

Advancing
diagnosis is
advancing
health.

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

At Cerba HealthCare, we have made the strong and committed decision to place **public health at the heart of our strategy**. Our mission is fundamental to the healthcare system: **to offer high-quality diagnostic solutions** to enable healthcare professionals to make the best decisions, to guarantee optimal patient care and to increase the effectiveness of **preventive actions**.

This commitment is based on a fundamental asset: the mobilisation and **expertise of our teams**. Their professionalism and daily involvement drive our financial and non-financial performance.

The company's performance is inseparable from the quality of service to our customers and the quality of life at work of our employees. **Patient satisfaction continues to increase in 2024**, while the "Cerba at work" survey has, for the first time, enabled a better understanding of our employees' expectations. We will renew it in 2025.

Aware that the health of tomorrow cannot be envisaged without environmental responsibility, we have also deployed an **ambitious climate strategy**. Our carbon trajectory, aligned with the goals of the Paris Agreement and validated by the SBTi, has enabled us to achieve significant emissions reduction results in three years. **The B rating awarded by the CDP** commends both our performance and our transparency on these issues.

2025 also marked a key milestone for the group with **the inauguration of the largest speciality clinical pathology laboratory in Europe**, in Frépillon, France. This emblematic project embodies our desire to put innovation at the service of public health, while affirming our environmental responsibility. **Eco-designed and compliant with the most demanding environmental standards, this laboratory offers an optimal working environment** for our employees and strengthens our ability to support public policies in terms of screening and prevention.

Finally, we continue to build trust with all our stakeholders. Cerba Healthcare has taken numerous initiatives to act responsibly, ethically and transparently: **protection of the personal data of patients and employees, first dual materiality analysis, risk prevention and management and responsible purchasing** with our suppliers. On all these fronts, there is no finish line, but a requirement of everyone at all times.

Cerba HealthCare has established itself as a leading player, **sustainably committed to high-quality, accessible and environmentally responsible health**.

Julien Samson
Chief Executive Officer
Cerba HealthCare



2024 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	in progress
CDP	–	B	in progress





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 into the heart of its business plan. The CSR Department supports this dynamic, instilling ambition, consistency and high standards in all the actions implemented."

Valéria 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.

-  Central lab testing for clinical trials
-  Specialised clinical pathology
-  Routine clinical pathology
-  Specialised & routine

Our group in figures

180
technical facilities

1,360
laboratories

2,500+
types of tests

200,000+
rests performed every day

1.9
billion Euro in turnover

1,000
scientific publications
to date

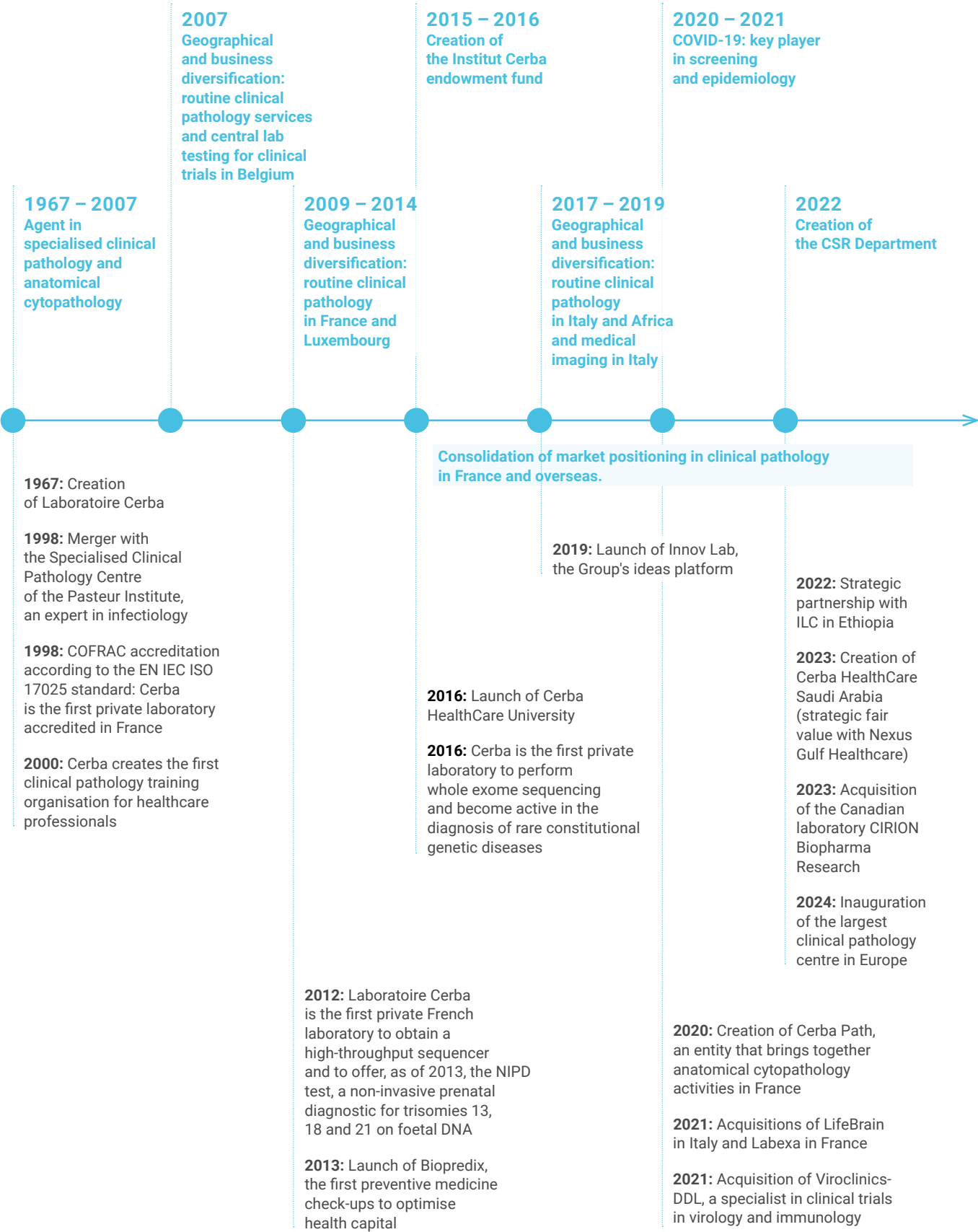
50
million patients

15,774
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	4000 analyses per day	722 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.	750 routine laboratories	7,737 employees
	CRI, LBS, Ketterthill Belgium and Luxembourg network	40 technical platforms	
		51 laboratories	567 employees
		3 technical platforms	
CENTRAL LAB TESTING FOR CLINICAL TRIALS	Cerba HealthCare Italia Italy network	360 laboratories	1945 employees
		26 technical platforms	
	Cerba Lancet Africa Network of 14 African countries	170 laboratories	1900 employees
MEDICAL IMAGING		14 technical platforms	
	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	1109 employees
PATHOLOGICAL ANATOMY AND CYTOLOGY	Cerba Healthcare Italia In addition to clinical and biological pathology tests, Cerba HealthCare Italia provides medical imaging, used to diagnose many diseases.	7 radiology centres	
	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)	242 employees
		1 technical platform in Ivory Coast	

OUR BUSINESS MODEL SERVING OUR MISSION:

Advancing diagnosis is
advancing health

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.

HUMAN RESOURCES

15,774 employees
including **69% women**,
and **90+ nationalities**

INTERNATIONAL PRESENCE

**1360 routine
laboratories**
worldwide

180 technical facilities

INNOVATION

Incubation of start-ups
and public/private partnerships

ANCHORAGE IN SCIENTIFIC COMMUNITIES

Regular partnerships
with universities

SHARE OWNERSHIP

650+ shareholder employees
(managers and clinical
pathologists)

NATURAL CAPITAL

60,800 MWh energy 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



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

1.9 billion Euro in turnover

HEALTH IMPACT

Catalogue of **2,500+ tests**
50 million+ patients per year
200,000+ tests every day
1,000+ scientific publications

HUMAN IMPACT

70% of employees trained,
voluntary turnover of 12.1%,
97% of French employees
covered by a profit-sharing
agreement

SOLIDARITY

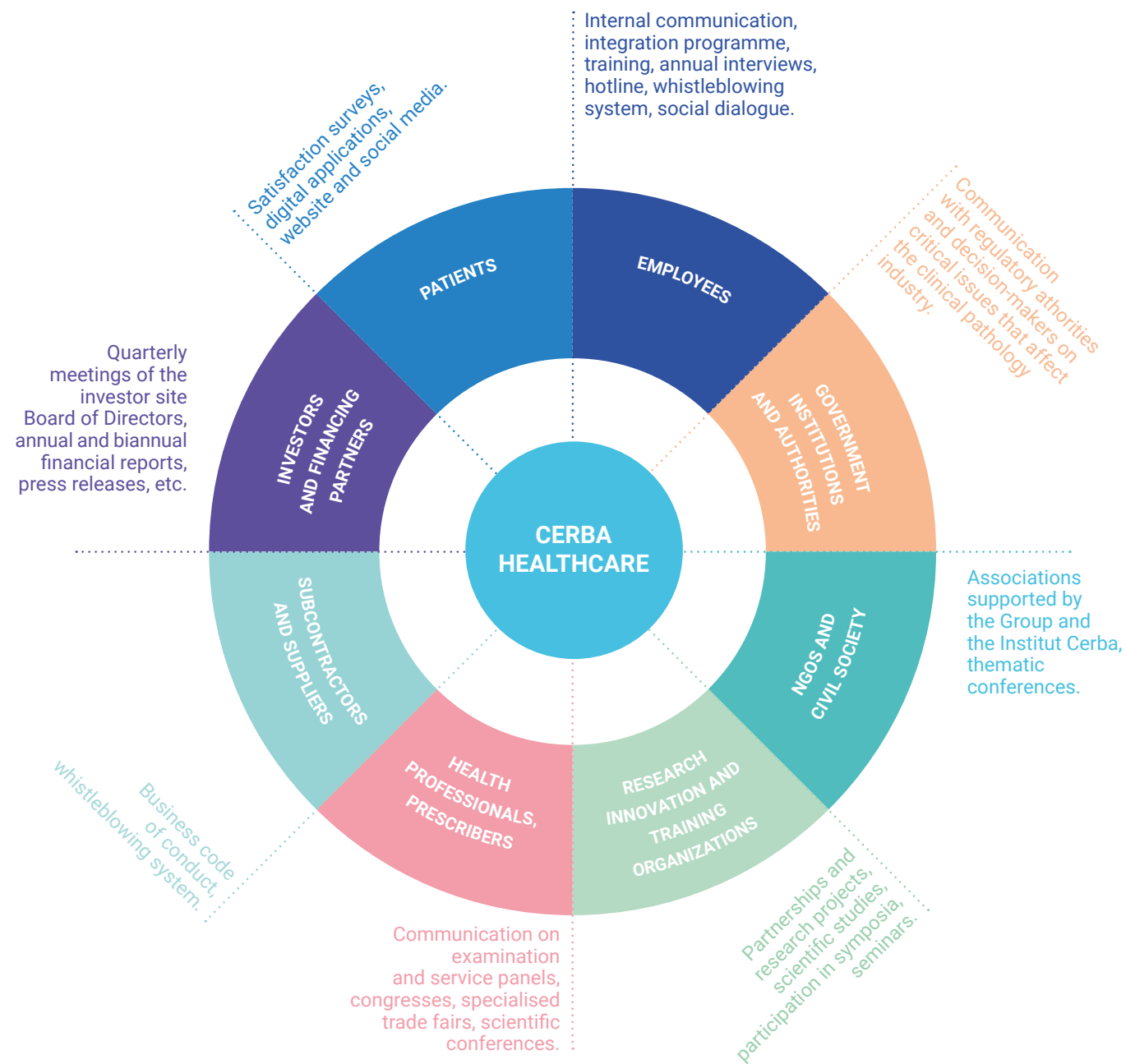
Around twenty projects
supported by the Institut Cerba

