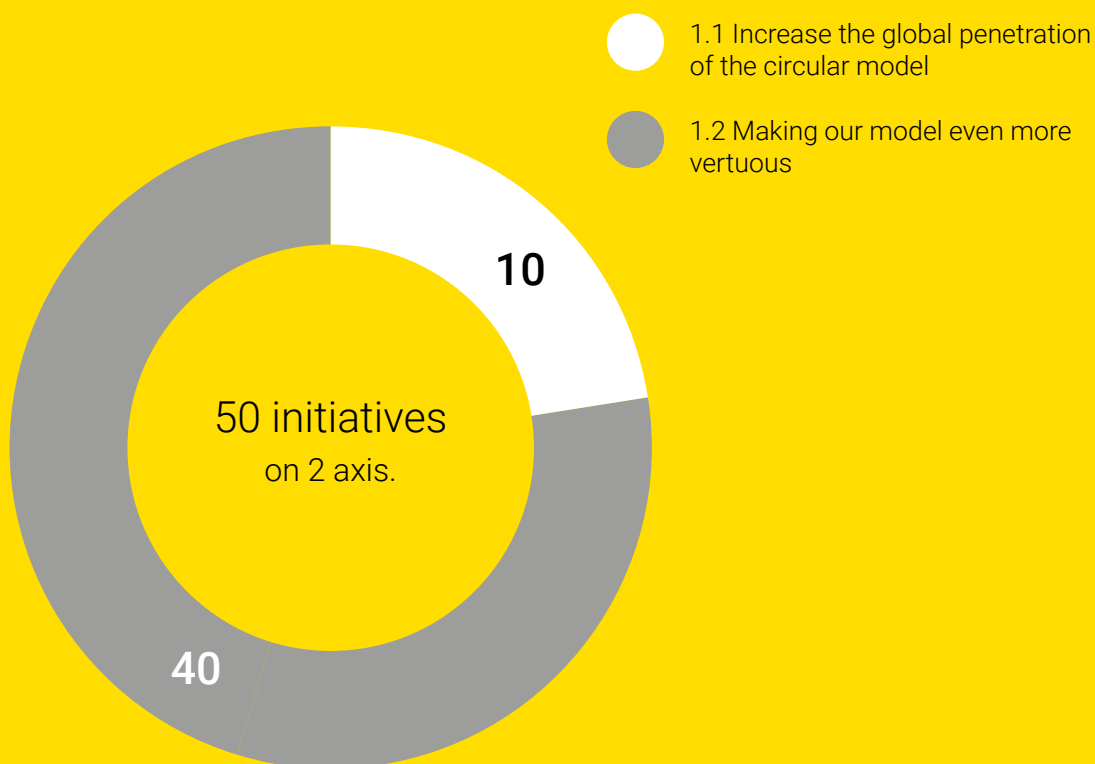
It is important to highlight that the performance indicator monitoring process began this year. At this stage, these indicators serve as a baseline and reference point. In 2025, the objective will be to continue monitoring in order to start establishing the trajectory for 2026. This will enable their use as key elements for continuous improvement.

## ii. Initiatives implemented in 2024

### **Means and resources:**

Quipment has implemented initiatives for the two strategic axis of this pillar:

- 1.1 Increase the global penetration of the circular model
- 1.2 Making our model even more virtuous



### **DISTRIBUTION OF ACTIONS BY STRATEGIC AXIS**

In 2024, Quipment's teams implemented 50 actions aligned with the operational objectives. This approach is part of the implementation of the sustainability program and reflects Quipment's strong commitment to environmental responsibility and its role in the ecological transition.

These actions mobilized the entire organization, across all departments, including: Sales, Regional Operational Units in France, the US, and Japan, Continuous Improvement, Technical, Procurement, Quality, Human Resources, and Finance.

