


CSR REPORT FRANCE 2022-2023

CORPORATE SOCIAL
RESPONSIBILITY



 Vygon's signature, "Value Life", is more than just a philosophy: it is a commitment to draw on its staff's skills and energy to make Vygon fully deserving of its customers' trust. This fourth CSR report once again illustrates this ambition, highlighting indicators and initiatives that demonstrate the Group's contribution in economic, social and environmental matters.

Value Life reflects our philosophy:

- We value life through our care and respect for patients
- We value life through the development of innovative products and the impact they have, protecting and saving lives
- We value life through our environmental commitment and social responsibility
- We value life by providing our employees with a pleasant working environment and by choosing our business partners carefully
- Our customers/partners value life through their mission.

Value Life is also a statement that serves as an encouragement to us all.



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Editorial



Matthieu de Montgolfier, Director of Strategic Planning and ESG

We are immensely proud to present Vygon's Corporate Social Responsibility (CSR) report for the year 2022-2023. This document is more than just an overview. It reflects our ongoing commitment to a sustainable, ethical and inclusive future.

At Vygon, we have always believed that economic growth must go hand in hand with respect for our planet and the people who inhabit it. Since our inception, our mission has been to improve patients' quality of life through innovative, high-quality medical devices. This mission is bolstered by strong CSR commitments, symbolised by our "Value Life" motto since 2012.

Our CSR strategy: a fundamental pillar

In 2024, we took a crucial step in our CSR approach, positioning it at the heart of our strategic vision and medium-term plan. I'm pleased to be in charge of the mission, developing and deploying it throughout the group under the direction of our Chief Executive Officer, Ludovic Richard-Vitton. Of course, it will revolve around the three ESG axes: Environment, Social and Governance.

Putting our CSR approach at the heart of our strategy is clearly the right way to continue the

actions we have already undertaken, especially in France as described in this report. They are now intended to be globalised, rolled out and coordinated at the international level. The new European Corporate Sustainability Reporting Directive (CSRD), which will apply to us from 2025, will help us and push us to go even further in our sustainable responsibility approach.

To address this, we are putting in place the appropriate processes to collect, analyse and publish accurate and detailed data on our environmental, social and governance (ESG) impact. Our dialogue with stakeholders (employees, suppliers, customers, shareholders, institutions, etc.) will be strengthened to ensure that their concerns and expectations are fully integrated into our policy and the resulting sustainable trajectory.

A shared and sustainable future

This CSR report is a testament to our progress, but it is also a reminder of our collective responsibility. Every Vygon employee, every customer, every supplier plays a key role in building a more sustainable future. The environmental and social challenges we are currently facing and which will intensify in the coming years require concerted and bold action.

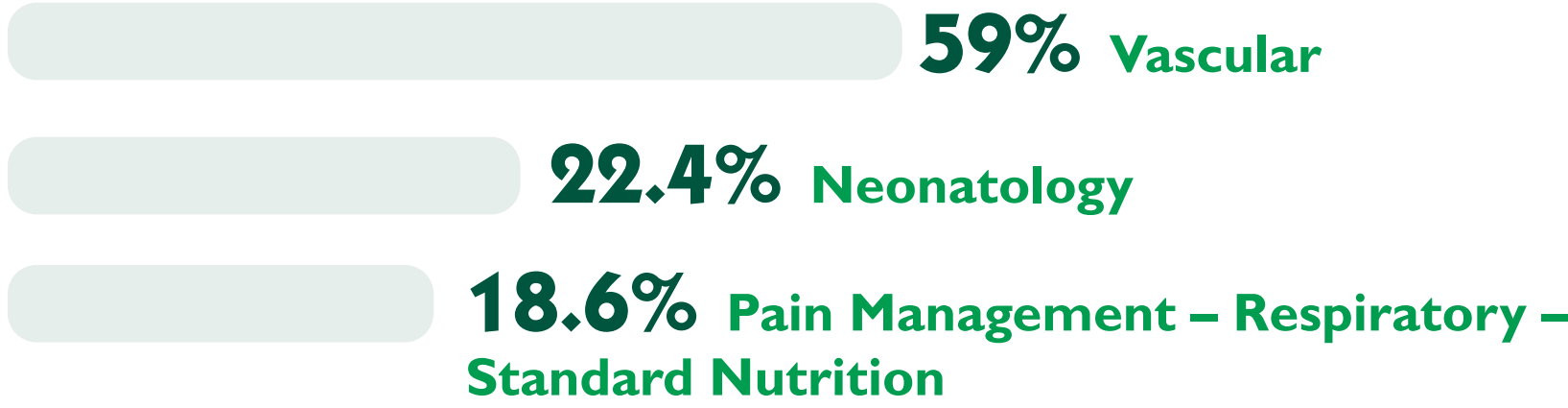
Together, we will continue to innovate, evolve and – I hope – inspire.

Thank you to everyone for your commitment and unwavering support.