ENVIRONMENTAL IMPACTS

197 kt CO₂ greenhouse
gas emissions

OUR STAKEHOLDERS

Dialogue with our stakeholders enables us to understand their expectations, remain attentive to changes in society, and adapt our practices.

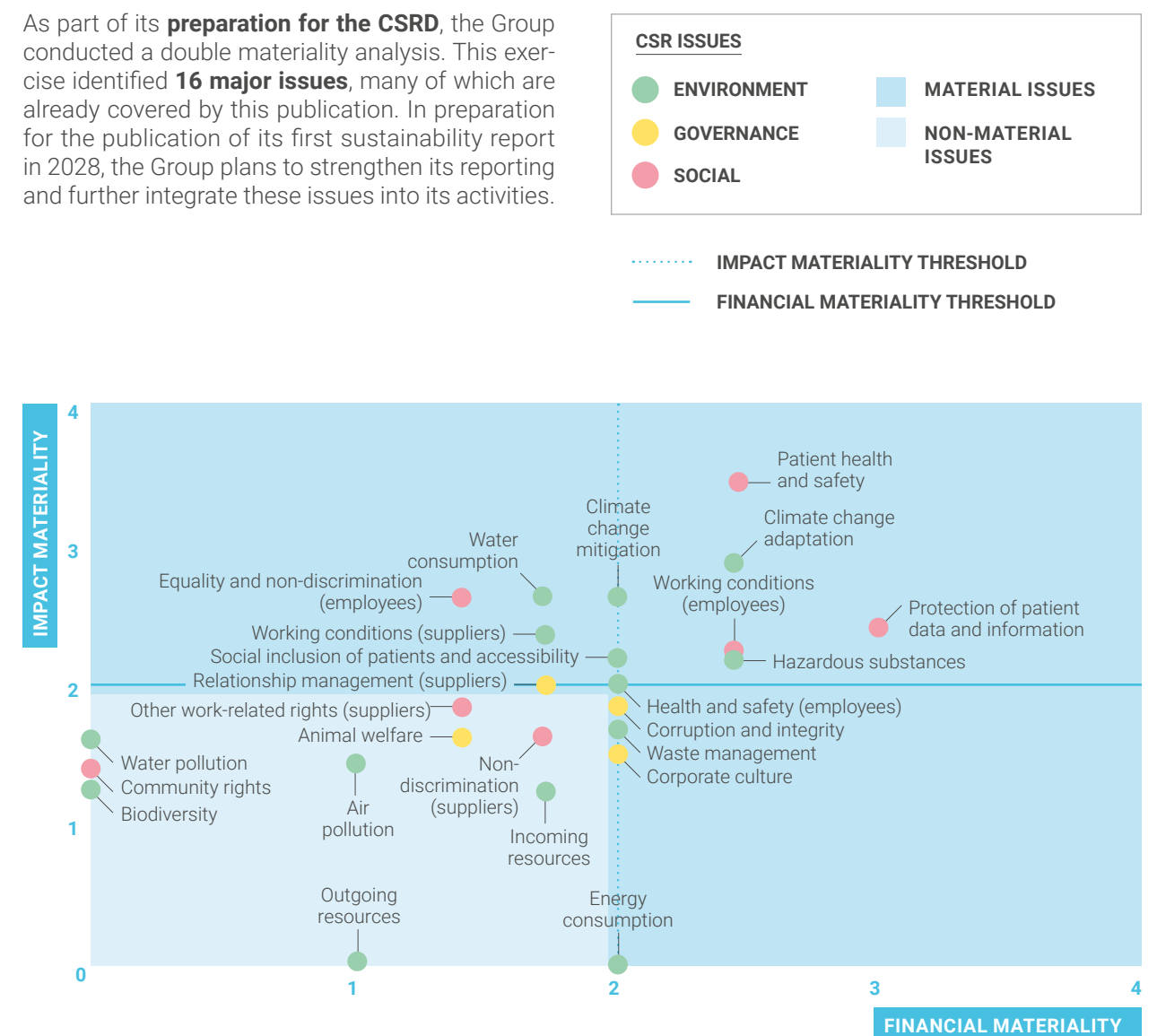


OUR CSR STRATEGY

As part of its preparation for the CSRD, in 2024 the Group carried out a double materiality analysis, aimed at identifying the most significant issues for both its stakeholders and its own activities.

