

2025

Sustainability Report

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Quipment

Edito

2025
at a glance



Céline Gervais

• Chief Executive Officer, Quipment

In 2010, sustainability was rarely discussed in the context of clinical trial operations. At Quipment, it had all started with an observation: the incredible waste generated by clinical trials in which equipment was thrown away as soon as it was used. There had to be a different, more sustainable way of doing things.

Underpinned by strong technical, biomedical, regulatory and quality expertise, the company decided to make sustainability a core part of its business model. Over time, Quipment understood that this approach was creating more than operational value. It was contributing to a more sustainable way of conducting clinical research and raised awareness among all stakeholders. That led us to formalize our commitments: a Mission-Driven Company status, a dedicated Sustainability Department, a structured Program and a strengthened governance framework.

2025 was defined by integration.

Sustainability became increasingly embedded into the way **we operate, make decisions and engage with our stakeholders.**

Mission Audit, EcoVadis Silver Medal and UN Global Compact participation are milestones, not a destination. Clinical research faces real environmental and social challenges. We are determined to play our part, not because sustainability is expected of us, but because it has been part of who we are since the beginning.

25,000+

Investigator Sites
Equipped worldwide trial

63%

Circular Ratio

» 2028 target: 75%

-22%

Emissions Intensity

Since 2022

47,100H

Apprenticeship

» 2028 target: 45K. **Exceeded**

92/100

Gender Equity Index

» 2028 target: 90. **Exceeded**

75/100

EcoVadis Score

Silver Medal



FOUR MILESTONES THAT DEFINED 2025

- Creation of a Sustainability Department to ensure the robustness and long-term viability of our approach
- Confirmation of Mission-Driven Company status: KPMG audit successfully passed
- Global Commitment: UN GlobalCompact adhesion
- Ecosystem development: strengthened sustainability partnerships

Quipment

Built on Convictions

SUSTAINABLE BY DESIGN

Built Around Circularity From Day 1



The company was founded in 2010 by three entrepreneurs who wanted to tackle the following challenge: how could clinical trial equipment be managed more efficiently, with less waste? The solution lay in a business model focused on circularity. This is how the company grew successfully.

Today, its sustainable approach to the market remains Quipment's key differentiating factor.

SECTOR CONTEXT

The healthcare sector accounts for approximately 4.4% of global greenhouse gas emissions — more than aviation. Clinical research is a significant contributor.

Source: Health Care Without Harm, 2019

The **CIRCULAR** Alternative

The traditional equipment-management model is largely linear: equipment is purchased, shipped, used and then stored or discarded at the end of a study. This leads to underused assets, unnecessary purchases, avoidable waste and higher environmental impacts. From the outset, Quipment chose a different path focused on use, not ownership.



EQUIPMENT RENTAL

Equipment is deployed for the duration of a clinical trial, recovered at study completion, reprocessed and redeployed for future projects.

REPROCESSED EQUIPMENT SALES

Customers can acquire fully qualified reprocessed equipment — extending product life while reducing environmental impact compared to buying new.