Vygon in figures: 2023

€386.2m Turnover by the end of 2023



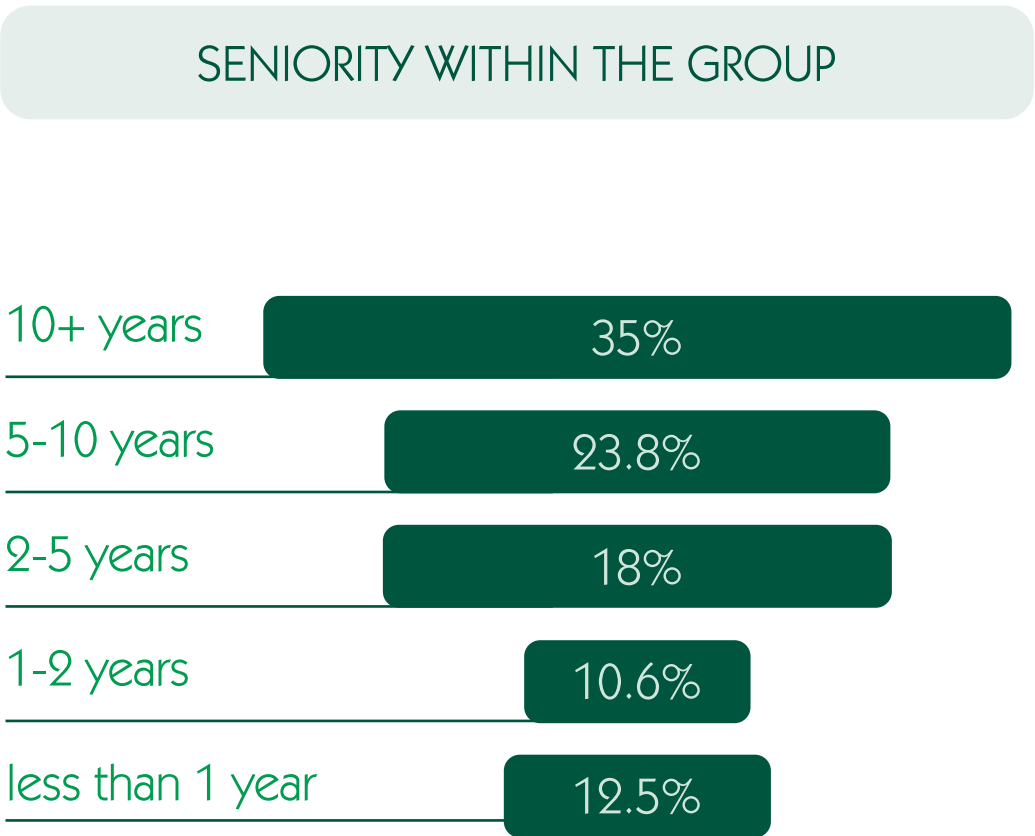
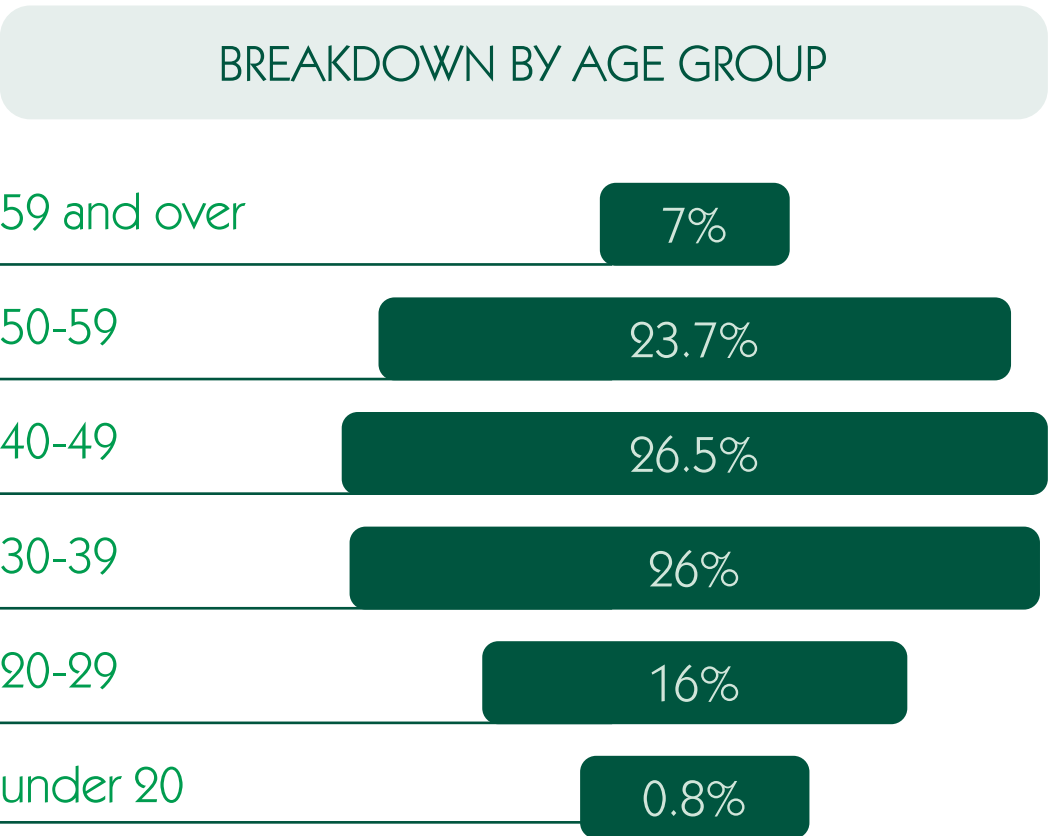
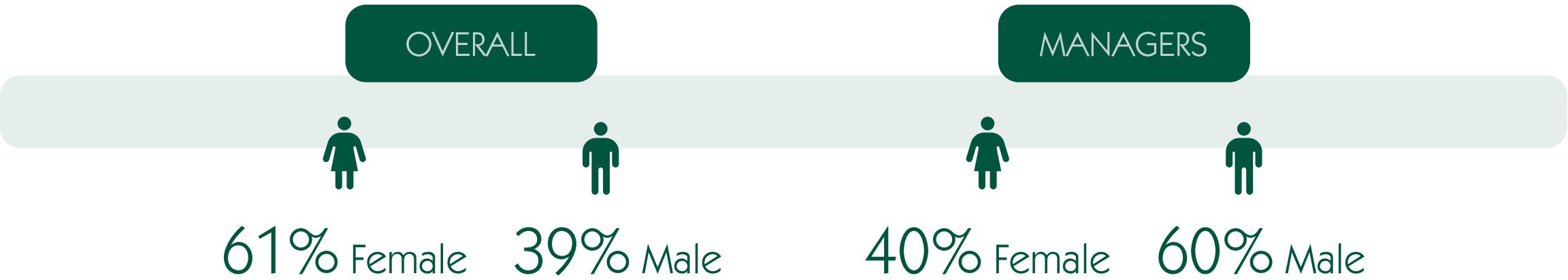
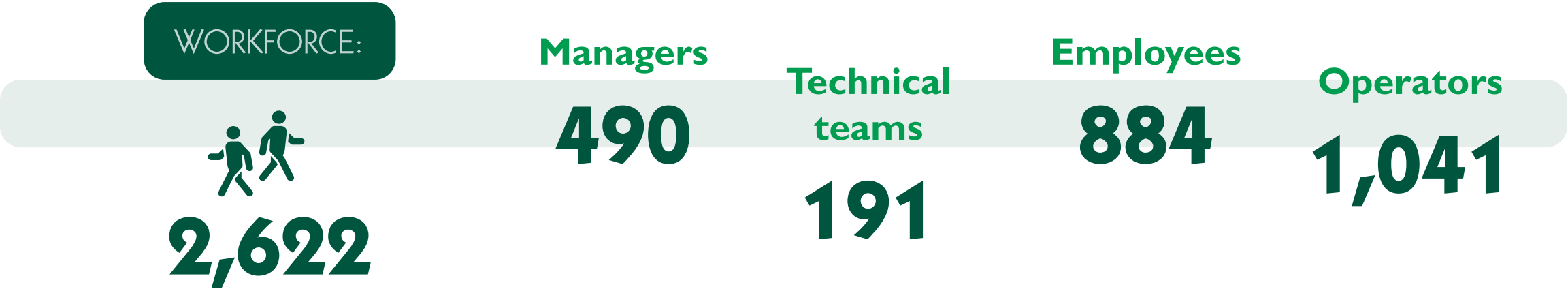
1,656,498

Number of production hours

178 million

Number of products manufactured

Electricity consumption
down by 4%
(2023 VS 2022)



Economic

Supporting healthcare for 60 years

Ever since it was founded in 1962, Vygon – a private family-owned French company – has based its development on innovation and on marketing single-use medical devices, taking charge of all stages from product design to distribution.



1

development centre in France



8

factories in Europe



1

global logistics hub based in France



83%

of turnover from exports

Design

Our R&D is structured around a main development centre located at our headquarters, which is the heart of our innovation. With a dedicated team of 65 experts across locations in Europe, we foster a collaborative approach to research. Our focus is on innovation, encouraging experimentation and the adoption of new technologies to develop the medical devices of tomorrow's world.

Manufacturing

The medical devices produced by Vygon are manufactured in our 11 factories around the world: five in France, one in Belgium, one in Germany, one in Portugal, one in the United States, one in Colombia and one in Mauritius.

Distribution

Once manufactured, most of our products are sterilised and stored in our logistics centre in Verneuil-en-Halatte in the Oise region of France before being distributed to our customers.

In France, a sales force of nearly 100 people serves more than 4,000 customers (hospitals, clinics, purchasing centres and service providers).

Vygon currently operates in more than 120 countries and has 27 commercial subsidiaries.

Its network also consists of 400 distributors who contribute to the Group's international development.

The Group's turnover (€386 million in 2023) is growing steadily, as is the number of employees.



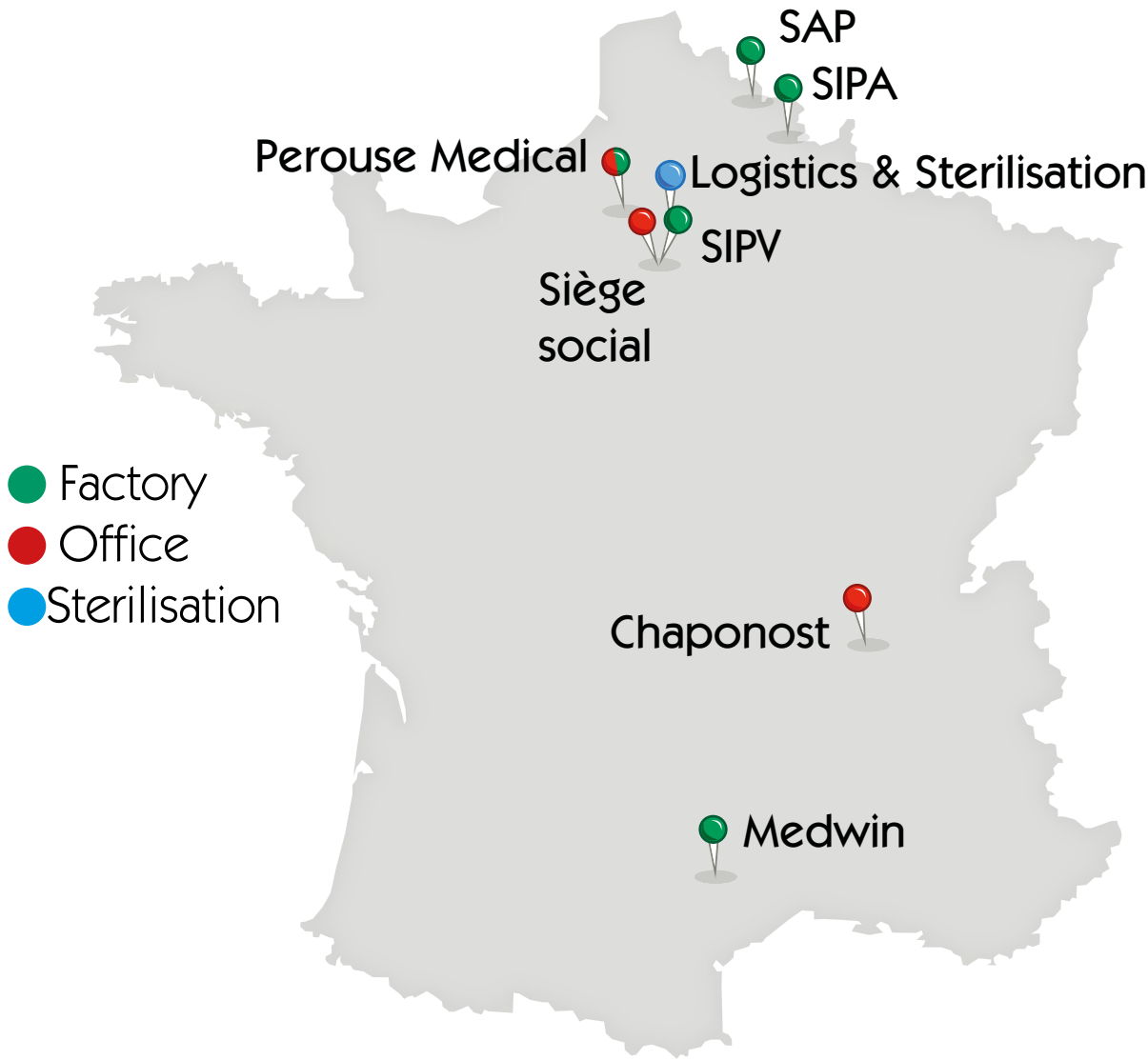
A French group with international influence

