

# CSR Report

## 2025





# Editorial



## Contents

Editorial . . . . .	3
Our Values . . . . .	4
2025 CSR Audit . . . . .	5
2025 Key Figures . . . . .	6
2025 Highlights . . . . .	7
2026 Projects . . . . .	10
Focus . . . . .	11



## The Butterfly Effect

As we close 2025, one conviction stands out more clearly than ever: we are evolving in a profoundly transforming environment, where international dynamics are durably reshaping global balances. Energy, trade, geopolitics... all are forces in motion that are also opening new pathways for adaptation, innovation and development across our activities.

The butterfly effect provides an inspiring lens through which to interpret this context. A distant decision, a regulatory adjustment, a shift in customs tariffs or a geopolitical conflict, far from being mere constraints, become signals that offer opportunities to recalibrate our trajectory and strengthen our agility.

Since 2015, we have chosen to embed CSR into our long-term strategy. Ten years on, this approach has reached a new stage: that of maturity and impact. The external audit conducted this year recognizes the progress achieved and confirms the robustness of a model that is increasingly structured, fully integrated into our practices and firmly oriented towards the future.

In this context, each decision takes on heightened strategic importance—not only for its immediate effects, but also for the positive momentum it can generate. This is precisely where the strength of the butterfly effect lies: transforming every initiative, even the most modest, into a contributor to a resilient system capable of adapting to change while maintaining its course with confidence.

Current transformations only reinforce this conviction: building sustainable performance based on anticipation, consistency and long-term commitment. In an interconnected world, moving in the right direction becomes a continuous opportunity—to progress, to innovate and to create value at every step.

Carole Léonard  
*President*

# Our Values

# 2025 CSR Audit

At Teknimed, our values reflect a simple conviction: care requires rigor, control and responsibility at every stage.

In a constantly evolving medical environment, we design solutions that meet the highest standards of quality by combining scientific expertise with industrial excellence. These values shape the way we act.



## PRECISION

We go beyond compliance, striving for the highest standards of quality, safety and performance, with a constant focus on accuracy and control at every stage.



## CONTROL

From research through to production, we ensure full control of the entire lifecycle, transforming innovation into reliable solutions—from lab to life.



## RESPONSIBILITY

We act with awareness of our impact, embedding human, environmental and ethical considerations into every decision.



## PURPOSE

Our solutions are designed to serve real clinical needs, supporting healthcare professionals and delivering tangible outcomes in practice.

These values find their fullest expression in our signature:

## CARE TO THE CORE

They reflect an approach to care in which scientific excellence, industrial control and responsibility converge towards a common objective:

to act with precision, at the heart of the material, at the heart of the gesture, at the heart of care.

## TEKNIMED'S AREAS OF ACTION

Like all stakeholders, and as a signatory to the Global Compact (the United Nations initiative encouraging companies worldwide to adopt a socially responsible approach), Teknimed can contribute to the achievement of this agenda.

Teknimed seeks to play its part in these objectives by focusing as a priority on the following areas:



