

CSR Report 2025

SEPTODONT

Lead with care.
Grow with purpose.



Editorial



Olivier Schiller
Chair of the Board of Directors

a major investment location, where we continue to manufacture and sustain critical know-how. This local presence is not only a marker of identity, history and values; it is also a key factor in our resilience.

Alongside this responsibility comes a heightened environmental and societal imperative, driven by convictions and by the evolving expectations of our stakeholders, in the context of urgent global challenges. Linking growth and responsibility is no longer optional: it is a condition for our long-term viability and our impact. Reducing our environmental footprint, managing our resources and strengthening our commitments: this transformation is underway. It is progressing every year and is fully integrated into our decisions, investments and practices, with tangible results.

Our CSR approach is therefore not an exercise in compliance, but a strategic lever for our long-term performance. It aims to create value for the company, society and future generations by translating our principles into actions, methods and measurable pathways. This 2025 CSR Report reflects our commitment to act, to track our progress with rigor, and to continue building sustainable growth.

This is a long-term vision, one that extends beyond business cycles and future transformations. Technologies will evolve, expectations will intensify and the landscape will continue to change; we will need to continue innovating, anticipating and adapting our practices.

Our responsibility is to stay the course: to turn these transformations into opportunities for progress, while remaining true to what makes us unique. Some fundamentals will remain: our identity as an independent family-owned company and our values, our commitment to healthcare professionals and patients, our long-term relationships with our stakeholders - customers, employees and suppliers - and ethical, transparent business conduct.

It is this ability to evolve while remaining true to who we are that will continue to be Septodont's strength in the future.

Olivier Schiller

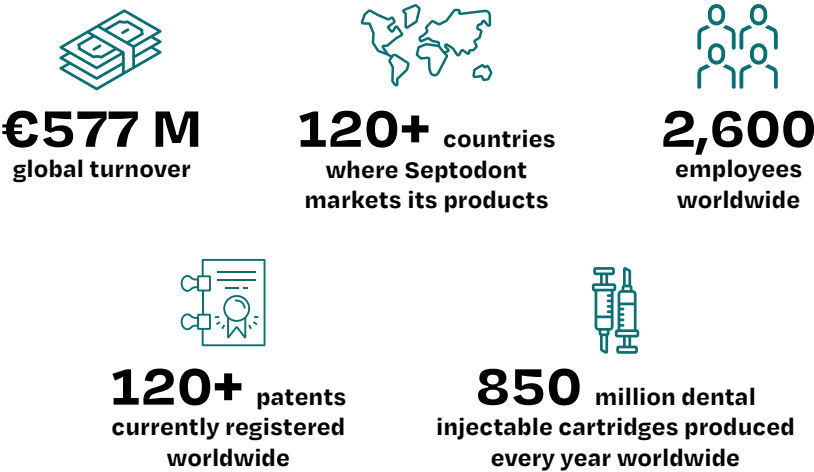


 The Septodont Group	p. 4
Septodont, a French company with international reach, bearing a long-term vision The sustainable vision of a global leader Our corporate social responsibility	
 Cultivate trust	p. 10
Adapting governance that supports growth Acting with integrity Driving excellence across our value chain	
 Care for our people	p. 18
Committing to health, safety and well-being at work Fostering engagement and skills development Giving diversity the place it deserves	
 Preserve nature	p. 26
A long-term commitment to climate action Powering change: responsible energy and production Protecting water resources Acting for biodiversity	
 Nurture solidarity	p. 34
Expanding access to dental care Supporting local communities Responding to emergencies Preserving and enriching cultural heritage	

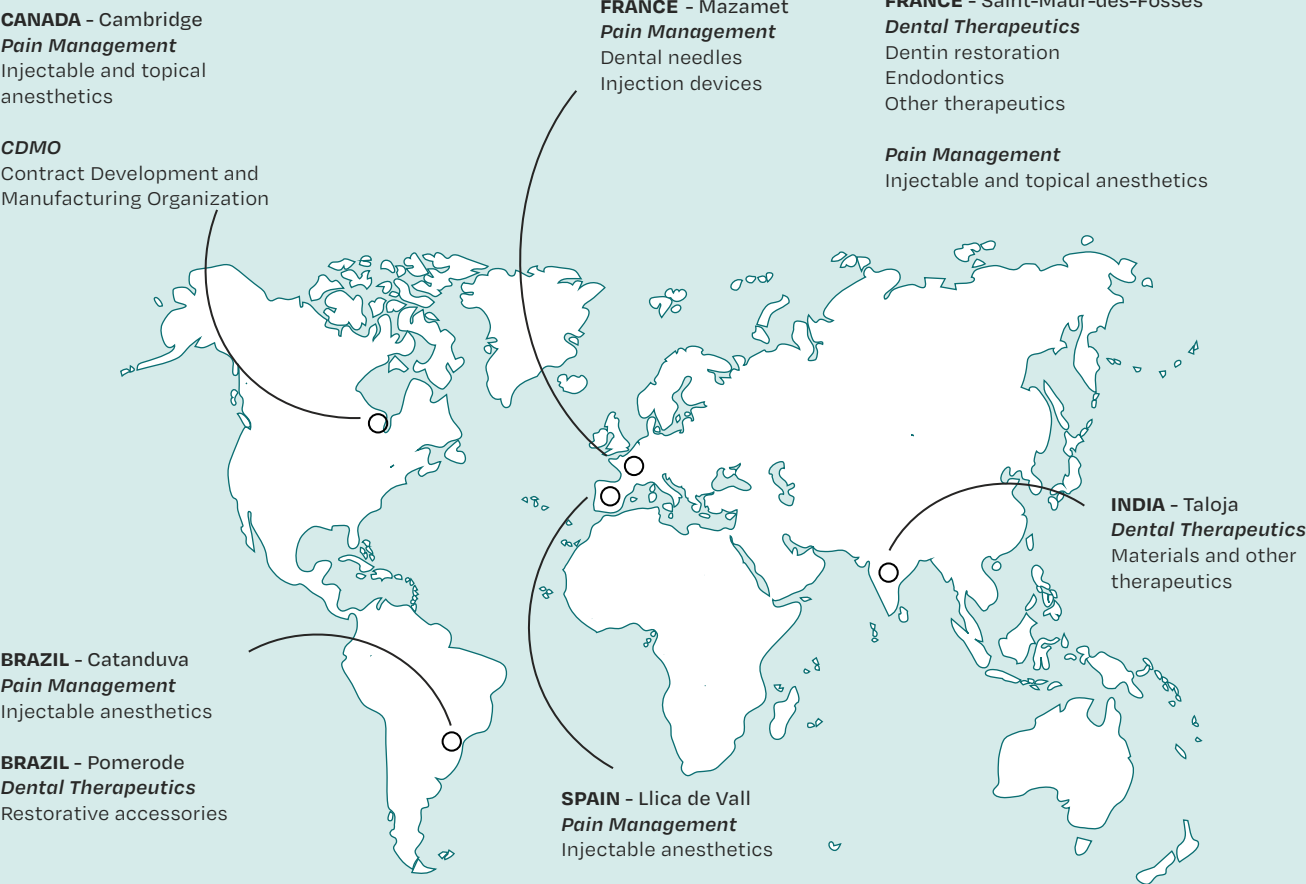
Septodont, a French company with international reach, bearing a long-term vision

A world leader in dental pain management, Septodont relies on 7 production sites across 3 continents to offer a wide range of dental solutions and pharmaceutical services to healthcare stakeholders.

2025 in figures



Our 7 production sites



3 questions for



Karim Khadr,
Chief Executive Officer

In a context marked by geopolitical, economic and environmental uncertainties, what are the main challenges for Septodont?

We operate in an increasingly complex environment, marked by geopolitical tensions, tightening regulatory frameworks, currency fluctuations, intensifying competition and rising societal and environmental expectations. In this context, the challenge for Septodont is clear: to pursue sustainable growth while strengthening the resilience of our industrial and operational model. Our ambition is to continue creating value responsibly by combining economic performance, innovation, operational excellence and CSR commitments.

How do market developments and our stakeholders' expectations influence Septodont's strategy and offerings?

Now more than ever, maintaining close relationships with our customers is central to our strategy. We place listening to practitioners and anticipating their needs at the centre of our decision-making to deliver increasingly effective, reliable and relevant solutions that meet the evolving needs of clinical practice. This approach is a key differentiator and driver of sustainable value creation. Innovation remains a major strategic priority. We continue to invest to consolidate our leadership and accelerate the development of new solutions. The acquisition of Inibsa fully aligns with this momentum, reinforcing our positions and

capabilities in key markets. At the same time, we are continuing to diversify beyond pain management, expanding our presence into new therapeutic segments and markets and strengthening our CDMO activities to support a growing number of pharmaceutical partners. Finally, environmental and societal considerations are fully embedded in our long-term performance model. We are stepping up our efforts to reduce the footprint of our operations, while maintaining the highest standards of safety, quality and compliance. These developments contribute to sustainably strengthening our competitiveness and our ability to respond to evolving market expectations.

How is the CSR strategy integrated into Septodont's strategy?

Septodont's CSR strategy is fully integrated into the Group's 2032 strategic vision. It is based on a strong conviction shared by Olivier Schiller, the Executive Committee and all our teams: sustainable performance cannot be separated from responsibility. In 2025, we took a further step by strengthening CSR governance, now led at the Executive Committee level, and by structuring our approach around four priority pillars. Convinced that CSR must be integrated into performance management, we have made it a collective lever, now embedded in the evaluation and incentive mechanisms for our leadership teams. By aligning our non-financial priorities with our business objectives, we turn CSR into a genuine driver of performance, resilience and attractiveness, supporting the robustness of our models and employee engagement.



