



Unlocking the
full potential
of **clinical**
pathology

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Cerba HealthCare, a responsible player committed to the health of tomorrow

At Cerba HealthCare, CSR is a reality. In our decisions, in our results, and in the way we practise clinical pathology every day.

Our primary responsibility is health. And today, that means going beyond diagnosis, by developing a more preventive approach. This is the purpose of the **CARE project, launched in 2025, which enables patients to better understand and manage their health earlier.**

With regard to our commitment to the environment, the **25% reduction in our carbon footprint in 3 years (scopes 1, 2 and 3)**, the obtaining of a B rating from the CDP and the **21% reduction in our hazardous waste in 2 years** confirm the relevance of our climate strategy and reward our efforts on the ground.

On a human level, we are progressing with the same rigour. In a predominantly female group, parity at the highest level is an obvious responsibility. The goal is clear: **50% women in our Top 200 by 2030** — which currently stands at 42%. To achieve this, we are taking concrete steps to open up pathways and remove obstacles, particularly with our managers. At the same time, we are structuring our commitment to disability with a dedicated Group-wide plan.

As the weight and impact of our suppliers are very significant on our activities, in 2025 we decided to integrate them into our CSR strategy through an ambitious **Responsible Purchasing policy**. This policy includes managing the **CSR performance of our 40 strategic suppliers** and integrating CSR criteria into our calls for tender.

Finally, we have reached a decisive stage: since 2026, **CSR objectives have been integrated into the remuneration** of our Executive Committee. The message is clear: sustainable development is an integral part of our ambition.

We are moving forward with consistency and rigour. And I am proud of the progress our teams have made.

Julien Samson
Chief Executive Officer
Cerba HealthCare



2025 HIGHLIGHTS AND NON-FINANCIAL PERFORMANCE OF THE YEAR

	IN 2023	IN 2024	IN 2025
 ecovadis	43/100	50/100	58/100
 EthiFinance	45/100	57/100	60/100
 CDP	—	B	B



CONTRIBUTING TO THE HEALTH OF EVERYONE

Inauguration of the largest
clinical pathology laboratory
in Europe (Frépillon)

Launch of the CARE
transformation programme



DEVELOPING HUMAN CAPITAL

Signing of the
Diversity, Equity and Inclusion
charter at Group level

Launch of a disability mission
at Group level

Definition of the Group's double materiality matrix



ENVIRONMENT

Reduction of the Group's carbon
footprint (scopes 1, 2 and 3)
by 25% in 3 years (2022-2025)

21% reduction in hazardous
waste in 2 years in France
(2023-2025)



BUSINESS ETHICS

Deployment of the Responsible
Purchasing policy
at Group level

Average EcoVadis
score of strategic suppliers
assessed: 69/100



Laboratoire Cerba in Frépillon, inaugurated in 2025

1.

THE GROUP AND ITS CSR STRATEGY



*"Contributing to the health of everyone involves a profound responsibility. This is why **Cerba HealthCare fully integrates CSR issues at the heart of its business plan.***

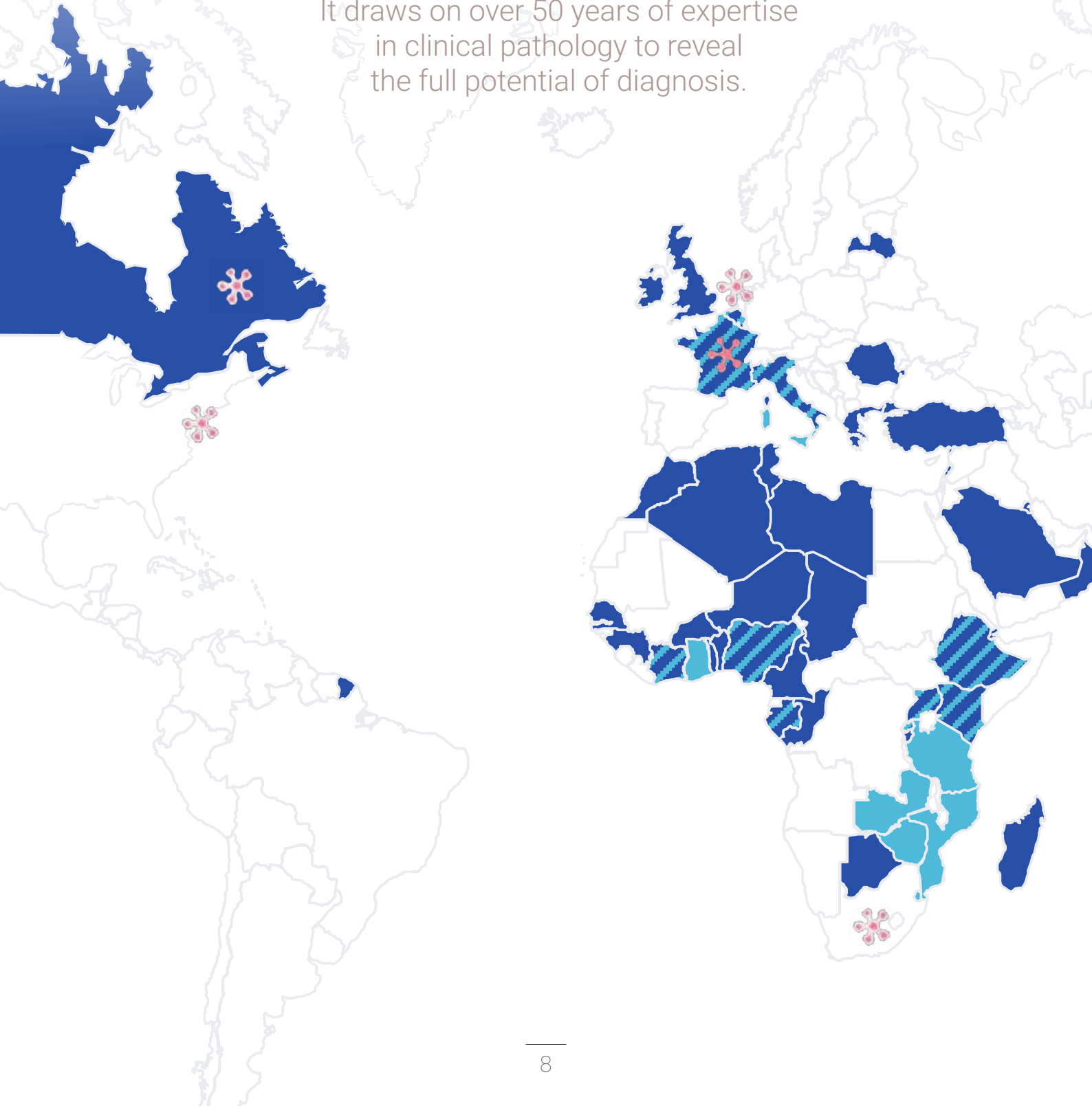
The CSR Department is responsible for this dynamic, instilling ambition, consistency and high standards in all its actions."

Valeria Maio, Group CSR Director

PRESENTATION OF THE CERBA HEALTHCARE GROUP

Cerba HealthCare's mission is to **support the evolution of a curative health system towards a more preventive system.**

It draws on over 50 years of expertise in clinical pathology to reveal the full potential of diagnosis.





Laboratory for clinical and diagnostic trials (Cerba Research)



Specialised Sample collection network



Network of analysis laboratories



Our Group in figures

142

technical facilities

1,333

laboratories

2,500+

types of tests

1.8

billion Euro in turnover

1,000

scientific publications
to date

50

million patients

14,870

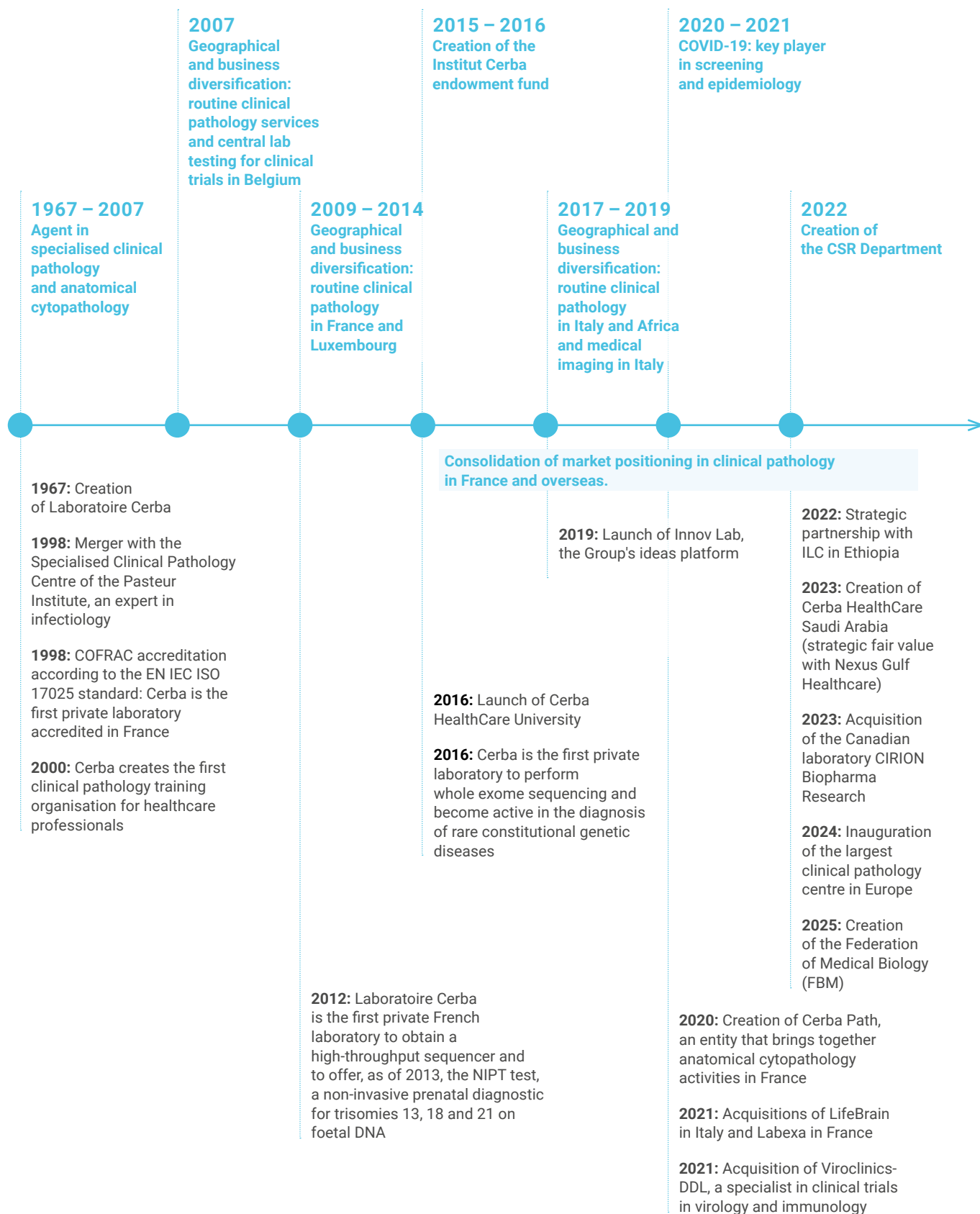
employees

90+

nationalities

A STRATEGY FOR BUSINESS DIVERSIFICATION AND GEOGRAPHICAL EXPANSION

Laboratoire Cerba, the origins of the Cerba HealthCare Group, was established in 1967. Performing clinical pathology services on behalf of other public and private laboratories across the globe, it has rapidly become a global reference in specialised clinical pathology. 2007 marks the beginning of the diversification of the Group's activities and geographical position.



KEY DIAGNOSTIC EXPERTISE THROUGHOUT THE MEDICAL JOURNEY

	ENTITIES	DESCRIPTION	
SPECIALISED CLINICAL PATHOLOGY	Laboratoire Cerba Reference laboratory performing specialised tests, working on behalf of private and public clinical pathology laboratories, healthcare establishments, healthcare professionals and public institutions, in more than 50 countries.	4,000 analyses per day	696 employees
	Cerballiance Metropolitan France and Réunion network	720 routine laboratories	7,702 employees
ROUTINE CLINICAL PATHOLOGY	Routine clinical pathology takes the form of sampling activities through a network of laboratories that receive patients, and technical platforms that analyse these samples.	79 technical platforms	
		58 laboratories	558 employees
	CRI, LBS, Ketterthill Belgium and Luxembourg network	3 technical platforms	
	Cerba HealthCare Italia Italian network of Clinical pathology and medical imaging	392 laboratories	1,902 employees
		30 technical platforms	7 radiology centres
HEALTH CHECK-UPS	Cerba Lancet Africa Network over 14 African countries	163 laboratories	1,781 employees
		14 technical platforms	
CENTRAL LAB TESTING FOR CLINICAL TRIALS	ABCOS Santé ABCOS specialises in health check-ups for individuals, businesses and insurers. From preventive monitoring to regulatory reviews, the Group organises and carries out reviews tailored to each need.	18 centres in France	38 employees
	Cerba Research Present on 5 continents, Cerba Research provides the pharmaceutical industry with expertise in central lab testing for clinical trials and diagnostics by managing patient recruitment, analysis, transport and storage of samples.	10 technical platforms	834 employees
PATHOLOGICAL ANATOMY AND CYTOLOGY	Cerba Path Develops and performs the most innovative personalised medical tests every day and assesses the therapeutic success of the treatments recommended for patients with cancer.	5 technical platforms (France and Belgium)	236 employees
		1 technical platform in Ivory Coast	

OUR BUSINESS MODEL SERVING OUR MISSION:

Advancing diagnosis is
advancing health

OUR RESOURCES

HUMAN RESOURCES

14,870 employees
including **74% women**,
and **90+ nationalities**

TERRITORIAL ANCHORAGE

**1,333 routine
laboratories**
worldwide

142 technical facilities

INNOVATION

Incubation of start-ups
and public/private partnerships

ANCHORAGE IN SCIENTIFIC COMMUNITIES

Regular partnerships with
universities

NATURAL CAPITAL

62,228 MWh of electricity
consumed



5 areas of
diagnostic expertise
covering the entire
value chain...