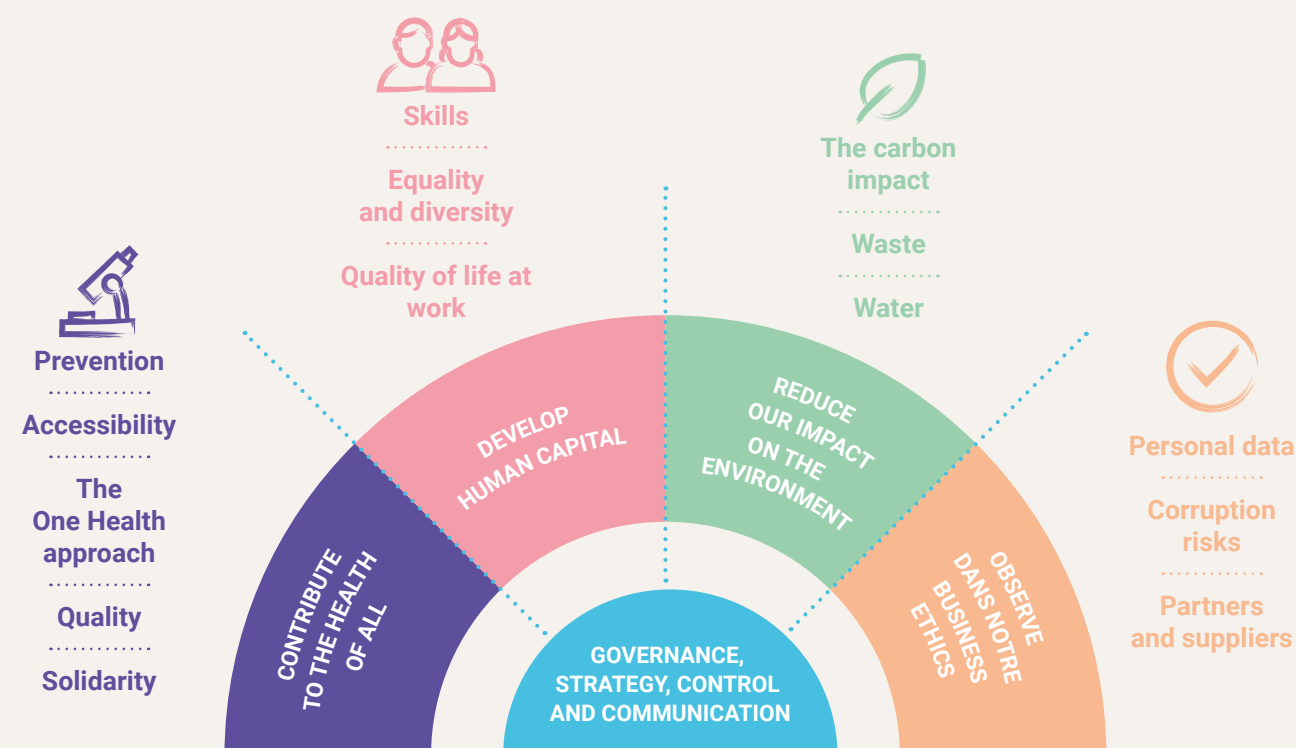
DUAL MATERIALITY ANALYSIS

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



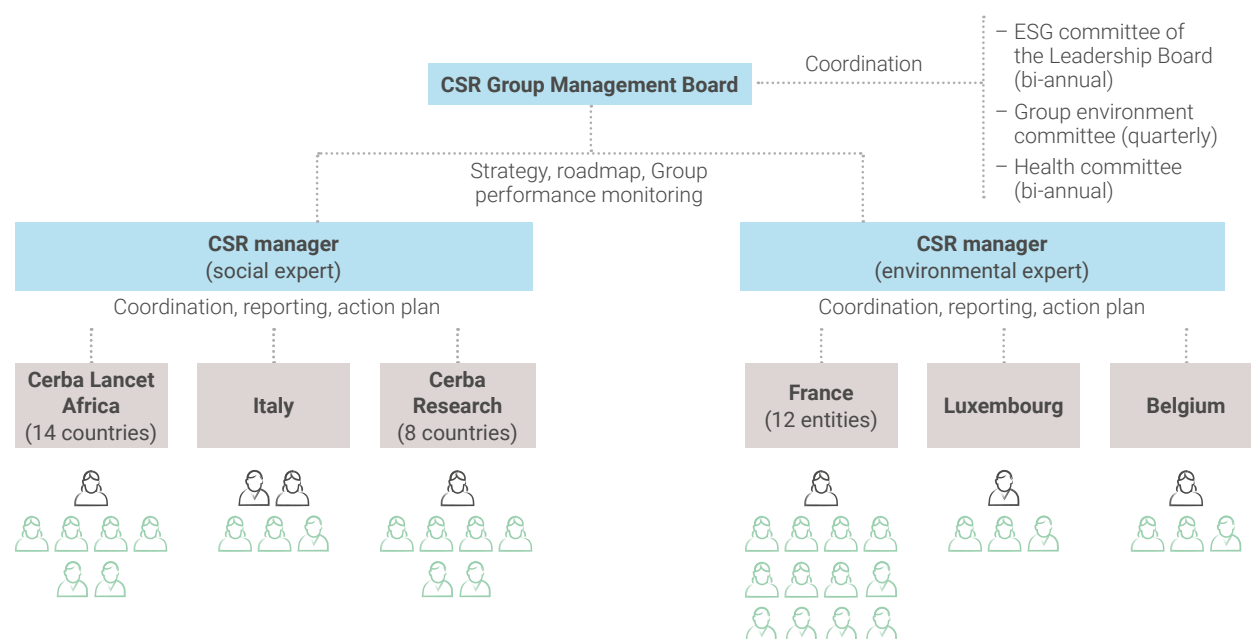
CERBA HEALTHCARE'S CSR STRATEGY

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's management board relies on a network of CSR contacts covering all territories of the Group. These contacts coordinate a community of people dedicated to carrying out environmental activities: **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 vision of addressing the ecological, social and economic challenges facing the world.



CSR PILLARS	ODD	OUR ASSOCIATED GOALS
HEALTH		Goal 3 Enabling healthy lives and promoting well-being for all at all ages Strengthening our role in prevention and improving our NPS (net promoter score)
HUMAN CAPITAL		Goal 5 Achieving gender equality and empowering all women and girls 40% women within the Cerba Leadership Team in 2028 *
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 Preventing corruption risks and social and environmental risks borne by third parties

* The Cerba Leadership Team is made up of the 150 senior executives responsible for executing the strategic plan in all Group entities



2. CONTRIBUTING TO THE HEALTH OF EVERYONE



"We reached a strategic turning point in 2024 with the move of our speciality laboratory to an ultra-modern platform. This evolution has strengthened our ability to provide ever more accurate diagnoses, particularly in oncology, infertility, rare diseases and emerging infectious diseases.

We also entered the year with new responsibilities, such as over-the-counter STI screening, respiratory virus monitoring, as well as expanding the campaigns against cervical and colorectal cancers. We are proud to carry out these missions, with the ambition of placing medical innovation at the service of everyone."

Stéphanie Haim Boukobza, Medical Director of the Cerballiance network, and **Bénédicte Roquebert**, Medical Director of Laboratoire Cerba.



PREVENTION, PUBLIC HEALTH MISSIONS, DIAGNOSIS AND MEDICAL INNOVATION

Cerba HealthCare is a key player
in prevention and actively responds
to major public health issues.

Through its work to develop new tests, participation in research projects and active collaboration with public authorities, 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 355,000 new people in France each year and causes 150,000 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 of cancers.** In early 2023, Laboratoire Cerba launched Cerba Oncology, a platform to facilitate access to a wide range of innovative and customisable analyses in oncology and **accelerate diagnosis through a connected prescription solution** and medical support from the choice of test to the interpretation of results. In 2024, more than 50% of our prescribers use this connected prescribing tool.

In 2024, a partnership was launched between Oxford Nanopore, the Dijon Cancer Centre, the Raphael Institute/Henri Hartmann Breast Institute and Laboratoire Cerba for a study that aims to assess the diagnostic performance of a Brca1/Brca2 ultra-rapid test, as well as the psychological impact of taking this test, for breast cancer patients and therefore promote treatment more quickly with a Parp inhibitor.

The teams at Laboratoire Cerba have worked on the **development of innovative techniques for the detection of mutational markers in brain tumours** with the provision of new tests such as the detection of major rearrangements by sWGS and the detection of hypermethylation by the MGMT promoter.

On the oncological genetics side, the **5th version of the constitutional oncological genetics test was created.** It includes new genes and sub-panels, which better meet prescriber demand as well as the most recent European recommendations. This design also contains an updated version of the non-coding variants described as pathogenic or probably pathogenic.

New flow cytometry panels in haematology have also been developed to **expand the immunophenotyping offer that consists of precisely characterising cells in malignant blood disorders.**

"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."

FACILITATING ACCESS TO THE DIAGNOSIS OF RARE DISEASES

In Europe, around 25 million people – including 3 million in France – are affected by one of the 7000 rare diseases. Only one in 2 people with a rare disease has an accurate diagnosis, which is essential for setting up genetic counselling or appropriate treatment. **Laboratoire Cerba fights misdiagnosis with a multi-disciplinary approach** (specialised biochemistry, genetics, genomics, constitutional cytogenetics, flow cytometry, etc.) **and the development of new tests.**

Every year, the teams have been expanding the use of gene panels and full exome sequencing for syndromic approaches, thereby significantly advancing the molecular diagnosis of many human genetic diseases (intellectual deficit, epilepsy, etc.). The identification of causal variants makes it **possible to make a clinical diagnosis, offer genetic consultation and in some cases improve care by offering personalised treatment.**

2024 saw the advent of a **new sequencing technology at Laboratoire Cerba, which makes it possible to improve the quality and depth of sequencing in the diagnosis of rare diseases.**

Prenatal screening: Cerba at the service of expectant mothers

In 2024, Laboratoire Cerba screened for trisomy 21 using serum markers for more than 135,000 pregnant women. Patients at increased risk were referred to their gynaecologist, who was able to propose NIPT (Non-Invasive Prenatal Screening) and/or foetal karyotype by amniocentesis.

At the same time, more than 37,000 NIPTs were performed by Cerba in 2024. Of these, 0.4% were positive for trisomy 21, compared to 1% in 2023, indicating a continuous improvement in screening accuracy.



Accelerating therapeutic innovation alongside healthcare industries

Cerba Research supports the pharmaceutical, biotechnology and inVitro diagnostic industries at every stage of clinical trials.

In 2024, **Cerba Research contributed to the marketing of six new medicines, including three for orphan diseases**, highlighting its key role in accelerating the development of innovative therapies.

GASTROINTESTINAL MULTIPLEXES: A TECHNOLOGICAL ADVANCE FOR DIAGNOSIS

In November 2024, 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 improper 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 culture dishes.

HEALTH PREVENTION: CERBA HEALTHCARE AT THE FOREFRONT OF NATIONAL CAMPAIGNS

In France, the Cerballiance network and Laboratoire Cerba support national screening campaigns and encourage the population to be screened for several diseases.

OVER-THE-COUNTER STI SCREENING: EASIER ACCESS TO CARE

Since September 2024, **four additional STIs (syphilis, hepatitis B, chlamydia, gonococcus) can be screened for without a prescription**, in addition to HIV (since 2022). This system improves access to prevention, particularly in large cities or medical deserts, by avoiding an initial consultation. **Patients may come directly to the laboratory**, after a change of partner or before a stable relationship.

The authorities are following this approach to assess whether this increased screening contributes to reducing the spread of STIs in the coming years.

This new framework also provides a higher level of coverage: **100% for young people aged 16 to 18 years and accompanied by a guardian and for adults under 26 years old**.

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.

CHRONIC KIDNEY DISEASE: STRONG MOBILISATION IN 2024

During National Kidney Week, **Cerballiance carried out more than 75,000 screenings**. The protocol is based on two complementary tests: a blood sample and a urinalysis, to assess renal function using the CKD-EPI (creatinine clearance) and the albumin-creatinine ratio (uACR).

These two parameters make it possible, according to the recommendations of the French National Health Service (HAS), to **calculate the renal risk score (RSS or KFRE)** and thus to classify patients according to the stage of the disease (normal, moderate, severe, very severe), **enabling rapid referral to a specialised nephrology consultation if necessary**.

BLUE MARCH: MOBILISATION AGAINST COLORECTAL CANCER

Every year, more than 43,000 cases are detected in France. Since 2015, Laboratoire Cerba has carried out screenings for colorectal cancers nationwide, and **carried out more than 3 million screenings in 2024**.

INAUGURATION OF THE LARGEST CLINICAL PATHOLOGY CENTRE IN EUROPE

This new site puts innovation deeply rooted in its health mission, improves the quality of life at work for its employees and meets the highest environmental standards.

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 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 are 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 in the Environment and Human Capital chapters of this report, respectively.

"This laboratory is not just a state-of-the-art specialised biology 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

- **Increased capacities:**
23,000 m² i.e. a more than 90% increase in operational surface area
- **Highly qualified teams:**
36 clinical pathologists and scientific experts,
300 engineers and specialised technicians
- **Our activity:** a catalogue of 1300 tests and the performance of 55,000 analyses per day





IMPROVING ACCESS TO OUR PRODUCTS AND SERVICES

To improve access to healthcare
for everyone, we welcome all patient profiles
in the best possible conditions.

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 2024 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 dedramatise 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 as well as 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.

The **Clinical system** makes it possible to collect information on the patient's current state of health and medical history during the visit. **These data facilitate more personalised follow-up, make it possible to refine the diagnosis and direct patients towards screening campaigns** (e.g. sexually transmitted infections).

They may also be used to identify patients eligible for clinical research protocols.

In 2024, nearly 30 Cerballiance sites were involved in these projects, contributing to the development of decentralised clinical trials that are more accessible, more comfortable for patients and essential for therapeutic innovation.