The sustainable vision of a global leader

A French mid-sized company, Septodont is a player in the healthcare sector and a care specialist that draws on several decades of internationally recognised expertise. We improve the quality of the lives of patients by developing innovative, reliable and effective solutions in our two areas of expertise: dentistry and pharmaceutical activities (CDMO).

DENTAL ACTIVITIES

Pain management

As Septodont's traditional business, this activity brings together a full range of solutions designed to support practitioners in managing pain during dental care, from anaesthetics to injection devices.



86%

of the turnover generated by our pain management solutions

Dental therapeutics

Septodont develops therapeutic solutions aimed at preserving, treating and repairing dental tissues. This activity covers three major complementary areas: dentine restoration, endodontics and dental surgery.



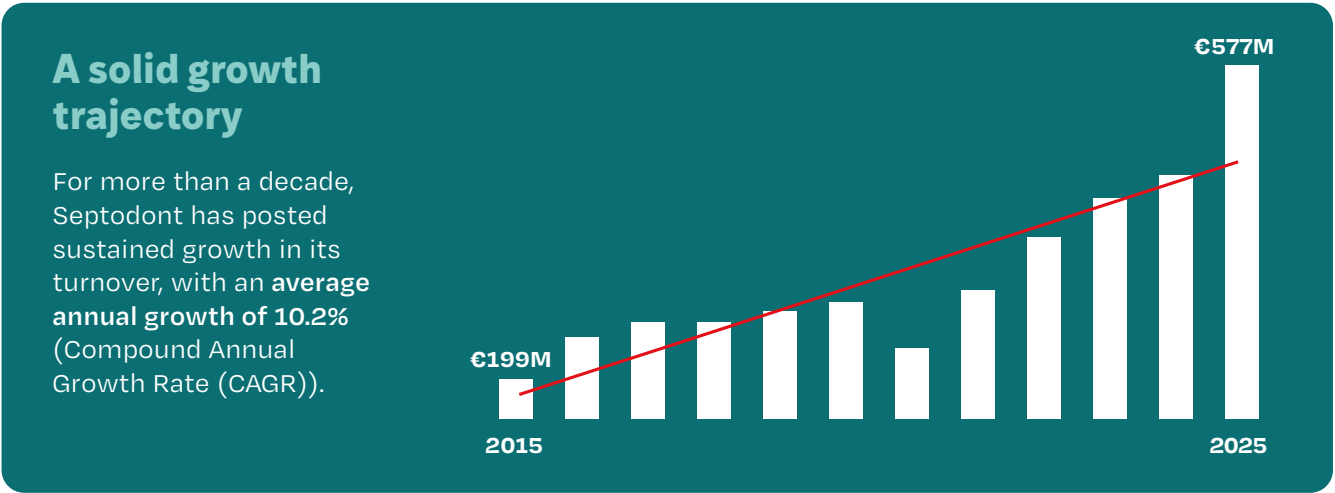
8.2 million

teeth treated with Biodentine® worldwide

PHARMACEUTICAL ACTIVITIES

CDMO – Novocol Pharma

Through Novocol Pharma, an entity dedicated to contract development and manufacturing (CDMO), The Septodont Group supports healthcare players in the development and manufacture of pharmaceutical products and medical devices, from design through to production: sterile filling of injectable products, assembly of combination products and drug delivery systems.



Growth drivers supported by innovation

Our growth is supported by a strong customer-focused culture, as well as by innovation and international expansion. We are exploring new dental preservation solutions and also provide contract manufacturing services for the sterile filling of injectable products.

A high-potential ABS platform

To preserve natural teeth as much as possible, Septodont continues on the path of Minimal Intervention Dentistry (MID) with Active BioSilicate (ABS) Technology, a unique platform dedicated to the repair and regeneration of the dentine-pulp complex.

This technology, the result of more than 10 years of research and clinical collaboration, has revolutionised the traditional approach to drilling and obturation in dentistry.

These new solutions have saved millions of teeth worldwide:

- ➔ **Biodentine® XP:** a unique solution combining a pulpal therapeutic material and a restorative material in a single product,
- ➔ **BioRoot Flow:** the new generation of bioactive root canal sealer in a ready-to-use syringe.



Atif Zia,
COO and President
of Novocol Pharma

Novocol Pharma is privileged to be Moderna's partner for the filling and final packaging of respiratory vaccines manufactured in Canada. Together, we contribute to public health and Canada's preparedness for health emergencies.

Values that guide our actions

They are deeply rooted in our culture and define both our commitments and our daily actions.



Confirmed growth in the sterile filling of injectable products

With 45 years of expertise in the field, Septodont has made **Novocol Pharma a cornerstone of the Canadian healthcare system**. This entity, dedicated to development and contract manufacturing (CDMO), manufactures at scale at its integrated sterile manufacturing site in Cambridge, Ontario. The logistical advantages of proximity to North America and global regulatory alignment support a resilient offering for pharmaceutical and biotechnology partners worldwide.

Our corporate social responsibility

Our family-owned pharmaceutical group, built on the expertise of three generations, has always been based on a culture of care for others.

Because oral health directly impacts overall health, this sense of care has shaped our ongoing efforts to enhance healthcare, continually strengthening our quality requirements and standards. Drawing on our expertise and leadership in oral health, we have expanded our industrial capacity to serve healthcare professionals and reach more patients.

Our role as a trusted leader in the healthcare sector comes with a responsibility to **act ethically and lead by example**. Our pursuit of excellence drives us to continuously improve the quality of our services and respond to the needs of our customers and patients.

We achieve this by developing tailored solutions, making a positive societal impact, and honoring our

corporate social responsibility (CSR) commitments.

Today we are moving forward by continuing our transformation, which takes these sustainable development issues into account. This evolution involves every part of our company. We are not changing who we are; we are taking full responsibility for how we operate. As a key player in the healthcare industry, we recognize our duty to adopt sustainable practices that create value beyond financial performance.

Our CSR strategy is structured around four complementary pillars that cover the full scope of our responsibilities as a healthcare company.

The 4 pillars of our CSR strategy:



Cultivate trust

- Governance
- Business conduct
- Excellence towards our customers and patients



Care for our people

- Health, safety and well-being
- Talent development and employee engagement
- Diversity, inclusion and equal opportunity



Preserve Nature

- Low-carbon transition
- Water protection
- Biodiversity preservation



Nurture solidarity

- Access to dental care
- Social and solidarity actions
- Emergency support
- Cultural patronage

Our highlights in 2025

€1.9 million dedicated to philanthropic actions

Acting for care. Giving back to society. That is the purpose of our commitment. We actively support communities in the territories where we operate, through numerous high-impact philanthropic projects. p. 34-35



A strengthened Code of Ethics

Updating our Code of Ethics aims to make its implementation easier for everyone. This demonstrates an uncompromising commitment to prevent any breach of integrity, taking into account growing regulatory complexity. p. 14-15



A carbon trajectory on track

While Scope 3 targets are being assessed by the SBTi, we are finalising our action plan using ADEME's ACT Step-by-Step method and have obtained very encouraging initial results on Scopes 1 & 2.



A recognised commitment

CSR Challenges Trophy 2025, Leem CSR Pact Awards 2025, Pro-Vélo Employer Label: our policy and actions were recognised on multiple occasions this year. By joining the act4nature international initiative, we also confirm our support for biodiversity preservation.





Cultivate trust

Cultivating trust with our stakeholders

Operating in a complex and highly regulated industry, Septodont is setting a high standard of integrity. We build trust throughout our value chain by consistently applying responsible practices with our employees, suppliers, customers, and the patients who rely on our products.

We are driven by a clear commitment to act with transparency, reliability, and care. Our approach to responsible practices is guided by three pillars: strong governance, ethical business conduct, and a culture of excellence in serving those who depend on us.

Adapting our governance to support our development

Septodont relies on agile, international governance via thematic committees that guide decisions and support its responsible growth.

Ensuring trust through an Internal Audit Department

This newly created function, reporting directly to Executive Management, ensures the independence and objectivity of the internal audit. Framed by a charter, it reports functionally to the Audit & Risk Committee and to the Chief Executive Officer, and hierarchically to the Chairman of the Board of Directors.

Unlike the quality audit, which focuses on compliance with regulatory requirements, and product safety, it has a cross-cutting remit across all processes of The Septodont Group (administrative, accounting, financial, functional and operational). Internal audit contributes to decision-making through concrete analyses and recommendations.



Baptiste Legrand,
Director, Internal Audit

The creation of the Internal Audit Department at Septodont strengthens governance by securing processes, managing risks and improving compliance. It supports strategic decision-making, transparency and the Group's sustainable performance.

What are the responsibilities of internal audit?