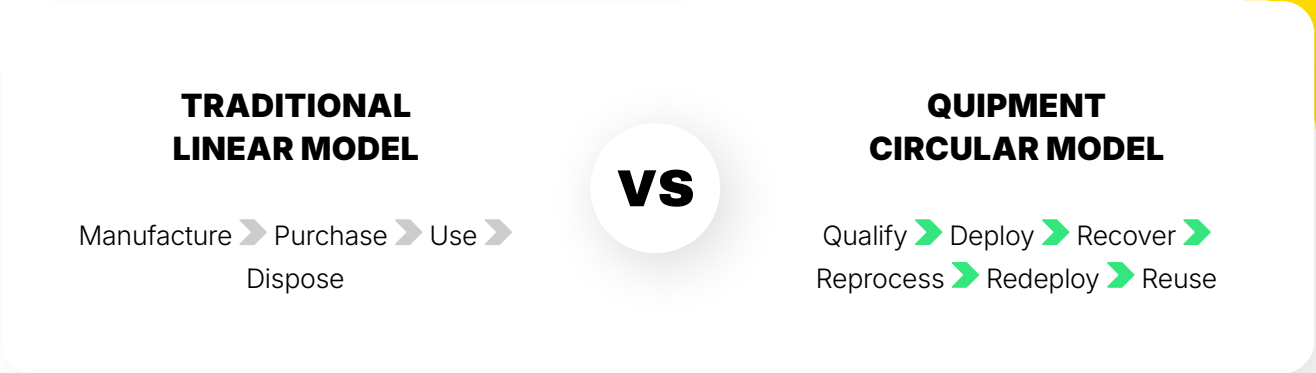
SALE WITH BUY-BACK

Customers purchasing new equipment benefit from repurchase programs that allow products to re-enter the circular lifecycle after use.

INVENTORY MANAGEMENT

We manage inventories on behalf of clients, providing full traceability and maximizing reuse throughout the lifetime of each study.

One device.
Multiple lives.



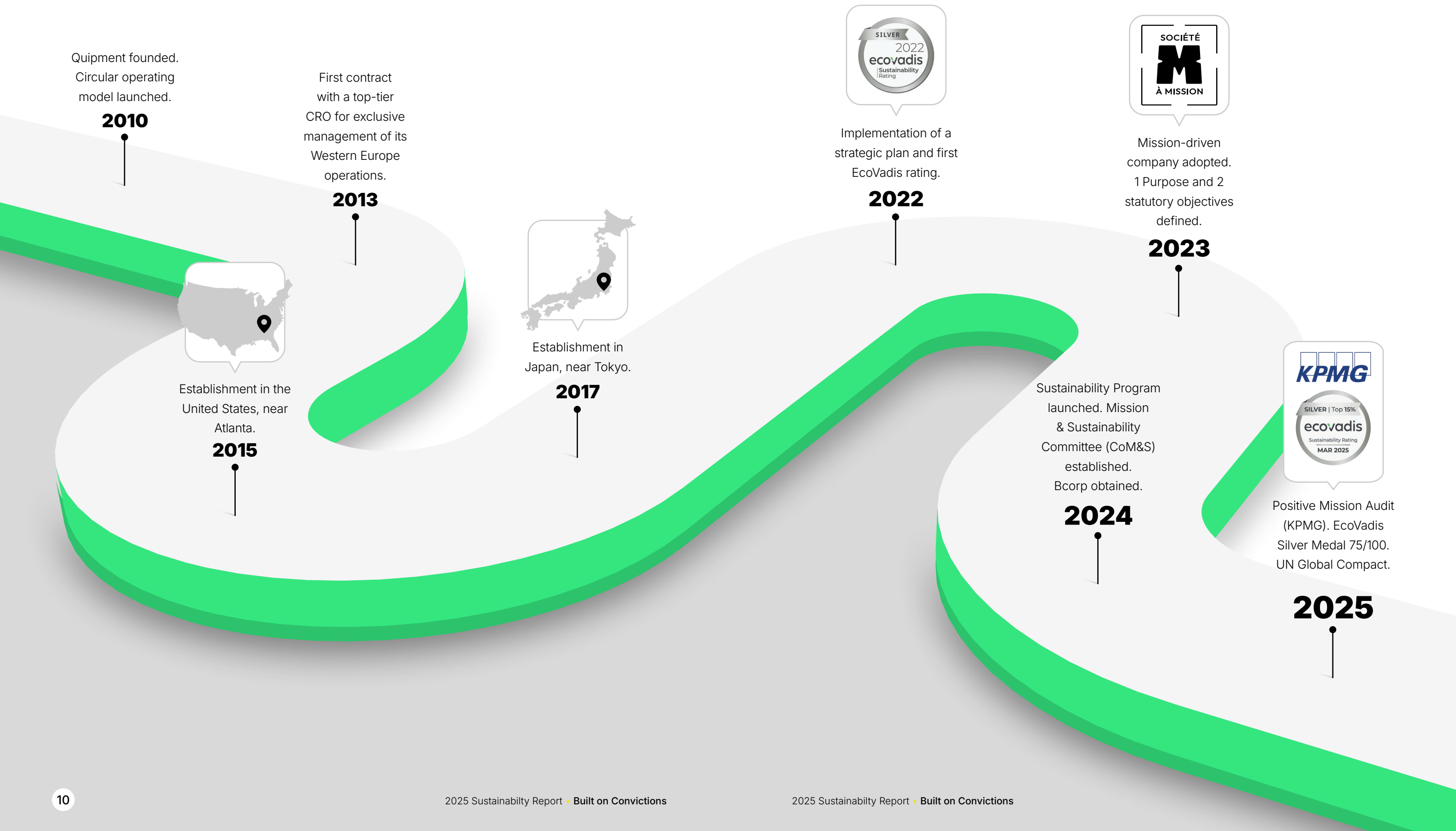
Every additional use reduces manufacturing demand, preserves resources, limits waste and creates economic value.

