

CSR Report

Edition 2025



clean
biologics
MAKING IT POSSIBLE

A network diagram consisting of the letters 'e', 'h', 't', 'l', and 'a' connected by thin teal lines, positioned to the left of the company logo.

Our purpose

“

**Supporting healthcare players
in the development of future
therapies, worldwide.**

**Our expertise and agility enable
us to work with all our partners
to improve human and animal
health, by accelerating the
availability of innovative, safe
and effective biotherapies.**

”



Materiality matrix

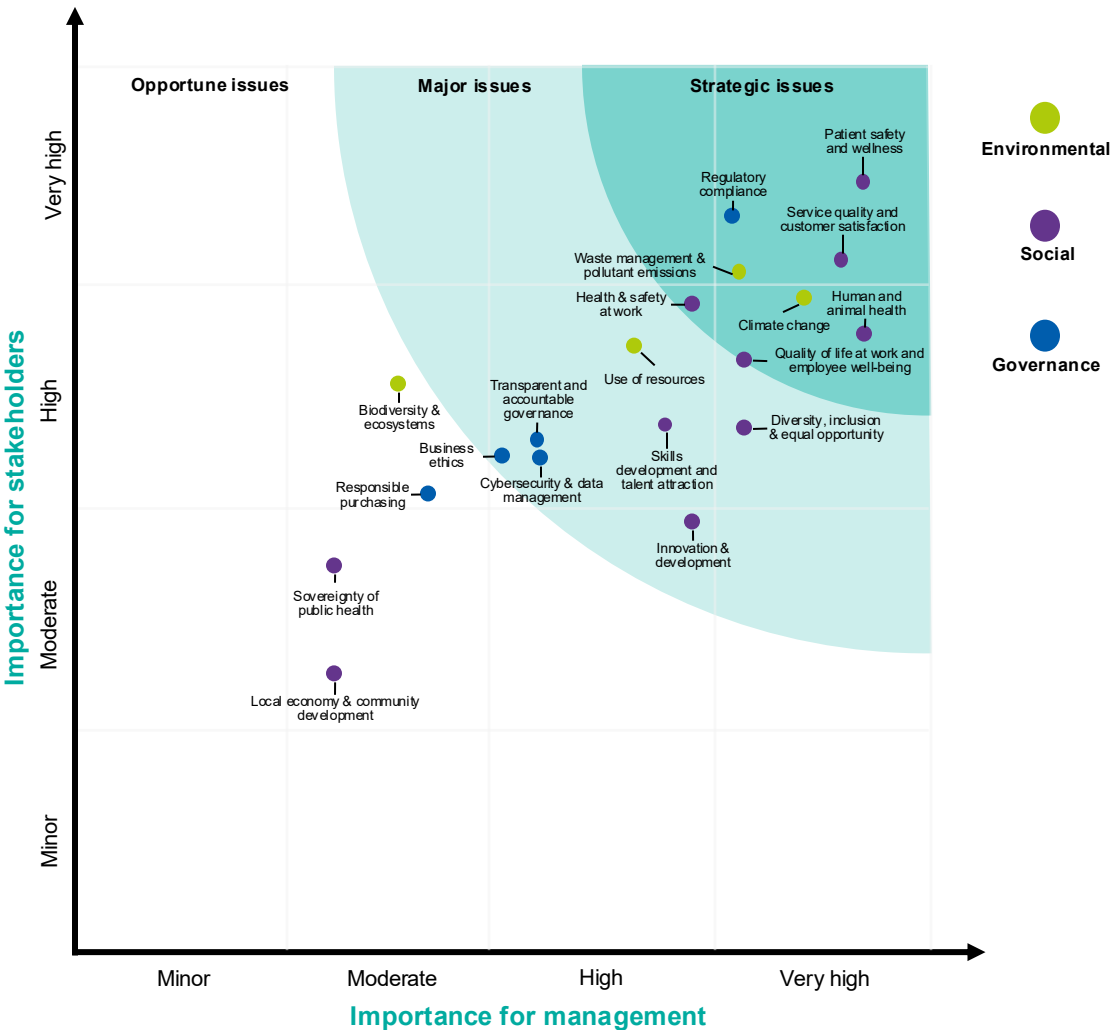
In accordance with our Corporate Social Responsibility (CSR) strategy, we sought to align our commitments with the expectations of our key stakeholders.