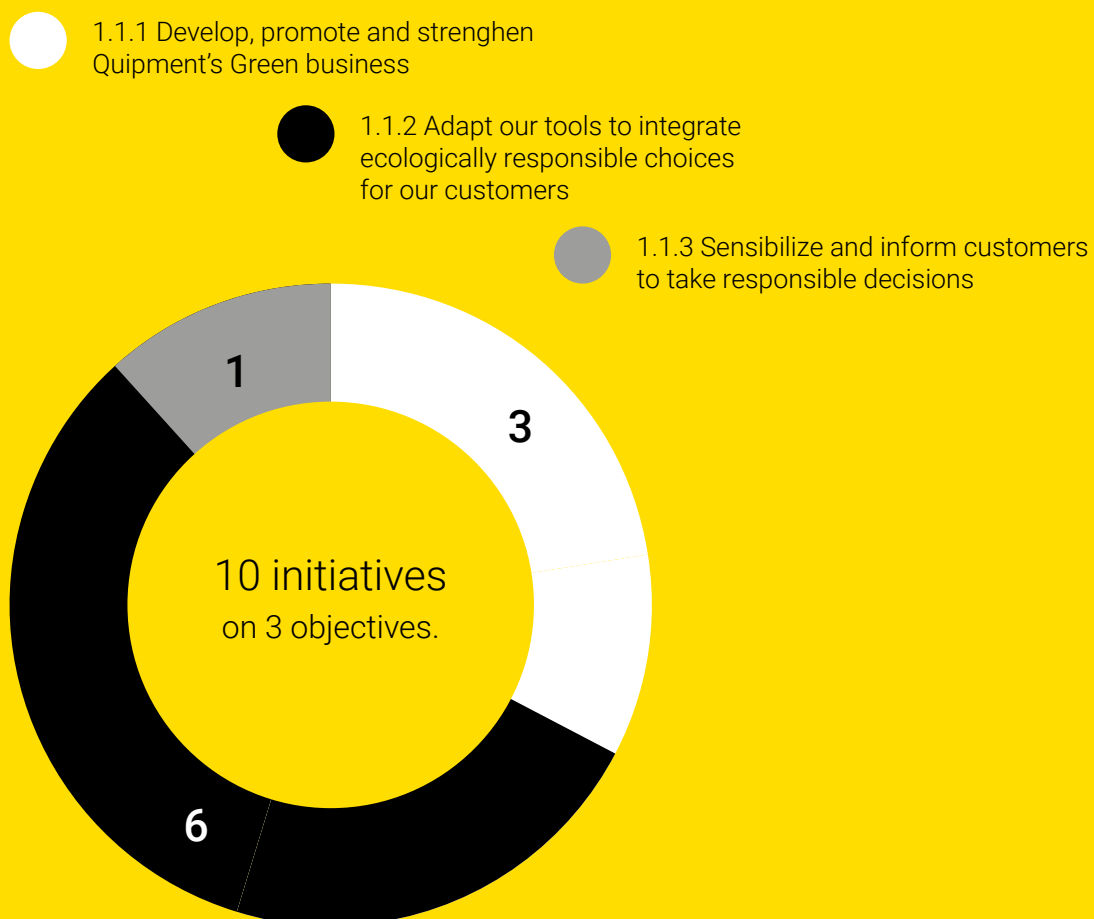
These actions were carried out throughout 2024 and, in some cases, involved financial investments included in the 2024 budget.



Below is a summary of the actions by strategic axis and operational objective under the Decarbonization pillar.

**AXIS 1.1 Increase the global penetration of the circular model**

**DISTRIBUTION OF ACTIONS BY OPERATIONAL OBJECTIVE**



In the following table, we present the list of actions by type for each operational objective.

Operational objective	Guidelines and document	Monitoring and measurement	Actions
1.1.1 Develop, promote and strengthen Equipment's Green business : rentals, buyback, end of study management		The Sales Administration (SA) team has set up a «Control Tower» management tool for stocks and orders of refurbished products	GREEN OFFER: Update of the Rental Service Sheet, to promote our circular model: reuse
			GREEN OFFER: Update of the Service Sheet for the proposal of buybacks of equipment at the end of the study from customers to avoid the destruction of underused products, promote reuse.
1.1.2 Adapt our tools to integrate ecologically responsible choices for our customers	Creation of MAN-ED-0024_Order_Proces to include the proposal of products refurbished in a preferential way.		ORDERS: Proposal of reprocessed products for rent and sale in the commercial proposals to customers, with a 25% discount on the price.
	Template Quotation: Note on the 25% discount if you buy refurbished equipment.		
		The Sales Administration (SA) team has set up a «Control Tower» management tool for the monitoring of the Eco Vs Express parcel transport mode	SHIPMENT: Promotion of the ECO service with optimized management of dates and transport and implementation of Eco vs Express tracking.
			BOOKING: Service sheet offering the centralization of orders for customers
1.1.3 Sensibilize and inform customer to take responsible decisions		Launch of the project to set up a calculation tool to obtain the information that will allow the generation of the Sustainability Report by Client in 2025	