Vygon continues to demonstrate its commitment to France and Europe: while more than 83% of turnover is achieved internationally, more than 40% of the workforce is employed in France.

Vygon has chosen to maintain a strong presence in France with eight sites: five production sites, one logistics and sterilisation centre, a branch with offices and the Group's head office.

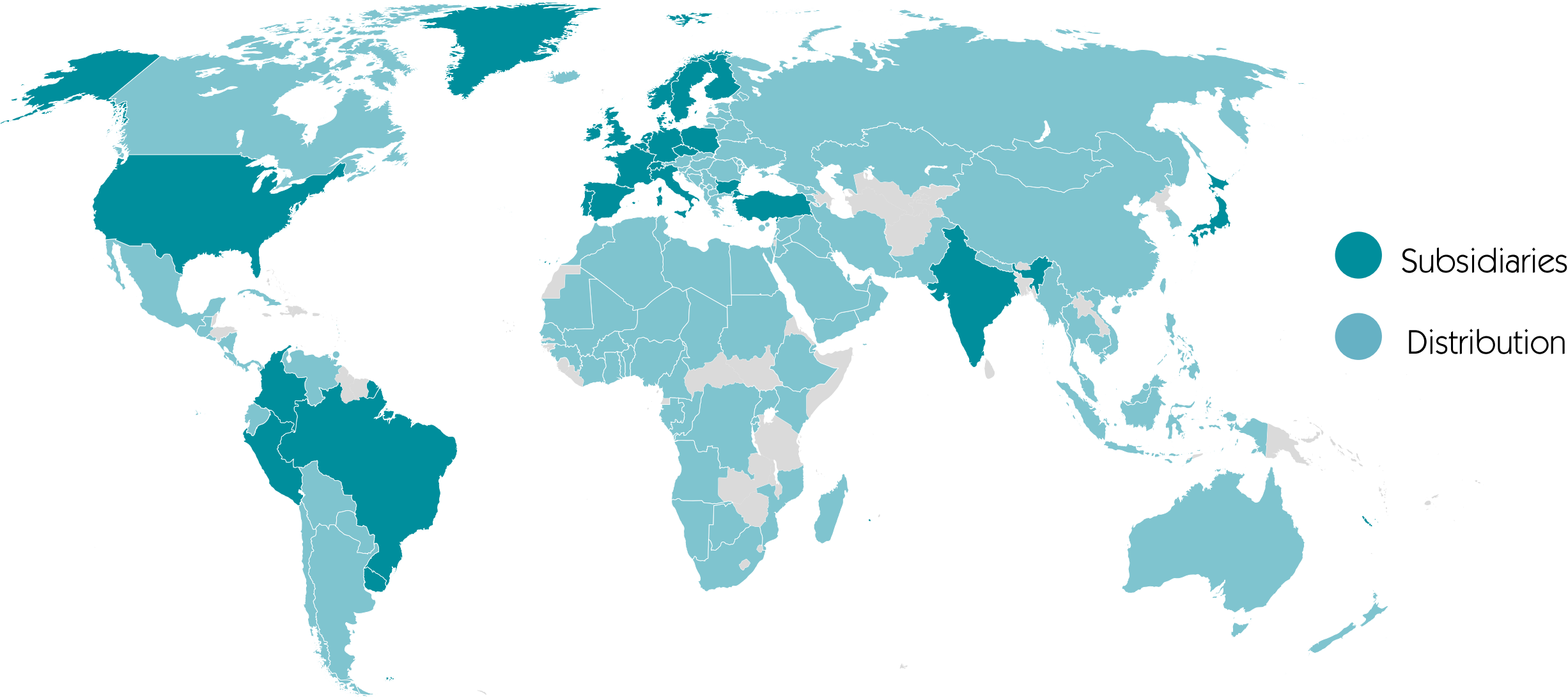
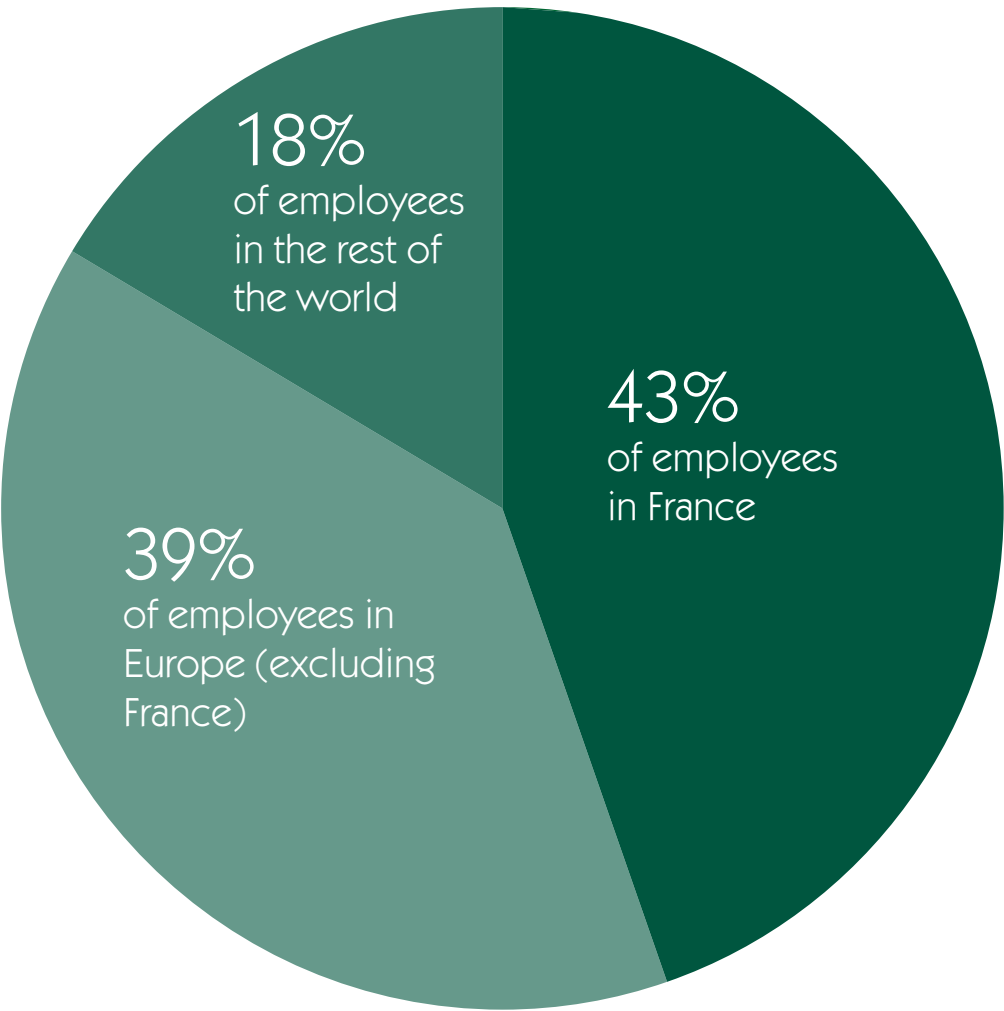
This means that the Group employs nearly 2,600 people worldwide.

As a global player with full control over each link in our products' value chain, from designing to distributing medical devices, Vygon helps to maintain jobs in all regions in which it is present.