SECTOR CONTEXT

According to a study published in 2021 by Fraunhofer UMSICHT, medical remanufacturing reduces the carbon footprint by more than 50% and resource consumption by more than 28%.



From **CONVICTION** To **STRATEGY**



MISSION DRIVEN COMPANY

For a Robust Growth

Purpose, accountability and long-term value

For most organizations, sustainability starts with a program. Not at Quipment. We had from the start a strong conviction: that business performance and positive impact should not be mutually exclusive. As the company grew, management chose to make this belief explicit – not simply as declarations of intent, but as commitments capable of guiding decisions and strengthening accountability. This evolution led to our Mission-Driven Company status.

So we defined a Purpose:

Contribute to the development of new therapies by providing efficient solutions to our clients' challenges while being faithful to our values, and 2 statutory objectives:

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



Mission embedded in **GOVERNANCE**

Mission only creates value when it influences decisions. Quipment therefore integrated purpose directly into its governance framework — connecting strategy, sustainability objectives, operational priorities, stakeholder expectations and long-term value creation into a coherent and robust system.

THE MISSION COMMITTEE

The Committee provides independent oversight — not managing operations, but ensuring the company remains aligned with its mission and statutory objectives. Throughout 2025, it reviewed progress, challenged assumptions and strengthened accountability.

MISSION AUDIT

In 2025, Quipment completed its first independent Mission Audit. The outcome was positive — confirming that commitments are supported by measurable initiatives and appropriate oversight. Purpose becomes credible when it is backed by governance and action.



SECTOR CONTEXT

France introduced the Société à Mission legal status in 2019. Fewer than 2,000 companies have adopted it to date — making it a genuinely distinctive commitment, not a communications label.

Independent mission oversight is still rare in companies of Quipment's size. Most formal mission committees exist in large, listed corporations



The concept of value is changing. Organizations are increasingly expected to create benefits for a broader range of stakeholders: customers, employees, suppliers, communities, society.

Quipment embraces this perspective.
Long-term value creation requires balancing economic performance with positive environmental and social outcomes — and that belief influences how the organization approaches growth, partnerships and decision-making.

Building a

SUSTAINABLE ECOSYSTEM

Creating Impact Through Collaboration

Customer expectations are changing fast. Sponsors and CROs increasingly face their own environmental commitments: reducing emissions, improving resource efficiency, strengthening responsible procurement and gaining a better understanding of Scope 3 impacts. Sustainability conversations are becoming more frequent — and more substantive — across the clinical research value chain.

ENGAGING CUSTOMERS

No company transforms an industry alone. Meaningful progress requires collaboration across the full clinical research value chain — sponsors, CROs, investigator sites, equipment manufacturers, logistics providers, regulators and patients. Each stakeholder influences outcomes. Each has the potential to accelerate positive change. For Quipment, sustainability therefore extends beyond its own operations.

For Quipment, this evolution is an opportunity to better understand our customers' appetite and positioning regarding sustainability.

We identified three key areas of interest amongst our key clients: GHG emissions avoided through Quipment's circular business model, Quipment's carbon footprint reduction targets, and customer-specific carbon footprint data.

PARTNERING WITH SUPPLIERS

A circular business model depends on strong partnerships.

Suppliers influence product quality, durability, environmental performance and innovation potential.