Quipment at the 2024 Summit for Clinical Ops Executives in Boston, Promoting circular business models for clinical trial equipment.

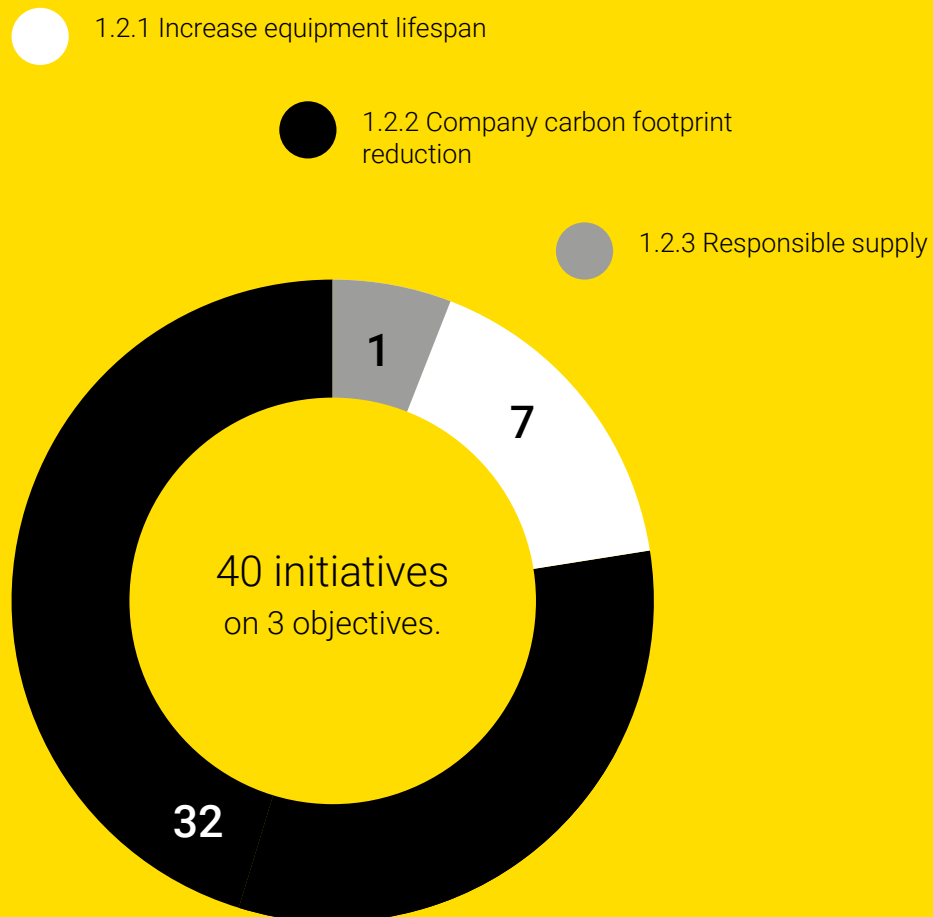


As part of Quipment's solidarity commitment, employees took eco-friendly action, such as litter picking during the World Cleanup Day—strengthening team spirit while caring for the planet.



**AXIS 1.2 Making our model even more virtuous**

**DISTRIBUTION OF ACTIONS BY OPERATIONAL OBJECTIVE**



In the following table, we present the list of actions by type for each operational objective.