Our locations in France

In 2023, the company had 1,017 employees in France:



Governance

After 20 years at the company, Ludovic Richard-Vitton became the new CEO of Vygon in January 2023 and will continue to roll out the group's industrial and commercial strategy internationally. Stéphane Regnault, CEO of the Group from 2002 to 2022, remains at the head of Vygon as Chairman. 2023 also saw the creation of a new Executive Committee whose role is to set the major objectives, monitor the overall performance trajectories associated with these objectives and make decisions to ensure that those trajectories are met. This committee meets twice a month.



**Ludovic Richard-Vitton,
Chief Executive Officer**

Ludovic Richard-Vitton is a graduate of EM Lyon with 25 years' experience in the medical device industry. He started his career at Vygon in 2002 as an international product manager, where he spearheaded the development of the Nutrisafe2 range in neonatology. He went on to hold various management positions, including Director of the anaesthesia-intensive care business, Chief Executive Officer of the French subsidiary, and Vice President of the Intensive Care Business Unit. His extensive experience in marketing, sales, R&D and regulatory, as well as his in-depth knowledge of the group's culture, are essential assets for his current role as Chief Executive Officer of Vygon.



Xavier Hocq, Chief Manufacturing Officer

A graduate of ENSAM (Ecole Nationale Supérieure des Arts et Métiers), Xavier Hocq's career led him towards methods, techniques and production within several of the Group's production units. In 2007, he became Vygon's Director of Factories and in 2017, he was appointed Group Chief Manufacturing Officer.



Ambroise Parker, COO

Born into a family of entrepreneurs and doctors, Ambroise Parker graduated from the Institut d'Optique Graduate School. He began his career in the electronics sector and has held various management positions in R&D, industry and commerce, including in the automotive and telecom sectors. He joined Vygon in 2001 to set up a cross-functional Supply Chain organisation and was appointed Chief Operating Officer in 2017.



Thomas Walter, Chief Corporate Officer International Business & Offer Development

A Doctor of Pharmacy with a Master's degree in Pharmaceutical Marketing and Health Law from the University of Paris XI, Thomas Walter has held various positions in the healthcare industries. He joined Perouse Medical in 2004 and rose through the ranks to become Chief Executive Officer in 2015 after its acquisition by Vygon. From 2017 to 2022, he led the Intravascular Therapies and Cardiovascular & Surgery BUs. He has been Chief Corporate Officer International Business & Offer Development since January 2023.



Anne Najaint, Chief Financial Officer

A graduate of EM Lyon, Anne Najaint has over 20 years of experience in performance management and corporate finance. After working in the banking, industrial and medical sectors, she joined Vygon in 2018 as Chief Financial Officer for the Group.



Laurent Millet, Chief Human Resources Officer

Laurent Millet, who holds a Master's degree in Human & Organisational Management from ESCP, joined Vygon in 2002 after several years in the industrial sector. He took over as Human Resources Manager in 2005 and was appointed Chief Human Resources Officer in 2017.



Matthieu de Montgolfier, Director of Strategic Planning and ESG

A mechanical engineer from INSA-Lyon, Matthieu de Montgolfier joined Vygon in 2007 as a workshop manager. He then managed the SAP plant from 2011 to 2021 and developed the VYSET business. After an Executive MBA at EDHEC, he took responsibility for strategic planning in 2021 and CSR in 2024.



Our investments

In 2022 and 2023, the Group invested more than €28 million.
Almost all of these investments were concentrated in France and Europe.

In 2022:

- Percentage of Group results invested in the company: **78%**
- Investments made: **€13.3m**
- Percentage of Group investments made in France: **51%**
- Percentage of Group investments made in Europe: **83%**

In 2023:

- Percentage of Group results invested in the company: **80%**
- Investments made in 2023: **€15.3m**
- Percentage of Group investments made in France: **43%**
- Percentage of Group investments made in Europe: **72%**



Investments in energy savings

For example, we have installed solar panels at our sterilisation and logistics site in Verneuil-en-Halatte.
The company plans to continue equipping its sites with renewable energy systems, reinforcing its commitment to sustainability and reducing its carbon footprint.



Investments in our production



MAN-01 ushers in a new era of automated production

After six years of hard work, MAN-01 (Neurostimulation Needle Machine) – the result of an ambitious project – was finally launched on December 15, 2023. This new 100% automated production line represents a major step forward for our company, with the main objective of improving our production capacity while reducing our operational costs. MAN-01's installation marks a significant transition for our company. By replacing our old semi-automatic "V2V" system with this cutting-edge line, we anticipate a significant increase in our production efficiency. Increased production capacity is not the only goal, however, as we are also working to optimise our manufacturing costs. In addition to its economic benefits, MAN-01 also has a positive impact on the environment and our employees. By rethinking how work tasks are organised, we have focused on workstation ergonomics, promoting employee well-being. Ergonomic chairs have been made available. To ensure employment stability, employees have received training on other workstations, especially on automatic machines.

In addition, the reliability of this automatic machine will reduce manufacturing waste.

Of course, such a technological advance involves significant investments. Creating MAN-01 required a budget of more than €1.5 million and the returns on investment are promising, with estimated savings of €400,000 per year, depending on production volumes.

In conclusion, the launch of MAN-01 symbolises a move towards more efficient, sustainable production with a focus on our employees' well-being. We are proud of this achievement and confident of the benefits it will bring to our entire business as well as our environment.

[Read the article published in L'observateur](#)



The digitalisation of our factories

Over the decades, production tools have been modernised, and the development of automation has enabled us to significantly improve industrial performance and increase production capacity to better adapt to customer demand.

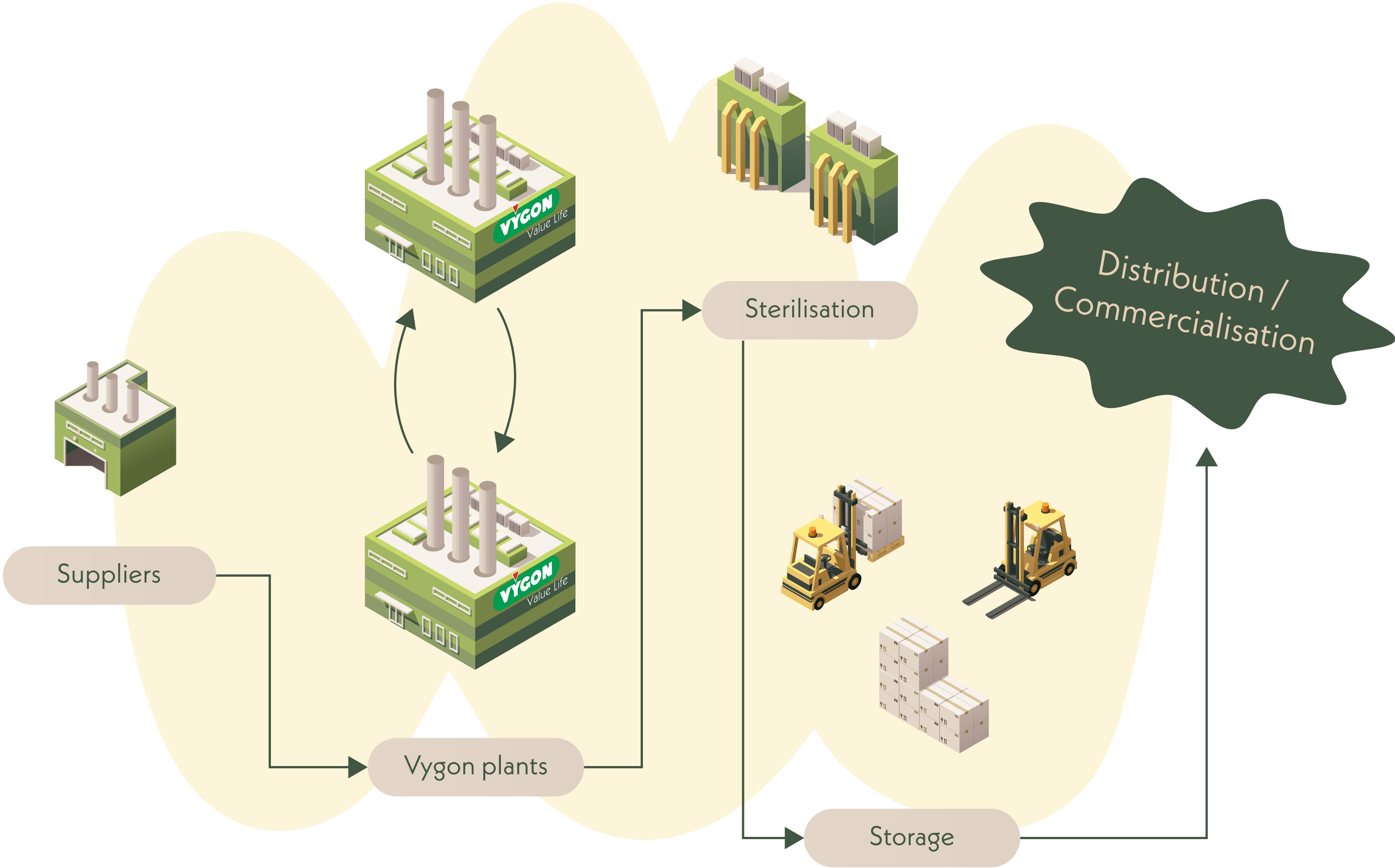
The factories of the future must continue to evolve and meet new challenges. We are investing to ensure that our factories continue to grow sustainably and become smarter. Transforming our "traditional" factories into industry 4.0 factories or digitalised factories is the new challenge we face over the next few years so we can efficiently monitor production, predict and anticipate breakdowns, and optimise improvements of our production resources.