1. Link to the CerbaKids Cerballiance page:
<https://www.cerballiance.fr/fr/services/cerbakids>

2. Link to the CerbaMam Cerballiance page:
<https://www.cerballiance.fr/fr/services/cerbamam>

3. Link to the Ketterthill pregnancy monitoring page:
<https://www.ketterthill.lu/fr/nos-services/suivi-de-grossesse.htm>



Longevity: live longer, healthier

In 2024, **Cerba HealthCare Italia** launched "Longevity", an innovative healthcare pathway based on the medicine 3.0. goal: prolonging life in good health through prevention, personalised monitoring and cutting-edge technologies.

Based on a **comprehensive assessment including the analysis of biomarkers**, the programme makes it possible to build a **tailored prevention routine** to curb cell ageing and preserve physical, mental and functional well-being.

Available in more than 400 centres in Italy, "Longevity" is aimed at those who want to take an active role in their health. Follow-up is carried out by teleconsultation with a Cerba physician or with the patient's general practitioner. Regular checks make it possible to adapt medical care according to changes in indicators.



EPIDEMIOLOGY: STRONG EXPERTISE

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

RELAB: contribute to national and international health monitoring

Launched in October 2023, the RELAB network strengthens the **epidemiological surveillance of respiratory infections in France**. It is based on a public-private collaboration between private clinical pathology laboratories (Cerballiance, Biogroup and Laboratoire Cerba, in particular) and the National Reference Centre for Respiratory Infection Viruses (CNR VIR – HCL in Lyon and the Pasteur Institute in Paris).

Established throughout mainland France and in several DROM, **RELAB enables real-time monitoring of the circulation of respiratory viruses (SARS-CoV-2, influenza, RSV)** thanks to the systematic use of triplex PCR tests in the network's laboratories. More than **200,000 patient files** were analysed and sent anonymously to the CNR and France Public Health, enabling detailed and reactive surveillance.

These data have helped to better anticipate public health needs, **to measure in real time the effectiveness of the influenza vaccine** during the winter of 2024-2025, and have even been promoted internationally, particularly with the WHO at the end of 2024.



A "ONE HEALTH" APPROACH

The One Health concept is based on a global and multidisciplinary approach to health issues. It focuses on the interconnection between human, animal and environmental health, particularly in the face of emerging infectious diseases, antimicrobial resistance and food safety. This vision is now essential for anticipating, understanding and containing the health risks associated with environmental and societal upheavals.



CUTTING-EDGE EXPERTISE IN EPIDEMIOLOGICAL SURVEILLANCE

Thanks to its international presence, Laboratoire Cerba has unique visibility on regional variations in the prevalence of different pathogens. This privileged position allows it to **monitor the evolution of epidemics in real time** and quickly adapt its diagnostic responses.

Responsive to new threats — whether zoonoses (avian influenza, Monkeypox, etc.), respiratory infections or arboviruses (dengue, Zika, chikungunya, etc.) — Cerba HealthCare is able to **develop reliable, rapid tests suitable for large-scale treatment in record time**. It is thus a key partner for health authorities in the detection and monitoring of emerging epidemics.



UNDERSTANDING THE ROLE OF THE UTERINE MICROBIOTA IN FERTILITY

In 2024, Cerba launched a new analysis dedicated to the endometrial microbiota, a promising step forward in **improving the chances of success in medically assisted reproduction**.

Long considered sterile, the uterus is now recognised as a complex bacterial environment. Recent research has highlighted the link between endometrial flora composition and embryonic implantation rates. A flora dominated by Lactobacilli ($\geq 80-90\%$) is associated with better results in terms of implantation, continued pregnancy and live births. Conversely, the presence of bacteria associated with vaginosis or endometritis may adversely affect the success of in vitro fertilisation attempts.

The test proposed by Cerba makes it possible to analyse the bacterial composition of the endometrium and identify any imbalances. Suitable treatments, such as antibiotics and/or probiotics, can then be envisaged to restore an environment conducive to embryonic implantation.



Screening: Laboratoire Cerba's 2024 key figures

3000+ cases of dengue fever

a disease transmitted by mosquitoes, which, like the tiger mosquito, are increasing in number in metropolitan France.

~ 320 cases of leptospirosis

a disease transmitted by rodents.

1175+ cases of hepatitis E

a disease caused by consumption of contaminated pork or game.

25+ cases of West Nile

a disease transmitted by mosquitoes.

3 million+ screenings for colorectal cancer.



National campaign inviting anyone over the age of 50 to be screened for colorectal cancer free of charge.



MAINTAINING HIGH-QUALITY DIAGNOSTIC SERVICES

The Cerba HealthCare Group places continuous improvement as a central pillar of its quality approach.

"The quality of care for our patients is at the heart of our commitment and is fully in line with a humane and demanding vision of clinical pathology."

Sébastien Lefrançois,
Quality Director of the Cerballiance network

OUR MISSIONS

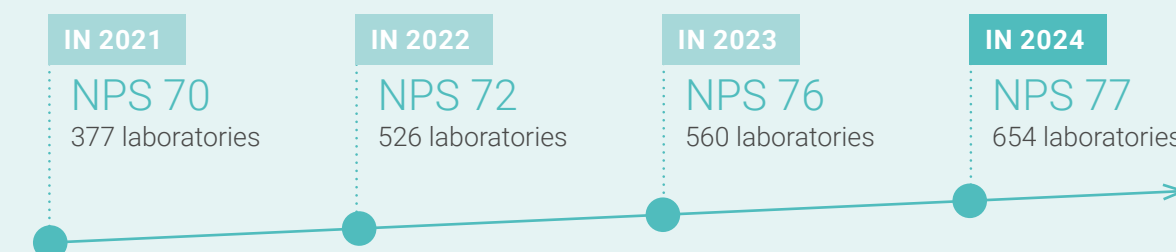
The entry into force of the standard **NF EN ISO 15189:2022⁴**, which is more focused on the medical benefit provided, aligns with our focus: **putting the patient back at the centre of the system, while ensuring the optimal and constant quality of our services**. This change in standards has led us to strengthen our approach around four major strategic areas:

- **Trust**, by meeting the expectations of our patients, prescribers, customers and partners through clear communication, active listening and enhanced transparency;
- **Performance**, by controlling the quality of our services and analyses, and by a strong commitment to safety, both for our patients and our teams;
- **Improving the medical benefit**, by developing prevention, support and advice missions that are as close as possible to public health needs;
- **The harmonisation of procedures**, to ensure the consistency, continuity and sustainability of our activities in a constantly changing environment.

4. All Cerballiance laboratories and Laboratoire Cerba are accredited in clinical pathology according to the NF EN ISO 15189 standard. The list of sites and scopes is available at www.cofrac.fr

Measuring and improving the satisfaction of our patients

The **NPS, or Net Promoter Score**, is our key indicator for measuring patient willingness to recommend our services. The NPS has been deployed in France for several years, and since 2023 in Italy and Belgium.



Our laboratories strive to ensure a patient pathway that is non-discriminatory, respectful of fundamental rights and enriched with clear information at each stage. We conduct all our activities impartially and with absolute respect for confidentiality.

In France, our laboratories are accredited by the COFRAC (French Accreditation Committee) in accordance with the standard **NF EN ISO 15189**, guaranteeing the reliability of the results and the maturity of the quality system.

Internationally, our entities follow equivalent approaches, adapted to local managers:

In Belgium, our sites are ISO 15189 accredited by BELAC (Belgian national accreditation body);

In Luxembourg, accreditation is provided by OLAS (Luxembourg Accreditation and Surveillance Office), also in accordance with ISO 15189;

In Italy, our entities are **ISO 9001** certified and are committed to a gradual process of ISO 15189 accreditation, in accordance with the regional requirements in force;

In Africa, the laboratories are ISO 15189 accredited and are committed to a complementary approach towards ISO 9001 certification, in order to strengthen overall quality and integrated management;

In New Caledonia, the laboratories are ISO 9001 certified, attesting to a structured and recognised quality

management system.

In addition to these systems, certain group entities also benefit from additional certifications and accreditations, such as **ISO 17025** for the technical skills of test laboratories, and international accreditations such as **CLIA** (Clinical Laboratory Improvement Amendments) and **CAP** (College of American Pathologists). This recognition reinforces the credibility of analyses conducted in a variety of environments.

This controlled diversity of standards reflects a common requirement: **to guarantee a high level of quality, harmonisation and recognition, wherever we operate**. It is based on a rigorous organisation: proactive risk management, data security, continuous training of teams, and continuous improvement in the service of public health.



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, in partnership with associations.

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 Institute's Board of Directors selects **around twenty projects each year, in fields as varied as women's health, end-of-life support, paediatric oncology and the inclusion of young people with disabilities**.

Institut Cerba's missions

- Informing healthcare professionals;
- Supporting and promoting innovation and research;
- **Enabling everyone, especially the most vulnerable populations, to have access to high-quality clinical pathology.**



L'INSTITUT CERBA RENOUVELLE SON APPEL A PROJETS ET SOUTIENT VOTRE ENGAGEMENT !

Vous avez créé ou faites partie d'une association ?
Vous êtes engagés dans une ONG en France ou à l'international ?
Vous avez des projets d'intérêt général en lien avec la santé ?

L'Institut Cerba lance son appel à projets 2025 et soutiendra votre engagement !

PLUSIEURS PROJETS SERONT RETENUS
par le Conseil d'Administration de l'Institut Cerba
et se verront remettre un soutien financier.

DOSSIER DE CANDIDATURE COMPLET
à envoyer avant le **30 SEPTEMBRE** prochain à :
contact@institutcerba.com



Institut Cerba

EXAMPLES OF PROJECTS SUPPORTED BY INSTITUT CERBA



Students committed to health and education

Every summer, young medical students volunteer for humanitarian missions across Africa and Asia. Thanks to financial support of €5000, the ETAI association carries out concrete projects in isolated villages in **Cambodia, Laos and Senegal: renovation of schools, construction of sanitary facilities, prevention actions and medical assistance** in connection with local communities.



Support dedicated to women in highly vulnerable situations

Since 2023, a tripartite partnership has been set up with the association ADSF – Agir pour la Santé des Femmes (Take Action for Women's Health), around annual aid of €15,000 over three years. This support strengthens campaigns to **screen for HIV and syphilis**, while funding **training for professionals and volunteers working with women excluded from the healthcare system**.