In 2025, Quipment held its first Supplier Day — bringing strategic partners together to discuss opportunities for collaboration, with sustainability as a central theme: lifecycle considerations, ESG certifications, energy efficiency and responsible sourcing.

SECTOR CONTEXT

For most companies, over 70% of carbon emissions sit in the supply chain — not in their own operations.

This is why supplier engagement matters as much as — often more than — internal efficiency programs.



CONTRIBUTING TO INDUSTRY CONVERSATIONS

2025
Sector
engagement

SCOPE EUROPE

Roundtable on reducing waste within clinical trials, presenting circular approaches as practical solutions



SUSTAINABILITY HEALTHCARE COALITION

Joined the Clinical Trials Community of Practice, contributing practical circularity expertise



SUSTAINABILITY COMMUNITY OF PRACTICE, LONDON

Keynote on clinical trial decarbonization approaches



ESG WORKING GROUPS

with KPMG, BNP Paribas and engaged actors in France



ACTIVE B CORP

Community participation



COMMUNITY IMPACT

Quipment's commitment extends beyond commercial activities. The company continued supporting organizations dedicated to healthcare, social inclusion, youth development and employability. These partnerships reflect a broader understanding of sustainability:

One that recognizes that it can be a force for good.



Turning Purpose Into Action

Transforming Commitments
Into Measurable Results



The **SUSTAINABILITY PROGRAM** The Backbone of our Ambition 2024 > 2028



**Convictions must become objectives.
Objectives must become action.
Action must become measurable results.**

The Sustainability Program, launched in 2024, provides the structured framework that connects environmental ambitions, social commitments, governance practices and business priorities. It did not change who Quipment is — it gave the company a framework to measure, manage and accelerate impact.

KEY INSIGHT

From 2025 onwards, the actions identified in the sustainability roadmap are now being integrated into our day-to-day operations

A signal that accountability has moved from program to culture

Starting With What Matters: The **MATERIALITY ANALYSIS**

Before defining objectives, Quipment asked a more fundamental question:
Where does our action create the most impact?

The materiality analysis, conducted using international sustainability reference frameworks, mapped the 12 sustainability topics that matter most — both for Quipment’s business and for its stakeholders.

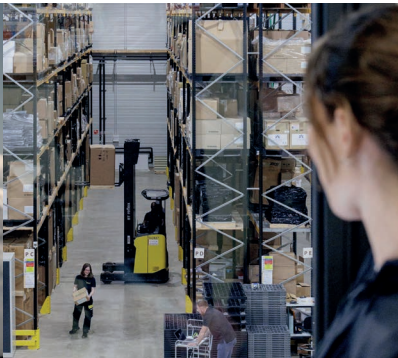


**ENVIRONMENTAL
IMPACT**



GHG emissions

**ETHICAL SUPPLY
CHAIN**



Ethical, inclusive and equitable
labour practices
Ethical sourcing
Product lifecycle management
Training and education

**SOCIAL
IMPACTS**



Employee health
and safety

**PRODUCT QUALITY
AND SAFETY**



Product safety
Quality control
Adequate and accurate
products

**REGULATORY
COMPLIANCE**



Regulatory compliance (GDPR,
MDR, BPC, labour laws)

**FINANCIAL
PERFORMANCE**



Growth, penetration of the
circular economic model

**SUPPLY CHAIN
RISKS**



Supply chain disruptions

Two pillars.

Multiple ambitions.



Pillar 1 **DECARBONIZE**

Our aim is to promote the transformation of the clinical trial value chain towards a sustainable and decarbonized model.

Our operational objectives are both external and internal, focusing on the penetration of the circular model globally as well as our commitment to making our model even more sustainable.

Ambitions
2028

- Target of 6 "green" alternatives proposed along a project
- Top 10 customers to receive sustainability customized report on a yearly basis
- Reduction by 10% of tCO₂e at constant volume
- Equipment lifespan: +15% vs 2023
- EcoVadis Sustainable rating Advanced
- Circular Rate: 75%
- 45,000 sites equipped
- 10 new offers launched

Pillar 2 **MEN AND WOMEN**

We want to act for a more inclusive and supportive society through our activities.