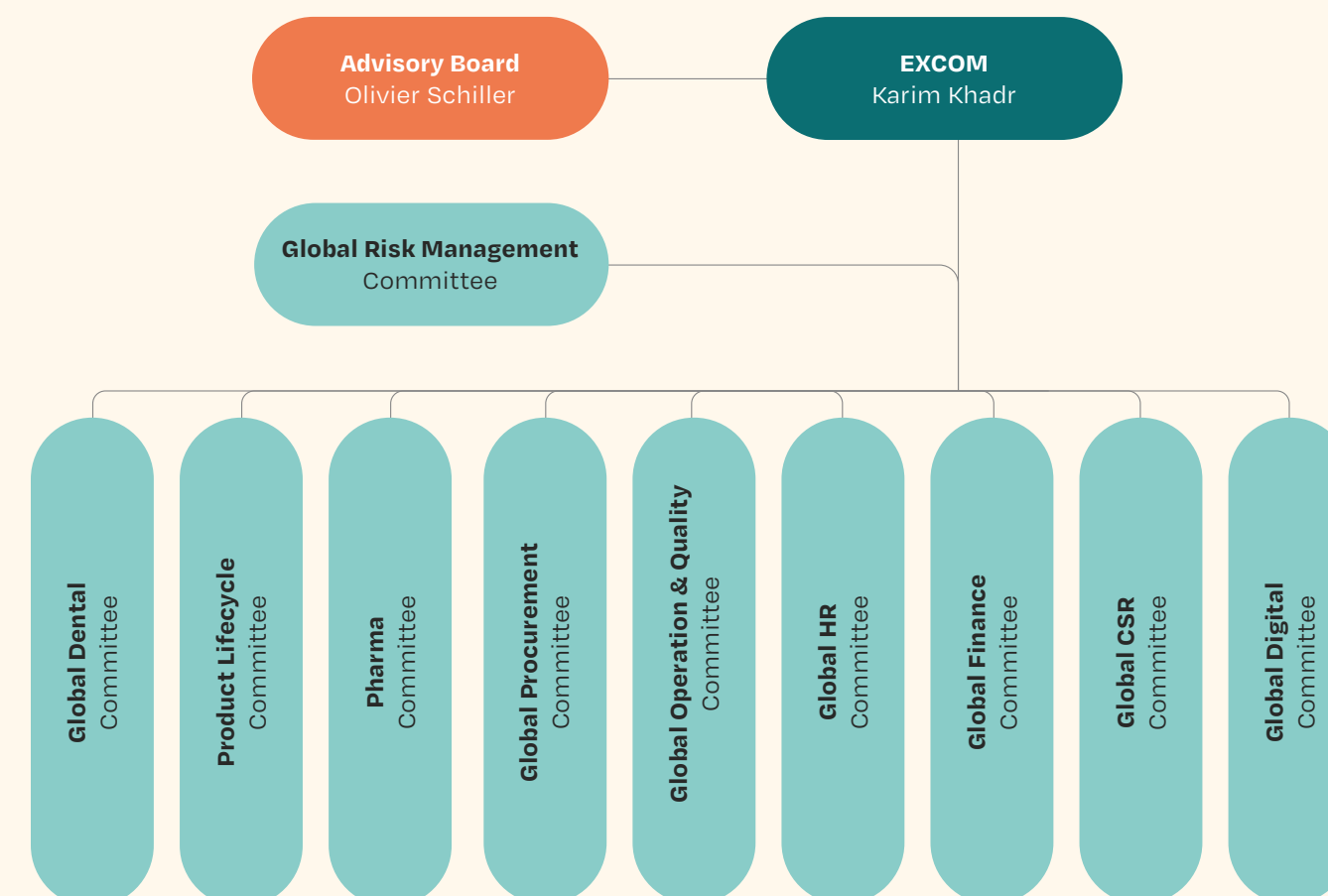
- **Develop** an annual audit plan aligned with The Septodont Group's strategic priorities and major risks.
- **Analyze** processes to assess their robustness and identify optimisation levers.
- **Assess** operational, financial and regulatory risks to anticipate and reinforce the safety of activities.
- **Formulate** practical recommendations.
- **Support** teams in implementing the recommendations and help disseminate best practices across The Septodont Group.

Adapting the mandate of the Board of Directors

The Board of Directors, chaired by Olivier Schiller, is a governance body that provides external expertise to Septodont's strategic decision-making. To support the company's ambitions, its composition and mission were reviewed to increase the relevance of discussions and to ensure alignment with the constantly evolving challenges of the healthcare sector.



Our governance in 2025

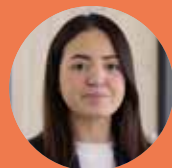


Acting with integrity

Septodont promotes a culture rooted in ethics and compliance to guide responsible practices. These efforts help build trust with employees, customers, and partners.

Proposing a more robust Code of Ethics

Updating our Code of Ethics allows us to ensure that our policies remain fully aligned with our values, our operational realities and the global context in which we operate. This involves taking into account the growing complexity of regulatory frameworks and the new realities of our global environment. This Code of Ethics explicitly addresses critical issues such as human rights, combating forced labour and child labour, geopolitical risks and the growing expectations regarding transparency and integrity.



Myriam Mehroug
Compliance
Manager

Ethics and compliance form an essential framework of trust. Every day, we ensure that the highest legal and ethical standards are applied in all our activities, in a regulatory and geopolitical environment that is constantly evolving.

Strengthening our compliance framework

On International Anti-Corruption Day, we promoted new measures. A way of emphasising that integrity is a shared requirement that guides action at all levels of our organisation.

- **The internal reporting procedure** has been updated to enable safe, confidential and reliable action. The updating of the e-learning modules is under way to strengthen awareness of corruption risks.
- **The conflicts of interest management policy** and **the donations policy** have been formalised to provide a clear and robust framework for our ethical standards.

Fully integrating risk management

By integrating risk management into its governance, The Septodont Group has strengthened its ability to act to ensure the continuity of its activities in the face of new challenges and contingencies. Septodont's Risk Management Committee helps identify, assess, and anticipate operational, financial, and strategic risks.

Together with the Corporate Social Responsibility Committee, they play a pivotal role in fostering resilience, promoting ethical practices, and ensuring a lasting positive impact.

Develop a global network of crisis coordinators

The network of crisis coordinators met for the first time in Paris in September 2025. This two-day seminar, which marked a decisive milestone, combined theoretical learning with practical exercises at the heart of crisis management. The global network of crisis coordinators has a clear mandate: to ensure business continuity, protect our employees and safeguard the company's reputation in times of crisis.

The approach is intended to be comprehensive, drawing on both prevention and the anticipation of risky situations, as well as on crisis management itself.

Beyond establishing procedures, it is essential to be able to rely on prepared, trained and engaged teams that can:

- **identify** vulnerabilities in advance,
- **respond** effectively to a crisis,
- **strengthen** our collective ability to limit their impacts.



Driving excellence across our value chain

Quality is central to our mission. It ensures long-term success and drives excellence in safety, service, and performance across our entire value chain.

Embody our quality policy every day

To help healthcare professionals evolve their practices and contribute to the health and wellbeing of patients, every member has a role to play. This remains at the very heart of our quality policy. Beyond complying with regulatory requirements, transparency, honesty and keeping commitments are among the 10 behaviours to promote and embody daily, as the foundations of the company's Quality Culture.



Laurent Artaud,
Chief Pharmaceutical
Officer

Quality is not just another requirement in our industry: it is our industry's absolute foundation. Our primary responsibility is to ensure that every product we make available to patients meets the highest standards of safety, efficacy and regulatory compliance. This requirement allows no exceptions. Within the group, this constitutes a truly shared culture that engages every employee at all levels of the organisation.



Formalise our responsible purchasing criteria

To spread our commitment across the entire value chain, the Responsible Purchasing Charter has been issued and now applies to all purchasing activities in Europe and North America, covering both direct and indirect suppliers. It ensures they share our values and contribute to our objectives of reducing environmental impact, promoting human rights and achieving economic efficiency.

Our objective is, in particular, to assess our key suppliers on sustainability, using criteria aligned with international standards. If necessary, periodic audits and reviews may be carried out to ensure ongoing compliance.



Johann Palmier,
Corporate Vigilance
Director

The Safety Monitoring department also plays a central role in Medical Information: it manages medical and safety enquiries from healthcare professionals and patients. This integrated approach contributes to the safe and appropriate use of our products. It thus puts into practice our ongoing commitment to protecting patients worldwide.

Engage professionals to help shape the future of dental care

How can we innovate by continuously improving our response to real clinical needs and the expectations of dentists?

By fostering a lasting relationship through authentic exchanges and a collaborative approach with dentists:

- Regular 'Voice of the Customer' (VoC) sessions,
- Market surveys conducted with panels of dental professionals in our key markets,
- A co-design approach that enables practitioners to bring field expertise.

When designing our products, our priorities are always ease of use, clinical performance and reliability. Working hand in hand with our customers, our R&D and Innovation teams can make treatment outcomes and the patient's overall experience even more tangible.