Our production

As the very heart of industrialisation and the headquarters of manufacturing, the factory is where design and development efforts come to fruition, supplying warehouses with products destined for the market following a sterilisation stage.

Its ability to serve the customer depends on the capacity of its internal or external suppliers to provide the components, its own capacity in terms of machine and human resources, its expertise and, of course, its ability to operate effectively!



Meet industrial process specialists at the heart of our factories

Vygon has been developing and manufacturing medical devices since it was founded in 1962. The processes involved in manufacturing these devices in our factories are extremely varied. We have chosen to highlight the processes that are most representative of our business: plastics processing technology (injection, extrusion), automated processes and manual/semi-automated processes, and packaging processes.



Mapping of plant and sterilisation centre processes

2023 data

1 DIMEQUIP

Date created: 1970
No. of products shipped: 114 million pieces
Workforce: 139
Main products: Salem tubes, Nutrisafe extension tubes, Perfusafe, Vyclic, 140/141 extension tubes

2 SAP

Date created: 1976
No. of finished products shipped: 6 million pieces
Workforce: 150
Key products: Vyset, basic sets, non-woven

3 Dover

Date created: 2007
No. of products shipped: 11 million pieces
Workforce: 54
Main products: Huber needles, extender lines, infusion lines, custom sets

4 SIPV

Date created: 1962
No. of products shipped: 190 million pieces
Workforce: 190
Key products: Bionector, extension tubes, Autoflush, puncture needles, Leadercath, needles

5 MEDWIN

Date created: 2003
No. of products shipped: 2.1 million pieces
Workforce: 20
Main products: Enteral nutrition tubes and accessories, gastrostomy extensions, enteral nutrition pumps and PICC placement systems (PILOT)

6 Perouse Medical

Date created: 1980
No. of products shipped: 6 million pieces
Workforce: 65
Main products: implantable ports, patches and vascular prostheses

7 Vygon Colombia

Date created: 2000
No. of products shipped: 6 million pieces
Workforce: 140
Key products: extension sets, surgical brushes, mucus aspirators, endotracheal tubes, Nutrisafe/ENFit mandrel tubes, infusion lines, sponge sticks, catheters, feeding bags

- Injection
- Extrusion
- Manual/Semi-auto
- Auto
- Sterilisation

8 Verneuil en Halatte

Date created: 2003
Workforce: 57
Date created: 1983
No. of products shipped: 15 million pieces
Workforce: 180
Key products: Main products: Octopus, Echoplex, Locoplex, PCA, Boussignac Bougies, RCP probes, OTC kit, epidurals, extension tubes, Vystar ramps, trocars, Red-O-Packs, Heimlich valves

9 SIPA

10 Vygon Portugal

Date created: 2015
No. of products shipped: 7 million pieces
Workforce: 71 (88 with commercial)
Main products: umbilical catheters, nutrition probes, Qimono range, safety needles, pocket perforators

11 Vygon GmbH

Date created: 1971
No. of products shipped: 4.5 million pieces
Workforce: 270
Key products: Paediatric and neonatal PICCs: Premicath, Nutriline, Twinflo, Epicutaneo; Multi-light HVAC; PICCs: Lifecath, Maxflo, SmartMidline, CT PICC easy

12 LILMO

Date created: 2002
No. of products shipped: 5 million pieces
Workforce: 340
Main products: Huber needles with tubing, implantable ports, Dolphin and Flamingo inflation devices, compression pads

Europe



More than 165 million products were manufactured in our plants each year in 2022 and 2023.

We are proud that we have maintained and even increased the proportion of our products that are made in France and in Europe. This achievement is thanks to our engineers and technicians, whose continuous technological innovation has optimised our production processes and bolstered our competitiveness in the global market. Our investments in cutting-edge technology and advanced manufacturing practices allow us not only to meet our customers' quality and performance expectations, but also to support the local economy and create sustainable jobs.

€ **38%** of the products manufactured in our factories are made in France
(up 11% vs 2021)

54% of the total manufactured product value

€ **87%** of the products manufactured in our factories are made in Europe (including France)
(up 4.8% vs 2021)

81% of the total manufactured product value

€ **13%** of the products manufactured in our factories are made in the rest of the world
(down 23% vs 2021)

19% of the total manufactured product value



Partnership

Partnership with Carmat to roll out its Aeson artificial heart

In May 2023, Vygon signed with Carmat an innovative contract in many respects.

First and foremost, this is a project immersed in medical innovation. It involves a partnership with the French medical start-up Carmat, which has obtained the CE marking for its AESON artificial heart, the very first self-regulating bioprosthetic heart.

This heart, which will now be able to be implanted in a large number of patients to enable them to await a heart transplant with peace of mind, is an impressive and exciting innovation. But for this wonderful story to become a reality in hospitals, Carmat needed an industrial partner capable of designing and producing the graft that will connect the patient's arteries to their artificial heart. Carmat entrusted Vygon with the development of this vital vascular prosthesis that will connect the patient to their artificial heart. With us, the start-up has found the technical expertise in valve prostheses, the mastery of woven polythese®, the company's demand for quality and the commitment of our teams, essential to the success of the project.

For Vygon, this partnership also heralds a new way of working, combining our strengths with those of partners whose specialities complement our own, and investing with them in innovative and exclusive projects. Together with Carmat, we are exploring growth through collaboration.

Finally, this partnership is also a new way of enhancing the

value of our products, because at the root of this partnership is our catalogue of products dedicated to cardiovascular and surgical treatment. It allows us to demonstrate our ability to continuously evolve our products to meet technical challenges and respond to exclusive needs, as is the case with Carmat's Aeson heart.

We're proud of this innovative three-year contract.

[Watch the video](#) 



Stéphane Regnault, Chairman of Vygon, and Stéphane Piat, Chief Executive Officer of Carmat, discussed the partnership at the Business Tech&Co show on the BFM channel in May 2023.



Social

The employee experience



Laurent MILLET, Group Chief Human Resources Officer

To support our growth and meet tomorrow's challenges, we must adapt to changes in society and strengthening regulations but also new technologies, including by integrating Artificial Intelligence into our daily operations.

The acceleration of digital transformation in recent years has led to the integration of hybrid work and developments to our work environment, ensuring a positive experience for all.

In this context, and in accordance with our "UnitedVysion" medium-term plan, we redefined our HR strategic plan in 2023 to focus on six major areas:

- *Recruiting and onboarding talent*
- *Managing performance*
- *Managing scarce talent and skills*
- *Improving employees' engagement and experience*

- *Facilitating and securing access to information*
- *Developing skills and employability*

The development of our HR strategy is a continuation of the actions already put in place, particularly in France. This strategy is being rolled out internationally to support the Group's development and achieve our 2030 objectives, while improving quality of life at work for all.



On recrute, devenez **ambassadeur VYGON**



The volume of recruitments changes every year. The diverse range of profiles we recruit is a great asset for Vygon: working with colleagues from different backgrounds and profiles, who have different experiences and points of view, allows us to think outside the box and find creative and innovative solutions together.

In 2022, 98 people were recruited for our sites in France on permanent contracts, as well as 106 on fixed-term contracts, 22 on work-study programmes and 14 on internships.

In 2023, 125 people were recruited for our sites in France on permanent contracts (+28% compared to 2022). Of these, 39% were to fill newly created roles, while 62 people were recruited on fixed-term contracts, 13 on work-study programs and 13 on internships.

Inclusion

Co-option programme

Since 2021, we have run a co-option programme in France, giving each Vygon employee the opportunity to recommend people from their professional or personal entourage whose experience and values could make them a good fit for a permanent position that the group is looking to fill. A bonus is paid to the person who made the recommendation after the candidate passes their trial period and a donation is also paid to a different charity each year.

In 2023, we chose to support "Des Etoiles dans les Yeux", a charity that helps hospitalised children and their families through activities and events to help them tackle their emotional and psychological difficulties.

The recruitment process remains the same and this co-option system makes it possible to involve and value employees more in the company's development and growth.