Operational objective	Guidelines and document	Monitoring and measurement	Actions
1.2.1 Increase equipment lifespan and rotation number		The Continuous Improvement department has developed the Quipment Product Life Analysis to establish the baseline of this goal.	
		The operations department in France has set up indicators for monitoring the maintenance process: Tracking of breakdowns by category, Indicators of the number and value of repaired devices, etc.	Actions to improve the Maintenance process by the operations department in France: 1. Daily management of the maintenance activity: meetings, priorities, etc. 2. Maintenance training with suppliers: BBraun, Schiller 3. Purchase of diagnostic and repair tools
			Recovery of spare parts of decommissioned equipment for reuse.
			Search for subcontractors for the repair of refrigerator and freezer cooling circuits.
1.2.2 Company carbon footprint reduction	Definition of the 2024-2026 Environmental Commitment Program, all the departments of the Executive Committee were involved.	Monitoring of program implementation indicators by CODIR manager	Implementation of 28 actions of the 2024-2026 Environmental Commitment Program Examples of the actions carried out (See details in the Environmental Commitment Program): <ul style="list-style-type: none"> <li>• Implementation of a card with a sustainable mobility package for home-work travel for employees of sites in France, in order to promote soft mobility.</li> <li>• Deployment of the «Understanding» module of the Climate School's courses, to all employees aimed at raising awareness of climate issues among all Group employees</li> <li>• Deploy instances on cloud servers powered by renewable energy</li> <li>• Designed and implemented a travel policy with strict guidelines on the validation of means of transport to reduce the use of the aircraft.</li> <li>• Establishment of a «Corepile» contract for the management of end-of-life batteries.</li> <li>• Monitoring of water consumption so that you can quickly identify and intervene in the event of abnormally high water consumption. Installation of motion detectors in sensitive areas at our sites in the United States of America and France.</li> <li>• Optimization of the use of air conditioning at our site in the United States.</li> <li>• Switching of LED bulbs to our site in the United States.</li> <li>• Implemented target temperature guidelines to reduce excessive consumption at our U.S. site.</li> <li>• Communication on energy savings and electricity consumption of our site in France.</li> </ul>
			Realization of the 2023 assessment of the Carbon Footprint internally by the 2 Continuous Improvement engineers trained in 2024.  COMPENSATION: Ecotree: purchase of 8574 trees in 2024.

Strategic Axis	Operational objective	Guidelines and document	Monitoring and measurement
1.2.3 Promoting the development of responsible suppliers		Analysis of suppliers «for production» to establish the Baseline that will be used to start the Responsible Purchasing initiative of the roadmap of this objective.	





## People

### 2. PEOPLE

#### i. Monitoring of performance indicators for our statutory and operational objectives

Statutory Objective	KPI	2028 Target	2024 Result
2. Acting for a more inclusive and supportive society through our activities	Ecovadis Labor & Human Rights score	Advanced	Good : 60/100

Strategic Axis	Operational Objective	KPI	2028 Target	2024 Result
2.1 Improve the learning and development culture to promote organizational agility	2.1.1 Invest in ambitious training programs to nurture talents and organization	Training budget on salary costs	2%	1.37%
	2.1.2 Integrate apprenticeships into our workforce to contribute to youth employability	Internship and apprenticeship hours per year	45 000hrs	35 982 hrs.
2.2 Fostering a more inclusive, diverse and supportive culture	2.2.1 Build partnership with charities according to our values and culture	Donation budget, including solidarity hours	OTIF	15 738 euros
	2.2.2 Commitment to guarantee equality and integration	Egapro Index	90	91 (2023)
		Professional integration of person with disabilities	5 pers	3,74
	2.2.3 Preserve and transmit the company Value & DNA	Completed pathways for the transmission of values	80%	N/A



As explained for the Decarbonize pillar objectives, monitoring of performance indicators began this year. In 2025, the aim will be to continue monitoring these indicators in order to start defining the trajectory in 2026, using them as tools for continuous improvement of our program.

**ii. Initiatives implemented in 2024**

**Means and resources :**

Quipment has implemented initiatives in the two strategic axes of this pillar:

- 2.1 Strengthen a culture of learning and development to promote organizational agility
- 2.2 Fostering a more inclusive, diverse and supportive culture

In 2024, Quipment deployed 45 initiatives focused on promoting employability within the company and across the region, as well as inclusion and diversity initiatives within the context of its activities. This approach is part of the implementation of our 2024–2028 Sustainability Program.