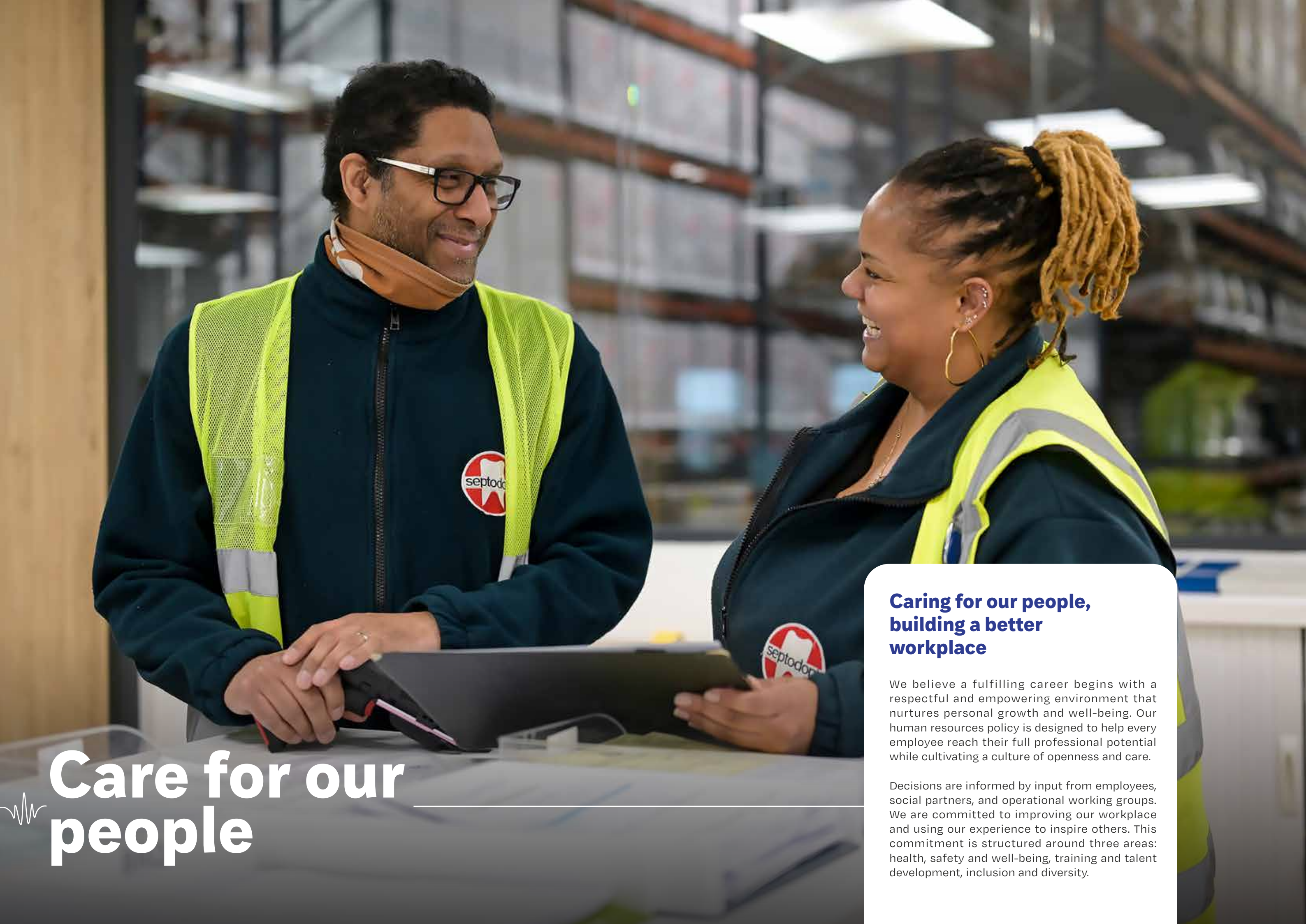
Septodont also continually collaborates with recognised opinion leaders and scientific groups. In this way, dental care innovation is consistently evidence-based, collaborative and trustworthy.

Innovation builds our future, and education does too. Beyond product development, Septodont therefore invests in hands-on workshops, digital learning initiatives and long-standing partnerships with universities around the world. We therefore help current practitioners and future generations of dentists to master new materials and procedures.

Safeguarding patients through vigilance

At Septodont, safety monitoring (pharmaceuticals and medical devices) is part of a comprehensive, continuous approach to ensuring the safety of all our products, before and after they are placed on the market.

Safety monitoring is coordinated globally through regular, structured exchanges with health authorities worldwide. This enables us to comply rigorously with international regulatory requirements to ensure the detection, assessment and prevention of adverse effects.



 **Care for our
people**

Caring for our people, building a better workplace

We believe a fulfilling career begins with a respectful and empowering environment that nurtures personal growth and well-being. Our human resources policy is designed to help every employee reach their full professional potential while cultivating a culture of openness and care.

Decisions are informed by input from employees, social partners, and operational working groups. We are committed to improving our workplace and using our experience to inspire others. This commitment is structured around three areas: health, safety and well-being, training and talent development, inclusion and diversity.

Committing to health, safety and well-being at work

Beyond simply preventing risks, we want to provide working conditions that promote fulfilment and professional development. This fully includes physical and mental well-being to offer our employees a respectful, balanced work environment that fosters engagement.

Embedding a safety culture throughout the Group

Risk control, regulatory compliance, team engagement, preparedness for emergency situations: Septodont applies a rigorous safety policy across all its operations. This involves dedicated governance for each industrial site, with Health, Safety and Environment (HSE) officers responsible for prevention. This goes well beyond mere compliance with numerous legal obligations, because we want to develop a genuine safety culture, supported by training and awareness programs. Preparing teams for emergency situations is a key priority of this commitment.

→ **In Île-de-France**, Safety Week has for many years been an unmissable annual event for teams and awareness activities are also organised at our sites in Brazil and India.

→ **At the Saint-Maur-des-Fossés industrial site**, a fire drill was organised in collaboration with the fire brigade, mobilising five response vehicles and more than 20 professional firefighters. A large-scale operation that strengthens the preparedness of our teams for emergency situations.

→ **In Canada**, our Cambridge site has introduced monthly communications called 'EHS Talks', which encourage regular discussion of safety issues. We also train emergency coordinators and designated responders for incidents (chemical spills, fires, medical incidents).



Nearly **100** employees trained in first aid in France and Brazil in 2025

Promoting a culture of health prevention

As part of an active prevention approach, we regularly carry out awareness activities to promote good health practices. For example, in France and Brazil, awareness campaigns to encourage breast cancer screening or campaigns specifically focused on cancers affecting men. For us, these initiatives, which amplify the dissemination of essential public health messages, also help to open up discussion around these issues.



Strengthening mobilisation around mental health

Since 2021, Septodont has partnered with Qualisocial, an expert in engagement, wellbeing and the prevention of psychosocial risks. The scheme in place allows our employees to benefit from confidential, personalised and accessible support. In 2025, we significantly stepped up our awareness-raising activities on mental health, a major public health issue. We therefore want to strengthen a corporate culture that is more attentive, inclusive and supportive.

In France, the 2025 edition of SEEPH (European Week for the Employment of People with Disabilities) focused on mental health. It included an information webinar, a travelling thematic exhibition and a theatrical performance to raise awareness and encourage dialogue. A social worker is also available year-round to guide and support our employees in Île-de-France who are facing social, administrative or family difficulties.



In Canada, Mental Health Week is a major event dedicated to raising awareness and fostering discussion about psychological well-being. In 2025, it notably included visits from certified therapy dogs at the Cambridge site, in partnership with Sunshine Therapy Dogs. Recognised for helping to reduce stress, animal-assisted activities gave the teams a much-appreciated moment of relaxation and togetherness.



In Brazil, several initiatives were on the agenda: a mapping of psychosocial risks, prevention of workplace harassment, and awareness-raising conferences on mental health.

Fostering engagement and skills development

How can you fulfil your mission while building a career path that fully meets your aspirations? It is to provide a concrete answer to this question that we support every employee from their onboarding and throughout their career.

Enhancing our appeal to talent

Everything is decided from recruitment onwards: the strength of our corporate project, our scientific and industrial culture, and the prospects for career development are major assets for attracting talent. The partnerships we establish with schools and universities worldwide enable us to strengthen our visibility and anticipate skills needs. We pursue an active policy in favour of work-study programs and internships, as a genuine lever for knowledge transfer and preparing for the future.

 **In Canada**, our partnerships with major universities such as McMaster University, the University of Toronto and Toronto Metropolitan University are primarily focused on sourcing talent in engineering, the sciences and technical fields:

- posting work-study and internship opportunities,
- participation in job fairs and industry events,
- organisation of information sessions,
- ongoing collaboration with career centres and programme coordinators.



Ashleigh Parkin,
People & Culture
Project Manager

Our onboarding program has been redesigned to offer a comprehensive, harmonised experience, enabling each Septodont employee to feel prepared, welcomed and fully integrated. It embodies our identity and activities, strengthens our values and demonstrates our commitment to supporting everyone towards success from day one.



More than 90
work-study students
and interns

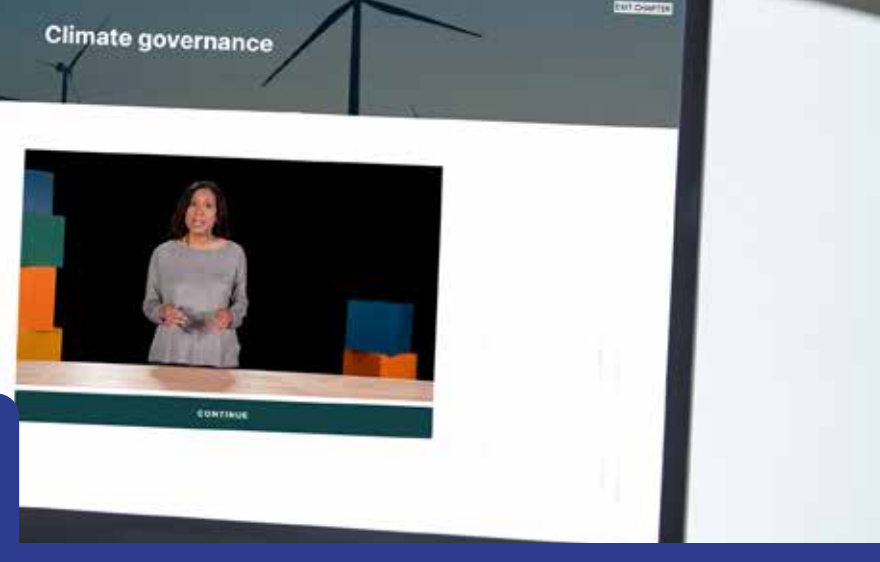
in France, in Canada and Brazil across various functions: engineering, production, regulatory affairs, supply chain, IT, product development.



In France, to facilitate recruitment of work-study students, interns or recent graduates, we have established partnerships with Université Paris-Est Créteil (UPEC), the CFA Leem Apprentissage and various high schools near our Saint-Maur-des-Fossés site. Each year, our HR teams also take part in recruitment fairs and welcome students for visits to our industrial site.



In India, partnerships are developed with pharmacy schools located in different regions of the country. This approach aims to promote equal opportunities and broaden our talent pool by taking into account the location of the positions to be filled.



Rethinking the key stage of onboarding

In 2025, we redesigned our onboarding process across the Group. The proposed journey aims to ensure continuity between the candidate experience and the early days within the Group, while fostering a climate of closeness, trust and engagement from day one.