SPECIALISED CLINICAL PATHOLOGY

ROUTINE CLINICAL PATHOLOGY

CENTRAL LAB TESTING FOR CLINICAL TRIALS AND DIAGNOSTICS

MEDICAL IMAGING

PATHOLOGICAL ANATOMY AND CYTOLOGY

To fulfil its mission,
the company
integrates
the necessary
technologies for:

1.
Contributing to more
predictive medicine,
targeting and adapting
therapies for better
patient management.

2.
Supporting the
pharmaceutical industry,
CROs (Contract Research
Organisations)
and biotechnology
companies in the
development
of their medicines.



This expertise involves
a large number
of techniques and
know-how...

- Cytogenetics
- Molecular genetics
- Biochemistry
- Microbiology
- Imaging
- Fluid and tissue analysis
- Sequencing, PCR, mass spectrometry



...and meets the needs
of patients and the
medical community.

- Oncology
- Haematology
- Gynaecology
- Immunology
- Virology
- Urology
- Fertility
- Dermatology
- Respiratory medicine
- ENT...

FINANCIAL RESULTS

1.8 billion Euro in turnover

HEALTH IMPACT

Catalogue of **2,500+ tests**
50+ M patients per year
1,000+ scientific publications

HUMAN IMPACT

72% of employees trained,
voluntary turnover of 14%,
97% of French employees
covered by a profit-sharing
agreement

SOLIDARITY

Approximately thirty projects
supported by the Institut Cerba

ENVIRONMENTAL IMPACTS

289 kt CO₂e greenhouse gas
emissions (scopes 1, 2 and 3)

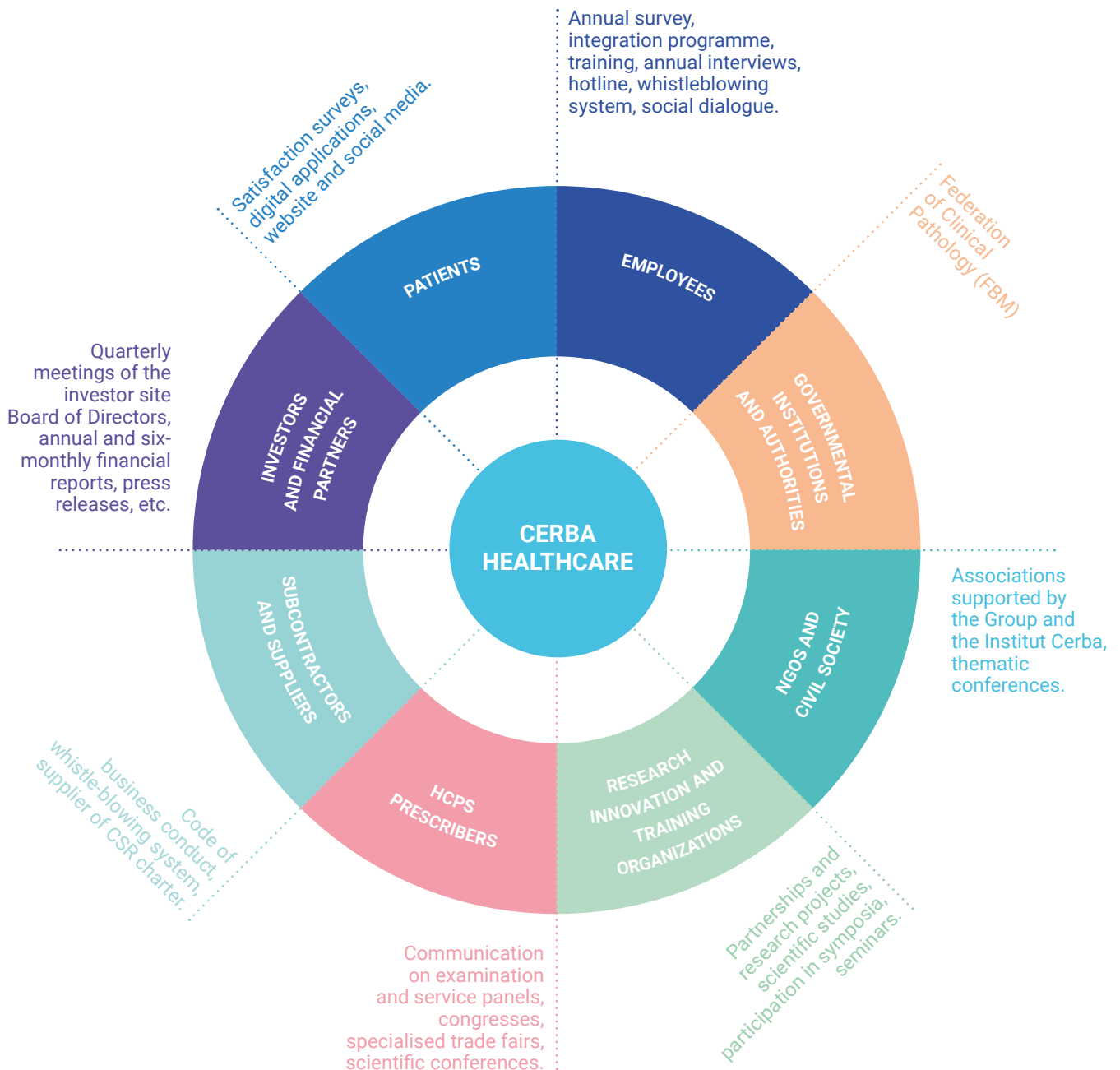
OUR STAKEHOLDERS

Dialogue to better anticipate and act

CREATION OF THE FEDERATION OF CLINICAL PATHOLOGY

In addition to the many usual mechanisms for exchanges with our patients, employees, suppliers and shareholders, **Cerba HealthCare strengthened its means of interaction in 2025 with the creation of the Federation of Clinical Pathology (FBM)**. This

body, which brings together the main players in the sector and accounts for nearly 90% of them, has become a key interlocutor for the public authorities. It contributes to building a contractual framework reconciling economic sustainability and the **essential role of clinical pathology in prevention in France**.



OUR CSR STRATEGY

As part of its preparation for the CSRD, the Group carried out a **dual materiality analysis**, aimed at identifying the **most significant issues for both its stakeholders and its own activities**.

DUAL MATERIALITY ANALYSIS

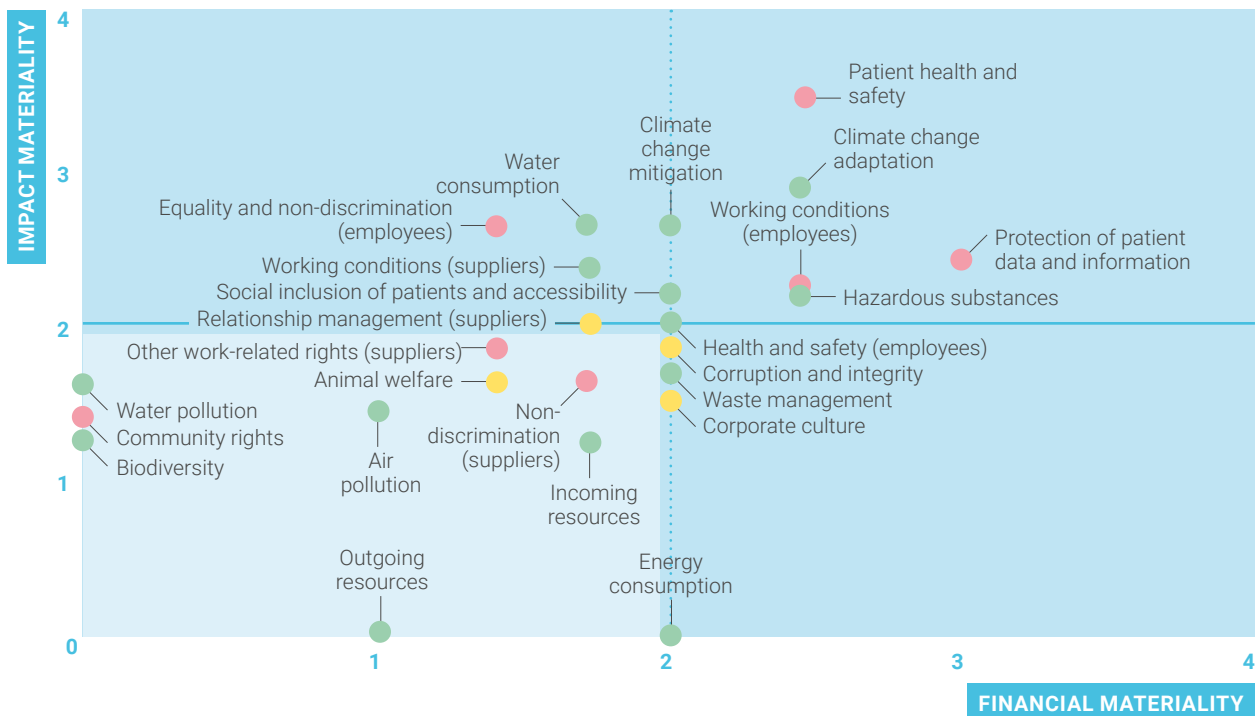
As part of its **preparation for the CSRD**, the Group conducted a dual materiality analysis. This exercise identified **16 major issues**, many of which are already covered by this publication. With a view to publishing its first sustainability report in 2028, the Group plans to strengthen its reporting and further integrate these issues into its activities.