France Inclusion Day

In 2022, we set up Inclusion Days in France. Every month, the head office welcomes a group of about 15 people from a range of teams and sites in France, across all levels of positions.

Inclusion Days are designed to welcome them in the best possible way, enrich interactions between colleagues and develop the internal network. We introduce them to Vygon's history and structure, Quality culture, Group strategy, our Values, HR processes and tools, and our products.

We also organise group workshops to promote discussions. The days also include lunch with a member of the Executive Committee and end with a visit to our SIPV production plant based in Ecouen. We welcomed 90 participants in 2022 and 128 in 2023, and we plan to roll out Inclusion Days at Group level.



Equality in the workplace

Vygon is committed to maintaining equal pay and development opportunities for men and women with equal skills and performance. Our comparative situation reports show that there are no significant pay gaps between women and men within the Group and no discrimination in terms of professional development. Workplace equality agreements are also in force on each of our sites.

For example, at headquarters in 2023, the gender equality index (which is up 3 points compared to 2022) stands at 89/100, compared to a national average of 88.5/100.

Highlighting the role that women play in the company, especially in high-ranking positions, is a major challenge for Vygon in the coming years.



Developing our teams

The Vycademy:
developing tomorrow's
talents



Vygon has undergone profound changes in the last ten years. The Group has successfully risen to many challenges, allowing it to continue to develop and invest. As such, one key area in terms of the company's strategic development focuses is enhancing/developing employees' internal skills. Gaining new knowledge and wanting to learn are essential to our company culture. At Vygon, employees undergo training throughout their career. To this end, the Vycademy, the company's internal "school", was created in 2023. We organise development pathways for each employee, designed to promote opportunities for mobility and new assignments. This includes customised e-learning programmes and training courses, led by speakers from different backgrounds.

Monitoring of objectives and performance management

To help us meet new expectations within the company (new generations, new relationships with work, etc.), we have reinvented our management methods to focus on greater cooperation, more feedback and more informal moments but also to implement more benchmarks and formalise annual interviews by implementing a global Talentsoft HRIS tool. Initially implemented in France in 2019, Talentsoft is gradually being rolled out internationally. By the end of 2024, 100% of Group employees will have access to this tool. This Group-wide rollout means we can further digitalise our HR processes and facilitate the sharing of best practices in terms of performance and skills management.

Mobility and professional development

Helping to support all employees is a way to bring about collective success for the Group. Our aim is to support each employee in building their professional project within the company and to develop their skills. That is why Vygon encourages and promotes professional development for its employees, offering opportunities to work on new missions and new projects in France and abroad. In 2022, there were 72 promotions and transfers in France. In 2023, there were 161 promotions and transfers in France (123% more than 2022).





Testimonials

"After 14 years in the cosmetics industry, during which I explored the worlds of chemical laboratories and product safety assessment, I wanted to broaden my field of expertise and change fields.
That's why I joined Vygon in January 2019 as a chemical and biological evaluation officer. This position followed on from my previous career, but in a different sector – medical devices. My journey began by discovering products and the changing regulatory context.
I value Vygon's work in favour of continuous improvement, and I'm involved in the Vysion programme, which started in 2021 and allows employees to take part in the company's strategy.
In April 2022, I had the opportunity to move to the position of Head of the Chemical and Organic Evaluation Department. With my team, our role is to secure products by ensuring that they do not pose toxicological risks to patients. To do this, we work closely with the project teams in charge of developing and maintaining the ranges. My ambition for the future is to highlight our department's expertise and to continue to advance our practices within the group with other departments."



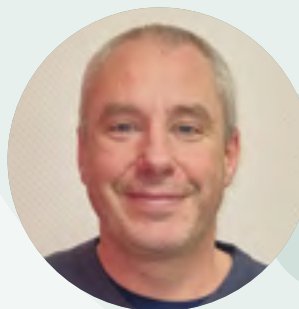
Aurélie GIGNOUX - Head of the Chemical & Organic Evaluation Department

"I joined Vygon in November 2009 as Sales Administration Manager at the France subsidiary.
My duties consisted of taking charge of a customer portfolio as part of the management and monitoring of their orders. At the same time, I was involved in setting up an after-sales service workflow for an active medical device.
Following various organisational optimisations, I subsequently held the positions of coordinator of the sales administration department and then manager of the back office grouping the sales administration and calls for tenders departments.
I was able to develop the skills I had acquired after working as a sales representative within the Pain & Airway Management Business Unit for two years.
This experience was particularly rewarding because, by working as closely as possible to customers and patients, I was able to learn even more about the impact and importance of our collective actions across all company departments.
I have held the position of Customer Service Director for the France subsidiary since March 2022. Working as closely as possible to customers really allows me to understand our administrative jobs from a new perspective. Working with all the department's teams, we are deeply committed to our role of supporting our many and diverse customers. We're committed to doing everything we can to satisfy them each and every day.
That's why we also embarked on an ambitious plan to optimise our company and our processes over the course of 2023 so we can maintain our standards when it comes to satisfaction.
I am truly grateful to those within my teams and the group who have supported me and continue to do so.
The human touch makes a difference and every day demonstrates it."



Christophe HERCOUET - Customer Service Director

"After 17 years at Caterpillar in the logistics department as a logistics manager (method and operational) where I was able to gain experience in lean management, I took the opportunity to join SAP (a Vygon plant based near Valenciennes) in 2017. I wanted to join a family business.
During my 6 years at SAP, I've implemented a new structure, developed working methods and made practical improvements to optimise the provision of components for production. For example, I've optimised preparation times and allowed for a quick analysis of our ability to meet production demand.
In 2023, Dany Brebion (Director of the SIPA plant) offered me the chance to take responsibility for the factory's production – I accepted because I wanted to discover another department and other production operations. I'm attached to the Vygon group and I didn't want to leave.
This suggestion gave new drive to my career.
Based on Dany's initiatives, I work to bring people together and create a mindset that puts the focus back on doing things right first time. In fact, I'm working to reorganise the department and I'm rethinking all the production-related professions. I also want to focus on field improvements, particularly on material flows. I want my employees and colleagues to benefit from my experience and a different perspective."



Fabien Turpin - Production Manager



Remuneration

Wage bill: growth of +5%

In 2023, the Group's wage bill increased by €7.4 million, from €134 million in 2022 to €141 million in 2023 (an increase of 5%). The new appointments combined with the decrease in the number of temporary workers reflect the desire to sustain our efforts, particularly in terms of the expertise needed for production.

Employee savings

At Vygon, we strive to compensate our employees fairly and competitively in relation to the market and the industry. We do this by regularly reviewing our compensation practices against external studies to ensure that they are aligned with the market, based on roles and associated competencies, and that they also meet the needs of our employees. In addition to basic remuneration, Vygon also offers several employee savings schemes. Employee savings take different forms: In particular, the share-based incentive set up as part of an agreement and the mandatory retirement savings plan, taken out with ARIAL CNP Assurances. The amount of the incentive is calculated based on the company's performance and the employee's presence and seniority in the company.

Employee savings at Vygon can represent a valuable opportunity for employees to receive additional compensation with tax and social benefits, while contributing to the company's performance. These schemes not only encourage medium- or long-term savings but also promote employee commitment.

Value Sharing Bonus

The draft law on emergency measures to protect purchasing power was adopted in the French National Assembly in July 2022. In 2023, Vygon paid a bonus of up to €1,000 for employees to support their purchasing power in the face of rising inflation. This bonus has helped make this difficult period a little easier for our employees. The management team is naturally paying close attention to developments regarding inflation and the country's economic situation.



Our employees' health



Coverage and monitoring

Each year, Vygon improves its health coverage by offering services that are increasingly adapted to the needs of employees. In 2023, Vygon employees benefit from:

Assistance in the event of hospitalisation

This assistance guarantee is designed to help with a range of challenging life situations. The benefits are awarded in the event of a personal accident, illness or death during a private or work trip. Our employees are advised on various topics such as the Social Council (social legislation and regulations, aid and funding), and personal services: home help, transport, childcare, grocery delivery, home well-being.

Psychological support

Employees can talk things over with complete peace of mind thanks to the 24/7 listening platform.

This personalised listening and support service is a way of relieving tensions. Whether their concerns are personal or professional, employees can contact psychologists through a network of about a hundred professionals dedicated to quality of life at work.

Osteopathy at work

As early as 2019, the SIPV factory offered osteopathy sessions to its staff. Suspended during the pandemic, sessions have resumed since 2022.

The benefits are numerous:

- Give SIPV employees access to osteopathic appointments within the company, prioritising production staff or personnel who carry loads
 - Improve employee well-being and reduce pain at work
 - Prevent the risks of musculoskeletal disorders
 - Become aware of bad habits at work or in daily life
- SIPV continues its partnership with the OSTEO ENTREPRISE structure, which specialises in osteopathy consultations and the management of illnesses at work.