In order to identify the most important CSR issues for our company, a stakeholder consultation was launched in July 2024. Approximately 150 stakeholders were invited to complete an online questionnaire, including customers, suppliers, employees, investors, local authorities, and other relevant parties.

Stakeholders were requested to evaluate the importance of each CSR issue for Clean Biologics on a scale of 1 to 5.

This consultation helped us create a materiality matrix with three categories of issues:

- **Strategic issues:** Essential and priority issues to address to ensure Clean Biologics long term success.
- **Major issues :** Secondary issues to address to improve Clean Biologics' resilience.
- **Opportune issues:** Additional issues that may be the subject of a commitment, but are not strategic or important to Clean Biologics



Our CSR policy

Based on the materiality matrix, Clean Biologics formalised a 4-pillar CSR policy in 2024.

1

Improving human and animal health

OUR COMMITMENTS

N°1: Contribute to the development and safety of tomorrow's therapies through an expanded range of services

N°2: Satisfy our customers with high-quality services that comply with the most stringent regulatory requirements

2

Valuing people

OUR COMMITMENTS

N°3: Provide our employees with a working environment and conditions that contribute to their health, safety and fulfilment on a daily basis

N°4: Promote equal opportunities and support our talents in their professional development

N°5: Support local actors and initiatives working for the common good

3

Protecting the environment

OUR COMMITMENTS

N°6: Limit our greenhouse gas emissions to take part in the fight against global warming

N°7: Contribute at our own level to the protection of biodiversity and ecosystems through efficient management of our inputs and limiting all forms of waste

4

Promoting responsible governance

OUR COMMITMENTS

N°8: Act ethically, transparently and with integrity to build responsible corporate governance

N°9: Ensure the security of our information systems and protect sensitive data against threats

N°10: Work closely with our partners to develop a more responsible supply chain together

Our CSR policy



Pillar 1 Improving human and animal health



COMMITMENT NO. 1

Contribute to the development and safety of tomorrow's therapies through an expanded range of services

Our achievements

- Extended range of tests (biosafety, identity, purity, physico-chemical properties, activity, etc.) enabling accelerated release and therefore faster availability of drugs to patients
- Development of ethical alternatives to the use of animals for quality control testing
- Full coverage of regulatory requirements associated with clinical or commercial phase evaluation of biomedicines
- Development and production of clinical batches of viruses for viral vaccines, oncolytic viruses and biological challenge agents.

Our upcoming projects

- Continue the development of new quality tests
- 3Rs Initiative : support change among our customers through greater communication about our alternatives to in vivo testing
- Launch new projects to develop alternative tests and technologies such as Viral-Safety and Pyrogenes NGS (Next Generation Sequencing) testing
- Supporting new projects based on viral vectors, exosomes, etc.

Our results and targets

- **702 tests offered** to our customers in 2024
- **25 new catalogue items to be offered** to our customers in 2024
- **Certification of 15 challenge agent batches** in 2024
- Develop at least **10 new test references** each year

Our CSR policy

COMMITMENT NO. 2

Satisfy our customers with high-quality services that comply with the most stringent regulatory requirements

Our achievements

- Viral product development, production and quality control services in compliance with GMP (Good Manufacturing Practice)
- Regular inspections of our sites by our customers and the authorities (FDA, ANSM)
- Send out a systematic customer satisfaction questionnaire after each specific project or annually for recurring activities
- A dedicated regulatory monitoring team
- Implementation of a quality process dedicated to sample traceability
- Implementation of traceability and materials management software
- Support for customers in their own regulatory process for market approval

Our upcoming projects

- Introduction of an annual customer satisfaction survey at our subsidiary Naobios
- Digitisation of permits and monitoring

Our results and targets

- Maintain the **compliance of our operations** in the context of inspections by the authorities
- Maintain a **high Net Promoter Score (NPS)**¹ (71/100 in 2024)

¹ The Net Promoter Score (NPS) is an indicator that measures customer satisfaction and loyalty on a scale of -100 to +100. An NPS above 30 is considered very good and an NPS above 70 is considered exceptional.