CSR ISSUES

- ENVIRONMENT
- GOVERNANCE
- SOCIAL
- MATERIAL ISSUES
- NON-MATERIAL ISSUES

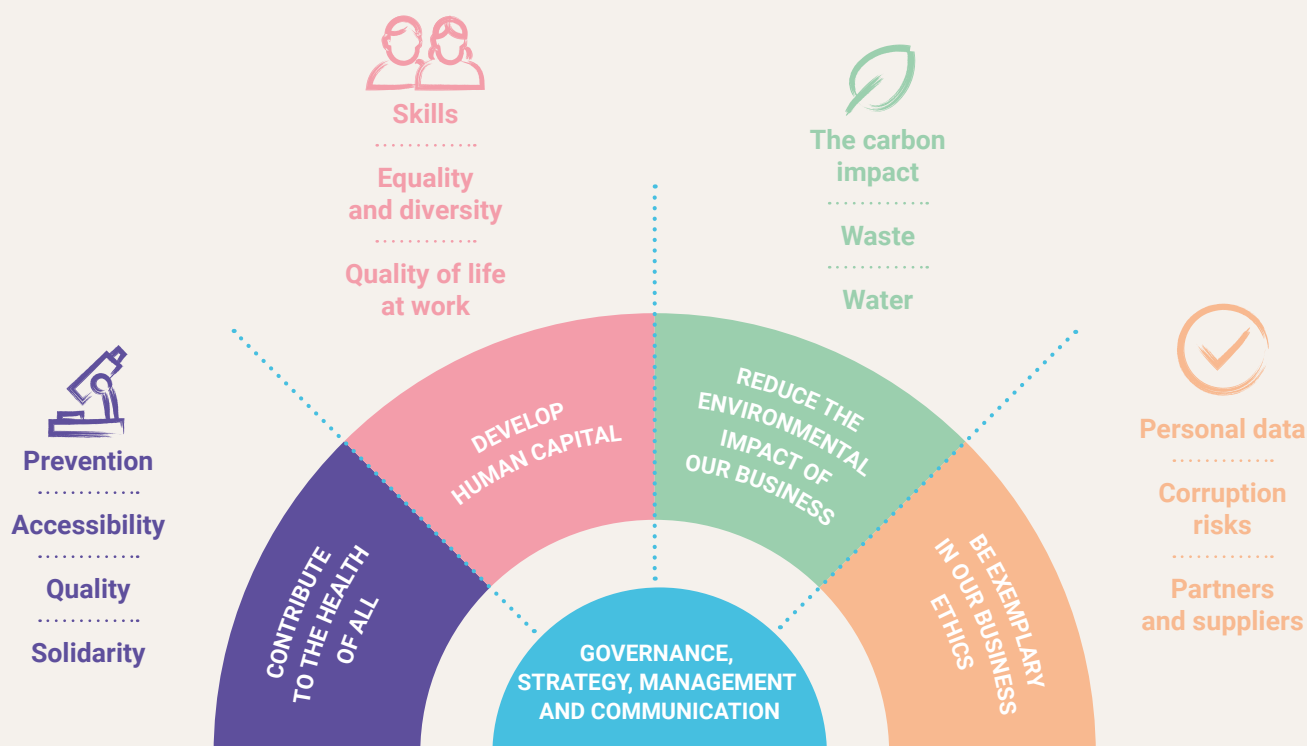
..... IMPACT MATERIALITY THRESHOLD

— FINANCIAL MATERIALITY THRESHOLD



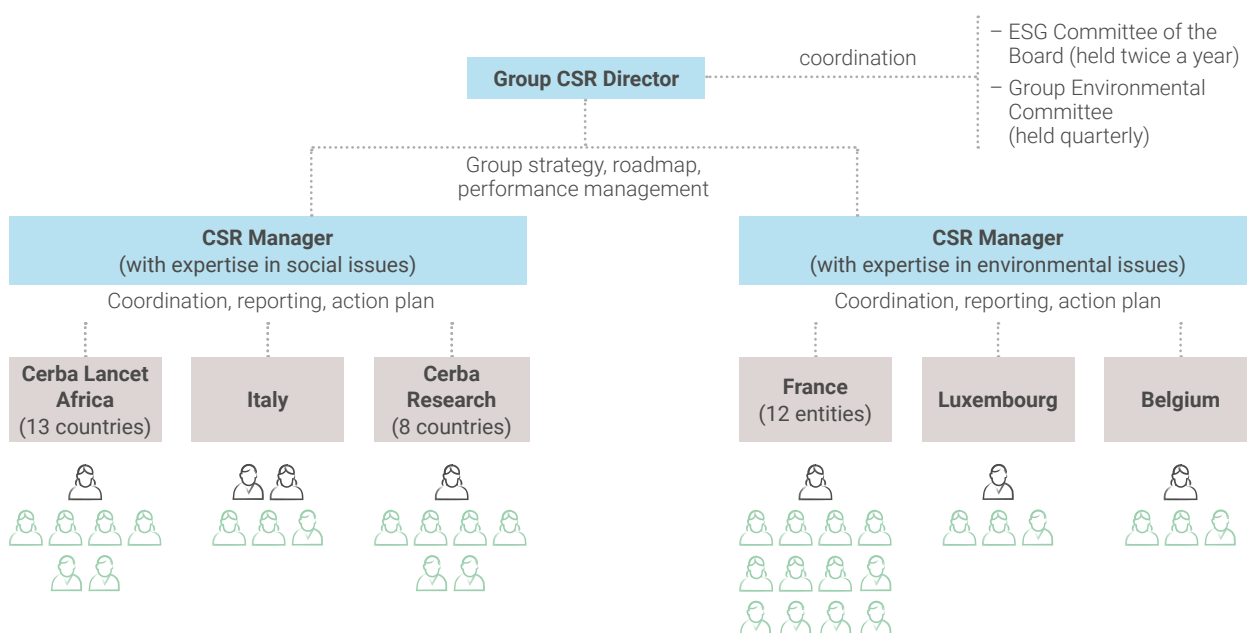
CERBA HEALTHCARE'S CSR STRATEGY

Cerba HealthCare's CSR strategy is based on 4 main pillars associated with governance, roadmaps and goals, at a Group and entity level. It aims to maximise the positive impacts linked to our activities and our mission, and to improve the Group's social and environmental impact.



CSR INTEGRATED AT ALL LEVELS OF THE COMPANY

To support this strategy, the Group has adopted a governance system aimed at integrating the subject at all levels of the company, whether on the board, the Group's management teams or the subsidiaries. **CSR criteria have been incorporated into the remuneration variables of the Executive Committee.**



The CSR Department relies on a **network of CSR advisors** covering all of the Group's regions. These advisors lead a community of people involved in deploying environmental actions: **the green network**.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

Through its model, strategy and actions, Cerba HealthCare contributes to the Sustainable Development Goals (SDGs), adopted by the Member States of the United Nations in 2015, with a view to addressing the ecological, social and economic challenges facing the world.



CSR PILLARS	SDG	OUR ASSOCIATED 2030 GOALS	
HEALTH		Goal 3 Enabling healthy lives and promoting well-being for all at all ages	Strengthening our role in prevention and obtaining a NPS (net promoter score) of 80
HUMAN CAPITAL		Goal 5 Achieving gender equality and empowering all women and girls	50% of women in the Top 200 *
ENVIRONMENT		Goal 12 Establishing sustainable consumption and production methods	Reducing waste generation and improving waste recycling
		Goal 13 Taking urgent action to combat climate change and its impacts	Aligning with the carbon trajectory resulting from the Paris Climate Agreement (SBTi methodology)
BUSINESS ETHICS		Goal 8 Promoting sustained, shared and sustainable economic growth, full and productive employment and decent work for everyone	Strengthening the sustainability of the supply chain by integrating CSR criteria into purchasing practices and improving the CSR performance of suppliers

* The Top 200 consists of the Executive Committee, N-1 Executive Committee and members of the Executive Committee of the Cerballiance regions.



2.

CONTRIBUTING TO THE HEALTH OF EVERYONE



*"At Cerba HealthCare, we believe that prevention is already treatment. By placing scientific innovation and quality at the heart of our work, we work every day to **detect earlier, better support and contribute to a more sustainable health for all.** Driven by the expertise of our teams, our diagnostic solutions contribute to the emergence of a more proactive, more responsible medicine focused on the challenges of tomorrow."*

Stéphanie Haim Boukobza,
Medical Director of Cerballiance.



PREVENTION AT THE HEART OF OUR MISSION

Through its **CARE programme**, Cerballiance aims to enable patients to become more active in their health, in particular by raising awareness of the importance of preventing rather than curing.

CARDIOVASCULAR AND RENAL PREVENTION: A PRIORITY

The development of chronic diseases up to an advanced stage without apparent symptoms is a major societal challenge.

In this context, since November 2025, **Cerballiance has been offering cardiovascular and renal prevention assessments in all its laboratories, which are available without a prescription.** These diseases affect 6 million French people each year and are among the leading causes of heavy treatments and mortality in the country.

This assessment was designed on the basis of the recommendations of learned societies. To support this approach, we have trained all our teams to talk about prevention with patients and guide everyone towards the right care.

A SELECTION OF TARGETED HEALTH CHECKS TO ADDRESS COMMON CONCERNS

The CARE programme supports patients in their everyday health issues. By offering a simple, quick and useful initial reading, these reports constitute a first step to shed light on a situation and, if necessary, to guide a suitable consultation:

- Better understanding **persistent fatigue**: identifying a deficiency, an imbalance or a common disorder makes it possible to act earlier and prevent the situation from getting worse.
- Differentiating between **viral infection** and another cause: especially in winter, having a result quickly helps you adopt the right reflexes.
- Clarifying a **suspected allergy**: knowing the origin of the symptoms allows you to adapt your daily life and avoid complications.

- Better supporting **women's health: pregnancy, urinary tract infections, menopause**: frequent situations that sometimes require rapid biological confirmation.
- Maintaining your **nutritional balance: identifying deficiency or intolerance** helps prevent fatigue, metabolic disorders or long-term complications.

CLEAR AND ACCESSIBLE SUPPORT

Our teams routinely explain to patients when our assessments are useful for them, so that patients can make an informed choice. Once the assessment has been carried out, our biologists provide clear support to patients. **Each result is explained and contextualised**, and **when required, referral to the attending physician is recommended** to ensure continuity of care.

Cerballiance thus contributes to more reactive and effective care pathways. **Patients get a response faster, risks can be identified earlier, and medical visits become more targeted.**



*“Our transformation programme is part of a responsible and sustainable vision of health: **health where information circulates better, where everyone can act at the right time**, and where prevention becomes a shared reflex”*

Laurent Escudié, CEO of Cerballiance

Clinical: at the heart of more personalised patient follow-up.

The Clinical system makes it possible from the visit onwards to collect key information on the patient's state of health and medical background.

This data contributes to more individualised monitoring, facilitates the refinement of the diagnosis and guides patients towards targeted screening campaigns.

New Cerballiance laboratory opened in Massy Gare in April 2026.



LIVING HEALTHIER LONGER

A PREVENTIVE AND PERSONALISED APPROACH IN ITALY

Cerba HealthCare Italia is a major player in medical diagnosis and prevention, committed to innovation for sustainable health.

Cerba HealthCare Italia is:

392
clinical pathology laboratories

30
technical platforms

7
radiology centres

1,932
"Longevity" tests carried out in 2025

United Nations Global Compact
founding member since 2019

THE LONGEVITY PROGRAMME: PREVENTING TODAY TO LIVE BETTER TOMORROW

In Italy, as in many European countries, the ageing of the population and the progression of chronic diseases are major challenges for the sustainability of health systems. Faced with these challenges, the development of prevention strategies and the promotion of healthy lifestyles appear to be essential levers to sustainably improve the quality of life of individuals and limit the impact of diseases in the long term.

Against this background, **Cerba HealthCare Italia** launched the **"Longevity"** programme in 2024, an innovative healthcare pathway based on the principles of medicine 3.0. This proactive approach aims to **preserve, for as long as possible, the physical, mental and functional well-being of individuals, by anticipating imbalances before the onset of clinical symptoms.**

The programme is based on the targeted analysis of **more than 45 biomarkers**, key biological indicators making it possible to **detect signals of cell ageing early**. The aim is to reduce the risks associated with the main causes of mortality — **cardiovascular diseases, cancers, neurodegenerative diseases, type 2 diabetes and metabolic disorders** — through personalised and preventive management.



WITH CERBA RESEARCH, ACCELERATE PATIENT ACCESS TO INNOVATIVE TREATMENTS

.....

A key player in **international clinical research**, Cerba Research places its scientific expertise at the service of the **development of innovative treatments** and the sustainable improvement of global health.

FROM LABORATORY RESEARCH TO GLOBAL HEALTH IMPACTS

.....

Present on five continents, Cerba Research **supports the pharmaceutical industry throughout the clinical development of treatments**, mobilising in-depth expertise in biology applied to clinical and diagnostic trials. The laboratory handles the entire chain: patient recruitment, laboratory analyses, transport and storage of biological samples.

Cerba Research's commitment to global health is illustrated in particular by its contribution to the **development of the new oral polio vaccine (nOPV2)**, designed to reduce the risk of reversion to a pathogenic form. Since 2016, the company has participated in an international programme by conducting virological and molecular analyses essential to the evaluation of vaccine safety, genetic stability and quality control on a large scale.

SINCE 2012

141

treatments placed on the market with the support of Cerba Research

of which **60**
treatments for
rare diseases

111,000

patients in clinical
programmes,
in an anonymised manner



*"At Cerba Research, we support the pharmaceutical industry at every stage of clinical development in order to **transform scientific innovation into concrete therapeutic advances**. From oncology to infectious diseases, from vaccines to state-of-the-art therapies, our priority is clear: accelerating patient access to innovative treatments."*

Maria Fotiu, CEO of Cerba Research

DIAGNOSIS AND INNOVATION FOR THE FIGHT AGAINST CANCER AND RARE DISEASES

“Cerba HealthCare participates **in the fight against cancer** at various levels: screening, anatomical and pathological and biological diagnosis, selection of the best treatment thanks to NGS panels of companion tests, and monitoring of treated patients.”



Through its work to develop new tests, its participation in research project, its active collaboration with public authorities and the launch of non-prescription tests from 2026, the Group contributes to better preventing certain diseases and better treating patients.

DEVELOPING INNOVATION IN ONCOLOGY

Despite major advances in care and research in recent years, **cancer affects nearly 20 million new people in the world each year and causes approximately 9.7 million deaths.**

Cerba HealthCare contributes to the fight against cancer, thanks to its **expertise in anatomical pathology and specialised biology, the development of new examinations and innovative and strategic research programmes.**

The Oncology activity of Laboratoire Cerba is growing strongly to meet the challenges of diagnosis, patient monitoring and the development of innovative tests. Precision medicine allows personalised treatment, tailored to the patient's pathology and targeted to maximise its efficacy. **This progress is achieved in particular thanks to free tumour DNA circulating**



in the blood (liquid biopsy), which, in parallel with solid biopsy, contributes to the best diagnosis and follow-up of cancers. With Cerba Oncology, a platform to facilitate access to a wide range of innovative and customisable analyses in oncology, Laboratoire Cerba is accelerating **diagnosis**. Today, the majority of our prescribers use this connected prescription tool. Personalised medicine is experiencing a major acceleration in oncology. In 2025, we took a structuring step **by improving the reporting of molecular biology results, in order to provide oncologists with a more integrated, legible and directly usable reading for medical decision.** Now, all next-generation sequencing (NGS) analyses performed from a single sample — DNA, RNA and sWGS — are grouped together in a single report, providing a global and consistent interpretation of the tumour genotype. Using this approach, Laboratoire Cerba places biological data at the service of informed, rapid and adapted medical decisions for each patient.

A partnership has been launched between Oxford Nanopore, the Dijon Cancer Centre, the Raphaël Institute/Henri Hartmann Breast Institute and the Cerba laboratory to evaluate a very rapid genetic test in breast cancer, with the aim of starting treatments earlier and providing better support to patients.

Cerba's teams have also developed new methods for **analysing brain tumours, making it possible to better detect certain important abnormalities.**

A new version of a **genetic test** has also been created, incorporating more genes and enabling more precise detection, in accordance with European recommendations.

Finally, new tools have been put in place to **better analyse blood cells** and improve the diagnosis of certain blood cancers.

Prenatal screening: Cerba at the service of expectant mothers

In 2025, Laboratoire Cerba **screened for trisomy 21 using serum markers for more than 147,000 pregnant women.** Patients at increased risk were referred to their gynaecologist, who was able to propose **NIPT (Non-Invasive Prenatal Testing) and/or foetal karyotype by amniocentesis.**

At the same time, **more than 37,000 NIPTs** were performed by Cerba in 2025. Of these, 0.84% were positive for trisomy 21.