The 'Onboarding Buddy' program thus enables each new employee to be supported by a peer. By facilitating a gradual start to the role, we strengthen trust and speed up the adoption of the company's culture and ways of working. Following a pilot rollout in Canada, this integration solution is gradually being rolled out to the Group's other regions.

Strengthening the momentum of career paths

In a constantly evolving scientific, regulatory and technological environment, we support our employees throughout their careers within the Group. In 2025, this ambition led to the launch of S&U, our digital platform dedicated to continuous learning, which brings together development pathways around our roles and key topics such as the Climate Academy, Lean Six Sigma, artificial intelligence and cybersecurity.

This approach also relies on a mapping of our 260 roles on a Talent Marketplace that enables everyone to explore career opportunities within the Group.

Additionally, more than 60 managers in EMEA have benefited from a coaching program in partnership with Simundia to strengthen their role in supporting teams and developing talent.

Supporting our managers in their day-to-day role

To effectively support teams and the Group's transformations, Septodont also deploys **initiatives dedicated to strengthening managerial skills**. A partnership with Simundia enables the offering of digital coaching programs on the everyday challenges faced by managers: team management, communication, support for change, and the development of collective performance...



More than 60 managers
in EMEA, in Brazil and
in North America

benefited from Simundia coaching programs in 2025.



350 managers

mapped as part of the first Group Talent Review in 2025.

Fostering engagement and cohesion

Listening to employees is a key lever for continuous improvement. **In 2025, 75% of employees recommended Septodont as an employer**, according to the annual Gallup survey.

Many unifying initiatives also help strengthen cohesion within the Group, such as the Festi'Run race and the STEPtember challenge, which brought together **470 participants in France** as well as the Summer Step Challenge, which mobilised **105 participants in North America**.

In France, finally, the microDON payroll-rounding scheme allows employees to support charities through donations matched by the company.



Giving diversity the place it deserves

We are convinced that the diversity of backgrounds and experiences is a key asset for the company and its capacity to innovate. Our commitment to inclusion is equally rooted in a concrete, structured approach.

Promoting the inclusion of people with disabilities

This is a long-term commitment for Septodont, with ongoing, concrete mobilisation in France to support recruitment, job retention and workplace adjustments. The commitment of all teams and the gradual structuring of our disability policy have enabled a significant increase in our employment rates in 2025: **9.78% at Septodont SAS and 13.85% at SOFIC**.



Yoann Biscay,
Supply Chain Manager
and disability
ambassador for the
SOFIC site

I am delighted to be able to contribute to inclusion at events such as SEEPH, and also throughout the year. Personally, I believe that supporting our employees or their relatives in facing disability-related challenges is essential and gives full meaning to my role as an ambassador.



In this context, local stakeholders play a decisive role: volunteer disability ambassadors, organised within the Han'semble network and present across all our sites in France. Mobilised during internal events such as the European Week for the Employment of People with Disabilities (SEEPH), these ambassadors actively participate in awareness-raising and information activities, thereby strengthening understanding of disability issues and the adoption of good practices in daily work.

Septodont is also committed within mid-sized enterprises (ETI) in France to promoting more inclusive policies, encouraging the sharing of best practices, mutual enrichment of experiences and the continuous improvement of our own disability policy. Alongside Agefiph and the Club ETI Île-de-France, we notably take part in the work aimed at supporting ETIs in structuring and strengthening their approaches to the inclusion of people with disabilities.

Being awarded the Leem PACTES 2025 CSR Trophies in Social category for our policy on inclusion of people with disabilities only strengthened our determination to continue on this path.

Actively supporting our employee carers

We do not want to forget those who care for a relative with reduced autonomy or a disability. For employees who take on this personal responsibility, we were keen to put in place specific support measures.

In France, this support is based on several measures:

- adjustments to working hours,
- possibility to donate days of leave between colleagues,
- financial aid schemes and individualised support via the Mission handicap and our social worker,
- paid authorised absences.

In 2025, Septodont also received the ESA Cap'Handéo label « Entreprise engagée auprès de ses salariés aidants », awarded for three years. This labelling recognises the quality of our approach and our commitment to providing concrete and lasting support to the employees concerned.



Ensuring equal opportunities

In our Group, everyone should be able to fulfil their full potential, and our inclusion policy seeks to contribute to that sustainably, with tangible evidence beyond mere good intentions. Continuously improving since its introduction, our gender equality index in France reached a score of 96/100 in 2025. This is the result of particular attention to pay equity, access to responsibilities and career progression. At Group level, the proportion of women in managerial and leadership positions also reflects a positive trend that we are actively pursuing.



96/100

Gender equality index in France
in 2025

Developing local employment

This is another element of our commitment, as we believe our corporate responsibility is also exercised close to the local communities where we operate. Our partnership with France Travail in Saint-Maur and Cap Emploi includes, for example:

- regular recruitment monitoring meetings,
- presentations of our roles at branches,
- the organisation of job fairs as required.

Our close collaboration with Cap Emploi as part of the DuoDay initiative that we run every year in France also aims to encourage the professional integration of people with disabilities.





Preserve
nature

Acting for the planet means acting for our health

Caring for the planet also means caring for individuals. As a healthcare company, we understand the connection between planetary well-being and human well-being. We also recognize our corporate responsibility to make environmental issues a strategic priority.

This commitment has led us to identify three major issues: ensuring a low-carbon transition of our activities, protecting water resources, and preserving biodiversity.

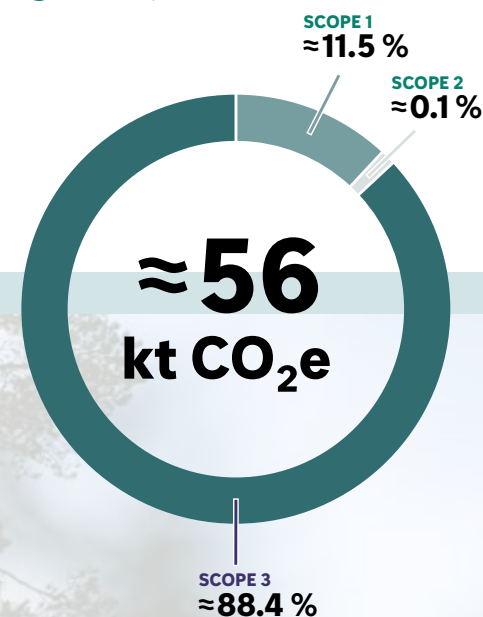
These priorities are reflected in concrete actions that we implement across our entire value chain. Thus, we are working to build a more sustainable model for the years ahead.

A long-term commitment to climate action

Septodont continues its commitment to a low-carbon transition, aligned with the Paris Agreement, an international treaty aimed at limiting global warming.

To achieve this, we structure our efforts around two pillars: mitigation and adaptation. This involves mitigating the impact of our operations on climate by taking the entire value chain into account, while also adapting to the consequences of global warming by anticipating risks and developing our resilience.

Group carbon footprint 2025 (excluding Inibsa)



Our goal for 2032:

-50%

reduction of direct (Scope 1*) and energy-related (Scope 2*) greenhouse gas emissions compared to 2022 levels.

Our 2025 result, compared to 2022:

-10%*

reduction in greenhouse gas emissions (scopes 1 & 2).

* Scopes 1 and 2 refer to categories defined by the Greenhouse Gas Protocol (GHG Protocol), a widely used international standard for measuring greenhouse gas (GHG) emissions.

CSR Challenge Awards 2025



Strong commitment, recognised commitment

A welcome recognition for the Septodont group teams: winning this award in the Environment category, presented by News RSE. It recognises the robustness of our approach, sustained commitment in France and internationally, and shows that economic performance and environmental protection can go hand in hand.

Steer our low-carbon strategy based on measurable impacts

Between 2022 and 2025, we reduced our greenhouse gas emissions by 10% (excluding Inibsa) for Scopes 1 and 2, thanks to targeted measures. For these two scopes, short-term levers have now been fully exploited (site energy performance, sourcing of renewable electricity, management of refrigerant fluids), and we are now working on site transformation projects. For Scope 3, the targets, submitted to The Science Based Targets initiative (SBTi) at the end of 2025, are currently being validated, and our action plans were developed using the ACT step-by-step method. It is important to highlight the substantial progress made in freight, with the significant reduction of air transport in favour of lower-emission logistics solutions, optimisation of the load factor, consolidation of orders and the use of biofuels for the shuttle between the Saint-Maur-des-Fossés and Croissy sites in France.



Manon Wasylec,
Environmental
Project Manager

Team engagement is the essential accelerator of our CSR roadmap, and we are fortunate to find employees keen to integrate this dimension into their work in every department.

Ecodesign to reduce our impact at source

This essential initiative was further structured in 2025. We are working both on analysing existing products to identify opportunities for improvement and on the progressive, systematic integration of ecodesign into innovation processes for new products. This is accompanied by identifying the tools to be integrated, as well as training and workshops with the support of a consultancy specialising in ecodesign.

In the same spirit, a 'test & learn' approach is being deployed on one or two pilot projects for new products in development. This will enable, during 2027, the integration of ecodesign criteria into the Product Lifecycle Management process.