Our CSR policy



Pillar 2 Valuing people

COMMITMENT NO. 3

Provide our employees with a working environment and conditions that contribute to their health, safety and fulfilment on a daily basis

Our achievements

- Health and safety procedures in the workplace (procedures, PPE, equipment, training of employees, signage, etc.)
- Annual flu vaccination campaign offered to employees
- Numerous measures aimed at improving the quality of working life: flexible working hours, 2 days per week for teleworking, sports activities, company events, etc.
- Formalisation of a charter for good coexistence
- Bonuses and benefits offered to employees
- Facilities dedicated to parenthood: parenthood guide, inter-company crèche, back-to-school timetables, etc.

Our upcoming projects

- Conduct an employee satisfaction survey every 2 years

Our results and targets

- Maintain a **high** employee Net Promoter Score (eNPS)² (> 30/100)
- Maintain **100%** completion of HSE training for **new employees**



² The employee Net Promoter Score (eNPS) is an indicator that measures employee satisfaction and loyalty on a scale of -100 to +100. An eNPS above 30 is considered very good and an eNPS above 70 is considered exceptional.

Our CSR policy

COMMITMENT NO. 4

Promote equal opportunities and support our talents in their professional development

Our achievements

- Numerous initiatives to develop the skills of our employees: on-boarding, training, individual annual reviews, etc.
- Participation in the DuoDay initiative (work experience placements for people with disabilities)
- Workshop on neurodiversity and disability for employees
- Partnerships with schools (e.g. Oniris, Lycée Talensac, IUT d'Angers, etc.)
- Annual participation in the ECLOR project, which helps a class of secondary school students to discover the world of business and our professions

Our upcoming projects

- Conduct a maturity audit of our disability practices
- Encourage the sharing of knowledge and skills between departments by organising "live my life" days for employees.

Our results and targets

- Maintain a minimum of **2% of payroll** for skills development training costs
- Maintain **the Workplace Equality Index** at a score over **90/100** for our eligible companies

COMMITMENT NO. 5

Support local actors and initiatives working for the common good

Our achievements

- Regular purchases from actors in the social and solidarity economy (e.g. delivery of fruit baskets and various products and services, anti-gas food, etc.).
- Participation in Pink October with donations to the Ma Parenthèse Association (support for women with cancer)
- Sponsorship of Thibaud Lefrançois (Paralympic athlete)
- Sponsorship of the Montaigu Volleyball Club (Vendée)
- Blood donation day for employees
- Co-presidency of ESSOR (association of local companies with CSR objectives)

Our upcoming projects

- Continuation of our commitment to local associations, because our local roots are important to us
- Explore the possibility of offering skills sponsorships to our employees

Our results and targets

- Guarantee of **€2,500 per million of profit** to support associations
- Support a **new meaningful project** each year (2 projects contributing to the common good supported in 2024).

Our CSR policy



Pillar 3

Protecting the environment



COMMITMENT NO. 6

Limit our greenhouse gas emissions to take part in the fight against global warming

Our achievements

- Implementation of a carbon assessment in 2024 for the measurement of our greenhouse gas emissions
- Use of renewable energy through the installation of a photovoltaic roof on the new building
- Installation of on-site electric vehicle charging stations
- Signature of the Pacte PME interest charter for decarbonisation and energy transition
- 2 days of teleworking per week and the introduction of a car-sharing application for our employees
- Employee mobilisation through a several initiatives