FACILITATING ACCESS TO THE DIAGNOSIS OF RARE DISEASES

In Europe, around 25 million people, including 3 million in France, are living with one of the 7000 rare diseases. However, only one in two people gets an accurate diagnosis, although this is essential in order to implement appropriate follow-up, guide families and offer treatment if possible. Laboratoire Cerba is committed to reducing this expectation by combining different expertise and developing new, more efficient tests.

Teams are increasingly using advanced genetic analyses, such as the study of many genes at once, to better identify the origin of complex diseases (developmental disorders, epilepsy, etc.). This approach makes it possible to make a more reliable diagnosis, to refer to a specialist consultation and, in some cases, to implement personalised care.

New technology has also been introduced to **improve the quality and accuracy of analyses**, enabling more abnormalities to be detected. At the same time, an important examination to study chromosomes is now recognised and supported in several situations, allowing **wider and more equitable access to genetic diagnosis.**

In this field, Laboratoire Cerba confirms its expertise with more than 1500 chromosomal analyses carried out.



Rare Diseases Day bringing together all Laboratoire Cerba employees around the Valentin APAC patient association.

ALZHEIMER'S DISEASE: A BLOOD TEST TO HELP GUIDE DIAGNOSIS

.....

Faced with the challenges of diagnosing Alzheimer's disease, Laboratoire Cerba offers an innovative solution based on a simple blood test. This test measures a key biomarker, pTau217, which allows patients with cognitive impairment to be referred more quickly to the most suitable tests.

Thanks to this approach, **it becomes possible to facilitate earlier diagnosis**, without the immediate need for heavier examinations. This test is therefore a valuable decision-making aid for doctors, by identifying patients requiring additional investigations.

This progress is all the more important with the arrival of new targeted treatments, for which rapid patient identification is essential. It is also part of comprehensive care aimed at preserving autonomy and quality of life.

With this test, Laboratoire Cerba is helping to **simplify the diagnostic process, making it faster, more accessible and better suited to the needs of patients.**

GASTROINTESTINAL MULTIPLEXES: A TECHNOLOGICAL ADVANCE FOR DIAGNOSIS

.....

From 2025, the French National Health Service (HAS) published an expected recommendation on the use of "multiplex" diagnostic techniques to identify gastrointestinal pathogens.

These innovative methods make it possible to **simultaneously detect several infectious agents – bacterial, viral or parasitic – from a single sample, thus providing faster and more accurate results.** They facilitate the targeted prescription of antibiotics, limiting their use only to the necessary cases, while avoiding inappropriate treatments for viral infections.

In addition to their medical efficacy, these techniques contribute to the reduction of laboratory waste by reducing the use of plastic bacteria culture dishes.

EPIDEMIOLOGY: STRONG EXPERTISE

Thanks to its extensive expertise,
the Group is positioned as an important player
in epidemiological surveillance.

Epidemiological cases diagnosed by Laboratoire Cerba in 2025

3,000+ cases of dengue fever

a disease transmitted by
mosquitoes, which develop
in metropolitan France,
like the tiger mosquito.

~ 320 cases of leptospirosis

a disease transmitted by rodents.

1,175+ cases of hepatitis E

a disease caused by consumption of
contaminated pork or game.

25+ cases of West Nile

a disease transmitted
by mosquitoes.

3M+ screenings for colorectal cancer.



CONTRIBUTE TO NATIONAL AND INTERNATIONAL HEALTH MONITORING

The RELAB network strengthens the **surveillance of respiratory infections in France**. It brings together several private laboratories (including Cerballiance, Biogroup, Cerba, Inovie-Genbio, LBI-BIOLBS) and the National Reference Centre for respiratory viruses. Present in mainland France and in several DROM, **it monitors respiratory viruses (Covid-19, influenza A/B, RSV) in real time using standardised PCR tests.**

More than 1.2 million anonymised files were sent to the CNR and Santé publique France, improving the responsiveness of surveillance. These data have helped to anticipate public health needs, to measure the effectiveness of the influenza vaccine in 2024-2025 and have been promoted internationally, particularly with the WHO.



HEALTH PREVENTION: CERBA HEALTHCARE AT THE HEART OF SCREENING CAMPAIGNS

STI: OVER-THE-COUNTER SCREENING ACCELERATES PREVENTION

Over-the-counter screening for five STIs (HIV, syphilis, hepatitis B, chlamydia, gonococcus) is now in place. They facilitate access to testing, especially for young people and in areas where it is difficult to see a doctor. Patients may directly attend the laboratory, after a new partner or before a stable relationship. **Screening is 100% covered for 16–18 year-olds with a guardian and those under 26 years old.**

This over-the-counter device has expanded access to screening with positivity rates at least comparable or even higher for some STIs, thus helping to prevent many transmissions.

LABORATOIRE CERBA, A CENTRAL PLAYER IN COLORECTAL SCREENING

Colorectal cancer affects more than 43,000 people in France each year, making it a major public health issue.

Since 2015, Laboratoire Cerba has carried out screening tests nationwide and is now the only laboratory authorised to carry them out.

Thanks to its expertise and high performance equipment, Cerba guarantees reliable, fast and secure results, contributing to early diagnosis accessible throughout the country. **In 2025, the laboratory carried out 3.6 million tests,** illustrating its key role in this system.

CERVICAL CANCER SCREENING: EASY ACCESS

Since January 2024, **cervico-uterine samples can be taken directly in the laboratory** upon presentation of the invitation for screening, without prior consultation. This development allows easier and faster access to prevention. The clinical pathologist plays a key role in taking the sample and referring the patient to a suitable healthcare professional in the event of an abnormal result.

MOBILISATION OF TEAMS AROUND FOUR MAJOR CAUSES

In 2026, the Group is mobilising all its teams around major public health causes (colorectal cancer, cervical cancer and HIV/STIs) with a common objective: **to make each employee, all over the world, a player in prevention.**

CERBA LABORATORY: THE LARGEST SPECIALISED CLINICAL PATHOLOGY CENTRE IN EUROPE

Located in the Paris region, Laboratoire Cerba places innovation at the heart of its health mission and its social commitment.

A KEY PLAYER IN PUBLIC HEALTH AND MEDICAL INNOVATION

Laboratoire Cerba is a strategic pillar of public health. It can be quickly mobilised in emergency situations and has demonstrated its ability to process massive volumes of samples during the COVID-19 crisis.

It is also an active contributor to **national screening for colorectal cancer and will be a key lever for future prevention campaigns**. Designed to address emerging health challenges, our laboratory is ready to rapidly deploy new tests in the face of epidemics, be they influenza or unknown infectious diseases.

Finally, its academic partnerships with the pharmaceutical industries allow it to support research and participate in clinical trials.

ADVANCED TECHNOLOGY AND AUTOMATION FOR QUALITY

To meet the growing demands of healthcare professionals, Laboratoire Cerba integrates **the most advanced technologies** while maintaining older reference methods. The automation of many peri-analytical and analytical processes, combined with the use of NGS sequencers in oncology and rare diseases for example, allows **complex analyses to be carried out more quickly and efficiently**, in line with optimal patient care.

Each step is strictly controlled, reducing the risk of human error and significantly increasing productivity.

Through this combination of human expertise and technological innovation, **we are contributing to a more resilient, sustainable public health and better prepared for the challenges of tomorrow.**

SOCIAL COMMITMENT AT THE HEART OF THE PROJECT

The new laboratory has been **designed to limit its environmental impacts as much as possible and improve the quality of life of its employees**. This commitment is reflected in obtaining the BREEAM and OSMOZ labels, detailed respectively in the Environment and Human Capital chapters of this report.



*"This laboratory is not just a state-of-the-art specialised clinical pathology centre, but a true symbol of our commitment to **transforming clinical pathology, resolutely focused on prevention and support for public health goals.**"*

Aurélie Driss-Corbin, Managing Director
of Laboratoire Cerba



Key figures

- A surface area of more than 23,000 m²
- **Highly qualified teams:** 36 clinical pathologists and scientific experts, 300 engineers and specialised technicians
- **Our activity:** a catalogue of 1,300 tests and the performance of 55,000 analyses per day





IMPROVING ACCESS TO HEALTHCARE WORLDWIDE

Our mission is to make clinical pathology accessible to as many people as possible. By developing local solutions and simplified pathways, we are effectively removing the obstacles to analysis.

TAILORED SERVICES FOR AN ENHANCED PATIENT EXPERIENCE

We are committed to providing every patient with quality care, in a reassuring environment adapted to their needs.

Cerba Kids¹: Deployed in 252 Cerballiance laboratories, this system offers a **space dedicated to children**, with games and books, as well as a fun mobile application to explain, in an interactive manner, the procedure and benefits of a blood test. The goal: to de-dramatise the test, **reassure children and improve the family experience**.

Cerba Mam²: Pregnancy monitoring is accompanied from the start by an interview with the biologist, who explains the examinations prescribed and provides personalised advice (diet, hygiene).

In France and Luxembourg, Cerballiance and Ketterthill³ offer comprehensive support, including **access to online content on biological tests and health and nutrition advice tailored to each stage**.

GETTING CLOSER TO OUR PATIENTS THROUGH INNOVATIVE SERVICES

To facilitate access to rapid and high-quality diagnosis, Cerba HealthCare deploys **Point of Care Tests (POCT)** systems in France and Africa.

Performed outside the laboratories, these tests provide results within minutes, enabling rapid diagnostic guidance or immediate adjustment of treatments in a Test to Treat logic. They are particularly useful in emergency departments, private clinics or for monitoring chronic diseases.

In 2023, an EBMD **medical community** was formed to bring together the expertise of Cerballiance and Laboratoire Cerba. This initiative made it possible to identify projects, share best practices, strengthen skills and structure a harmonised offer that complies with regulations.

To respond to difficulties in accessing care, particularly in rural areas or for frail patients (hospitalised at home or undergoing chemotherapy), **the Group is also stepping up its home collection services.** Collection rounds are organised with the local medical teams, and samples are also taken in establishments such as nursing homes.

1. Link to Cerballiance's CerbaKids page (French only):
<https://www.cerballiance.fr/fr/services/cerbakids>

2. Link to Cerballiance's CerbaMam page (French only):
<https://www.cerballiance.fr/fr/services/cerbamam>

3. Link to the Ketterthill pregnancy monitoring page:
<https://www.ketterthill.lu/en/pregnancy-follow-up/>

Specialised clinical pathology, in Overseas France and Africa

Laboratoire Cerba provides all patients, in France and in Overseas France, with **equitable access to specialised clinical pathology tests, even rare.** Thanks to robust logistics, samples are collected, transported and analysed under identical conditions, whether they come from Paris or Wallis-et-Futuna, guaranteeing reliable and consistent results.

Internationally, Cerba also reduces inequalities in access to specialised biology, particularly in the Maghreb and sub-Saharan Africa, by transferring examinations to its reference technical platforms. This organisation enables patients and local doctors to benefit from high-quality analyses and fairer care, regardless of where they live.

Cerba Lancet Africa: making diagnosis accessible and strengthening solidarity in health

Cerba Lancet Africa (CLA) is a leading player in clinical pathology in Africa, present in **14 countries** through a network of locally-established laboratories. By offering reliable, high-quality diagnostic services that comply with international standards, the Group contributes to **reducing inequalities in access to care** and to sustainably strengthen national health systems. This local approach is accompanied by a strong commitment to **solidarity in health.**

In each of the countries in which it operates, CLA supports local initiatives aimed at populations with limited access to health services, in partnership with local and international actors such as the **Africa Healthcare Network (AHN)** and the **Ministries of Health**. In 2025, these actions enabled the deployment of high-impact screening and awareness campaigns for vulnerable populations and local communities. In all countries, more than 25,000 screenings were carried out free of charge. Through these commitments, CLA gives a concrete expression to its mission: **to make quality health more accessible to those who need it most.**



MAINTAINING A HIGH QUALITY OF DIAGNOSTICS

The Cerba HealthCare Group places continuous improvement at the heart of its Quality approach.



*“Ensuring quality care is a fundamental responsibility. It is based on **safety, reliability and respect for people, and forms the foundation of trust** placed in our business, in the service of patients and public health.”*

Sébastien Lefrançois,
Quality Director of the Cerballiance network

OUR MISSIONS

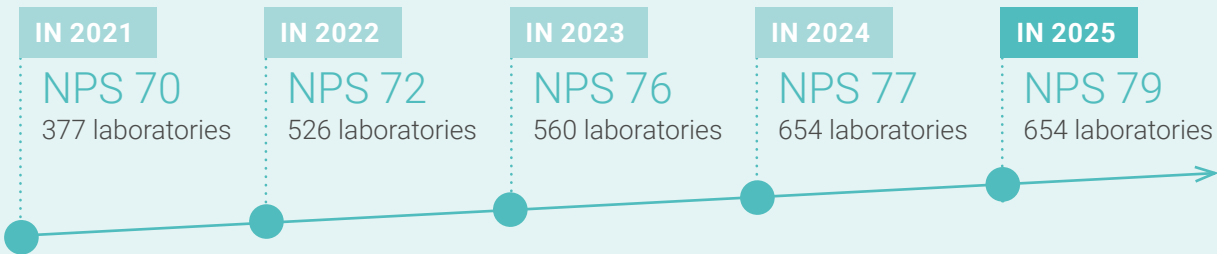
The NF EN ISO 15189:2022 standard, focused on the medical service provided, confirms our priority: putting the patient at the heart of our actions and guaranteeing impeccable quality.