## From maturity to structured governance...

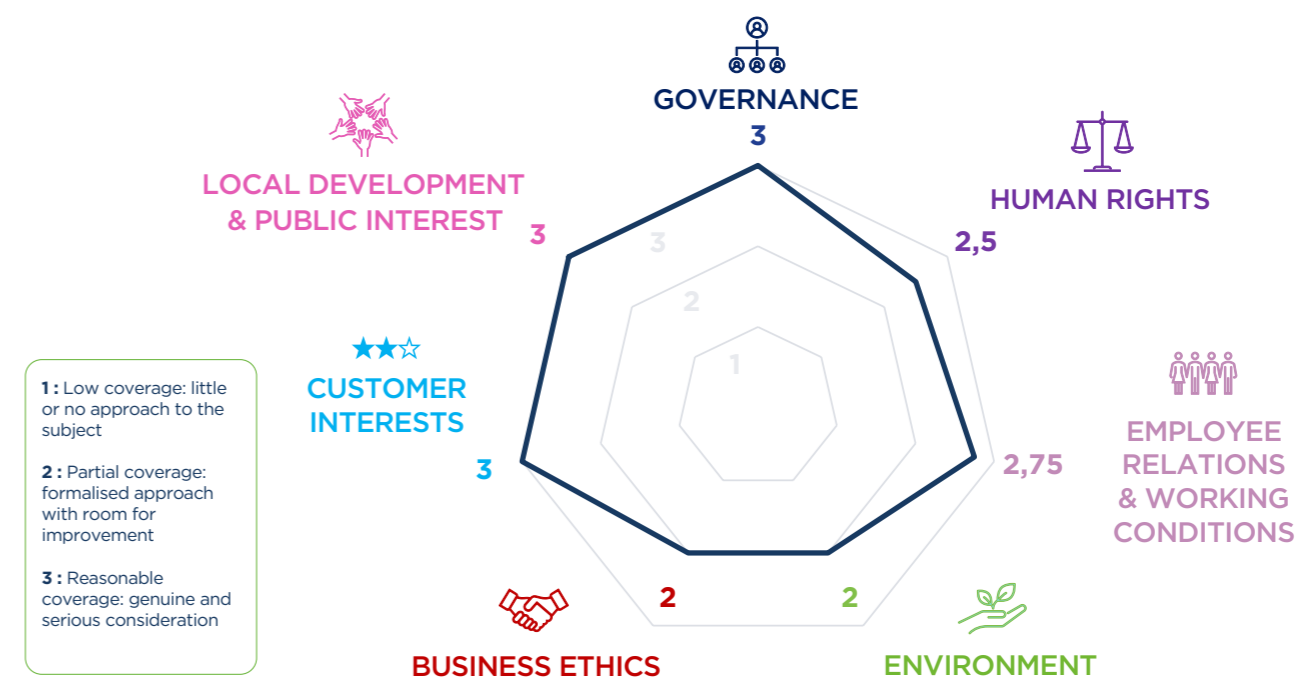
In 2025, Teknimed carried out a CSR maturity audit with Goodwill Management in order to assess its performance and structure its priorities. Conducted in accordance with the Lucie 26000 framework, this audit confirms a high level of maturity, consistent with the company's commitment over the past ten years.

The results highlight strong mastery of key topics at the heart of our business, particularly the quality and safety of medical devices, as well as the satisfaction of patients and healthcare professionals. These fundamental points form the basis of Teknimed's overall CSR performance.

The analysis also made it possible to prioritize the issues and identify possible areas for improvement, especially in certain social and environmental dimensions and in the overall management of ESG indicators. Goodwill's recommendations led to strengthened and harmonised indicators in line with the sector work carried out by SNITEM and with gender equality requirements.

This structuring paves the way for the rollout of a product-oriented CSR approach aligned with the potential of IDMD (Sustainable Medical Device Index). It will make it easier to assess products and identify the highest-impact optimization levers.

## TEKNIMED'S ESG MATURITY LEVEL



# Key Figures

## GOUVERNANCE



**55%**  
women among  
employees



**50%**  
women on the  
Executive Committee



**54%**  
women in senior  
management

## SOCIAL



**26%**  
of employees are  
under 25



**+3%**  
training budget  
(+37% in 2024)



**17%**  
of employees are  
over 55

## ENVIRONNEMENT



**-4%**  
electricity consumption  
(-23% in 2024)



**-1%**  
fuel saved thanks to  
electric vehicles (-18%  
in 2024)



**+49%**  
share of the  
workforce covered  
by the occupational  
health and safety  
prevention system

# 2025 Highlights

## 1. Governance Actions

### CSR maturity audit: structuring & steering the approach

2025 marks a key milestone with the completion of a CSR maturity audit, enabling Teknimed to consolidate commitments initiated several years ago, as you have already read on page 5. This audit made it possible to identify priority areas for improvement, structure monitoring indicators and strengthen the integration of CSR into the company's overall strategy.

As the years go by, the need for structured steering is becoming increasingly clear, and regular external assessment must form part of our set of management tools.

### Enhancing HR Practices in Remote Work & Onboarding

To support the evolution of working methods, Teknimed implemented a remote working charter and updated its welcome handbook.

These tools help frame practices, improve information on working conditions and ensure better integration of new employees in an environment that is constantly evolving.

### Creation of an integrated logistics site (B12 Log)

As part of a drive to optimize flows and reduce the carbon footprint, Teknimed integrated a logistics site in L'Union.