Mobile care for pregnant women

In rural areas of Auvergne, the **Opti'soins mobile unit offers comprehensive pregnancy monitoring: ultrasound scans, nutritional consultations, birth preparation workshops and hypnosis sessions**. Supported by a team of midwives, this system fights against medical desertification and **facilitates access to prenatal care in isolated areas**.



Breaking taboos to promote education for girls

In Uganda, the Wachae association works to ensure that menstruation is no longer an obstacle to education. Its support programme reaches more than **1500 students in the Semuto region, through the distribution of reusable protections, teacher training and the creation of a network of school ambassadors**. Awareness workshops complement this global approach.





3.

DEVELOPING HUMAN CAPITAL



"At Cerba HealthCare, the development of our employees is at the heart of our culture. By investing in their continuing education and fostering individual growth, we are building our ability to innovate and excel in healthcare."

François Roger, Group Human Resources Director



Our employees in figures (group, 2024)

OUR WORKFORCE

15,774
total employees

69%
of women in
the workforce

12,298
employees on
permanent contracts

1,369
employees on fixed-
term contracts

6.99%
rate of absenteeism

12.1%
voluntary turnover

HEALTH AND SAFETY

13.6
workplace accident
frequency rate¹

0.6
workplace accident
severity rate²

TRAINING

1%
of the payroll
dedicated to training

70%
of employees
benefited
from training

11.8 hours
training on average,
per employee

+1500
e-learning modules
available

77 interns and
307 work-study trainees

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 as a result of the accident, by measuring the number of days lost per 1,000 hours worked.

DEVELOPING SKILLS AND EMPLOYABILITY

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

TRAINING AND KNOWLEDGE TRANSFER: A STRATEGIC HR PILLAR

Knowledge is a core component of our business. This is why Cerba HealthCare has always invested in the training of its employees, ensuring that it offers courses adapted to the diversity of the professions present in the Group.

In 2024, we strengthened our educational offer, particularly internationally, and expanded access to training for all employees, regardless of their function or place of work.

PROGRAMMES TO SUPPORT CAREER DEVELOPMENT

Our sustained training policy also aims to promote internal mobility and career development.

The "Bio-Managers" programme, launched in partnership with EM Lyon in 2012, supports the Group's current and future managers in developing their strategic management skills.

Since its creation, some sixty employees have taken this excellence course, including 9 in 2023 and 10 in 2024, with more than 40 days of training in total.

WORK-STUDY TRAINEES AND INTERNS: THE TALENTS OF TOMORROW

To encourage the professional integration of young people, we are actively developing partnerships with many schools.

Each year, Cerba HealthCare welcomes work-study trainees and interns in all its entities, offering them a stimulating and training environment.

TRANSFORMATION OF INTERNAL TRAINING TO SUPPORT THE GROUP'S GROWTH

Continuing education is a core component of Cerba HealthCare's culture.

Since the creation of **Cerba HealthCare University in 2016**, the Group has been committed to developing the skills of its employees in line with its strategic ambitions.

In 2024, this dynamic reached a new stage with the birth of **CerbAcademy**, which officially replaces Cerba HealthCare University.

This change of name reflects a stronger ambition: to offer a training offer that is even more accessible, structured and adapted to the operational and professional development needs of the teams.

CerbAcademy provides employees with a rich catalogue of more than **1,500 training courses** covering a wide range of topics essential to collective performance.

This content, available in **eight languages**, includes modules for learning **French, Italian and English**, promoting international collaboration.

In 2024, the most popular training courses focused on key topics for the Group: **cybersecurity, workplace safety, digital tools**, as well as **specialised scientific modules**, directly linked to our business expertise.



"Developing skills is an essential lever to meet the challenges of the Group's transformation and to nurture the commitment and employability of employees."

Asma Cherif, Group HR Development Manager

A REDESIGNED CAREER SITE FOR AN ENHANCED EXPERIENCE AND ENHANCED INTERNAL MOBILITY

The HR Development teams, in collaboration with the HR Management System, IT and Marketing & Communication departments, have carried out a complete overhaul of our careers website.

This project is part of a global approach to promoting our employer brand and **continuous improvement of the candidate experience**.

The new platform, which is both modern and intuitive, highlights our **professional opportunities** through optimised navigation and the integration of **videos showcasing our main professions** and working environments.

Each Business Unit now has a dedicated page, allowing a targeted exploration of our activities.

Designed to meet the expectations of both external and internal talent, this website is also an **essential lever for internal mobility**, providing everyone with better visibility on possible career paths within the group.

→ <https://fr.jobs.cerbahealthcare.com/our-offers>



Bloom, a springboard for our employees

Renewed in 2025 after the success of its first edition, the Bloom programme brought together a **third class of employees from all the Group's business lines and entities**.

This course aims to develop **soft skills (communication, leadership, emotional intelligence, etc.)**, **stimulate collective innovation and develop projects** around high-impact themes. In 2025, the central theme was **CSR in all its diversity**.

Four projects were presented to a jury.

The winning project, Cerba Sens, proposes to **better accommodate people with sensory disabilities** in our laboratories. It will be supported by management for a pilot test in 2025.

Participating in Bloom also means:

- Developing your professional network
- Gaining speech fluency
- Strengthening your responsiveness and team spirit
- Experimenting with methods of creativity to innovate differently

Raising employee awareness and training employees in CSR

In 2023, a CSR training plan was rolled out to **300 managers**, covering all Group entities

Made up of 3 modules – **the fundamentals of CSR, our environmental strategy and responsible purchasing** – since 2024 this plan has been offered to any new person joining the Group's "CSR network".

An **e-learning module**, available in 4 languages, on the fundamentals of sustainable development and Cerba HealthCare's CSR strategy, is also accessible to all Group employees.

A DEVELOPMENT PROGRAMME FOR THE TECHNICAL PLATFORM MANAGERS



In 2024, Cerbacademy launched a training programme dedicated to **technical platform managers**.

This programme, structured in two parts – a week focused on the operational aspects of the business and a week devoted to the development of managerial skills – aims to **equip participants to ensure the day-to-day management of the platform, effectively steer a team of employees and strengthen their position as managers**.

To date, more than **20 employees** have already benefited from this system, illustrating our desire to enhance internal talent and promote solid and committed local management.



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 paramount importance to workplace safety. This commitment is particularly strong for employees working in sensitive environments such as laboratories or technical facilities.

Ensuring the physical security of the teams

In addition to the actions set up to prevent risks associated with the handling of chemicals, the Group acts globally to ensure the health and safety of its teams in the exercise of their profession. The network of

HSE (Health, Safety, Environment) advisors is gradually being structured, with the presence of advisors in all entities of the French network, thus guaranteeing close monitoring.

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 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.

Training modules are also offered on the e-learning platform, covering topics such as mental health, stress management and well-being through teleworking.

Local coordination for well-being

Lastly, local action plans are implemented at the Group's various landmarks. These initiatives, led and coordinated by the HR teams, reinforce Cerba HealthCare's commitment to a healthy, safe and fulfilling working environment for all.

Whistleblowing mechanism to report harassment and violations

As part of its commitment to the safety and well-being of its employees, Cerba HealthCare has put in place a whistleblowing mechanism to report, confidentially and anonymously, any harassment behaviour or any other offence that may harm the working environment. This system ensures that **each alert is handled seriously and diligently by a dedicated ethics committee**, which investigates each report and implements the necessary measures to respond appropriately. This system aims to create a respectful and safe workplace where everyone can flourish without fear of discrimination or abuse.

Encouraging internal mobility to reinforce engagement

Cerba HealthCare actively relies on internal mobility to respond more effectively to positions under pressure and encourage the upskilling of teams. This strategic lever not only ensures a better distribution of resources, but also promotes talent and increases employee versatility. In 2024, 143 employees benefited from mobility, both in France and abroad.

Identifying employee expectations

In 2024, the Group launched a major survey entitled **"Cerba at Work"** to better understand employee feelings and levels of satisfaction. More than 64% of the workforce 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. In 2025, overall career satisfaction has increased from 39% to 46%. The Group plans to renew the survey each year.

Cerba HealthCare included the list of **"Best employers"** in *Capital* magazine

For the second consecutive year, Cerba HealthCare is one of the 500 best employers in France in 2024.

In the "Healthcare and pharmacy" sector, **the Group is placed 19th out of a total of 77 companies analysed (+3 ranks vs 2023).**

This anonymous survey measures the satisfaction of French employees with their employer.

Well-being at the forefront of the new Frépillon site

Laboratoire Cerba is the **first medical biology laboratory in France** to obtain the Osmoz label, which recognises quality of life at work, and is built 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.



DEVELOPING EQUITY AND EQUAL OPPORTUNITY

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

TAKING ACTION FOR GENDER EQUALITY

At Cerba HealthCare, we consider professional equality to be standard practice. To measure our performance, we rely on the French "Professional Equality Index" (Index de l'égalité professionnelle), an indicator composed of several key criteria: pay gaps, increases, promotions, or even return from maternity leave.

In 2024, our French entities obtained an **average score of 89/100**. This good result reflects the efforts made on the ground, but the slight decrease compared to 2023 (91/100) encourages us to strengthen our actions, taking into account the realities of each entity in each country.

DIVERSITY AND INCLUSION CHARTER

Cerba HealthCare is committed to promoting equal opportunities and creating an inclusive working environment that values each individual, recognising and welcoming diversity in all its forms.

This commitment involves fighting prejudice, stereotypes and all forms of discrimination.

Diversity includes aspects such as age, gender, sexual orientation, language, ethnic origin, nationality, family situation, religion, disability and other characteristics specific to each individual.

The Diversity and Inclusion Charter sets out Cerba HealthCare's commitments and applies not only to its employees but also to its partners and suppliers.

BY ADHERING TO THE DIVERSITY AND INCLUSION CHARTER, CERBA HEALTHCARE UNDERTAKES TO:

Promote a diverse and inclusive working environment.

Apply the principle of non-discrimination at every stage in the management of human resources: recruitment, career development, remuneration, appraisals, etc.

Raise awareness among managers and employees of the importance of diversity as a vector for social cohesion and performance.