Our upcoming projects

- Formalise an action plan to reduce our greenhouse gas emissions
- Explore the 3 opportunity studies identified (Internalisation of nitrogen production – Deployment of renewable energy capacity – Insulating paint on the roof)
- Optimising management of Naobios power plants to limit energy consumption
- Take action to contribute to climate neutrality (carbon offsetting)

Our results and targets

- Reduce emissions linked to the home/work journey. 16.55% of journeys made using sustainable mobility in 2024 **(+ 5.3% vs 2022)**
- Gas consumption in kWh per m² occupied: 127 kWh / m² **(- 46.9% vs 2022)**
- Our ambition is to maintain our carbon intensity at the following levels: **119 tCO₂e/€M of turnover and 19.5 tCO₂/FTE**

Our CSR policy

COMMITMENT NO. 7

Contribute at our own level to the protection of biodiversity and ecosystems through efficient management of our inputs and limiting all forms of waste

Our achievements

- Measures taken at our head office site (e.g. hydraulic binders taken from the site, balance between cutting and filling, use of asphalt mixes at reduced temperatures, etc.).
- Waste diagnosis carried out with the ESSOR Vendée association to identify best practices
- Selective waste sorting (e.g. biological waste, other recyclable waste, etc.)
- Distribution of an eco-action guide to all employees
- Establishment of a donation/book collection box for employees
- Installation of beehives and use of eco-pasture (sheep) to manage green spaces

Our upcoming projects

- Organise environmental awareness sessions for our employees
- Launch an annual employee survey on the introduction of CSR projects
- Carry out an analysis of the biodiversity existing within our business park

Our results and targets

- 0.454 tonnes of **final waste** generated per €M of revenue in 2024 (- 21% vs 2023)
- 1.7 tonnes of **total waste** generated per €M of revenue in 2024 (- 46% vs 2023)



Our CSR policy



Pillar 4

**Promoting
responsible
governance**

COMMITMENT NO. 8

Act ethically, transparently and with integrity to build responsible corporate governance

Our achievements

- Formalisation of a Code of Conduct setting out the ethical rules to be observed by all employees in the course of their duties
- Transparency in communication with all employees and employee representatives

Our upcoming projects

- Formalise ethical risk alert channel
- Publish a CSR report to make our environmental and social practices more transparent

Our results and targets

- **Governance in place at all 3 levels of management** (Supervisory Board, Comex and Subsidiaries Comop)
- Presence of **experienced Independent Members** on the Supervisory Board
- **0 confirmed incidents of corruption** in 2023



Our CSR policy

COMMITMENT NO. 9

Ensure the security of our information systems and protect sensitive data against threats

Our achievements

- Systematic information security training for new employees
- Use of an external service provider to ensure the security of information systems
- Regularly raise employee awareness of cybersecurity through various information channels (e.g. newsletters, emails, etc.).

Our upcoming projects

- Organise cybersecurity training every 2 years for most at risk people, and every 3 years for others
- Formalise an IT Charter setting out the rules to be adopted to reduce the risk of breaches

Our results and targets

- 100% of employees made aware of cybersecurity
- Carry out communication campaigns every year
- Carry out cybersecurity tests every year to improve our practices

COMMITMENT NO. 10

Work closely with our partners to develop a more responsible supply chain together

Our achievements

- Quantification of input consumption to identify opportunities for optimisation and loss reduction
- Inventory of suppliers' CSR practices (based on public information)

Our upcoming projects

- Rationalise our purchases of reagents, raw materials and consumables
- Train our buyers on responsible purchasing
- Assess the CSR performance of our strategic suppliers

Our results and targets

- **80% of our purchases by value** are made from **suppliers with a CSR policy or with CSR certification**
- Our top 10 suppliers have an Ecovadis score above 50
- Achieve **100% of our buyers trained** in responsible purchasing by 2025