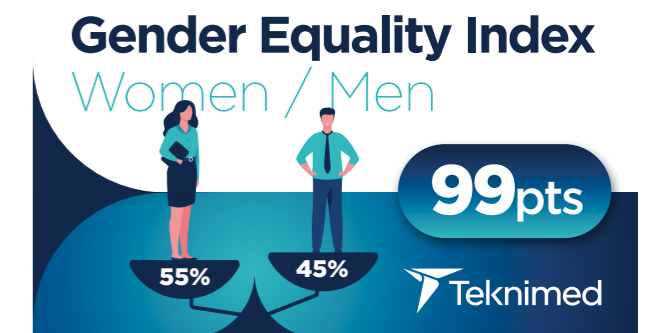
This project is intended to bring logistics activities closer to the production site, thereby

limiting travel, reducing transport costs and lowering greenhouse gas emissions.

It also constitutes a lever for industrial performance through improved operational responsiveness.

### Gender Equality Index on the rise

With a score of 89 points the previous year, already a strong result, our women-men equality index continued to improve this year to reach an almost maximum level, which we should now be able to maintain.

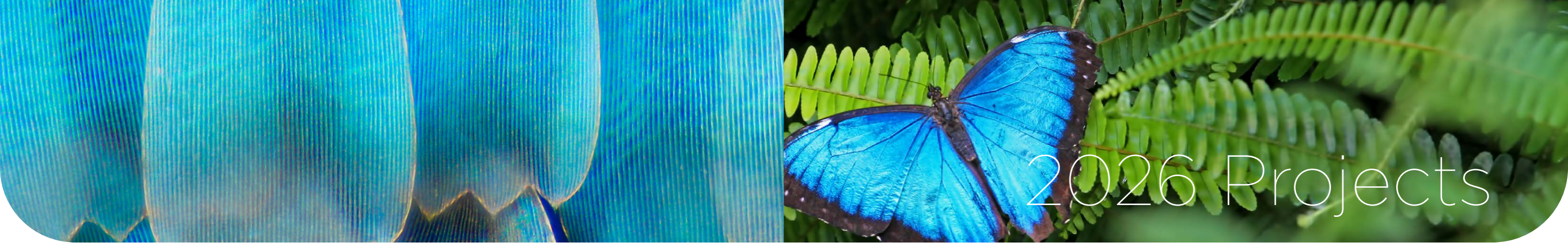


## 2. Societal Actions

### Orthopaedics Without Borders partnership

In 2025, Teknimed continued its partnership with the Orthopaedics Without Borders association through the supply of orthopedic cements. This partnership makes a concrete contribution to improving access to care in the most vulnerable areas.

<https://www.facebook.com/chirurgieOWB/>



# 2026 Projects

## 3. Environmental Actions

### From Core to Coral

Teknimed renewed its partnership with Coral Guardian through sponsorship initiatives.

This support contributes to the preservation of marine ecosystems and reflects a commitment to taking concrete action in favor of biodiversity.



### Recovery & Valorisation of Waste Heat

The company continued its efforts on the study relating to heat recovery from calcination furnaces.

This approach aims to recover energy that had so far remained untapped in order to heat the premises, within a logic of energy efficiency and carbon footprint reduction.

A funding application to ADEME has been initiated to support this structuring project.

### Water Plan 2023-2025: raising awareness to reduce consumption

As part of its water plan, Teknimed conducted internal awareness initiatives aimed at encouraging lower consumption.

These campaigns help anchor responsible practices within teams and support better management of this essential resource.

### Improving the energy performance of buildings

2025 was also marked by the completion of insulation works on the main building, contributing to better control of energy consumption.

The creation of new openings in previously windowless areas improves both employee comfort and the reduction of artificial lighting needs.

### Thermal optimization of the B12 logistics site

The B12 Log site benefited from reinforced insulation and the installation of a climate regulation unit.

These improvements allow for finer control of consumption and further strengthen Teknimed's overall energy optimization.

## 1. Governance Actions

### 10 years of CSR: measuring and showcasing the progress achieved

On the occasion of its tenth CSR report, Teknimed will present an overall review of the actions undertaken since 2015.

This work will make it possible to structure the future vision by drawing on a decade of commitment and achievements.

### Strengthening whistleblowing mechanisms

To better combat corruption and harassment, Teknimed will implement procedures as well as a clear and accessible whistleblowing channel for all employees. This will ensure reliable reporting of alerts.

These mechanisms are designed to strengthen transparency, risk prevention and the company's ethical culture.