Our quality teams are therefore tasked with ensuring:

- **Trust:** clear communication, active listening and full transparency;
- **Performance:** reliable and safe services for patients and our teams;
- **A strengthened medical service:** prevention, advice and support as closely as possible to public health needs;
- **Harmonisation:** consistent and sustainable practices, adapted to a changing environment;
- **The robustness of the organisation:** risk management, data security and continuous training.

Measuring and improving satisfaction of our patients

The NPS, or Net Promoter Score, is the key indicator for measuring the recommendation of our patients. The NPS has been deployed in France for several years, and in Italy and Belgium since 2023.



NORMATIVE STANDARDS AND PERFORMANCE MANAGEMENT

The activities of the Cerba HealthCare Group are based on demanding and recognised standards.

Our laboratories are all involved in accreditation and certification procedures adapted to local regulatory frameworks.

In France, laboratories are accredited by COFRAC in accordance with the NF EN ISO 15189 standard.

Internationally, the Group's entities follow equivalent procedures: ISO 15189 accreditation via BELAC in Belgium and OLAS in Luxembourg, ISO 9001 certification and progressive pathway to ISO 15189 in Italy, ISO 15189 accreditations supplemented by an ISO 9001 approach in Africa, and ISO 9001 certification in New Caledonia.

In addition, some structures have additional standards or accreditations, such as ISO 17025, CAP or CLIA, reinforcing the scientific recognition and credibility of the activities carried out.

These normative requirements constitute the structuring framework of our quality management system and are concretely reflected in the regular monitoring of our key performance indicators, in particular **the rate of compliance with independent external quality controls**, which reflects the control of our processes and the effectiveness of the systems deployed to guarantee a high level of quality and trust, for the benefit of patients and public health

Our Key Performance Indicator

IN 2025

95.7% compliance with independent external quality controls

This indicator includes Cerba Spécialité, Cerballiance, CerbaPath, Cerba Lancet Africa, Cerba Italia, Ketterthill, CRI/LBS and LifeAnalytics.

DEVELOPING SOLIDARITY

Since 2015, our Cerba Institute endowment fund has been working to promote and develop solidarity-based health actions in France and around the world, alongside associations.

Supporting access to health for the most vulnerable women

Institut Cerba supported the association ADSF (Action for Women's Health, or Agir pour la santé des femmes) in setting up its new branch in Lille, now housed in permanent premises of 300 m². This space is dedicated to welcoming women in vulnerable situations, with enhanced medico-social support and the deployment of mobile accommodation units.

This commitment resulted in an **exceptional donation of €10,000, complementing a recurring annual support of €15,000**, demonstrating the Group's desire to work with players on the ground for the long term.

SUPPORTING ASSOCIATIONS AND ENGAGING EMPLOYEES

Institut Cerba's mission is to support high-impact projects in the field of health, by forging **sustainable associative partnerships, but also by promoting the personal commitment of employees.**

Every year, a call for projects is launched with all Group entities in all countries. After studying the applications received, the Institut's Board of Directors selects **around thirty projects, in fields as varied as women's health, end-of-life support, paediatric oncology and the inclusion of young people with disabilities.**



EXAMPLES OF PROJECTS SUPPORTED BY INSTITUT CERBA



Taking action against dengue fever in Argentina

The ACAF, the Assembly of Argentinian Citizens in France, supported a **project to monitor dengue fever in a particularly exposed region of northern Argentina**. By focusing on early detection of the virus, this action strengthens the prevention and protection of populations in the face of epidemics.



Cardiac arrest: learning life-saving actions

Every year, nearly **50,000 people experience cardiac arrest**. In the face of this vital emergency, first aid is decisive: we can all learn to save lives. **Cardio Challenge Heroes** provides the general public with express, simple and effective training. In a few minutes, participants learn the essential actions: alert, massage and use a defibrillator.

Alongside sick children and their families

The association **Aëla Notre Guerrière** works on a daily basis with children suffering from **incurable diseases** and their loved ones. It carries out concrete actions to improve the living conditions of children, support families and facilitate access to appropriate care and support.



Tackling health poverty

In Italy, the Banco Farmaceutico Foundation **facilitates access to medicines for the most vulnerable people**, thanks to a wide network of pharmacies, businesses and volunteers. It encourages a dynamic of solidarity and sharing by collecting and redistributing essential health products free of charge to those who cannot afford them.





3.

DEVELOPING HUMAN CAPITAL



*"At Cerba HealthCare, the development of our employees is at the heart of our culture. By **investing in continuing education, fostering individual development and making parity within top management a priority**, we are creating a more inclusive environment, conducive to commitment, innovation and excellence in the service of health."*

François Roger, Group Human Resources Director



Our employees in figures

(Group, 2025)

OUR WORKFORCE

14,870
employees

74%
of women in the
workforce

13,444
employees on
permanent contracts

1,367
employees on
fixed-term contracts

6.99%
absenteeism rate

14%
voluntary turnover

107 trainees and
20 work-study
trainees

TRAINING

1%
of the payroll
dedicated to training

72%
of employees
benefited from
digital training

9.8 h
in-person or digital
training per employee³

1,500+
e-learning modules
available

HEALTH AND SAFETY

15.43
workplace accident
frequency rate¹
(France)

1.5
workplace accident
severity rate² (France)

1. The frequency rate shows the number of accidents at work per million hours worked.

2. The severity rate reflects the length of time lost from work due to workplace accidents, measuring the number of days of work stoppage per 1,000 hours.

3. This rate does not include figures for in-person training in CLA and Italy.

DEVELOPING EQUITY AND EQUAL OPPORTUNITY

Believing that diversity is a source of richness and creativity, the Group is naturally committed to the feminisation of management teams and equal opportunities.

TAKING ACTION FOR GENDER EQUALITY

At Cerba HealthCare, we consider professional equality to be a matter of course. To measure our performance, we rely on the Professional Equality Index, an indicator composed of several key criteria: pay gaps, increases, promotions, or even return from maternity leave.

In 2025, our French entities obtained **an average score of 91/100**. This good result reflects the efforts made on the ground and marks an increase compared to 2024 (89/100). This improvement encourages us to continue and strengthen our actions, taking into account the specificities of each entity and each country.

REAFFIRMING OUR COMMITMENTS BY SIGNING A CHARTER FOR DIVERSITY, EQUITY AND INCLUSION

Cerba HealthCare is also a Group firmly committed to the diversity of its origins. We are proud to have more than **90 different nationalities** among our employees, reflecting a true cultural richness and an inclusive work environment.

In this context, **in 2025 the Group signed a Diversity, Equity and Inclusion Charter** to display our action levers at all key moments in professional life, such as:

- Adopt fair, inclusive and non-discriminatory **recruitment practices**
- Ensure **pay equity** and equitable access to development opportunities
- Assess **skills** objectively and transparently and personal life

- Foster a **respectful, safe and stimulating work environment**
- Enable a good balance between **personal and professional life**
- Ensure accessible, confidential and secure **reporting systems**
- Deploy regular **awareness, training** and communication actions

This charter can be found on our Group website.



The Diversity, Equity and Inclusion Charter was signed in October 2025 by François Roger, Group HRD, Julien Samson, CEO and Valeria Maio, Group CSR Director.



Our objective: **50% women in the Top 200* by 2030**

Women represent 74% of our workforce and 62% of our managers, a significant presence that we welcome. Our ambition is now to promote their access to the highest levels of responsibility.

The Group has thus defined a very clear objective: **to achieve parity among the 200 leaders covering all of the Group's global activities.**

In 2025, women represent:

29%
of the Executive Committee

42%
of the "Top 200"*

62%
of managers

*The Top 200 consists of the Executive Committee, N-1 Executive Committee and members of the Executive Committees of the Cerballiance regions

Cerba Lancet Africa: equal opportunities between communities

At Cerba Lancet Africa, an **equal opportunities committee deals with the issues of representation of the various communities, ethnic groups, tribes, genders and generations.** A member of this committee is present at each new recruitment to ensure the integrity of the process. A whistleblowing line has also been set up to identify any cases of discrimination and avoid the practice of community favouritism.

PROMOTING THE INTEGRATION OF PEOPLE WITH DISABILITIES

At Group level, **4.15% of our employees are disabled.** To make all our teams aware of these issues, a dedicated e-learning module was rolled out in 2023. The goal is to strengthen understanding, deconstruct prejudices and foster an inclusive work environment where everyone can contribute fully, regardless of their personal challenges.

TRAINING TO RECRUIT WITHOUT BIAS

In order to prevent any form of discrimination, particularly during recruitment, the **e-learning module "Recruiting without discriminating"** is now included in the managers' training programme. This module provides them with the tools they need to adopt fair, equitable and transparent selection practices, with a view to exemplarity, integrity and sustainable performance.

OUR “WOMEN’S LEADERSHIP” CAMPAIGN

To support this ambitious goal,
the Group has launched
a major awareness campaign aimed
at all employees.

Through the testimonials and advice of six leaders, this campaign highlights the barriers to overcome and the drivers to engage in order to build a more balanced and fairer company.



**“The vision of the
alpha male to embody
leadership is wrong”**

**Matthieu Gogu ,
Group International Director**



**“The diversity of
the teams is a source
of wealth, in all
respects”**

**Carine Nicolau,
Cerballiance HRD**



**“You must dare to
provoke opportunities
and take risks”**

**Aur lie Driss-Corbin,
Managing Director of
Laboratoire Cerba**



**“Developing
professionally is
easier when you're in
good surroundings”**

**Maria Fotiu,
Managing Director
Cerba Research**



**“It's not just about
women. Men have
to take part, and it
starts from education.”**

**Nathalie Lomon,
Group CFO**



**“Managers need to
take a more proactive
approach, especially
by encouraging female
potential”**

**Laurent Escudi ,
Director of Cerballiance**



DEVELOPING SKILLS AND EMPLOYABILITY

Cerba HealthCare places training at the heart of its development and its commitment to its employees.

At the heart of the diagnostic and research professions, knowledge is a strategic resource for Cerba HealthCare. Its transmission, updating and sharing are essential to guarantee the quality of practices, support the development of the business lines and sustain the Group's long-term performance.

Cerba HealthCare has always invested in the training of its employees, ensuring that it offers courses adapted to the diversity of expertise, functions and working environments.

SUPPORTING CAREER PATHS AND CAREER DEVELOPMENT

Of the emblematic systems, the **Bio-Managers** programme, launched in partnership with EM Lyon, has supported the Group's current and future managers in developing their strategic management skills for 15 years. Since its creation, nearly **70 employees** have benefited from this excellence course, representing **more than 40 days of training per participant**.

CONTINUOUS TRAINING TO SUPPORT THE GROUP'S GROWTH

Continuing education is an integral part of Cerba HealthCare's culture. Structured within its internal university, the training offer supports the development of skills in line with the Group's strategic priorities and the operational needs of the teams.

Employees now have a **catalogue of more than 1500 training courses**, covering a wide range of topics: business expertise, management, innovation, digital technology, communication and personal development. **Offered in eight languages**, this content includes modules for learning French, Italian and English, contributing to strengthening collaboration and cohesion within a resolutely international Group.

Developing sustainable leadership: **the Connected Manager programme**

Led by Cerba Research, this programme was followed in 2025 by **45 managers and leaders**. This managerial development pathway is based on four pillars:

- **Emotional intelligence:** develop self-awareness, empathy and good working relationships.
- **Sustainable performance:** optimise productivity while encouraging team engagement.
- **Customer culture:** understand the impact of leadership on the customer experience.
- **Good managerial practices:** strengthen coaching, feedback and motivation skills.

Bloom: revealing potential and encouraging collective innovation

For the past three years, around twenty employees have participated each year in the **Bloom** programme, a veritable springboard for talent development.

This course aims to strengthen **soft skills** (communication, leadership, emotional intelligence, etc.), stimulate collective innovation and develop projects around high-impact themes for the Group.

Specifically, participating in Bloom means:

- developing your professional network,
- gaining speech fluency,
- strengthening your responsiveness and team spirit,
- experimenting with methods of creativity to innovate differently.

STRUCTURE LOCAL MANAGEMENT: PLATFORM MANAGERS AND SUPERVISORS

A dedicated programme is offered to **technical platform managers** and supervisors, with the aim of strengthening the operational and managerial skills of these key functions.

Structured into two parts — one week dedicated to the operational aspects of the business and one week dedicated to the development of managerial skills — this system aims to:

- equip participants to manage the daily activity effectively,
- support team management,
- strengthen their position as local managers.

To date, **more than 300 platform managers and supervisors** have taken part in this programme, illustrating the Group's desire to promote internal talent and consolidate committed and responsible management.

TRAINING TO STRENGTHEN PREVENTION AND THE QUALITY OF THE PATIENT RELATIONSHIP

As part of the **CARE** programme, designed to support Cerballiance's transformation into a model in which patients become fully involved in their prevention, the Group has strengthened its training system for field teams.

Thus, **10 e-learning modules dedicated to non-nomenclature reports** were designed and deployed. These modules come from a **Formathon** bringing together Cerballiance biologists and HR support teams, promoting co-construction rooted in operational practices.

In addition, the **Hospitality and Consulting training courses**, co-constructed with the firm **Julhiet Sterwen** will enable 4,500 employees to acquire best practices for listening, advising and supporting patients in their prevention pathway.



PROMOTING HEALTH AND QUALITY OF LIFE AT WORK

Committed to the well-being of our employees,
we are working to continuously improve working
conditions at our various sites.