Encourage collective responsibility by inviting employees to report any discriminatory behaviour.

COMMITMENTS



A MULTICULTURAL AND INCLUSIVE TEAM

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, **a diversity charter was distributed to the entire Group**, affirming our commitment to respect and promote all differences. Moreover, a specific mission for Diversity and Inclusion (D&I) was implemented to define, based on this charter, a policy and action plan for the next three years. The goal is to strengthen our D&I approach, with targeted and measurable actions, which will promote greater inclusion at all levels of the organisation.



Cerba Lancet Africa: equal opportunity and 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, **3.16% of our employees have a disability**. 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 processes, with a view to exemplarity, integrity and sustainable performance.

Women in leadership

With 69% of our employees being women, we are delighted with their strong presence at all levels of responsibility.

In 2024, women represent:

46%
of the Executive Committee

35%
of the Cerba Leadership Team*

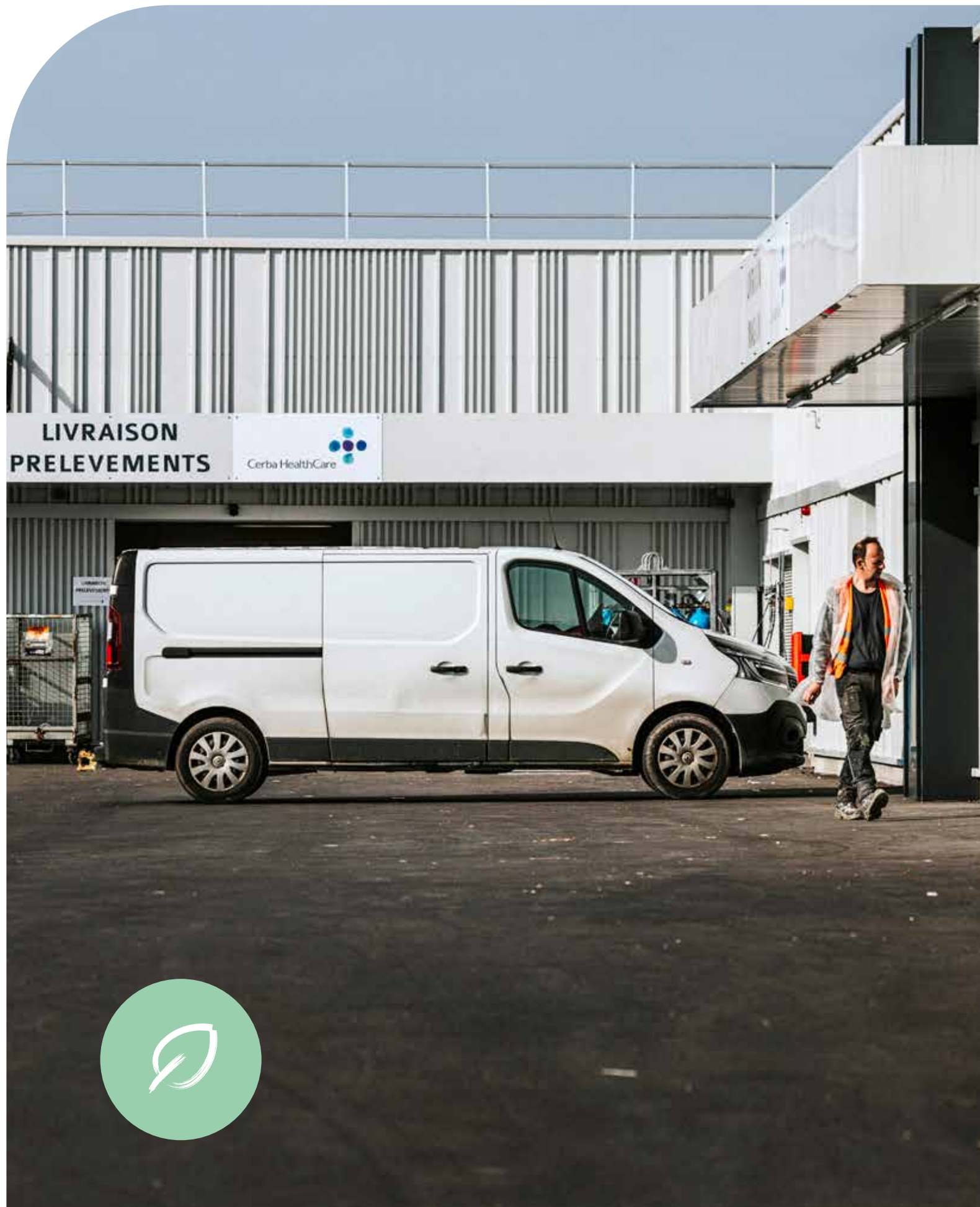
63%
of managers

* The Cerba Leadership Team is made up of the 150 senior executives responsible for executing the strategic plan in all entities of the Group.



Our goal:

Achieve 40% of women on the Cerba Leadership Team* by 2028.



4.

REDUCING THE ENVIRONMENTAL IMPACT OF OUR OPERATIONS



"Faced with the climate emergency, Cerba HealthCare is accelerating its transition to a sustainable model. Driven by the commitment of our teams and CSR Advisors, we are significantly reducing our carbon footprint in 2024 and remain fully aligned with the trajectory of the Paris Agreement."

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:



"My little planet" ecological challenge

On the occasion of European Sustainable Development Week 2024, Cerba HealthCare mobilised its teams around the My Little Planet ecological challenge, aimed at promoting CSR skills development and strengthening collective momentum.

1,168 employees actively participated and took on challenges around key themes such as food, transport and waste management. In total, participants completed more than 3,000 hours of training on more sustainable practices, and conducted more than 20,000 individual or collective actions.

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 60 of this report.

OUR ENVIRONMENTAL POLICY

The Group is strengthening its climate commitment with a trajectory aligned with the Paris Agreement and a B score on its first CDP assessment in 2024.

CARBON REDUCTION GOALS VALIDATED BY THE SBTi

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, aim to put the company on a trajectory that contributes to limiting global warming to 2°C (or even 1.5°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/>



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.

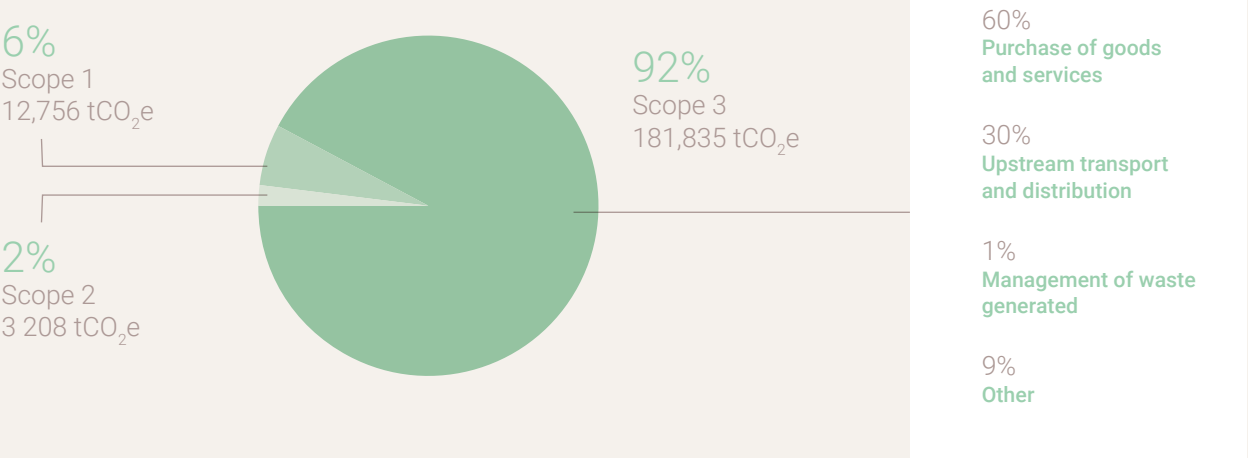
B rating received from the CDP on our climate strategy

For its first participation in the CDP, Cerba HealthCare obtained a B rating (on a scale from D to A), an excellent result that demonstrates the robustness of our environmental strategy and places the Group among the leaders in its sector in terms of climate performance.



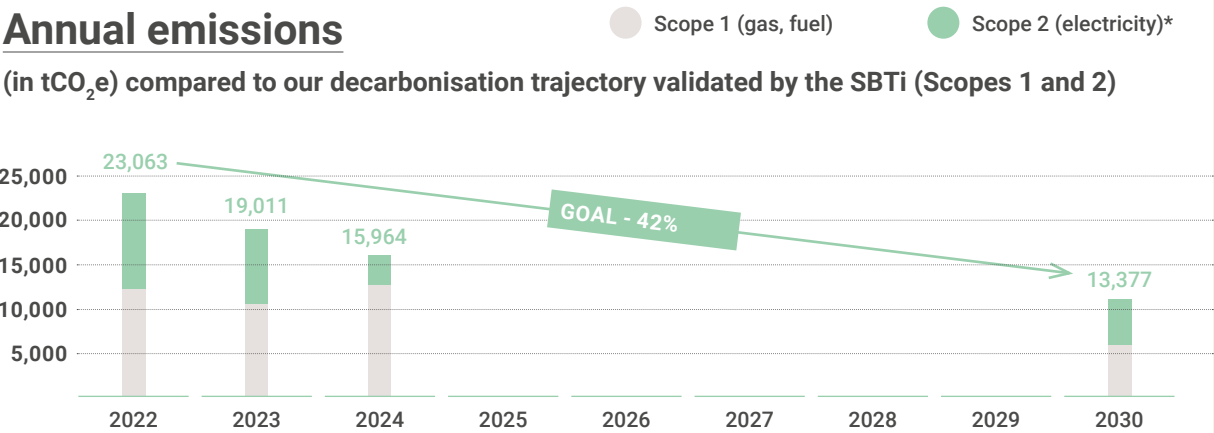
Group Carbon Footprint 2024

Total: 197,349 tCO₂e



Annual emissions

(in tCO₂e) compared to our decarbonisation trajectory validated by the SBTi (Scopes 1 and 2)