### Harmonization of internal charters

With a view to improving the experience of new employees, the existing charters will be simplified and restructured in order to make their content clearer and easier to absorb. A global Code of Conduct will therefore be implemented, bringing together all of Teknimed's CSR principles (diversity, ethics, anti-corruption, etc.) to facilitate understanding and day-to-day application.

### Integrating ESG criteria into responsible purchasing

A responsible purchasing procedure will be rolled out in order to integrate environmental and societal criteria into supplier selection.

This approach will make it possible to extend CSR commitments across the entire value chain.

### Strengthening ESG reporting

New ESG indicators will supplement the existing reporting framework in order to improve the steering and measurement of CSR performance (see also the focus on IDMD).

### Anticipating risks with the BCP

A business continuity plan incorporating cyber and electricity-related risks will be implemented.

The objective is to strengthen the company's resilience in the face of new technological and energy-related challenges.

## 2. Societal Actions

### Sponsorship projects

Teknimed will implement a structured sponsorship policy based on a call for projects focused in particular on health through sport.

This approach will make it possible to support employee initiatives and strengthen local engagement.

## Carpooling: encouraging sustainable mobility

A questionnaire will be rolled out in order to identify carpooling opportunities between employees.

Volunteers may be connected with one another and benefit from dedicated tools, thereby helping to reduce emissions linked to commuting.

## Going further with OWB

To take our partnership with Orthopaedics Without Borders further, we will strengthen it, notably by making greater use of production surpluses for more frequent humanitarian actions.

## 3. Environmental Actions

### Continuing and deepening our commitment with Coral Guardian

The partnership with Coral Guardian will be continued and reinforced as part of a long-term commitment. Beyond sponsorship, Teknimed intends to further deepen this action by giving greater internal visibility to this commitment and raising employee awareness of the challenges involved in preserving marine ecosystems.

### Greening L'Union

Tree planting is planned around the buildings in L'Union, contributing to biodiversity, improving the working environment and supporting natural thermal regulation.

## Heat recovery: turning the project into reality

The waste heat recovery project will be continued, together with monitoring of funding schemes.

It represents a major lever for medium-term energy reduction.

## Improving sorting & recycling

Teknimed will strengthen its waste management actions through the introduction of educational materials, suitable pictograms and better structuring of waste flows.

A broader reflection will also be undertaken on the organization of waste areas.

## Energy optimization

Energy-saving solutions will be studied, notably the installation of presence detectors and timers in order to limit unnecessary consumption.

## Towards a product life cycle approach

Work will be initiated around product life cycle analysis, in connection with the development of internal indicators such as the Sustainable Medical Device Index.

This approach will make it possible to strengthen environmental steering at product level (see opposite).

## IDMD : the future CSR standard for medical devices?

### A sustainability framework under construction

**The Sustainable Medical Device Index (IDMD) is used to assess the environmental performance of medical devices across their entire life cycle. It is can be seen as a CSR-equivalent of a Nutri-Score for medical devices.**

Driven by industry players, SNITEM and CD2S, it forms part of a wider effort to structure shared sustainability criteria.

It responds to a need for transparency and for highlighting manufacturers' efforts, as well as to the expectations of all stakeholders.

A recent sector study (2025 CSR Barometer - SNITEM\*) highlights four priority issues:

- Eco-design and eco-care
- Greenhouse gas emissions and ecological impact
- Medical device life cycle and waste management
- Responsible purchasing and procurement

In this context, the emergence of shared indicators such as IDMD constitutes a key step in making these issues measurable and comparable.

**In the short term, the integration of IDMD into hospital procurement and listing processes appears highly likely. Sustainability is becoming an important and measurable decision criterion.**

### An operational lever for improvement

IDMD makes it possible to identify the main impact drivers and guide improvement actions: logistics optimization, changes to processes or materials, reduction in consumption.

It therefore provides an operational reading of environmental performance that can be directly used in industrial decision-making.

### Teknimed: anticipating & structuring

Teknimed has launched a proactive approach by developing its initial assessments.