Enjoyable and safe work environments

Pleasant workspaces

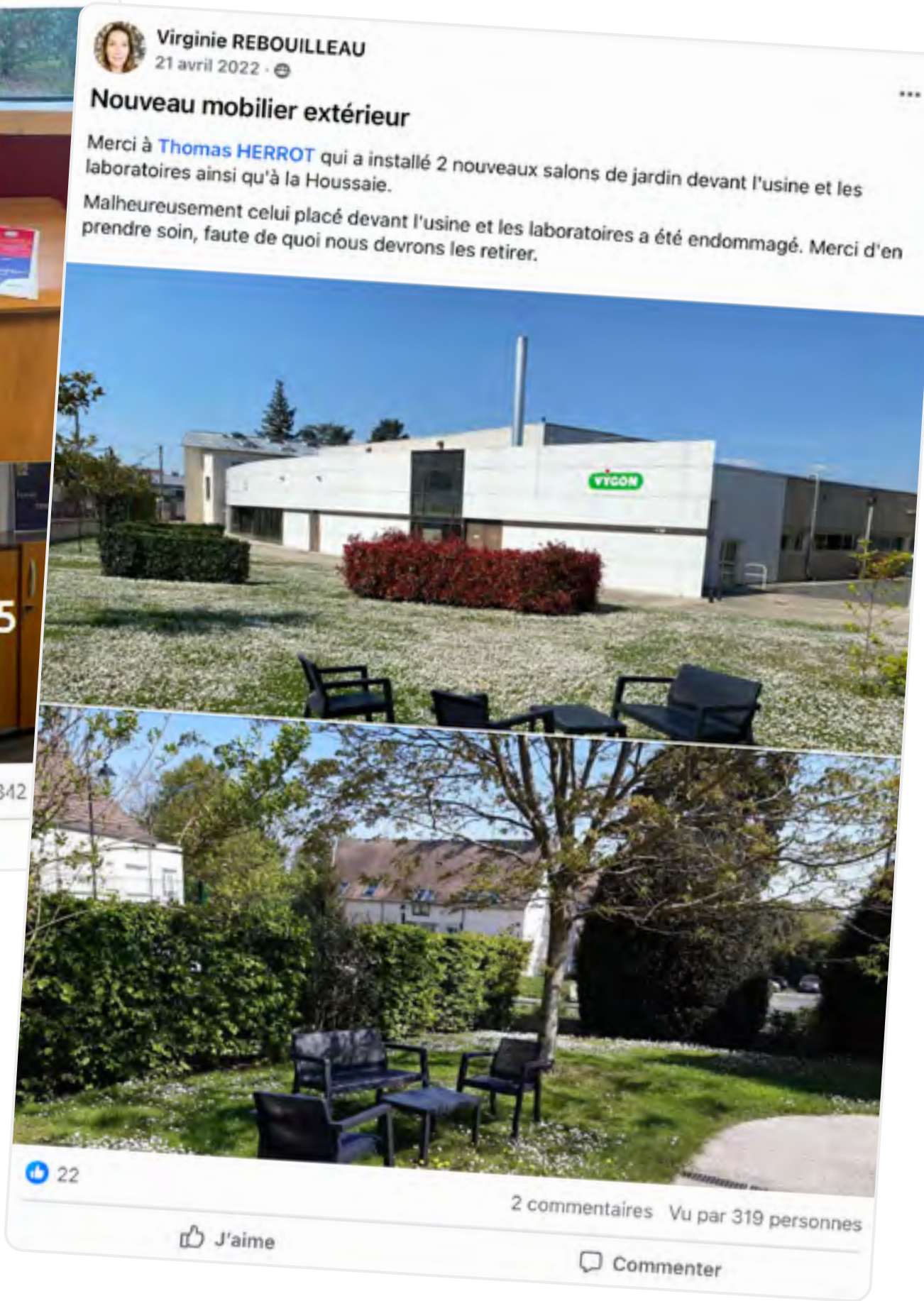
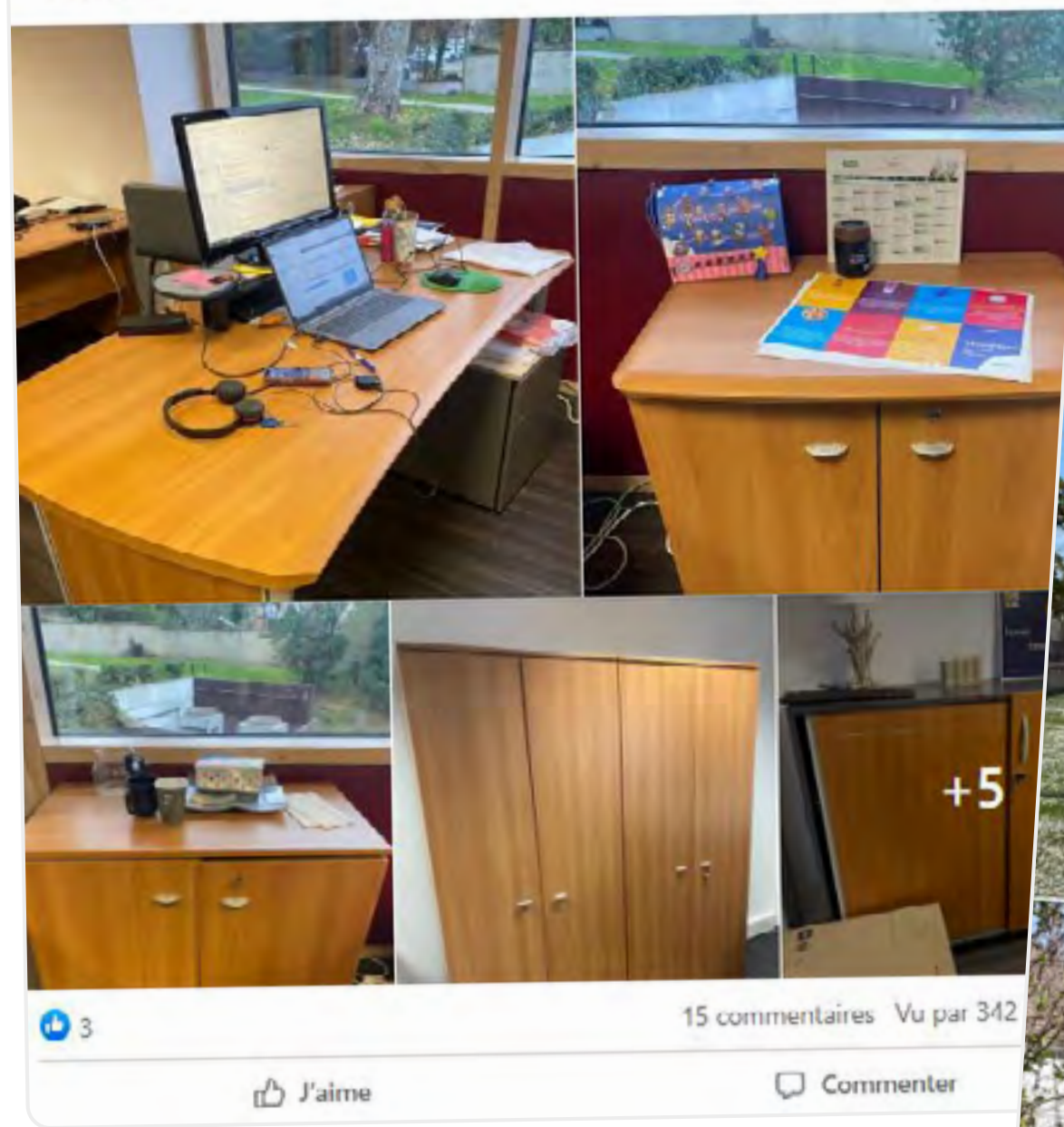
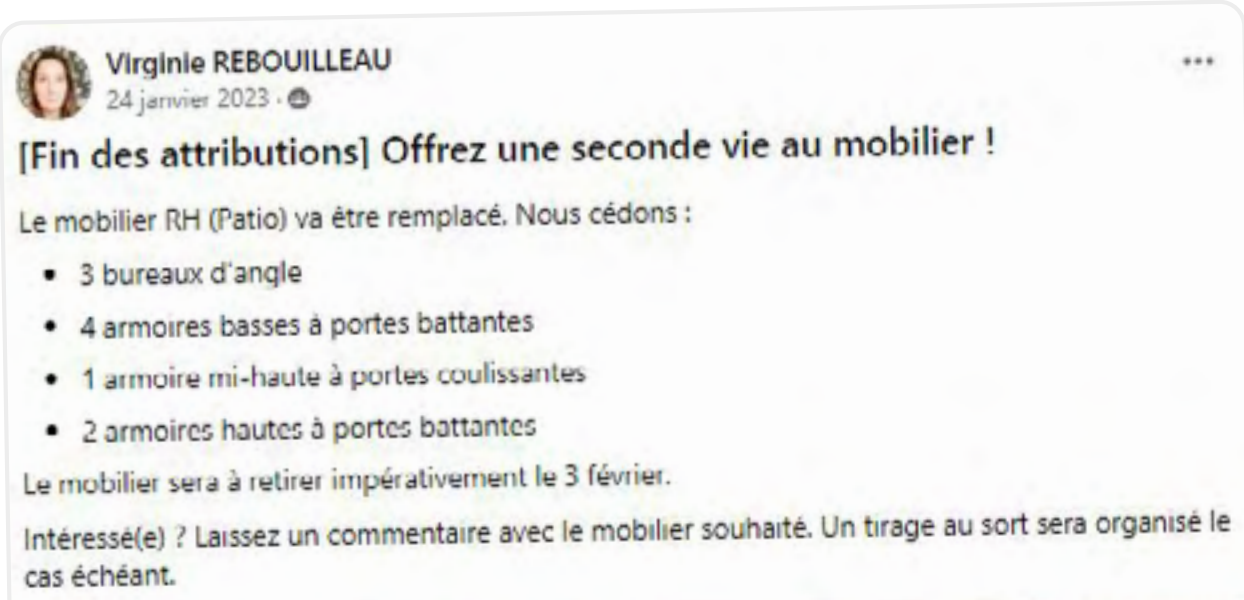
We strive to offer pleasant workspaces that promote both concentration and teamwork.