Our operational objectives are both to improve the learning culture and to foster a more inclusive, diverse and supportive environment.

Ambitions
2028

- Training budget: 2% of payroll
- 47,000 apprenticeship hours/year
- Gender Equity Index at 90
- Professional integration of persons with disability
- 80% of completed pathways for values transmission





GOVERNANCE and MEASUREMENT

The Program is supported by a 2024–2028 roadmap defining objectives, milestones, KPIs and accountability structures.

Progress is tracked through quantitative and qualitative indicators that support executive decision-making, management reviews and Mission Committee oversight. Because if good intentions matter, measurement matters more.

DELIVERING IMPACT

Measurable Results Across Both Pillars

A sustainability strategy only becomes meaningful when it delivers results. Plans matter. Roadmaps matter. But ultimately, impact is measured through outcomes.

Throughout 2025, Quipment translated its ambitions into concrete actions across environmental, social and operational dimensions.

This chapter focuses on the initiatives that best illustrate that progress — not every action undertaken, only the ones that most clearly demonstrate value.

Pillar 1 DECARBONIZE

The environmental footprint of clinical research is influenced by sourcing decisions, transportation choices, equipment utilization and product lifecycles. For Quipment, the most powerful lever for reducing impacts remains the same one that has shaped the company since its creation: circularity.

BY THE NUMBERS

Adshead et al. (2021) estimated that the 350,000 trials registered on ClinicalTrial.gov would generate around 27.5 million tCO₂e, which is equivalent to the annual emissions of the city of Paris.

The majority of that footprint comes from equipment manufacturing, logistics and end-of-study disposal — precisely the areas Quipment's model addresses.





KEY FIGURES

- 22%

**Emissions intensity
since 2022**

➤➤ Target 2028: -10%

63%

Circular ratio

➤➤ Target 2028: 75%

+10%

Equipment lifespan

➤➤ Target 2028: +15%

90%

**Return by road in the US
vs air freight target**

19,500 kWh

**produced by our solar panels
and auto consumed**

75/100

**EcoVadis procurement
rating Advance**

➤➤ Target 2028: **Achieved**

INITIATIVES

We Are the Most Proud of

Q Carbon Compass

We managed to make carbon visible at the point of decision

Developed 2025 • Sustainability, Marketing, IT & Commercial teams involved



We created last year a tool to estimate quote-level carbon footprints, quantify saved emissions vs. a linear model, and guide more sustainable equipment choices.

- Integrated carbon-footprint data into quotes
- Enabled comparison of sourcing models (sale, reprocess, buy-back, rental)
- Estimated saved emissions vs. a linear model



Let the sun shine

Implementation of solar panels in our European TSC

Installed August 2025 • Operations & Facility Management team involved

We installed solar panels to generate clean, renewable electricity onsite. That way we reduced energy costs and carbon.

- 19,500 kWh produced and auto consumed
- Lower dependence on the grid and improved energy resilience.
- Long-term environmental gains with low operating impacts.



And the winner is... **The road in the United States**

Ongoing initiative •
Operations & Logistics team involved

To optimize logistics, we wanted to maximize road-based returns from US sites to the Quipment US Technical Service Center as road transport emits up to 80% less CO₂e per kg transported than air transport. A straightforward operational choice with a meaningful environmental benefit.

- Monthly follow-up of return statistics
- 97% of FedEx US to US returns were made by road in 2025*
**FedEx accounts for the largest share of US return shipments (80%) and is the only carrier providing reliable data on transport mode.*
- Reduction of CO₂e emissions
- Collaboration with committed logistics players.
- Reduction of logistics costs.

You can never have enough trees

Ongoing initiative •
Sustainability and Executive office involved

We wanted to compensate the employees for commuting and business travel emissions, so we started purchasing trees. At the end of 2025, we owned 11 860 of them. All of them in France thanks to a partnership with EcoTree, a company committed to sustainable forest management and restoration of biodiversity.

- Approximately 173 tCO₂e and 252 tCO₂e offset for 2024 and 2025, respectively*
- Contribution to reforestation & ecosystem restoration.