HEALTH AND SAFETY: A PRIORITY AT CERBA HEALTHCARE

Strong commitment in a demanding business sector

As a group whose mission is to advance health, Cerba HealthCare attaches central importance to safety at work. This commitment is particularly strong for employees working in sensitive environments such as laboratories and technical facilities. In addition to the prevention of risks associated with the handling of chemicals, the Group acts globally to ensure the health and safety of its teams.

Deployed as close as possible to the field and coordinated by regional HSE managers, **the HSE network works closely with the HR, Quality and CSR teams. It steers risk prevention**, ensures regulatory

compliance and coordinates continuous improvement initiatives.

Structured around risk assessment (DUERP), action plans and incident monitoring, this dynamic is accompanied by a key awareness-raising role, fostering a shared culture of safety and quality of life at work, in support of the Group's sustainable performance.

Preventing psychosocial risks

The health of employees also involves taking psychosocial risks (PSR) into account. In France, online training dedicated to preventing these has been available since 2021. As part of the managers' training programme, this training aims to raise awareness among this key population and provide them with concrete tools to establish a culture of prevention and encourage good practices on a daily basis. In



Well-being at the heart of the new Frépillon site

Laboratoire Cerba is the **first medical biology laboratory in France** to obtain the Osmoz label, rewarding quality of life at work on three pillars:

- Physical environment (**natural light**, comfort, ergonomics)
- Employee experience (**flexible spaces, relaxation**)
- Internal policies (**prevention of psychosocial risks, inclusion, CSR**).

This label reflects Cerba's commitment to providing a **healthy, inclusive and stimulating work environment**.

addition, several territories conducted surveys on PSRs, leading to the development of action plans adapted to local realities

Promoting quality of life at work

The company is committed to maintaining the balance between professional and personal lives, and has set up a **modular teleworking system** taking specificities of business lines and entities into account. Compliance with working hours is also a priority, with regular reminders regarding the right to disconnect.

Identifying employee expectations

For 3 years, the Group has conducted a major survey entitled "**Cerba at Work**" every year to better understand employee feelings and levels of satisfaction. In 2025, 57% of them took part in this initiative. Their suggestions have fuelled a reflection on the various themes addressed, making it possible to implement certain concrete actions and better meet their expectations.





4.

REDUCING THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS



*"Faced with the climate emergency, Cerba HealthCare is continuing its transformation into a more responsible model. Thanks to the commitment of our teams and our CSR Advisors, **we are structuring ambitious initiatives** to strengthen the integration of environmental issues at the heart of our activities."*

Sophie Schwamberger, Group CSR Manager

The 5 key issues of our environmental roadmap

In 2022, an environmental roadmap has been defined to meet our carbon goal and reduce the environmental impact of our activities, based on 5 major issues:



Greening and optimising **energy consumption**



Greening and optimising **transport**



Optimising **consumption** and combatting waste



Reducing and recycling **waste**



Reducing impacts on **water**

Our climate strategy rewarded by the **CDP grade B**

For its second participation in the CDP, Cerba HealthCare maintains a score of B (on a scale from D to A), confirming the solidity and consistency of its environmental strategy. This result reaffirms the Group's positioning as one of the most advanced players in its sector in terms of climate performance.

The green network

In order to translate this environmental roadmap into concrete actions in the regions, the **CSR Directorate supported a "Green Network" composed of 200 employees supervised by a CSR Advisor** per BU or territory.

These key players in the Group's environmental strategy have benefited from a tailor-made training plan to have all the keys to understanding and action.

Find out more about our CSR Advisors on page 64 of this report.

OUR ENVIRONMENTAL POLICY

The Group is committed to reducing its environmental impacts and carbon footprint, in accordance with climate objectives aligned with the Paris Agreement.

OUR CLIMATE POLICY

The Group has set itself a very demanding climate responsibility framework: **to align, according to the SBTi¹ reference methodology, with the Paris Climate Agreement.** The associated goals, validated by the SBTi in 2023, are aimed at setting the company on a trajectory contributing to limiting global warming to 2°C. These goals concern our most direct emissions (scopes 1 and 2 for gas, fuel and electricity), but also our indirect emissions (scope 3), particularly linked to our production purchases.

1. To find out more about the Science Based Targets initiative: <https://sciencebasedtargets.org/>



SCIENCE
BASED
TARGETS

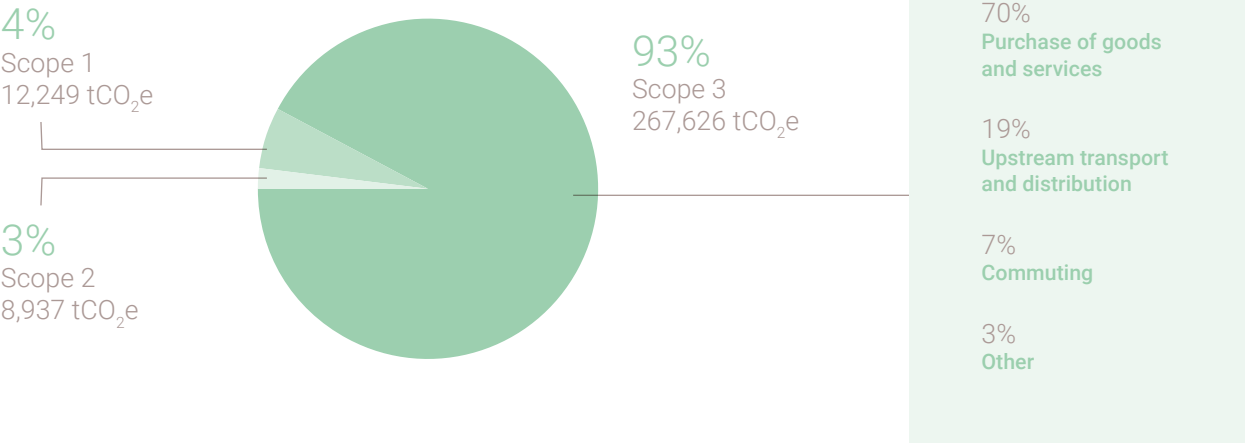
Our SBTi climate goals

- **42% reduction** in CO₂ emissions for scopes 1 and 2 between 2022 and 2030,
- **25% reduction** in CO₂ emissions for scope 3 between 2022 and 2030.

These goals involve a significant transformation of our practices.

Group Carbon Footprint 2025

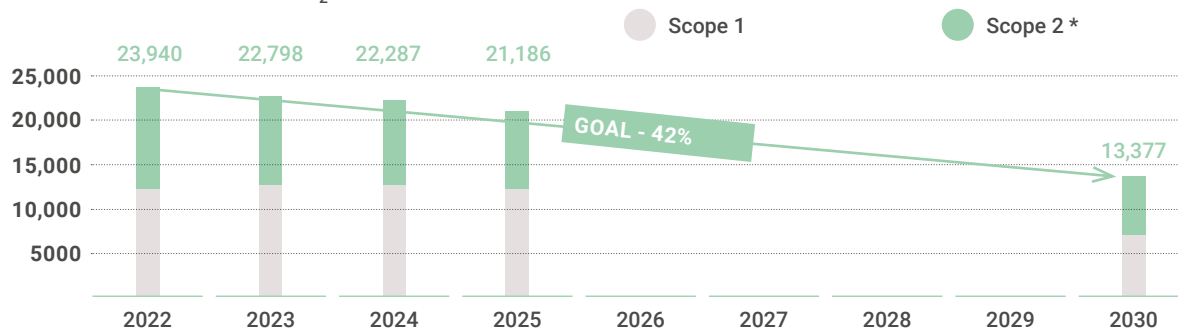
Total: 288,812 tCO₂e



25% REDUCTION IN OUR GROUP CARBON FOOTPRINT IN 3 YEARS (scopes 1, 2 and 3)

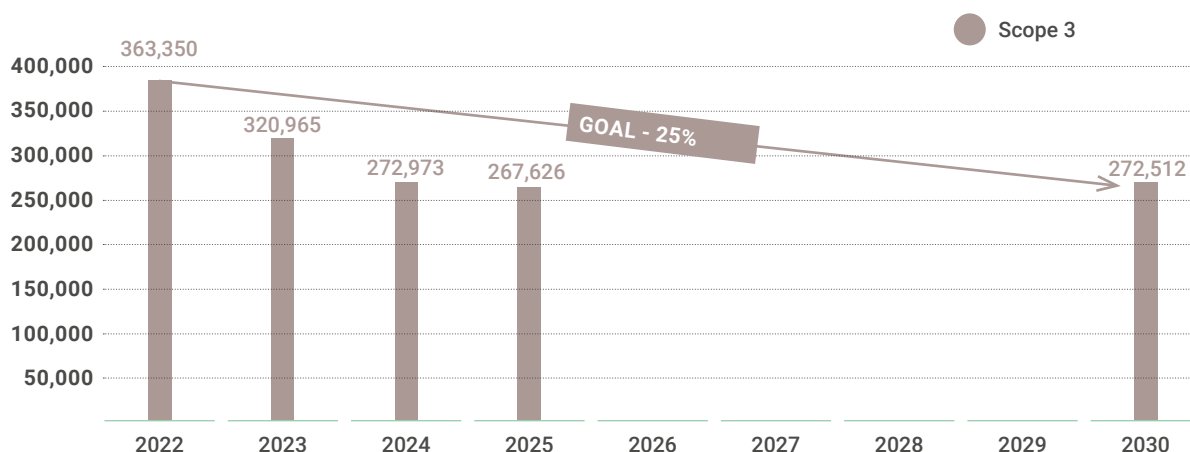
Our scopes 1 and 2 on the right track

Annual emissions (in tCO₂e) compared to our SBTi decarbonisation trajectory (without EAC).



Scope 3: our 2030 target reached in 2024

Annual emissions (in tCO₂e) compared to our SBTi decarbonisation trajectory.



Scopes 1 and 2: emissions linked to direct (gas, fuel) and indirect (electricity) consumption In 2025, direct emissions decreased thanks to the fall in natural gas consumption. The levers for action relate to energy efficiency as well as the greening of electricity and the logistics fleet.

Scope 3: other indirect emissions (purchasing, transport, waste, etc.) These emissions represent 93% of the carbon footprint. They have been decreasing steadily since 2022, enabling the Group to exceed the target of -25% by 2024. These results are the result of efforts to streamline purchases and reduce employee travel, particularly by air.

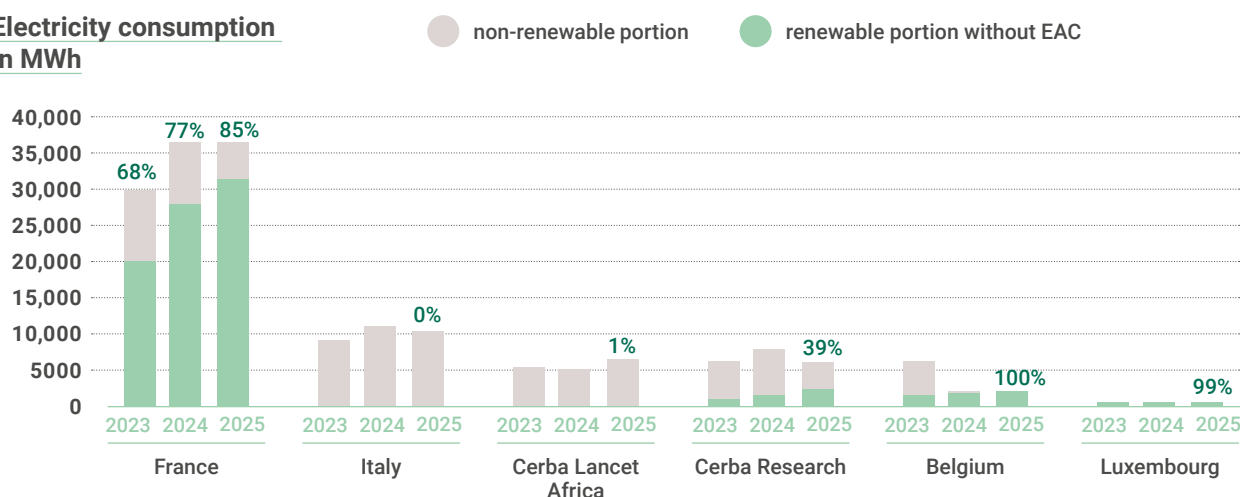
	2022	2023	2024	2025	Evolution 2025 vs 2022
Number of sites*	1,316	1,438	1,545	1,536	+17%
Scopes 1 and 2 (tCO ₂) (without EAC)	23,940	22,798	22,287	21,186	-12%
Scope 3 (tCO ₂)	363,350	320,965	272,973	267,626	-26%
Total carbon footprint (tCO ₂)	387,290	343,763	295,258	288,812	-25%

* "Market Based" methodology

SITE ENERGY

To reduce the carbon footprint of our sites, we are working on two levers: increasing the share of renewable energies and controlling our electricity and natural gas consumption.

Electricity consumption in MWh



USING RENEWABLE ENERGIES

In 2025, **58% of the electricity purchased by the Group comes from renewable sources**. Between 2022 and 2024, the Group also purchased guarantees of origin (EAC), allowing it to reach 85% renewable electricity in 2024.

CONTROLLING OUR ENERGY CONSUMPTION

To reduce our environmental footprint, **we combine awareness of best practices with investments in more economical equipment**. We systematically replace lamps with LEDs during work, optimise the settings of our equipment and machines, ensure that the teams comply with instructions and regularly analyse our consumption to identify discrepancies between sites.