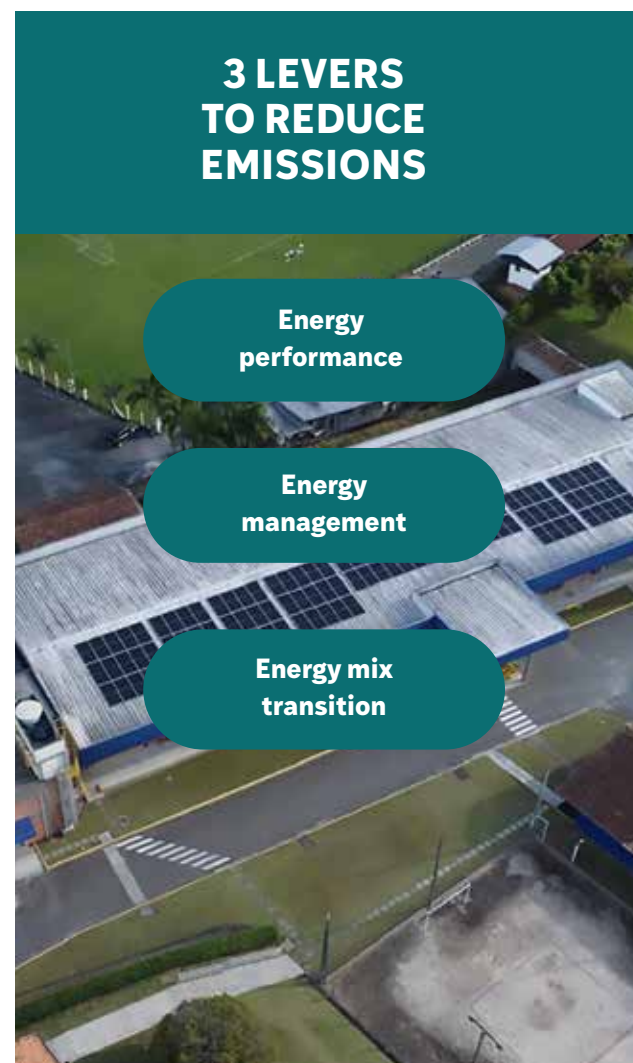
A practical approach has also been launched to identify possible improvements to certain packaging, with measures to be implemented in the short and medium term.

Our objective is to progressively integrate these ecodesign principles across the entire lifecycle and value chain, from the choice of raw materials to end of life. To support this initiative, we have also adopted a Responsible Procurement Charter, validated in 2025 and shared with all our suppliers. It is progressively integrated into our selection, evaluation and contract management processes to ensure our commitments are translated into concrete actions across the entire supply chain.

Powering change: responsible energy and production

Septodont is building a more sustainable and resilient industrial model, from comprehensive energy audits to renewable sourcing.

Our two largest facilities, Saint-Maur-des-Fossés (France) and Cambridge (Canada), account for nearly 80% of our Scopes 1 and 2 emissions. To reduce our operational emissions, we prioritised the development of an energy strategy for these two sites. Each of them was subject to a low-carbon master plan, which led to the implementation of a dedicated action plan to improve energy efficiency and reduce GHG emissions. Both major sites now follow 10-year low-carbon master plans aiming to **reduce their emissions by 50% by 2032**.



Electrify to decarbonise our industrial processes

2025 was dedicated to the in-depth study of a project to **electrify the boilers at the historic Saint-Maur-des-Fossés site** (hot water and steam / gas) that supply the production process for injectables (dental anaesthetics). Combined with the replacement of one of our distillation units by a more efficient, energy-saving piece of equipment, **this conversion should enable a reduction in site emissions of over 1,000 t of CO₂eq. per year**, representing a reduction of nearly 64% by 2030 compared with 2024 (excluding renewable energy purchases).

At the same time, a similar approach is being explored for the Cambridge, Canada facilities.



Wladimir Guitel,
Site Director
Saint-Maur-des-Fossés

Our project to electrify our heat and steam production is a decisive step in achieving our decarbonisation targets at the site level, and more broadly for the Septodont Group.



100%

of French sites supplied with electricity from renewable energy sources



25%

of the TDV site's electricity consumption covered by site's solar pannels



Optimise our logistics flows as much as possible

After joining the **Fret21** initiative in 2024, the optimisation levers were clearly identified: use of transport modes with lower environmental impact, reduction of distances travelled, improved load factors and delivery frequencies, and selection of carriers who share our commitments.

The results are well on track, as we have already exceeded the target set for 2026 in France: **- 44% reduction in emissions from shipments since 2023 (initial target : -16%)**

Across the Group scope, we have also achieved over a **35% reduction in freight-related emissions versus 2022**. The approach adopted in France is being gradually rolled out in Canada, with the teams identifying actions specifically adapted to the constraints of the local market.



Thomas Chessel,
Supply Chain
Director

For an international company, the Supply Chain plays a key role in achieving our carbon reduction target. Our Supply Chain and Customer Operations teams have been mobilised for two years through a concrete and ambitious roadmap that is clearly bearing fruit today!

Encourage environmentally friendly mobility

The Group's teams are committed to extending this to individual travel. Septodont therefore also supports its employees in decarbonising their travel with several measures and forms of support, notably at the industrial sites in Cambridge and Saint-Maur-des-Fossés. Cycling, car-sharing, electric vehicle charging: the path is set to bring everyone on board towards changing our practices.

FRANCE



Bike-friendly employer label

Awarded after an audit by Bureau Veritas for the Saint-Maur-des-Fossés site, this label recognises the actions of the Septodont teams to encourage cycling: Sustainable Mobility Allowance, secure bike shelters, installation of a repair station, bike-sharing, events promoting sustainable mobility.

CANADA



Secure parking for bicycles, scooters or e-bikes

Charging stations for electric vehicles with registration via the ChargePoint app

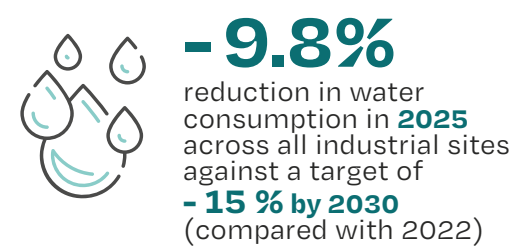
Facilitated carpooling online or via the TravelWise app, with reduced-fare transport passes

Neuron electric scooters available on-site

Protecting water resources

Water is both a vital natural resource and a key ingredient in our injectable products.

As global water stress increases, we are reducing our overall consumption of this precious resource, even as our production continues to grow.



Audit and monitor consumption to better target actions

Water and energy are intrinsically linked in the pharmaceutical industry. To bring these advances together, 'energy and water' coordinator roles have therefore been created at our two main industrial sites to establish accurate monitoring of consumption, with alerts in the event of anomalies. Water performance audits have identified investment opportunities to reduce water consumption.

- 

Saint-Maur-des-Fossés (France)

 - Replacement of reverse osmosis units with an annual saving of 8,000 m³ of water,
 - Limiting the operation of rupture pots,
 - All measures implemented at the site resulted in a 30% reduction in water consumption in 2025 compared with 2022.
- 

Cambridge (Canada)

 - Water reuse project implemented in December 2025, already providing a 4% reduction in consumption: recovery of residual hot water with low conductivity enables both water savings and a reduction in greenhouse gas emissions, as it is already hot (saving of 55 tCO₂eq.).
- 

Catanduva (Brazil)

 - Installation in 2025 of five ultrasonic flowmeters.
 - Reuse of water used for injectable preparations (EPPI) for green areas and outdoor cleaning.
 - Project to replace the chiller (with a model using refrigerant R32) and to reuse process hot water to supply the boilers.

Driving Water Efficiency across our Sites



We apply the same structured approach to water as we do to carbon. External audits were conducted in 2022 and 2023 at our two largest industrial sites, which together account for around 80% of our water use. These audits revealed areas for improvement and guided targeted action.

Key improvements include upgrading cooling systems to prevent water loss, reusing sterilization condensates, and replacing osmosis devices and distillation systems. Weekly monitoring now tracks progress and supports our long-term water stewardship goals.

Acting for Biodiversity

Discover online
ALL OUR INDIVIDUAL COMMITMENTS
within act4nature international

Biodiversity is under growing pressure, yet vital to ecosystem resilience.

After an assessment in 2024 of our impacts on and dependencies related to biodiversity in our value chain, we developed a biodiversity roadmap and initiated steps to officially join the **act4nature international** initiative by the end of 2025. It brings together companies, public authorities, scientists and associations around the objective of protecting, enhancing and restoring biodiversity. A membership that tangibly strengthens our commitment.



4 PRIORITY LEVERS FOR ACTION

- 

Climate and Forests

To reduce our carbon footprint and packaging-related deforestation
- 

Water

To strengthen our responsible management throughout manufacturing
- 

Product life cycle

To reduce our impacts, from sourcing to end of life, from ecodesign to responsible procurement
- 

Awareness-raising

To foster understanding of the issues and engagement among all our teams.

Two examples of actions already undertaken



Carry out an assessment of secondary packaging

Given the upstream and downstream impact across the value chain, it will, by the end of 2026, focus on the Top 20 products to identify potential levers to reduce impact in the short and medium term (sourcing, design, materials, recyclability...).



Contribute to reforestation

It is for this purpose that Septodont entered into a partnership in 2022 with the 'Agir pour la forêt' fund of the National Forests Office. We have also joined the Coalition of Funds and Foundations for French Forests, which aims to promote diverse, continuous-cover and sustainably managed forests.





Nurture solidarity

Giving back to the community

Philanthropy is deeply rooted in Septodont's values and history. We believe in creating a positive, local and lasting impact for the communities around us. Each year, we devote a significant amount to charitable initiatives. This commitment reflects our desire to act for the common good and give back to society.

Since 2018, the Septodont Foundation has been the main driver of this mission, building long-term partnerships and supporting donation programs in four distinct areas: access to dental care, inclusion, emergency support and culture. Our approach is collaborative, grounded in trust, and built to last.

fondation
septodont



Expanding access to dental care

Oral health is essential to overall health. Yet many people face difficulties accessing dental care due to the high cost or the absence of nearby healthcare professionals. Mobile dental clinics, support for associations, awareness programs: as a committed company in the sector, we continue our international efforts to make dental care more accessible to the most vulnerable.