**Based on an estimated annual absorption of 25 kgCO₂ per tree*



We don't waste waste

Ongoing initiative •

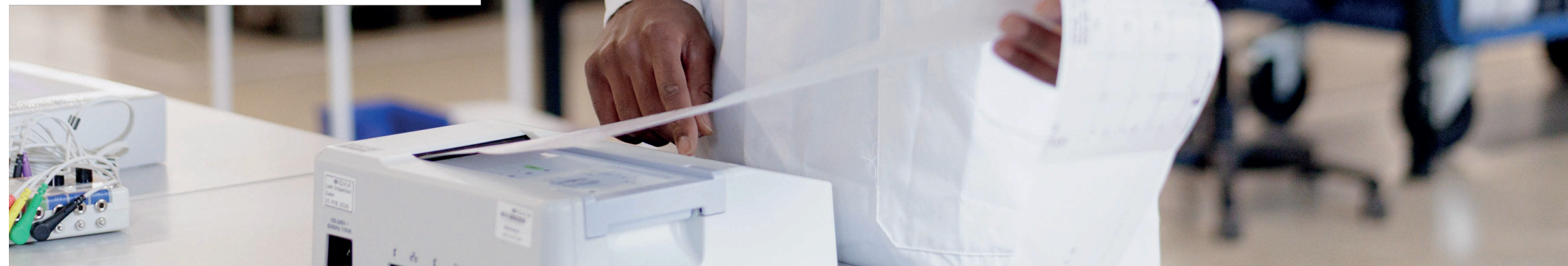
Facility management involved



We've implemented a waste-management system in partnership with a specialized provider responsible for collecting, sorting, and recovering all waste streams to ensure compliant, efficient, and sustainable waste handling.

- Contract with waste marketplace to streamline and optimize waste handling in March 2025.
- Simplified waste-management processes
- Monthly reporting on waste treatment and recovery pathways
- Improved waste recovery performance (environmental and economic): better outlets secured and 15* tCO₂e avoided since implementation.

**Figures provided by waste marketplace*





Pillar 2

MEN AND WOMEN

If circularity is the foundation of Quipment's environmental contribution, people are the foundation of its long-term success. Every innovation, every customer relationship, every sustainability initiative starts with people. The Society pillar creates an environment where individuals can learn, grow and contribute while helping shape the future of clinical research.





KEY FIGURES

47,100 h

Apprenticeship

»» Target 2028: 45K. **Exceeded**

6,510 h

Training Hours

Incl. sustainability learning

92/100

Gender Equity

»» Target 2028: 90. **Exceeded**

76/100

**EcoVadis Labor
& Human Rights Advance**

»» Target 2028: 75. **Exceeded**

41,348 €

**Donations
Philanthropic budget met**

21

**Languages
Spoken across Quipment**

INITIATIVES

We Are the Most Proud of

Apprenticeship because youth is our future

Ongoing • Graduate Talents & Apprenticeship programs

At Quipment we have a strategic commitment to youth employability, so we do our best to nurture young talent and integrate them into the labour world. In 2025, Quipment reached the apprenticeship target originally set for 2028.

BY THE NUMBERS

47,100 hours of apprenticeship represents approximately 26 full-time equivalents dedicated to learning and transmission in a single year.

In a company of under 200 people, that ratio is exceptional — and deliberate.



Climate School

Building sustainability literacy across the organization

ACT module deployed 2025 • Sustainability, HR & Internal Communications involved

With these programs, we want to create a shared language around sustainability so that every employee can connect their daily decisions to broader impact.

- 6,510 hours dedicated to Sustainability training
- Over 70% of employees completed the mandatory “UNDERSTAND” and “ACT” learning paths
- Strengthened Sustainability awareness

Social sponsorship to strengthen the link with the community

Ongoing •
Executive office involved

In 2025, Quipment formalized two sponsorship agreements with organizations sharing its values: Fusion Jeunesse (supporting at-risk youth) and AUCS Beauregard. These structural commitments reflect a long-term approach to community impact, complemented by ongoing partnerships with NQT (Association for Employment Equality), Le Rire Médecin, and Restos du Cœur.