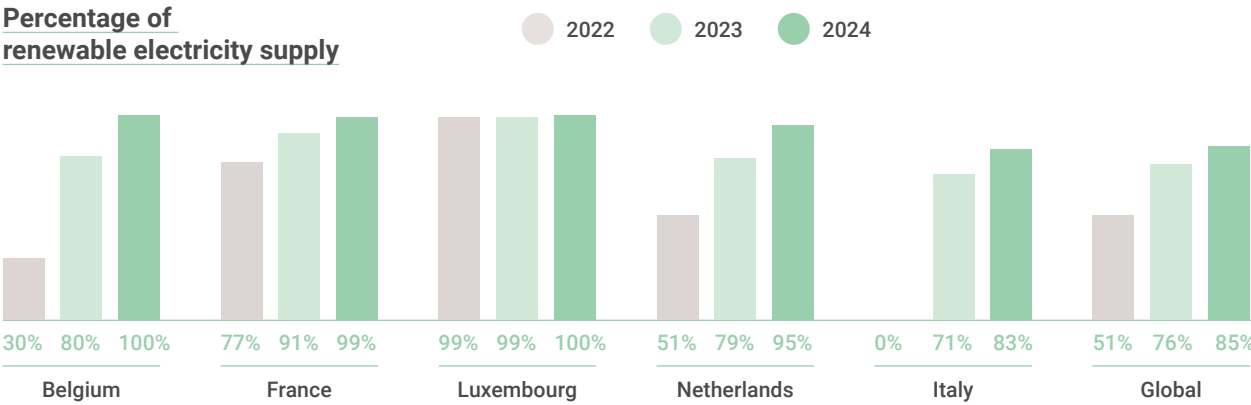
	2022	2023	2024	Evolution 2024 vs 2022
Number of sites*	1,316	1,438	1,545	+17 %
Scopes 1 and 2 (tCO ₂ e)	23,063	19,011	15,964	-31%
Scope 3 (tCO ₂ e)	N/A	N/A	181,835	

Reducing direct emissions (Scopes 1 and 2), linked to gases, fuels, refrigerants and electricity, is essential for Cerba HealthCare. However, indirect emissions (Scope 3), representing 92% of our carbon footprint, will be our reduction priority in the coming years.

* "Market Based" methodology

SITE ENERGY

Reducing the carbon footprint of our sites requires activating two key levers: the use of renewable energy sources and the reduction of energy consumption.



USING RENEWABLE ENERGIES

In 2024, 85% of the electricity purchased by the Group comes from renewable sources, of which 52% through green contracts for locally purchased electricity and 33% through the purchase of guarantee of origin certificates at the Group level.

OPTIMISING OUR ENERGY CONSUMPTION

The main levers for optimising our energy consumption are awareness of good practices and investments in more economical equipment. **The sobriety plan**, distributed each year, is accompanied by targeted communications on issues such as digital sobriety, or the challenges proposed via the **My Little Planet challenge**. We are also improving the monthly monitoring of our consumption to identify differences between sites and adjust certain practices.

Our electricity consumption in intensity

2022	2023	2024	evolution % 2024 vs 2022
146 Kwh/m ²	138 Kwh/m ²	132 Kwh/m ²	-9 % Kwh/m ²

More sustainable energy solutions in Zimbabwe and Zambia

In 2024, due to the major power outages observed in Zimbabwe and Zambia, Cerba HealthCare deployed resilient energy solutions to maintain service continuity while reducing its environmental footprint.

In Zimbabwe, a national solar project was launched to equip all laboratories with solar backup systems. **This switch to solar energy reduces service interruptions, costs and greenhouse gas emissions.**

In Zambia, all satellite sites have been equipped with **hybrid inverter systems with lithium batteries, ensuring reliable power supply during downtime and thus reducing reliance on diesel generators.**

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 11 rotations per day, over a journey of around 30 minutes. Since October 2024, more than 10,000 km have already been covered.

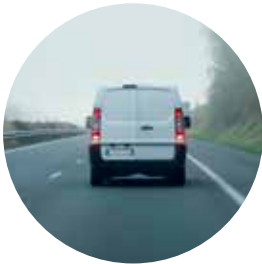
These drone deliveries represent an innovative alternative to road transport. With a **reduced carbon footprint**, this solution shortens turnaround times for results."

Antoine Prigent, Managing Director of Normandy North-West

Find a video on the transport of biological samples by drone on the Cerba HealthCare website: <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.**



EMPLOYEE TRAVEL

The Group revised its travel policy to reduce the carbon impact of business travel, resulting in a 37% reduction in business travel-related emissions between 2023 and 2024. In addition, the integration of hybrid and electric vehicles continues in the company and commercial vehicle fleet.

Share of hybrid and electric vehicles in the vehicle fleet

	2022	2023	2024
Among company vehicles (fleet of 526 vehicles in 2024)	15%	42%	42%
Among logistics vehicles (fleet of 1265 vehicles in 2024)	1%	4%	4%
Total	4%	13%	16%*

* The share of hybrid and electric vehicles increased by 3 points between 2023 and 2024, with rates by category remaining stable, as the total fleet grew in the same proportions as the number of these vehicles.

REDUCING OUR CONSUMPTION

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

In 2024, 99% of the paper used by Cerba HealthCare is FSC/PEFC certified or recycled.



TOGETHER, LET'S REDUCE OUR PAPER CONSUMPTION

THE RIGHT THING FOR EVERYONE TO DO

Let's encourage **results via the Internet** for patients and prescribers

Let's **limit our print-outs**: fewer printers, default settings for double-sided and B&W printing

THE GROUP IS COMMITTED

To **dematerialising our processes** (connected prescriptions, digitalised sampling sheets, reports, invoices and reminders sent by email)



LET'S REDUCE ENERGY CONSUMPTION TOGETHER

THE RIGHT THING FOR EVERYONE TO DO

Let's **turn off unnecessary lights**

Let's **limit heating** (Th. 19°C) and **air conditioning** (Th. 25°C) (instruction to be adapted according to constraints)

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 < 2 h)

Let's **limit the storage** and sending of emails

THE GROUP IS COMMITTED

To sourcing **renewable energy**

To optimising and **greening its logistics transport**

To optimising **the energy efficiency** of its equipment



TOGETHER, LET'S ACT ON OUR WASTE

THE RIGHT THING FOR EVERYONE TO DO

Let's **follow sorting instructions** and minimise the volume of non-recyclable 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 housing)

THE GROUP IS COMMITTED

To providing **sorting bins** at all its sites

To **optimise purchasing of consumable goods**, especially tubes

WASTE MANAGEMENT

Our activities generate significant quantities of waste, much of which is not recyclable. Our goal: reconcile health requirements, regulatory compliance and reducing the environmental footprint.

Clinical pathology activities generate a significant quantity of waste, the majority of which is DASRI, or non-recyclable infectious waste (waste from health-care activities with infectious risks), mainly composed of single-use equipment and packaging (test sheets, syringes, tubes, gowns, etc.), which must be handled by accredited service providers.

In 2024, the Group produced 3,617 tonnes of hazardous waste (+1% vs. 2023). All countries are continuing their efforts to reduce this production.

A waste optimisation project carried out with the Cerballiance and Cerba Path network of CSR Advisors **made it possible to reduce the volume of non-recyclable infectious waste by 10% in 2024, i.e. 160 tonnes of infectious waste less.**

Poster from the Cerballiance waste guide

DASRI

Un DASRI est un déchet comporte une des caractéristiques suivantes:

- > C'est un objet **piquant, coupant ou tranchant**.
- > Tout matériel ayant servi à un prélèvement **microbiologique** (exemple Covid).
- > Il contient des résidus de prélèvements en quantité non négligeable

LE MEILLEUR DÉCHET EST CELUI QUI N'EST PAS PRODUIT. Faisons le chasse au gaspillage, et favorisons la réutilisation lorsque cela est possible !

Aiguilles/ curettes							Objets piquants/ coupants/ tranchants		RÉCUPÉRATEUR D'AIGUILLES	
Délais fermeture de 2 semaines max. Préciser la date d'ouverture et de fermeture sur la boîte.										

Tubes de sang ouverts	Cuvettes	Lames et lamelles	Embouts de pipette	Pipettes pasteur	Plaques réactionnelles	Cathéters	FUT	

Récupérateur d'aiguille	Tubes de sang scellés	Boîtes de pétri	Tests antigéniques	Oèses anses	Seringues sans aiguilles	Pastettes	CARTONS OU SACS A DASRI	

Écouvillons	Flacons ECBU	Flacon selles et autres prélèvements	CARTONS OU SACS A DASRI	

GUIDE POUR UNE BONNE GESTION DES DÉCHETS

Cerba HealthCare

MORE SUSTAINABLE SITES

Reduce the impact of our sites from their creation and over the long term.

REDUCING WATER CONSUMPTION AND POLLUTION

As an essential part of our testing processes, water is used in our laboratories to ensure our operational needs. We consume both drinking water in quantity and, in compliance with quality and safety standards, osmosis water to ensure proper operation of the machines on our trays.

Our discharges into the wastewater network are subject to different regulations depending on the country where we are located. In France, we are subject to random inspections by the Regional Directorate for Environment, Development and Housing (DREAL) of the quantities of chemical substances released into water.

To prevent environmental risks, we are fine-tuning our water consumption and maintaining the filters of our PLCs to avoid any discharge into the network. We are also modernising our wastewater treatment processes.

In Africa, we comply with local regulations with a contaminated water treatment system, either by an authorised service provider or by an internal chemical treatment, with regular monitoring.

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 efficient use of water, **low consumption equipment** has been installed at the new Frépillon site. A 1200 m³ retention tank has also been set up to ensure safety in the event of a fire.