Strengthening our support for dental clinics

Donations of anaesthetic products, participation in renovation work, training in care protocols, enhanced equipment and accessibility, prevention: **Septodont continues its collaboration, which began more than a decade ago, with dental centres serving vulnerable communities.**



3 in 4 people with oral conditions live in low- or middle-income countries.*



Historic record in 2025

Supported by Septodont, the organisation America's ToothFairy has helped nearly one and a half million children and caregivers prevent tooth decay.



€1.9 million dedicated to charitable activities in 2025.



8 partnerships with NGOs and associations in dental health to support thousands of patients.

* Source: WHO report, 2022.



Some examples



In Canada, we provide ongoing support to Sunbeam's specialised dental clinic in Kitchener (Ontario). To better care for people with disabilities, a patient lift and an adaptable treatment chair have been installed. This welcoming and inclusive space greatly facilitates prevention and care. Over four years, annual appointments increased by 96% and the number of patients involved by 68%, mostly adults aged 18 to 64.



In Spain, we support the Red Cross Dental Clinic in Valencia for patients with special needs, which is dedicated to the care of people with disabilities. Its mission: to provide appropriate care for those patients who cannot maintain, without sedation, the autonomy required for dental care, which is nonetheless essential for eating and speech.



In Cameroon, our support for the Order of Malta and the Saint John of Malta hospital enabled screening and treatment for 1,500 patients from disadvantaged neighbourhoods and schools in Njombé and Penja. An engagement that makes a difference in a challenging context: limited access to care (0.49 dentists per 10,000 inhabitants), 96.6% of Cameroonians have cavities and 98% have infections according to the WHO, poor awareness of oral hygiene, and frequent reliance on ineffective traditional methods...



In Germany, we also supported in 2025 an Order of Malta dental clinic in Cologne that provides care to people without health insurance. A problem affecting a growing number of patients. More than 400 people from different backgrounds were treated by 13 volunteer dentists.



1,669
patients treated



7,435
treatments



657
extractions

Empowering action through training and awareness-raising

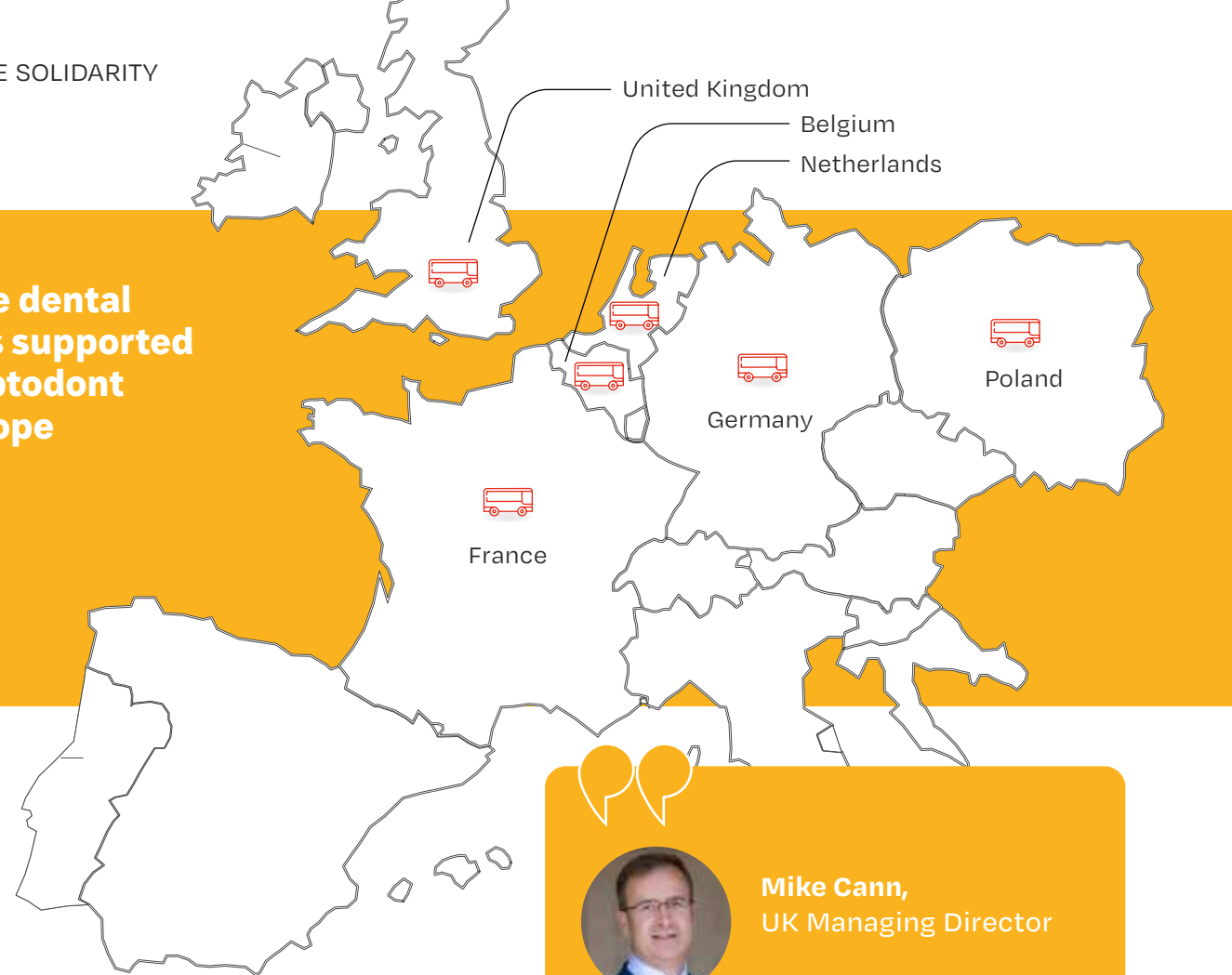
Septodont continues its commitment to Aide Odontologique Internationale (AOI), active since 2021, and to the World Health Organization (WHO). At the heart of this commitment are the renovation of dental centres and the training of healthcare staff in the prevention of infectious and oral diseases.

For example, two key initiatives were carried out in Madagascar and Laos. After supporting the Institute of Odontology in Madagascar, **Septodont contributed €100,000** to support two district hospitals in Laos (Sikkothabong and Sangthong).





Mobile dental clinics supported by Septodont in Europe



Promoting access to dental care with mobile dental clinics

For people facing homelessness, poverty or social exclusion, dental clinics can seem intimidating and sometimes distant. This is why Septodont supports international initiatives for mobile dental services. This reflects a strong conviction at Septodont: **Oral health should always be accessible to patients and should never be a privilege.**

Tours of fully equipped mobile dental clinics are developed in partnership with various associations in six European countries (United Kingdom, France, the Netherlands, Poland, Germany, Belgium). Volunteer dentists go out to meet disadvantaged communities to provide free or low-cost care and sometimes even help them with administrative procedures to obtain coverage.

In France, thanks to the support of Septodont, the Bus Social Dentaire, launched by the National Order of Dental Surgeons, operates every week in Île-de-France. It provides emergency care to patients without social coverage and carries out local outreach activities with nursing homes.



Mike Cann,
UK Managing Director

We have continued our support of Dentaïd through a second vehicle, known as "Nestor" which has allowed the extended provision of urgent dental care to specific communities in many locations within the UK. Nestor joins our original vehicle, "Annie" which continues to work from our Maidstone office in Southeast England. Our association with Dentaïd also includes the donation of materials used by their organisation and is a source of great pride to the Septodont Ltd team.



In the United Kingdom, two mobile units now operate across the country: "Annie" in the south-east and east of England, including Greater London, and the second, "Nestor", deployed in March 2025 for the south-west of England, in Cornwall, Dorset, Somerset, Devon, Wiltshire, South Wales and Hampshire. These buses were named in honour of the founders of Septodont, Annie and Nestor Schiller. They provide essential care to people experiencing homelessness, refugees, asylum seekers, people with addictions, and victims of domestic violence.

Supporting local communities

Beyond our involvement in dental care around the world, we also commit to supporting disadvantaged populations in the territories where we are established.

Providing social support in Saint-Maur-des-Fossés

Since 2022, a social worker has joined to strengthen the Health, Safety and Environment team. Fatouma Lauvergeat is also available to residents of the priority neighbourhood of Saint-Maur-des-Fossés for half of her time.

In concrete terms, in 2025 this service helped address many problems encountered by employees and residents of the Rives de la Marne neighbourhood:

- finding housing, tenant rights, home-purchase projects via Action Logement services,
- retirement support (assessment, preparing the application),
- help with administrative and social procedures,
- rights related to disability and preparing the application for recognition of disabled worker status (RQTH) with the Departmental House for Disabled Persons (MDPH).



Fatouma Lauvergeat,
Social worker

Supporting people in vulnerable situations and helping them find concrete solutions and move forward with greater peace of mind in their personal and professional journeys is at the heart of our commitment.



Support also continues at the Maison du numérique in Saint-Maur-des-Fossés, providing help with applying for social housing, rights related to the CAF or to social security, and procedures with the prefecture for residence permits.

On January 9th, 2025, Septodont also proposed a collective agreement concerning employees who are carers (including the authorised leave of up to 3 days per year, adjustments to working hours or the organisation of work, and allowing the donation of leave days...).

Supporting people with cancer

Septodont supports the fight against cancer through local partnerships and donations. In France, we partner with the **RoseUp** association, which informs, supports, and advocates for the rights of women affected by this disease. Fatouma's social support also continues at the Maison RoseUp (information related to recognition of disabled worker status (RQTH), disability pensions, sick leave...).