Sponsorships



Partnerships



Disability inclusion

A strong will to change things

Ongoing •
HR and Executive office involved

In February 2025, Quipment appointed a disability referent to drive our inclusion and diversity policy, ensure comprehensive support, and promote a fair and accessible work environment. Their mission is to increase the inclusion of employees with disabilities and guide those seeking recognition.

To raise employee awareness and engagement on disability inclusion, we launched interactive and educational activities.

- Escape game on Disability & Activ' challenge participation
- Strengthened understanding of disability through immersive and gamified learning
- Increased employee engagement around inclusion topics
- Improved knowledge of everyday accessibility challenges and inclusive behaviours

SECTOR CONTEXT

In France, fewer than 4% of working-age people with disabilities are employed in the private sector.



Breast cancer matters to all

Ongoing •

Executive office and all employees involved



Our objective was to raise awareness and encourage employee participation in breast cancer prevention while contributing to fundraising efforts.

We set up a step challenge for donation: the more employees walked, the more Quipment contributed to the Ligue contre le cancer.

Furthermore, we participated in the Pink October run and had a Pink Day at the office.



A New Stage of Maturity

From Implementation to
Integration.

2025

The Year **SUSTAINABILITY**
Became Embedded

Beyond projects.
Beyond
certifications.

Every sustainability journey evolves through stages. First: awareness. Second: action — programs launched, objectives defined, results emerging. Third: integration — sustainability moves beyond individual projects and becomes part of the way an organization operates. For Quipment, 2025 marked this transition. The Sustainability Program gained traction. Governance strengthened. Stakeholder engagement expanded. And sustainability became increasingly embedded into everyday decision-making.

This evolution may be less visible than a KPI. Yet it is arguably the most important achievement of the year — because lasting impact depends on systems, not isolated initiatives.

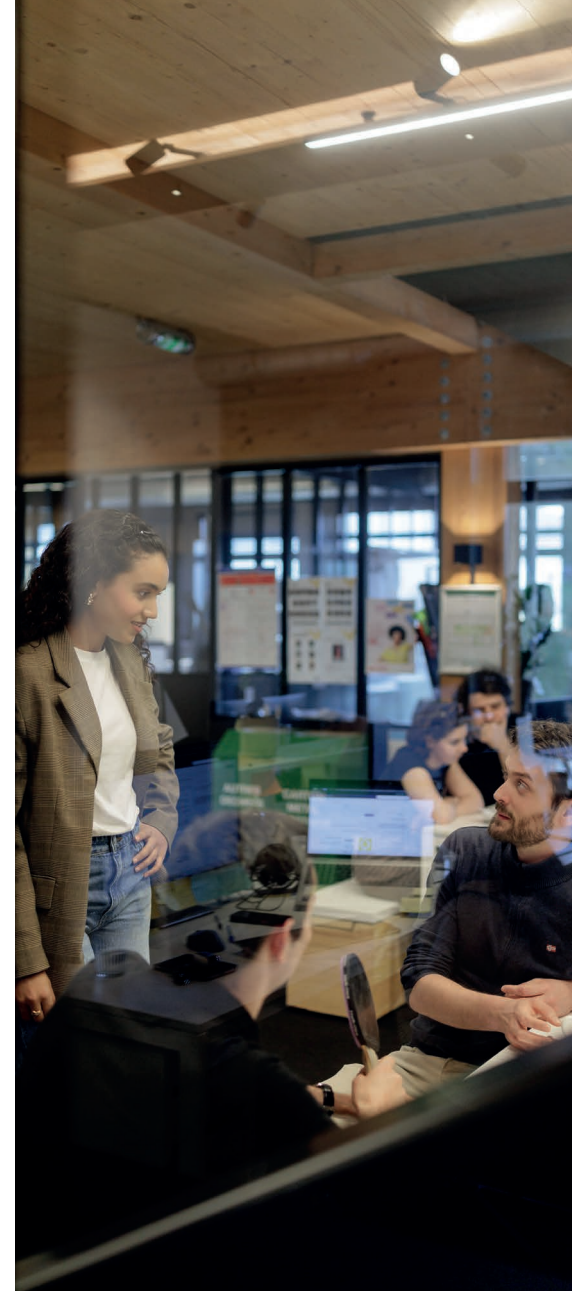


SUSTAINABILITY

Influencing Business Decisions

One year after launch, the Sustainability Program had become much more than a roadmap. Sustainability considerations increasingly influenced procurement decisions, supplier relationships, logistics strategies, employee development, customer conversations, and strategic planning.