Our CSR performance

	2024	2023	2022
Pillar 1: Improving human and animal health			
Commitment 1: Contribute to the development and safety of tomorrow's therapies through an expanded range of services			
Number of tests offered to our customers	702	-	-
Number of new tests offered to our customers in our catalogue	25	-	-
Commitment 2: Satisfy our customers with high-quality services that comply with the most stringent regulatory requirements			
Major non-conformities identified in audits by the authorities	0	0	0
Net Promoter Score (NPS)	71/100	-	-
Pillar 2: Valuing people			
Commitment 3: Provide our employees with a working environment and conditions that contribute to their health, safety and fulfilment on a daily basis			
Employee Net Promoter Score (eNPS)	69/100	-	-
Absenteeism rate	2.67%	2.57%	5.01%
% of new arrivals having received HSE (Health, Safety and Environment) training	100%	100%	100%
Frequency rate TF1 (accidents at work with lost time)	0	7.59	3.34
Frequency rate TF2 (reported accidents at work)	10.17	11.39	6.67
Severity rate (SR)	0	0.05	0.07

Our CSR performance

	2024	2023	2022
Pillar 2: Valuing people			
Commitment 4: Promote equal opportunities and support our talents in their professional development			
Employment rate of people with disabilities	2,23%	2.47%	2.57%
% of women in total workforce	68%	66%	67%
% of women managers	57%	50%	58%
Gender equality in the workplace index (Egapro Index)	95/100	90/100	89/100
Average number of hours of training provided per employee	15.65	17.16	15.69
% of payroll allocated to training	2.06%	2.25%	1.98%
Commitment 5: Support local actors and initiatives working for the common good			
Amount of support for associations (in €)	146 000 €	78 000€	-
Number of projects contributing to the common good supported	2	-	-
Pillar 3: Protecting the environment			
Commitment 6: Limit our greenhouse gas emissions to take part in the fight against global warming			
Carbon intensity of the company over the year (total GHG emissions / sales in €M)	117kg	-	-

Our CSR performance

	2024	2023	2022
Pillar 3: Protecting the environment			
Electricity consumption in kWh per m2 occupied	300 kWh / m ²	360 kWh / m ²	483.4 kWh / m ²
Gas consumption in kWh per m2 occupied	127 kWh / m ²	155 kWh / m ²	271.4 kWh / m ²
Total production of renewable electricity in MWh (or Gigajoules)	9577 kWh	-	-
% of journeys made using collaborative transport (carpooling, public transport, teleworking, etc.)	16.55%	15.96%	11.25%
Number of electric vehicle charging points installed at sites	6	6	2
Commitment 7: Contribute at our own level to the protection of biodiversity and ecosystems through efficient management of our inputs and limiting all forms of waste			
Quantity of total waste generated (tonnes)	46.7 t	57.0 t	52.9 t
Quantity of total waste generated per €M of revenue (t / M€ of revenue)	1.70 t / €M	2.15 t / €M	2.39 t / €M
Quantity of final waste generated (tonnes)	12.48 t	22 t	20.4 t
Quantity of final waste generated per €M of revenue (t / M€ of revenue)	0.45 t / €M	0.82 t / €M	0.77 t / €M
Number of beehives installed on site	3	2	2
Number of sites owned, leased or managed on or adjacent to protected areas and/or key biodiversity areas (KBA)	0	0	0
Total water consumption (in megalitres)	1654 m3	1807 m3	3015 m3

Our CSR performance

	2024	2023	2022
Pillar 4: Promoting responsible governance			
Commitment 8: Act ethically, transparently and with integrity to build responsible corporate governance			
Number of incidents reported through the alert procedure	-	-	-
Number of confirmed incidents of corruption	0	0	0
Commitment 9: Ensure the security of our information systems and protect sensitive data against threats			
% of employees who have attended at least one cyber security awareness session	-	-	-
Number of complaints received for non-compliance with the RGPD	0	0	0
Commitment 10: Work closely with our partners to develop a more responsible supply chain together			
% of buyers who have received training in sustainable procurement	0	-	-
% of the top 10 suppliers have a CSR policy or are CSR certified	100%	65%	65%
% of our purchases by value from suppliers with a CSR policy or CSR certification	> 80%	-	-
Our top 10 suppliers have an Ecovadis score above 50	Yes	-	-



THANK YOU