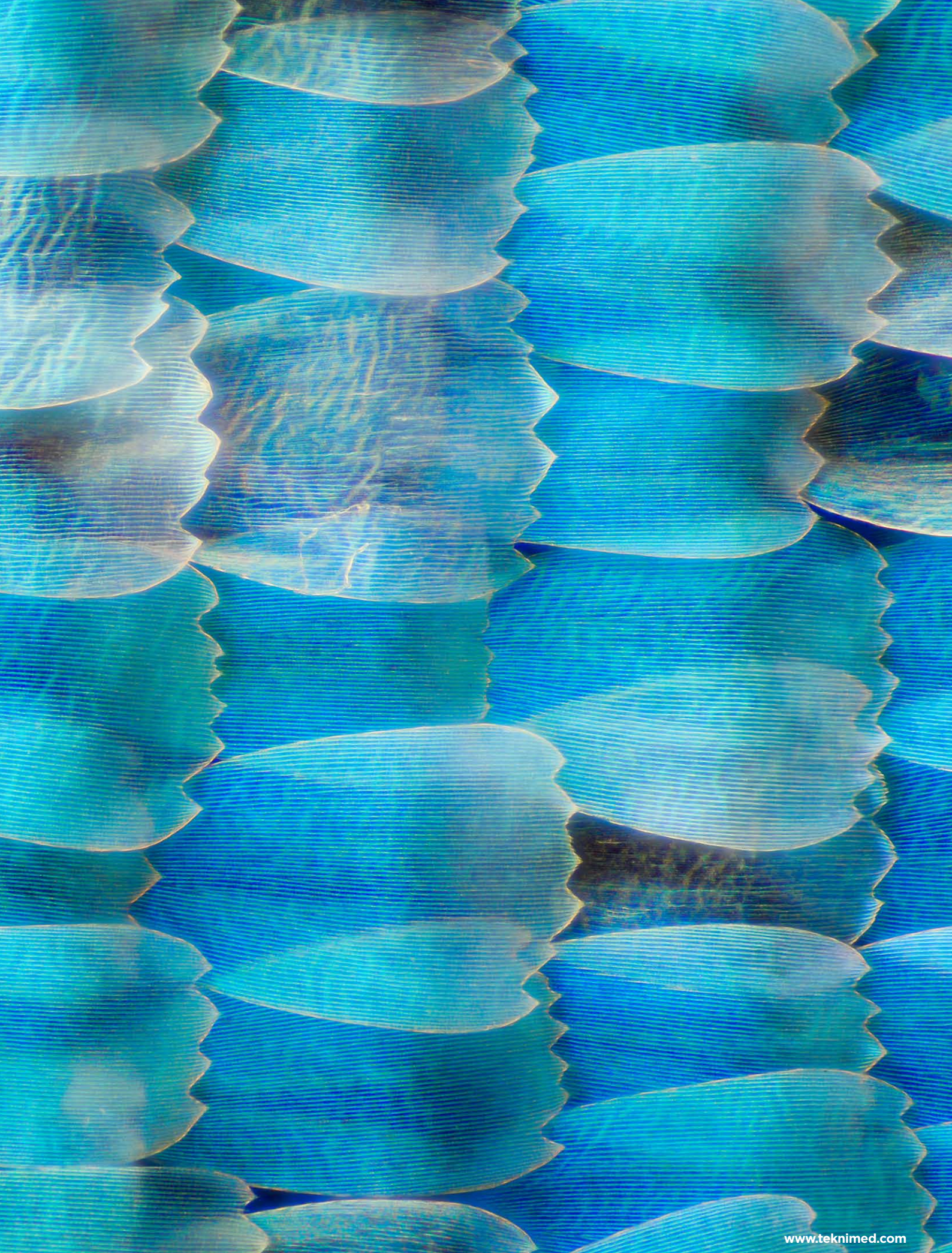
This approach draws both on the work carried out by R&D and on the increase in ESG indicators recommended by Goodwill Management in the context of the CSR audit.

The integration of the frameworks resulting from SNITEM's work makes it possible to structure a coherent dashboard of items, facilitating product analyses and their articulation with the overall steering of CSR performance.

**In the longer term, the use of these indicators will help guide decisions towards actions offering the most attractive cost-benefit ratio (quick wins), thereby reconciling economic performance with environmental requirements.**

\*<https://www.snitem.fr/wp-content/uploads/2025/04/Presentation-colloque-RSE-Compilee.pdf>





[www.teknimed.com](http://www.teknimed.com)



**Administration & Sales:**  
Z.I. de Montredon - 11-12, rue d'Apollo - 31240 L'UNION (France)  
Tel (33) 5 34 25 10 60 - [sales@teknimed.com](mailto:sales@teknimed.com)