This shift reflects a growing level of organizational maturity: sustainability is no longer viewed as a separate topic, but as part of how Quipment creates value.



FIVE TRANSFORMATIONS OF 2025

What Changed This Year

Sustainability function formalized

Dedicated team, governance, routines and QMS integration

Program deployed across the entire organization

77 actions delivered
(43 Decarbonize + 34 Men and women)

External recognition strengthened

PMG audit, EcoVadis +16 pts,
UN Global Compact

Stakeholder dialogue exceeded expectations

Clients, suppliers, community engagement all deeper than planned

Sustainability as commercial leverage

Quipment's impact proposition increasingly resonates as a supplier selection criterion



LOOKING AHEAD

PRIORITIES FOR 2026

In 2026, Quipment will transition from structuring to full operational deployment, embedding sustainability into core business operations and strengthening external credibility.



STRUCTURING SUSTAINABILITY

The aim is to acquire robust, repeatable and auditable tools to manage sustainability with the same rigor as any core business function

- Improvement of the Sustainability Program Management process and related tools
- Formalization and documentation of key sustainability processes

IMPLEMENTING THE SUSTAINABILITY PROGRAM

This will be achieved through a double action.

Firstly, ensure methodological robustness and external credibility

- Assessment and validation of our internal environmental tools through an independent third party
- Advancing our sustainability objectives through the formalization of our decarbonization plan, the implementation of structured monitoring processes, and the adoption of the SBTi framework to define Scope 1, 2, and 3 targets.

Secondly, reinforce the long-term framework of Quipment's societal engagement

- Implementation of a Fonds de Dotation to sustain and structure Quipment's social engagement towards young people, helping them realize their full potential

STRENGTHENING OUR COMPLIANCE PROGRAM

We'll need to materialize our maturity, reinforce client trust, and guide the implementation of sustainability under recognized best practices.

- EcoVadis and B Corp: prepare 2026 EcoVadis, improve 2025 score (75) and advance B Corp recertification gap analysis regarding 2027 recertification process
- Issue our first Sustainability Report and complete UN Global Compact Communication on Progress
- Pursue SBTi validation of our Scope 1, 2 and 3 targets to align our climate ambition with a recognized science-based standard



MAINTAINING DIALOGUE AND CO-CONSTRUCTION WITH OUR STAKEHOLDERS PROGRAM

Our objective is to strengthen collaboration across the value chain, transforming rising stakeholder engagement into concrete co-built actions.

- Implement the Sustainable-Supply 2026 Roadmap, strengthening collaboration on carbon and ESG transparency
- Deepen client exchanges as sustainability gains traction and becomes a growing compliance expectation in supplier qualification
- Expand participation in sector initiatives, such as "société à mission" community



What Makes

QUIPMENT DIFFERENT?

Expertise · Purpose · Circularity · Scale · Impact

Quipment entered the clinical trial equipment market fifteen years ago with a different vision — built around efficiency, circularity and long-term value creation. Solving customer challenges was at its core. Yet the principles that guide the company's sustainability strategy today were already present.

Over time, those principles evolved into a structured Sustainability Program supported by governance, objectives and measurable indicators. In 2025, this journey reached an important milestone — not because it is complete, but because the foundations required for long-term impact are now firmly in place.

The future of clinical research depends on innovation. We believe it also depends on responsibility. By combining operational excellence, circularity, and collaboration, Quipment will continue helping build a more sustainable future for clinical trials — one study, one site, one solution at a time.



//

Quipment did not
become sustainable.

IT WAS BUILT THAT WAY.

In **2025**, that commitment
became measurable.

//



Quipment

The underlying force