Supporting inclusion through education

Social inclusion begins with education, but attending school remains a dream for millions of children around the world. Septodont wants to help combat these inequalities. In Brazil, for example, we support the Joanna de Angelis School, which provides quality education to 250 disadvantaged children near our Catanduva facility.

Helping refugees

To facilitate their social, professional and personal integration, **the Septodont Foundation has partnered with Emmaüs Solidarité**, near the Saint-Maur-des-Fossés site. This partnership enabled the launch of the five-month programme "Learning French to work in Val-de-Marne". It aims to promote the autonomy of refugees granted international protection, supporting them in developing basic vocational skills and in defining a career plan. It combines French language classes, digital literacy training and job search techniques. Cultural outings, sporting activities and theatre workshops also strengthen social bonds and self-confidence.

Opening up new horizons for young people

As part of a lasting partnership with the Saint-Maur-des-Fossés town hall, Septodont has joined the initiative **"Stand as One"**: 21 young people from the city's priority neighbourhoods, including five with disabilities, accompanied renowned skipper Eric Bellion on his schooner dedicated to introducing them to sailing.

On the program for this five-day course, alongside this two-time Vendée Globe participant:

- educational and creative workshops,
- sessions to introduce them to the basics of sailing

... and many exchanges with the skipper and among themselves.

A unique opportunity on land and at sea in Brittany to pass on the value of teamwork and, more broadly, to open up employment opportunities in the maritime sector.

VERY ENCOURAGING RESULTS FOR 2025



100% participation in the "Learning French to work in Val-de-Marne" initiative



305 hours of training



32 refugees supported, mainly from Syria, Afghanistan, Ukraine and Sudan.



90% pass rate in the DELF (Diploma in French language studies)



25% continuing on to additional training



22% access to employment



Éric Bellion, Skipper and co-founder of "Stand as One"

"Stand as One" is the translation of "Comme un seul Homme", and above all it has been our brand for 25 years. Through it, we convey a message of unity that guides all our projects: embracing everyone's differences to find ways to live together and accomplish great things. The maritime world offers employment opportunities, and we realised that we could play a role in the professional integration of these young people.

Responding to emergencies

In a world marked by growing instability, Septodont supports humanitarian organisations that provide emergency support to people affected by crises. By supplying medical equipment and funding, we help emergency response teams act without delay.

Teaming up for emergency dental care

Septodont has developed an emergency dental kit containing 10 basic care products. These kits are distributed worldwide by the non-profit organisation Tulipe, which we have supported since 2020, including through financial assistance. Jérôme Darribère, General Delegate of the Septodont Foundation, also serves on its Board of Directors to strengthen our commitment to rapid and coordinated humanitarian action.



621

emergency kits distributed in 2025, benefiting more than 10 000 patients.



Supporting emergency support efforts alongside Handicap International

Since 2022, the Septodont Foundation has partnered with this internationally recognized NGO to support emergency interventions in Ukraine. This support provides vital assistance to the injured, to victims of trauma, to people with disabilities and other vulnerable populations.

IN UKRAINE

This support included both trauma care (rehabilitation, mental health and psychosocial support) and bedding kits for displaced people, as well as the storage and transport of essential goods (food, medicines) to conflict zones that would otherwise be inaccessible.





Preserving and enriching cultural heritage

Our cultural patronage reflects the long-standing commitment of Henri Schiller, Chair of the Supervisory Board of Septodont, in preserving and enriching an exceptional cultural heritage.

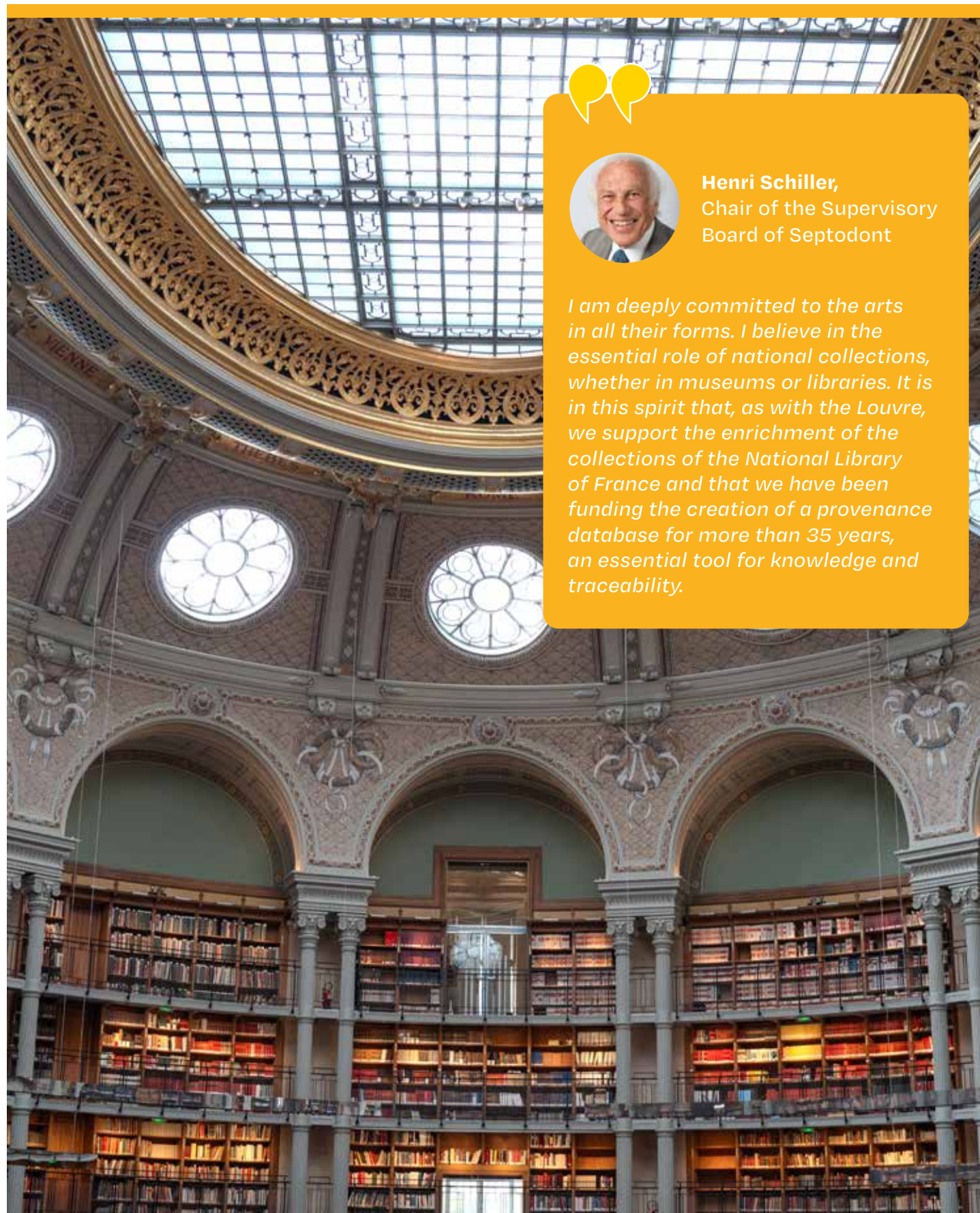
Promoting written heritage alongside the BnF

True to Henri Schiller's vision, deeply attached to history and the literature, Septodont is a committed patron of the Bibliothèque nationale de France (BnF), contributing to the preservation, enrichment and promotion of our written heritage.

Through its patronage activities and donations, Septodont contributes to the transmission of an exceptional literary heritage for future generations, while supporting major initiatives:

- donation of the corrected proofs of *Melmoth Reconciled*, a short story by Honoré de Balzac, to the Réserve des livres rares, as well as those of *The Plague* by Albert Camus,
- organisation of a Léopold Delisle lecture series dedicated to books and manuscripts,
- creation of a provenance register for ancient manuscripts, enhancing the traceability of works.

Septodont therefore continues its long-standing commitment alongside major cultural institutions. We should also note the support for the Musée du Louvre through the Louvre Chair, established at Henri Schiller's initiative. Each year it offers lecture series in literature and art history. As for the *Le Serment d'Opéra* programme, in partnership with the Paris Opera, it aims to promote access to opera and dance in hospital settings.



Henri Schiller,
Chair of the Supervisory
Board of Septodont

I am deeply committed to the arts in all their forms. I believe in the essential role of national collections, whether in museums or libraries. It is in this spirit that, as with the Louvre, we support the enrichment of the collections of the National Library of France and that we have been funding the creation of a provenance database for more than 35 years, an essential tool for knowledge and traceability.



Supporting university research chairs

Training the students and researchers who are building the future is also a major priority for Septodont. It is with this long-term perspective that we have forged **academic partnerships with the École des Mines, Université Paris Dauphine and Université de Paris Cité.**

- We also support the **UPEC Foundation** (Université Paris-Est Créteil), which promotes equal opportunities, academic excellence and cutting-edge research. Each year it awards Excellence Scholarships and International Mobility Scholarships to financially support high-potential students.
- The Septodont Foundation and the UPEC Foundation also partnered in the project **Chair of Excellence 'Life Trajectories'**, affiliated with the Campus of Trades and Qualifications 'Health – Autonomy – Ageing Well'. This structuring, multidisciplinary project is dedicated to the integrated study of ageing, cellular senescence, chronic diseases and population vulnerabilities. A major challenge that includes, among other things, the ageing of dental tissues.



Cultivate trust



Care for our people



Preserve nature



Nurture solidarity

Our CSR strategy is structured around four complementary pillars that cover the full scope of our responsibilities as a healthcare company.



Photo credits

AdobeStock, GettyImages, Septodont, Yves Quéré

SEPTODONT, 58, rue du Pont de Créteil
94100 Saint-Maur-des-Fossés, France
<https://www.septodontcorp.com/>