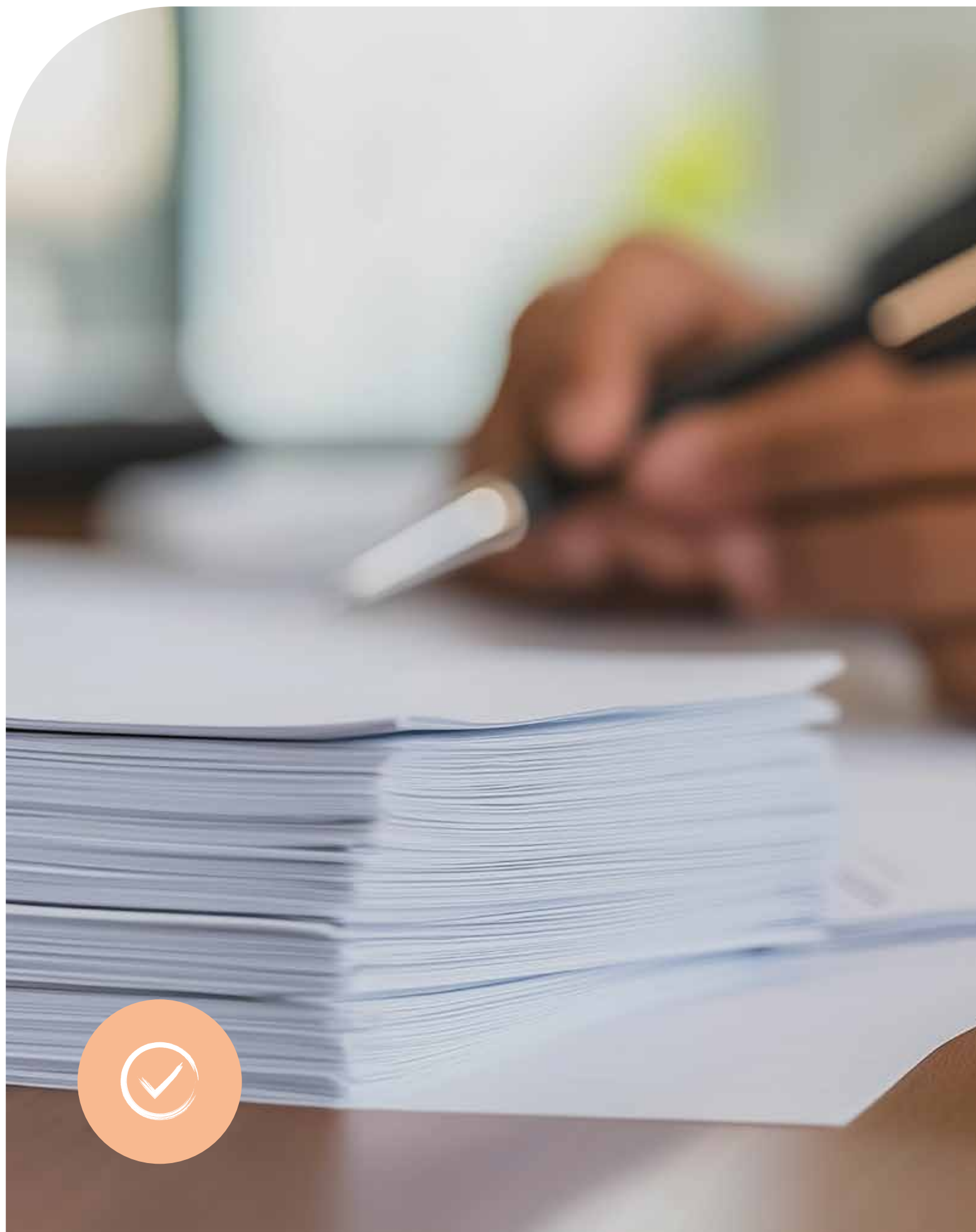
Frépillon: a site with high environmental performance

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 and transparently. Cerba HealthCare is committed to protecting personal data, preventing all forms of corruption, monitoring its risks and deploying a responsible purchasing policy throughout the value chain."

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.

"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

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.

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.

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.).

In the event of the acquisition of a new entity, the teams pay particular attention to ensuring that the processing carried out by the new entity complies with the procedures and policies laid down by the Group. For these new entities, GDPR compliance assessment audits are systematically carried out, and action plans are then drawn up to be in line with the Group's standards.

CONTINUING COMPLIANCE ACTIONS

In 2024, 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 on
the **protection**
of personal data

70%
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.

RAISING AWARENESS AND MOBILISING OUR TEAMS

To ensure that all employees understand and adopt these policies, the Group has launched a **mandatory training plan**.

Since its launch in 2023, training has been completed by **88% 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;
- implementation of the **whistleblowing procedure**;
- implementation of **the third party assessment procedure (1158 third parties assessed since 2023).**

ENGAGING OUR SUPPLIERS IN A RESPONSIBLE APPROACH

Cerba HealthCare structures its responsible purchasing approach to co-construct sustainable supply chains with its suppliers.

Cerba HealthCare maintains a sustainable partnership relationship with its suppliers, which are considered key players in its ecosystem. Their contribution is essential to achieving the Group's CSR goals.

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 commitments that suppliers must respect in terms of human rights, working conditions, the fight against corruption and environmental protection.

OUR RESPONSIBLE PURCHASING POLICY

In 2025, Cerba HealthCare will formalise a responsible purchasing policy based on four pillars:

- **the inclusion of the Supplier CSR Charter and CSR criteria in all calls for tender,**
- systematic signature of the Supplier CSR Charter with each contract,
- **the regular management of the CSR performance of strategic suppliers,** in particular via the EcoVadis platform
- training of buyers and suppliers on CSR.

These engagement approaches reinforce the structuring of a more responsible supply chain aligned with the Group's commitments.

1. Link to the Supplier CSR Charter:
https://www.cerbahealthcare.com/sites/cerba-healthcare/files/public/medias/files/CERBA_Charte_Fournisseurs_FR_0.pdf

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

Mireille Emery,
Group Purchasing Director

Our vigilance plan

The mapping of social and environmental risks carried out by the group in 2023 identified the main issues to be addressed across the entire value chain (health and safety, human rights, climate, water resources, waste) and led us to take the following actions: implementation of an alert mechanism and an ethics committee, deployment of a supplier CSR charter and a responsible purchasing policy, training of teams in CSR and responsible purchasing.



Valeria Maio
Group CSR
Director

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



CSR INDICATORS

HEALTH ¹	2022	2023	2024
Number of Cerba Kids laboratories ²	181	230	252
Number of scientific publications ³		47	56
Number of scientific training courses available in the training catalogue		55	69
Net Promoter Score (NPS) ⁴	72	76	77

HUMAN CAPITAL	2022	2023	2024
Total workforce	15,640	15,180	15,574
Number of employees on permanent contracts	13,436	13,452	12,298
Number of employees on fixed-term contracts	1,575	1,086	1,369
Number of work-study students	447	379	307
Number of trainees	74	91	77
% of women within the Executive Committee population		41%	46%
% of women within the Cerba Leadership Team ⁵			35%
% of women among managers	61%	59%	63%
% of women in the total workforce ⁶	74%	74%	69%
Consolidated Ega Pro Index Score	83	91	89
% of people with disabilities in the total workforce	2.8%	3.3%	3.2%
Number of nationalities	89	94	95
Absenteeism rate ⁶	6.19	5.59	6.99
Workplace accident frequency rate	11.4	12.3	13.6
Severity rate for workplace accidents with stoppages	0.67	0.62	0.60
Number of employees who benefited from internal mobility programmes	96	112	143
Voluntary turnover	12.8	12.1	12.1
% of employees who benefited from training	50%	65%	70%
Average number of training hours per employee ⁸			11.8
% of the payroll dedicated to training	1%	1%	1%

ENVIRONMENT	2022	2023	2024
Carbon footprint scope 1 (tCO ₂ e) ⁹	12,473	12,879	12,756
Carbon footprint scope 2 (tCO ₂ e) ¹⁰	7577	6131	3,208
Carbon footprint scope 3 (tCO ₂ e) ¹¹	N/A	N/A	181,835

Electricity (MWH) ¹²	53,525	55,782	60,800
% of electricity from renewable sources	51%	76%	85%
% FSC/PEFC certified or recycled paper	69%	69%	99%
Share of hybrid and electric vehicles in the vehicle fleet	4%	13%	16%
Share of hybrid and electric vehicles in the company vehicle fleet	15%	42%	42%
Share of hybrid and electric vehicles in the logistics fleet	1%	4%	4%
Tonnes of hazardous waste generated by activities (non-recyclable infectious waste, chemical and toxic waste, radioactive waste) ¹³	3,336	3,421	3,617

BUSINESS ETHICS	2022	2023	2024
Share of targeted employees trained and aware of GDPR ¹⁴	68%	71%	70%
Share of trained DPOs and DPPs (Europe) ¹⁵	100%	100%	100%
Share of targeted employees trained in the anti-corruption compliance programme		80%	88%

METHODOLOGICAL NOTES ON THE 2024/2025 CSR REPORT

- 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 this indicator is: Laboratoire Cerba, Cerba Research, Cerballiance, Cerba HealthCare Italia

4 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

5 since 2023. This indicator is reported for the first time in the CSR Report, hence the lack of data for 2023.

6 In 2023, the calculation only concerned the number of women among employees with permanent contracts registered in the workforce as of 31/12/2023. In 2024, the scope was extended to all employees.
- 7** The scope of this indicator is France

8 This indicator is reported for the first time in the CSR Report, hence the lack of data for 2023.

9 The scope of the Cerba HealthCare carbon audit changes each year to take into account changes in the financial scope. In 2023, the Cerba Research entities were integrated. In 2024, the Cerba Vet entity was excluded.

10 Market-based method: method for calculating CO₂ emissions linked to energy consumption, using emission factors relating to the specific energy mixes subscribed to by the Group entities (including in particular certificates of origin).

11 In 2024, the Scope 3 methodology was revised to incorporate more actual data and more local and recent emission factors, making data from previous years non-comparable.
- 12** The increase in energy consumption is the result of the integration of new sites and the improvement in data quality (expansion of the scope and increased share of actual data).

13 The increase in the tonnage of hazardous waste generated by activities is the result of the gradual expansion of the scope. In 2022, the indicator only concerned France, Belgium, the Netherlands, Italy and Luxembourg. In 2024, the following countries were also integrated: Taiwan, Canada, Kenya, Ghana, Mozambique, Nigeria, Uganda and Zambia.

14 This indicator, which has been integrated into 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.

15 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.

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