Between 2022 and 2025, **our natural gas consumption decreased by 24%**, mainly due to the discontinuation of use at the technical facilities of the Cerba laboratory in Frépillon and Cerba Research in Rotterdam.

At the same time, **our electricity consumption per square metre remained stable** (148 kWh/m²), reflecting a **real improvement in our energy efficiency**.

Deployment of solar energy at our sites

Cerba HealthCare is continuing to deploy **solar energy solutions** to reduce its carbon footprint and increase the share of renewable energies in its energy mix.

By the end of 2025, **19 of the 23 sites in Zimbabwe are equipped with solar panels**, with installations continuing at the remaining sites. This programme also helps to ensure business continuity in the face of recurring power outages.

In 2025, the Group also equipped the **technical platform in Ghent, Belgium, with solar panels**.

REDUCING THE IMPACT OF OUR TRANSPORT

Transport accounts for the most significant share of our direct emissions (scopes 1 and 2): reducing their impact is a key issue.



The transport of biological samples by drone, an innovative solution

"In 2024, Cerballiance launched the first deliveries of biological samples by drone. Connecting the public hospital of Verneuil-sur-Avre and the Aigle Laboratory, this new service allows up to 5 rotations per day, 5 days a week, over a journey of around 20 minutes.

Since October 2024, more than 100,000 km have been travelled, making it the most widely used civilian medical drone line in Europe.

These drone deliveries represent an alternative to road transport. With **a reduced carbon footprint**, this solution shortens turnaround times for results."

Antoine Prigent, Managing Director of Normandy North-West

Find a video on the transport of biological samples by drone:
<https://www.cerbahealthcare.com/fr/dans-les-medias/cerballiance-et-son-experimentation-de-transport-dechantillons-biologiques-par>

TRANSPORTING SAMPLES

Every day, thousands of samples pass between our sampling sites (routine laboratories, at home, etc.) and our technical facilities. To limit the impact of this transport on air quality and global warming, the Group is focusing its efforts on several levers: **optimisation of rounds, training of couriers in eco-driving and electrification of the fleet.**

The transition of our vehicle fleet is continuing, with a review of the vehicle policy in favour of an increased share of hybrid and electric vehicles, both for company cars and commercial vehicles. **This system is accompanied by the deployment of charging infrastructures, with the installation of terminals** on several technical platforms in France, Belgium and Luxembourg.

Share of hybrid and electric vehicles in the vehicle fleet

	2022	2023	2024	2025
Among company vehicles (fleet of 525 vehicles in 2025)	15%	42%	42%	43%
Among logistics vehicles (fleet of 1415 vehicles in 2025)	1%	4%	4%	5%
Total	4%	12%	14%	15%

REDUCING OUR CONSUMPTION

Every year, the Group renews its communication campaign in favour of the right actions to adopt on a daily basis.

In 2025, 58% of the electricity purchased by the Group came from renewable sources.



LET'S REDUCE OUR ENERGY CONSUMPTION TOGETHER

Each degree saved reduces electricity consumption by 7%

- In winter, let's limit heating to **19°C**
- In summer, let's limit the air conditioning to **25°C**

Let's turn off unnecessary lights

Let's encourage soft mobility (cycling, public transport, train, carpooling, etc.)

Let's take the stairs instead of the lift

Let's reduce our travel (favour videoconferencing for meetings lasting < 2h)



TOGETHER, LET'S REDUCE OUR WASTE

In 2025, 96% of the paper used by Cerba HealthCare is FSC/PEFC certified or recycled.

Let's follow sorting instructions and minimise the volume of infectious waste

Let's have an "anti-waste" reflex on all our consumption, water, food, consumables, etc.

Let's prioritise reusable rather than disposable when possible (e.g. pump housings)

The average number of tubes used per patient is down, from 2.37 in 2022 to 2.23 in 2025, thanks to the optimisation actions carried out.

Let's reduce our paper consumption

Let's limit print-outs and favour double-sided and black and white



TOGETHER, LET'S REDUCE OUR DIGITAL FOOTPRINT

Let's limit the impact of our emails

Clean our mailboxes and use "Teams" for quick exchanges

Let's share a SharePoint link rather than an attachment

Let's extend the life of our devices

Their manufacture and end of life is what has the greatest impact on the environment

Let's use WiFi rather than the mobile network
4G consumes 23 times more energy than WiFi

Let's moderate the use of AI:

Internet searches are less energy-intensive

Let's unplug our devices rather than leave them on standby

Let's delete unnecessary apps and notifications

MORE SUSTAINABLE SITES

Reconcile health requirements, regulatory compliance and reducing our environmental footprint.

WASTE MANAGEMENT

Clinical pathology activities are governed by strict health and regulatory requirements and generate significant volumes of waste, including a significant proportion of waste from healthcare activities with infectious risks (DASRI), mainly consisting of single-use consumables (syringes, tubes, examination sheets, gowns, etc.), handled by specialised channels and approved service providers.

In 2025, the Group produced 3,328 tonnes of hazardous waste (DASRI and DRCT), down 9% compared with 2024. This change can be explained by the implementation of several complementary levers at the sites: optimisation of sorting, in particular DASRI, reinforcement of team awareness, improvement of practices monitoring and collaboration between the quality, purchasing and operations functions to identify areas for reduction.

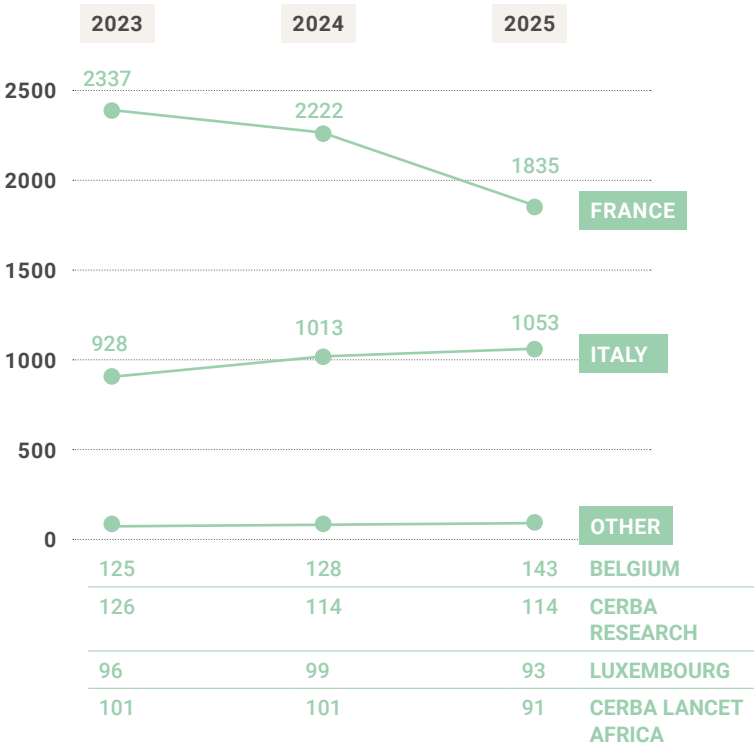
In France, the decrease in overall tonnage was driven in particular by the efforts of **Laboratoire Cerba and Cerballiance**, which reduced their DASRI production by 20% and 23% between 2023 and 2025.

Teams mobilised for recycling

In several regions, needle cap collectors have been installed in laboratories, in partnership with associations such as Les Bouchons d'Amour and HANDI-CAP-Prévention. Collected on site and then centralised, these caps are recycled, making it possible to raise awareness of the issues of recycling and to finance equipment for people with disabilities.

In 2025, the Group also took part in the World Clean Up Day. The entities in France and Belgium collected nearly 5,000 cigarette butts and more than 100 kg of waste, all sorted.

Production of hazardous waste (in tonnes)



REDUCING WATER CONSUMPTION AND POLLUTION

An essential resource for our activities, **water represents a major operational and environmental challenge**. We consume both drinking water and, in compliance with quality and safety standards, osmosis water to ensure proper operation of the machines on our trays.

The management of our discharges is part of a demanding regulatory framework specific to each country in which we operate. In France, our practices are subject to random inspections by the Regional Directorate for Environment, Development and Housing (DREAL), especially the quantities of chemical substances released.

Our approach aims to **control and reduce our impacts through three levers: preventive maintenance of equipment, improvement of wastewater treatment processes and enhanced management of consumption**. Since 2025, a consolidated indicator has been used to monitor consumption at the main sites, estimated at around 220,000 m³.

This system enables the identification of optimisation levers and the implementation of reduction measures. Internationally, particularly in Africa, we apply local regulations via contaminated water treatment systems, provided internally or by authorised service providers with regular checks.

Sustainable water management at Laboratoire Cerba

At the Laboratoire Cerba site, **all run-off water is treated by phyto-purification**, with infiltration into plant nests. 70% of parking spaces are equipped with absorbent treatments to limit the impact of impermeable surfaces.

In order to promote the rational use of water, **low consumption equipment** has been installed. A 1,200 m³ retention tank has also been set up to ensure safety in the event of a fire.

Frépillon: a site with high environmental performance

The new Frépillon site has obtained BREEAM "Very good" certification.



This label attests to the environmental quality of the site throughout its life cycle according to demanding criteria: **energy performance, renewable energies, soft mobility, sustainable water and waste management, air quality and occupant comfort**.

In addition, the site promotes **biodiversity, with more than 250 plantations** with low water requirements and a collaborative vegetable garden available to the teams.



5.

PROMOTING EXEMPLARY BUSINESS ETHICS



"The trust of our patients, employees, partners and suppliers rests on our ability to act ethically, responsibly and transparently.

*In 2025, Cerba HealthCare strengthened its business ethics system, by **accelerating the deployment of its responsible purchasing policy** across the entire value chain, while continuing its commitments in terms of **data protection, corruption prevention** and risk management."*

Sophie Andribet, Group Legal Director

PROTECTING THE PERSONAL DATA OF PATIENTS AND EMPLOYEES

Aware of the volume and sensitivity of the health data we process on a daily basis, we have implemented strict procedures for monitoring and protecting this information.

THE PROCESSING OF PERSONAL DATA, AN ISSUE INHERENT TO CERBA HEALTHCARE'S BUSINESS

As a healthcare player, **Cerba HealthCare is subject to strict regulatory obligations regarding data processing, particularly health data.**

The majority of the countries in which Cerba HealthCare operates have adopted personal data regulations. The General Data Protection Regulation (GDPR) therefore applies in all European Union countries. In France, it is supplemented by Law No. 78-17 of 6 January 1978, known as the "Loi Informatique et Libertés" [French Data Protection Act], which reinforces the rules applicable to the processing of health data. In South Africa, where the head office of the Laboratoires Cerba Lancet Africa network is located, the "Protection of Personal Information Act" (POPIA) applies, which in turn is also in line with European regulations.

STRONG GOVERNANCE AT ALL LEVELS OF THE GROUP

The protection of personal data is the responsibility of a Data Protection Officer (DPO) network throughout the Group. A DPO has been appointed for each country in the European Union in which the Group is present and declared to the competent local authority.

In France, a Data Protection Point of Contact (DPP) has been appointed in each operational entity. This DPP network supports the French DPO in their compliance work.

Close collaboration is also established between the Group's legal directorate, internal audit directorate, the DPOs and DPPs.

Finally, an **audit committee** meets quarterly to review the implementation of the defined actions, and communicates progress to the Board of Directors.

*"Managing health data implies a strong ethical responsibility. We put in place **robust systems to ensure their confidentiality.**"*

Merryl Durrenbach, Internal Audit Director and Group DPO



PROGRESSIVE COMPLIANCE WITH VARIOUS REGULATIONS

As part of its compliance with the GDPR, the Group's European entities have drawn up a list of the types of data they process. On this basis, they compiled their records of processing activities and established the necessary "Privacy Impact Assessments" (PIA). The same work was carried out in almost all of the Group's entities. In 2025, 74 PIAs were monitored.

The Group assists its subsidiaries in the assessment of procedures for compliance with the regulations applicable to personal data as well as the application of control plans. As an example, a "tool-box" in relation to the processing of personal data was created and distributed to the Group's DPOs and, in France, DPPs. This toolbox brings together all the procedures and policies established by the Group to ensure its compliance with regulations, as well as practical resources such as document models. All of the Group's DPOs and in France, the DPPs, are regularly trained on personal data protection issues. DPOs are also actively involved in bringing current and future projects into compliance (research projects, health data warehouse, etc.).

CONTINUING COMPLIANCE ACTIONS

In 2025, we continued the **training programme** consisting of e-learning modules adapted to each person's roles and responsibilities, translated into Dutch, English, Portuguese and Italian.

The information statements intended for our patients have been standardised within our French clinical pathology laboratories. This same approach is in progress across all of our European and/or newly acquired entities.

Training in protection of personal data

73%
of Group employees*
have been trained

100%
of DPOs and DPPs trained (Europe)

* excluding Africa

PREVENTING THE RISKS OF CORRUPTION

In accordance with regulations and its founding values, Cerba HealthCare is firmly committed to ensuring that its activities are carried out ethically and with the utmost integrity and probity within all its entities.