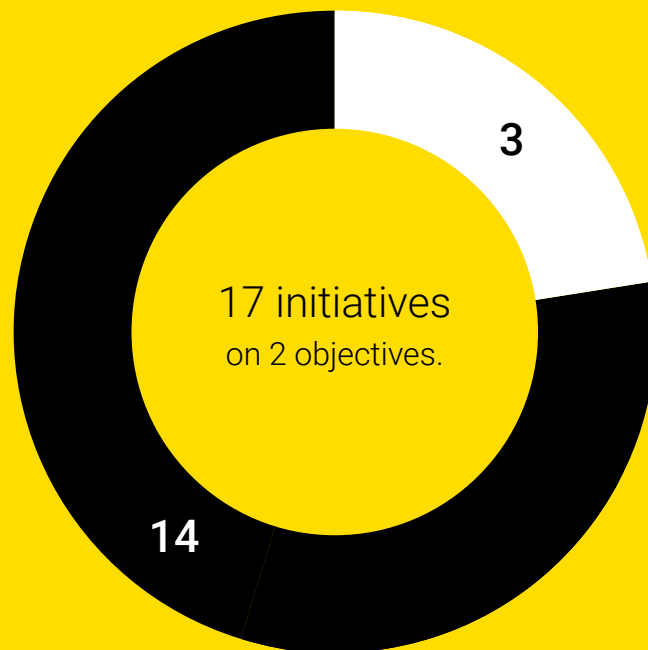
**DISTRIBUTION OF ACTIONS BY STRATEGIC AXIS**



These initiatives involved the active participation of the Human Resources department and General Management, along with the collaboration of various departments across Quipment.

## 2.1 Strengthen a culture of learning and development to promote organizational agility

### DISTRIBUTION OF ACTIONS BY OPERATIONAL OBJECTIVE



In the following table we present the actions by type for each operational objective.

Operational objective	Guidelines and document	Monitoring and measurement	Act
2.1.1 Invest in ambitious training programs to nurture talents and organisation	Definition of the 2024 Training Plan	Definition and application of the Training Budget	Implementation of the 2024 Training Plan
	Creation of the 2025 Training Catalog	Implementation of training budget performance indicators on salary costs	
	Definition of the Employability Program		Partnership with the NQT association: 1 work-study student in 2024 from this association
			Support for 5 employees in their individual professional project
			Implementation of professional development interviews during the APA (Annual Performance Appraisal) campaign
			Participation in employment forums in the region: «Forum Alternance» organized by Maison de l'Emploi du Grand Nancy; «Objectif emploi» in Maxéville; The week of the company», stand at the prefecture of Greater Nancy, among others.
			Implementation of the «Workplace Situational Period» (PMSMP) program, for the Sales and Operations Administration team.
2.1.2 Integrate apprenticeships into our workforce to contribute to youth employability	Reorganization of the Human Resources department to include a Talent Management division.		Talent Manager recruitment launched
	Apprenticeship and internship programs	Implementation of performance indicators to monitor internship and learning hours per year	Implementation of the work-study program: 28 apprenticeship contracts, 2 professionalization contracts, 8 higher study internships and 3 3rd year internships in 2024