COMPLYING WITH GUIDELINES ON THE PREVENTION OF CORRUPTION

In a context where the fight against corruption and influence peddling are receiving increasing attention worldwide, and in order to meet local regulatory obligations (particularly in France, the Sapin 2 law), Cerba HealthCare has developed a corruption prevention programme for the entire Group scope. This programme is governed by a **Code of Ethics and Business Conduct** and a number of Policies that have been appended to it. Cerba HealthCare has also deployed an alert procedure. **Any employee can therefore raise a concern or report behaviour that they consider unethical** via a dedicated secure platform, in addition to their direct and hierarchical contacts. These necessary measures to prevent risks are accompanied by a strengthening of the applicable sanctions.

FORMALISING POLICIES THAT ARE COMMON TO THE WHOLE GROUP

The Ethics and Business Conduct Charter and the Policies appended to it are integrated into the Rules of Procedure of all our entities that have them. They cover the following topics: **anti-corruption, conflicts of interest, gifts, entertainment and hospitality, whistleblowing procedure, third party approval procedure.**

These documents define the Group's commitments to combat corruption and influence peddling and the expectations we have of our employees, and third parties with whom we collaborate, in this regard. New employees are invited to read these documents in the months following their arrival at the Group."

RAISING AWARENESS AND MOBILISING OUR TEAMS

To ensure that all employees understand and adopt these policies, the Group has launched a **mandatory training plan**. Thus, in 2025, 2,600 employees were invited to take one or more e-learning training modules.

Since its launch in 2023, training has been completed by **95% of the employees** concerned.

A DIGITAL PLATFORM ACCESSIBLE TO ALL

All Policies and tools have been brought together within a digital platform, thus facilitating:

- access to all programme documentation;
- access to training modules;
- management of **declarations of conflicts of interest and gifts** received or offered;
- access to an alert mechanism that provides a secure framework for reporting high-risk situations or breaches of company rules and values;
- the implementation of the **third party assessment procedure.**

ENGAGING OUR SUPPLIERS IN A RESPONSIBLE APPROACH

Cerba HealthCare implements a responsible purchasing approach to strengthen the sustainability of its supply chains.

Cerba HealthCare maintains lasting partnership relationships with its suppliers, based on trust and responsibility. Suppliers are considered key players in its ecosystem and directly contribute to achieving the Group's CSR objectives.

By integrating sustainability issues into its purchasing decisions, Cerba HealthCare aims to reduce its carbon footprint, promote responsible social practices and promote the development of more circular and sustainable value chains.

OUR RESPONSIBLE PURCHASING POLICY

Cerba HealthCare is making use of a Responsible Purchasing policy based on four pillars:

- the inclusion of the **Supplier CSR Charter**¹ and **CSR criteria in all calls for tender**;
- the **systematic signature of the Supplier CSR Charter** for all new contracts;
- the regular **management of the CSR performance of strategic suppliers**, in particular by means of assessments via the EcoVadis platform;
- **training and raising awareness** among buyers and suppliers on social responsibility issues.

Since 2023, the Group's commitments and requirements have been formalised in the Supplier CSR Charter 1, available on the Cerba HealthCare website. This charter defines the applicable principles in terms of **human rights, working conditions, the fight against corruption and environmental protection**, and represents a common reference material for all supplier relationships.

In 2025, Cerba HealthCare also strengthened the management of its responsible purchasing approach at Group level, with the introduction of quarterly meetings bringing together Group buyers and business unit buyers to monitor actions, share best practices and implement training programmes.

1. **Link to the Supplier CSR Charter:** https://www.cerbahealthcare.com/sites/cerba-healthcare/files/public/medias/files/250731_CERBA_Supplier%20CSR%20Charter%202025_ENG.pdf

"We want to make CSR a real lever for collaboration with our suppliers."

Ophélie Bernard,
Group Buyer

CSR assessment of suppliers in figures

- **45 strategic suppliers** have received EcoVadis ratings and account for **33%** of purchasing expenses
- **The average rating of Cerba HealthCare suppliers is 69/100**, while the average rating of EcoVadis is 51 in 2025.

ecovadis



Valeria Maio
Group CSR
Director

**"Thank you to our advisors
and our CSR advisors
who bring local initiatives
to life on a daily basis"**



Kahle McDonough
Cerba HealthCare
CSR Manager

CERBA RESEARCH



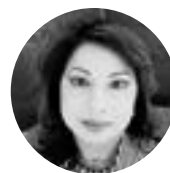
Olga Vallée
Supplier Audit
and Quality Director

**CERBA HEALTHCARE
ITALIA**



Francesca Evola
Compliance Officer

**CERBA LANCET
AFRICA**



Jenny Maharaj
HR Director



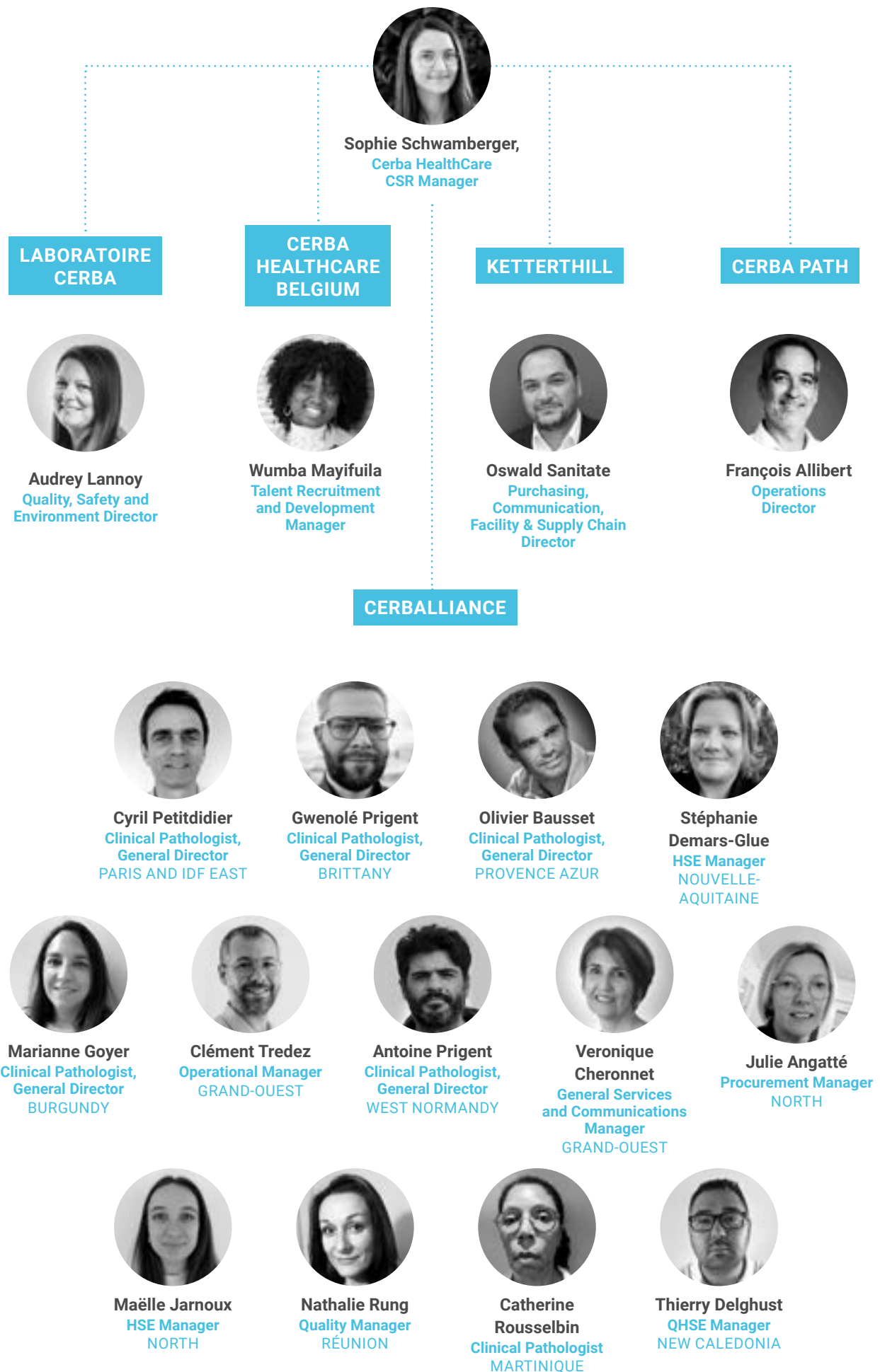
Coordinates
a network of
14 countries



Kelly Dewinter
PMO Manager



Michele De Chirico
Operations Director



CSR INDICATORS

HEALTH ¹	2022	2023	2024	2025
Number of CerbaKids laboratories ²	181	230	252	252
Number of scientific training courses available in the training catalogue		55	69	147
Net Promoter Score (NPS) ³	72	76	77	79

HUMAN CAPITAL	2022	2023	2024	2025
Total workforce	15,640	15,180	15,574	14,870
Number of employees on permanent contracts	13,436	13,452	12,298	13,444
Number of employees on fixed-term contracts	1,575	1,086	1,369	1,367
Number of work-study students	447	379	307	166
Number of trainees	74	91	77	107
% of women within the Executive Committee population		41%	32%	28.6%
% of women in the Top 200 ⁴				42%
% of women among managers	61%	59%	63%	62%
% of women in the total workforce ⁵	74%	74%	69%	74%
Consolidated Ega Pro Index Score	83	91	89	91
% of people with disabilities in the total workforce ⁶	2.8%	3.3%	3.2%	4.15%
Number of nationalities	89	94	95	90
Absenteeism rate ⁷	9.2	9	9.2	10
Workplace accident frequency rate ⁸	14.1	15.2	18.2	15.43
Lost time accident severity rate ⁹	1.1	0.9	0.9	1.5
Number of employees who benefited from internal mobility programmes	96	112	143	149
Voluntary turnover	12.8	12.1	12.1	14
% of employees who benefited from training	50%	65%	70%	72%
Average number of training hours per employee			11.8	9.8
% of the payroll dedicated to training	1%	1%	1%	1%

ENVIRONMENT	2022	2023	2024	2025
Carbon footprint scopes 1 and 2 (MB) with EAC (tCO ₂ e) ¹⁰	23,063	19,010	15,964	21,186
Carbon footprint scopes 1 and 2 (MB) without EAC (tCO ₂ e) ¹¹	23,940	22,798	22,287	21,186
Carbon footprint scope 3 (tCO ₂ e) ¹²	363,350	320,965	272,973	267,626
Total carbon footprint without EAC (tCO ₂ e)	387,290	343,763	295,260	288,812
Electricity (MWH) ¹³	53,525	55,782	61,259	62,228

% of electricity from renewable sources ¹⁴	51%	76%	85%	58%
% FSC/PEFC certified or recycled paper	69%	69%	99%	96%
Share of hybrid and electric vehicles in the total vehicle fleet	4%	13%	16%	15%
Share of hybrid and electric vehicles in the company vehicle fleet	15%	42%	42%	43%
Share of hybrid and electric vehicles in the logistics fleet	1%	4%	4%	5%
Tonnes of hazardous waste generated by activities (non-recyclable infectious waste, chemical and toxic waste, radioactive waste) ¹⁵	3,336	3,421	3,617	3,328

BUSINESS ETHICS	2022	2023	2024	2025
Share of targeted employees trained and aware of GDPR ¹⁶	68%	71%	70%	73%
Share of trained DPOs and DPPs (Europe) ¹⁷	100%	100%	100%	100%
Share of targeted employees trained in the anti-corruption compliance programme		80%	88%	95%

METHODOLOGICAL NOTES CSR REPORT 2025/2026

1 Excluded from this section are the figures related to medical activity presented in the CSR Report (number of screenings, diagnoses, etc.).

2 The scope of this indicator is: Cerballiance.

3 The scope of the NPS has changed since 2022. Deployed within the Cerballiance scope in 2022, it has included the entities of Cerba HealthCare Belgium and Cerba HealthCare Italia since 2023.

4 This indicator is reported for the first time in the CSR Report, hence the lack of data for 2024.

5 In 2023, the calculation only concerned the number of women among employees with permanent contracts registered in the workforce as of 31/12/2023. Since 2024, the scope includes all employees.

7, 8, 9 The scope of this indicator is: France.

10 The scope of the carbon footprint changes each year to reflect the consolidated organisational scope. Scope 2 emissions are calculated using the market-based approach (GHG Protocol), based on the emission factors of electricity supply contracts, including energy attribute certificates (EACs).

11 In 2025, the Group did not use EACs, favouring direct electricity contracts, resulting in an increase in market-based Scope 2 emissions. To ensure comparability, previous years were recalculated outside the EAC.

12 In 2025, the Scope 3 calculation methodology was revised to incorporate more primary data, as well as updated and more representative emission factors, based on a new tool. Data has been recalculated retroactively since 2022 to ensure comparability.

13 The increase in energy consumption is the result of the integration of new sites and the improvement in data quality (expansion of scope and increased share of actual data).

14 In 2025, the electricity purchased by the Group is covered exclusively by green electricity contracts undersigned locally. The decrease observed between 2024 and 2025 is due to the lack of use of guarantee of origin certificates (EAC) during the year.

15 The change in the tonnage of hazardous waste is mainly due to the gradual expansion of the consolidation scope between 2022 and 2024. Between 2024 and 2025, a decrease of 9% is observed, reflecting an improvement in operational performance.

16 This indicator, which has been included in the CSR Report since 2022, is gradually integrating new scopes. It concerned France in 2022, and Luxembourg, Belgium and the Netherlands were integrated in 2023, and Italy in 2024.

17 The requirement for a DPO to be present in the countries in which the Group operates applies only to the countries of the European Union.

Contacts

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