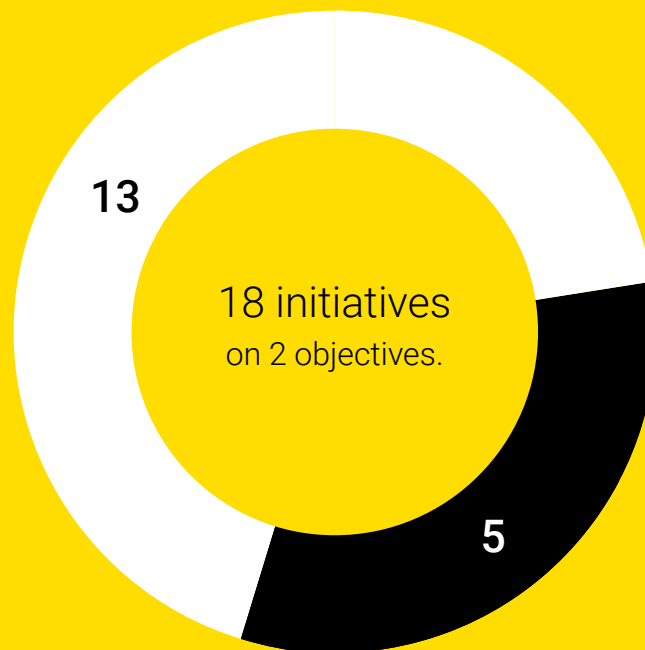




## 2.2 Fostering a more inclusive, diverse and supportive culture

### DISTRIBUTION OF ACTIONS BY OPERATIONAL OBJECTIVE

- 2.2.1 Build partnership with charities according to our values and culture
- 2.2.2 Commitment to guarantee equality and integration

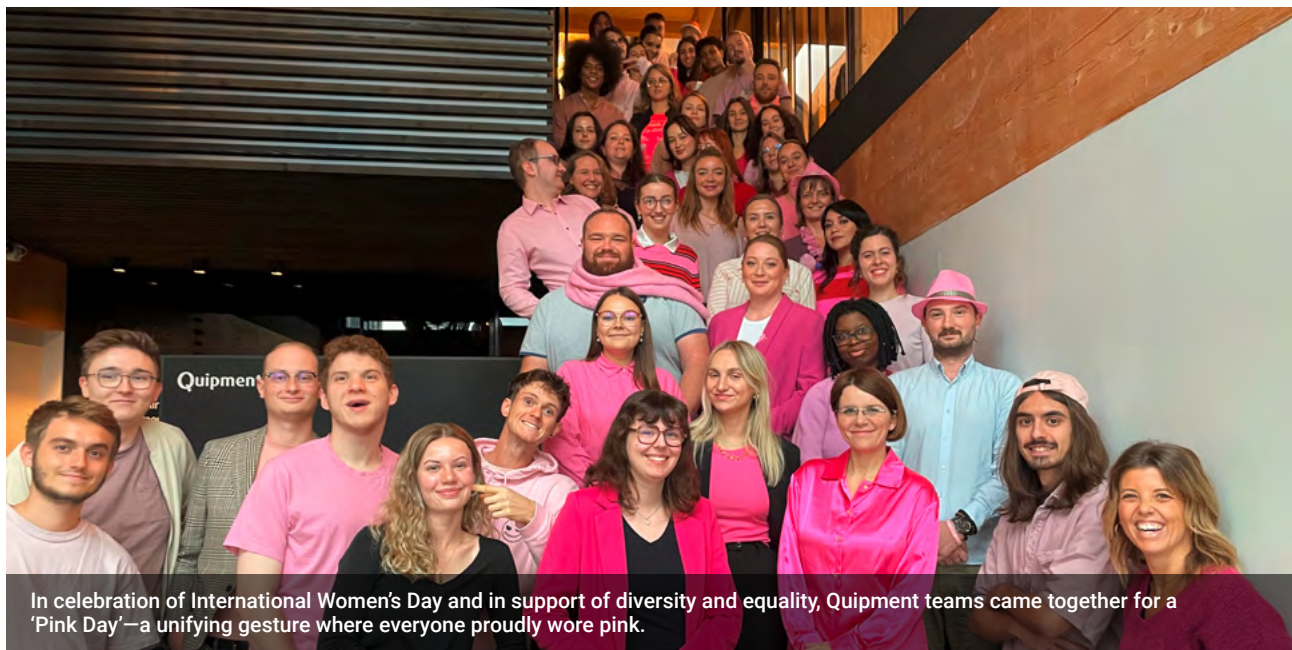


In the following table we present the actions by type for each operational objective.

Operational objective	Guidelines and document	Monitoring and measurement	Act
2.2.1 Build partnership with charities according to our values and culture		Definition and application of the Donation Budget	Participation of the associations Le Rire Médecin, Nos Quartier ont du Talent (NQT) in awareness-raising sessions for Quipment employees
			45.5 hours of solidarity for employees.
			Donations 2024: Ligue Contre le Cancer, Le Rire Médecin, NQT, FNH
			Participation in the Social Patronage Program: The Executive Committee has decided to support the project of Youth Fusion, a Franco-Quebec association that develops programs to fight against school dropout.
			Participation of employees in solidarity collections: Back to School: donation for the «Secours Populaire»Solidarity holidays: Toy collection at Christmas for «Bande à tata Carine» and for «Le Rire Médecin»

Operational objective	Guidelines and document	Monitoring and measurement	Act
2.2.2 Commitment to guarantee equality and integration	Definition of the Diversity and Inclusion Plan 2024-2026	Index Egapro 2023 <a href="https://egapro.travail.gouv.fr/">https://egapro.travail.gouv.fr/</a>	Definition of Diversity, Inclusion and Solidarity issues by the Management Committee.
			Carrying out the audit of annual remuneration
			Gender-balanced representation on committees
			As part of International Women's Day, a workshop on work-life balance was organised for Quipment employees.
	Update of procedures to guarantee non-discrimination and inclusion:  SOP-RM-001_Selection_and_Recruitment_of_Personnel ;  SOP-RM- 003_Departure_of_Personnel ;  SOP-RM-002_Performance_Management  SOP-RM-SOP-RM-004_Competence_Development.	Social Report 2024	A Value Sharing bonus has been given to all Quipment employees: France, US, Japan.
		2024 individual social report	
			Organizing disability awareness activities for all employees during Disability Week (summer 2024)
			Disability Referent Training of the Human Resources Department
			Appointment of the Disability Referent in Quipment
			Implementation of French Courses for Non-Native Employees
			Creation of an administrative support for foreign employees.
	Definition of the strategy and program for the transmission and embodiment of the Values by the Management Committee.		Promotion of sport and physical activity: weekly sports classes, membership of the St Jacques association, Indoor Football sessions once a month, Stress & Yoga workshops
			TRANSMISSION: 1 Induction: presentation on the arrival of employees, at induction and breakfast with the CEO.2, Reinforcement: Values workshop during the 4th Strategic Meetings 2024 to all employees.  3. Creation of a specific management training program «Quipment» aimed in particular at putting managers in a position to embody the company's values on a daily basis and transmit them
			EMBODIMENT: During the annual employee evaluation, the exchange on concrete situations is included to align with values





In celebration of International Women's Day and in support of diversity and equality, Quipment teams came together for a 'Pink Day'—a unifying gesture where everyone proudly wore pink.



Demonstrating solidarity beyond the workplace, Quipment employees joined the 'Octobre Rose' charity run, supporting the French League Against Cancer through their participation.



Quipment supports employee well-being through team-based sports initiatives. A group of six colleagues represented the company at the EKIDEN du Grand Nancy, a relay marathon fostering health, collaboration, and team spirit.



## VI. PROGRESS



In 2024, Quipment took a new step forward in its commitment to a sustainable approach. The company established solid foundations, enabling it to actively contribute to the global economic transition toward environmentally, economically, and socially sustainable practices — all in alignment with its mission.

### Major achievements:

#### Labelling:

→ The B Corp certification is the result of two years of work by a multidisciplinary internal team, which worked on structuring and implementing actions across the company and within each of Quipment's departments. During the verification and certification process carried out in 2024 by B Lab France, Quipment was recognized for its responsible social and environmental practices through the awarding of the B Corp label.

**Certified**



**Corporation**

#### Engagement and Governance:

- Development of a Sustainability Program reflecting Quipment's values, mission, business model, and challenges, and integrated into the Strategic Plan.
- Establishment of a new Mission Committee and selection of KPMG as the Independent Third Party (ITP) to conduct the first audit scheduled for the end of February 2025.
- Participation in various initiatives to develop the corporate social responsibility (CSR) ecosystem.



## Decarbonize

### Decarbonisation Pillar:

- To promote the model we advocate daily with clinical research stakeholders—a circular model with uncompromising quality standards—we developed a program aimed at educating partners about this model and empowering them to make responsible decisions in the execution of their projects. This plan is a continuation of our current activities, and we plan to carry it forward in 2025.
- Establishment of an Environmental Engagement Program designed to incorporate any initiative that benefits the planet—whether aimed at reducing the carbon footprint, implementing eco-responsible actions not credited to Quipment’s carbon balance, or making decisions related to carbon offsetting.

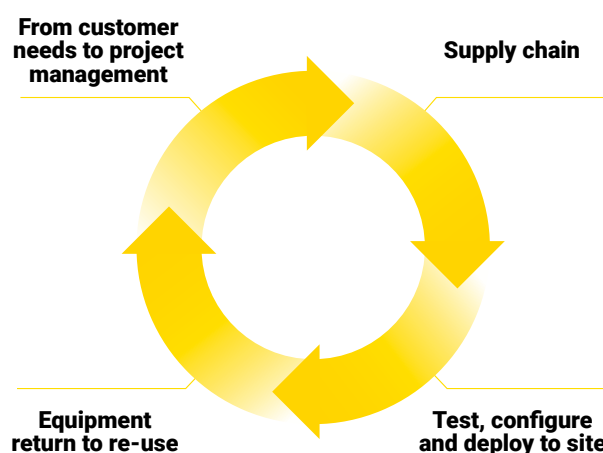
In 2024, the completion rate of actions under the Environmental Engagement Program reached 54%, with 28 out of 52 planned actions successfully implemented. This result highlights the teams’ commitment to executing an ambitious plan, but it must be aligned with the demands of accelerated growth and the resources required to implement these initiatives. In 2025, it will be essential to reassess and adjust the activities based on the results of the 2024 Carbon Footprint and the priority actions defined in the 2025 Sustainability Plan.



## People

### People pillar :

- Although Quipment has carried out numerous activities since its creation, the year 2024 marked a turning point in the establishment of a structured plan aligned with our Diversity and Inclusion Policy. This approach led to the implementation of four key programs: the Cultural Diversity Program, Disability Inclusion, Gender Equality, and Employability.



These achievements highlight Quipment’s tangible progress in integrating sustainable and responsible practices into its business model, clearly illustrating the company’s commitment to its mission and its formalization through the legal transformation into a Mission-Driven Company.

# VII. FORESEEABLE DEVELOPMENT OF EQUIPMENT AND PROSPECTS

After two years in project mode, sustainability must now be formally embedded to resonate both internally and externally, in line with the scale of our ambitions. This is why three major developments are planned for 2025:

## 1. ESTABLISHMENT OF THE SUSTAINABILITY DEPARTMENT:

Quipment will officially integrate a Sustainability Department, whose mission, alongside the CEO, is to define and implement the company's sustainability strategy and mission.

The priorities for the year will be:

- Setting up the organization and allocating resources
- Establishing program management processes and tools
- Promoting a sustainability culture and mindset across teams

## 2. CONTINUED IMPLEMENTATION AND CONTINUOUS IMPROVEMENT OF THE PROGRAM:

Within the context of the ongoing program, it is essential to maintain its implementation and continuously improve the outcomes achieved.

This is why 15 sustainability projects/initiatives have been selected as top

priorities for 2025. These 15 initiatives have been shared with all Group employees and will be integrated into the Executive Committee's performance assessment by the end of 2025.

## 3. DEEPENING DIALOGUE AND CO-CONSTRUCTION WITH OUR STAKEHOLDERS:

To expand our sustainability impact, it is essential to forge strategic partnerships—whether with domain experts or with clients and suppliers.

In this context, it is time to take part in national and international industry initiatives to promote and improve our sustainable practices. Examples include the **Science Based Targets initiative (SBTi)**, the **Carbon Disclosure Project (CDP)**, the **Sustainable Healthcare Coalition (SHC)**, and **ADEME**.

In 2025, we aim to establish constructive dialogue with our stakeholders—namely our clients, suppliers, and regulatory authorities. This approach will enable the implementation of meaningful actions within our value chain. We will begin gradually, starting with clients who have already expressed interest and made progress in this area, such as the one who invited us in 2022 to the EcoVadis meeting and with whom we have started discussions on these topics.



In support of hospitalized children, Quipment joined the 'Chou Rire' initiative—an operation combining solidarity and sweetness, with proceeds from pastry sales benefiting Le Rire Médecin, a nonprofit that brings professional clowns into hospitals to help children laugh, play, and heal.

**Quipment**