We are fortunate that our head office is located in an exceptional setting. Our buildings are sited within a 27,000 m² wooded park lined with many species such as sequoias, catalpas, purple beeches, blue cedars and oaks, as well as walnut, hazelnut and chestnut trees. We are committed to maintaining the biodiversity of the park and take a careful approach to maintenance (eco-grazing, late mowing). We make full use of it in the summer, installing outdoor furniture.

And our industrial sites aren't left out. The communal spaces in the historic factories of Saint Saulve (59), Avesnes-sur-Helpe (59) and Frameries (Belgium) have recently been renovated.

We choose European-made furniture whose wood comes from sustainably managed forests. For example, our worktops are designed with 21% recycled material and particle boards are guaranteed to have very low emissions of pollutants (formaldehyde).

In addition, when furniture is replaced, it is first offered to employees before being recycled.





Pavillon and Vylla

These are the names given to Vygon's two shared houses. To help probationary employees, apprentices and trainees find housing in a tense real estate market, in 2018, Vygon renovated a former caretaker's house to transform it into shared accommodation.

The Pavillon has 3 independent furnished bedrooms, a kitchen and a shared living room. It was a real success, and in 2021-2022, a second renovation project was undertaken to offer 5 additional bedrooms in the Vylla. We reduced the second site's environmental impact by fitting insulation, replacing joinery and installing a condensing boiler. In 2022, 10 employees stayed in these rooms. In 2023, the houses were occupied by 17 employees.



VYLLAGE: creating the campus of tomorrow

Our Vygon campus in Ecouen has been reinventing itself since 1962.

In 2016, a wooden frame building named La Mûrisserie sprang up. It hosts around a hundred employees.

Recently, 18 electric vehicle charging points have been installed to meet the challenges of ecological transition.

Vygon is actively preparing for the next challenges:

- Supporting increased recruitment: 25 new positions in 2023, with 40 planned for 2024;
- Optimising our workspaces: sharing workstations to create more collaborative and confidential spaces;
- Delivering a richer user experience.

The **"VYLLAGE: creating the campus of tomorrow"** project was launched in the summer of 2023.



Its aims are to:

- Study our spaces and our needs;
- Rethink our operating methods;
- Define the campus of tomorrow;
- Experiment with a new structure in a pilot area;
- Co-design new arrangements with teams;
- Support employees towards new ways of working.

In 2023, we identified needs and analysed spaces through interviews with 30 managers and sent a questionnaire to all employees.

This data allowed us to target our expectations:

- Have more local, bookable and non-bookable meeting rooms of different sizes
- Have spaces for individual working or for local one-to-one meetings
- Have spaces that are as welcoming as Vygon, where people can work differently, meet and chat informally
- Bring together teams that interact with each other on a daily basis

- Facilitate exchanges and communication
- Think about workstation comfort and the specific needs of certain departments: sample library, parcel space, storage, etc.

The VYLLAGE project team worked on the redevelopment of a 1000 m² pilot space that will bring together the marketing, product communication, R&D and regulatory affairs teams.

A team of ambassadors were involved in designing the spaces and choosing elements such as décor and furniture. The project was delivered in the summer of 2024!



Working conditions and safety

Vygon constantly strives to improve its employees' working conditions. Upon arrival, new employees are made aware of occupational and environmental risks during their HSE Welcome.

In addition, we are redesigning our sites to provide a high-quality work environment for our employees. We pay particular attention to workstation ergonomics to make certain tasks less physically demanding. Several ergonomic studies are carried out in partnership with the methods and production departments, qualified ergonomists and occupational health services. Workstations are also designed to be multifunctional to combat musculoskeletal disorders and to maintain employees' interest and vigilance, thus maintaining product quality. The common aim of all ergonomic studies is to reduce the risk of occupational diseases. These measures are reflected in a low number of workplace accidents on our sites and in a high level of well-being at work for our employees, who have long service records.

Finally, Vygon facilitates work/life balance by accepting

requests for part-time working (however, the company never requires employees to work part-time).

2022 figures

The number of days lost as a result of workplace accidents decreased by 56% between 2021 and 2022. The severity rate for all French sites is 0.451, compared to the national rate for the business sector, which is 0.70. Congratulations to the head office, which had no workplace accidents with lost time throughout all of 2022!

2023 figures

The number of days lost as a result of workplace accidents increased by 8% between 2022 and 2023 but remains down by 53% compared to 2021. The severity rate of all French sites remains at 0.45. We are continuing work to reduce the accident frequency. Congratulations to the SIPA production site (Avesnes-sur-Helpe), which had no workplace accidents with lost time throughout all of 2023!



Work-life balance

Remote working and work-life balance

Since the pandemic, Vygon has been able to adapt and maintain the trust of its customers. The crisis strengthened the focuses set out in recent years in terms of digitalisation, but also presented an opportunity to adapt our organisation, including implementing remote working based on each individual's role. A new agreement was signed, granting the right to two days of remote working per week. However, while it has many advantages, remote working can also make it more difficult for some to separate their work from their private life. As such, a set of rules have been drawn up to maintain balance in everyone's lives. In addition, employees can access support for the remote working package, including a screen, keyboard, mouse, USB hub and office seat.

Time Savings Account (CET)

Vygon wants to offer its employees greater flexibility in how they manage their working time and leave. This is why we have set up a CET for employees of sites in France to help them:

- Achieve better work-life balance,
- Deal with life events,
- Prepare for retirement,
- Strengthen social cohesion and solidarity by giving days to a colleague in specific cases.

This scheme allows our employees to accumulate paid leave entitlements or to receive deferred remuneration in return for unused leave or rest days.



Nursery places

To improve the balance between work and family life and facilitate access to quality childcare for the youngest children, Vygon has partnered with LES PETITS CHAPERONS ROUGES and since September 2021 has been funding childcare places for children aged 10 weeks to 4 years.

The social partners and the management team have chosen not to set up an allocation commission. All applications are accepted subject to availability of nursery places.

In 2022 and 2023, LES PETITS CHAPERONS ROUGES's network of nurseries welcomed 27 children.



Action logement

As part of its contributions to housebuilding efforts and in partnership with Action Logement, Vygon supports employees with issues related to access to housing.

Action Logement's main aims are:

- To support employees in their residential and professional mobility,
- To build and finance social and intermediate housing,
- To renovate housing and bring about the energy transition, by financially and administratively helping employee owners to carry out their work in the best possible conditions.

As such, employees receive support as they undergo changes in their personal situation but also get help to overcome difficulties in their residential journey.

In addition, Action Logement's measures also help to shorten commutes, thus contributing to a better work-life balance.



LOUER



ACHETER



FAIRE DES TRAVAUX



BOUGER



SURMONTER
DES
DIFFICULTÉS



Life at the company

More than 60 years of existence

Pierre Simonet, a Belgian engineer, founded Vygon in 1962.

Following a short hospital stay, where he became aware of the difficulty of sterilisation and the complexity of the work of nursing staff, he had the idea of developing single-use medical equipment. Vygon was born. Since then, the company has grown, expanded its areas of expertise, consolidated its industrial structures in France and Europe and opened commercial subsidiaries all over the world.

Vygon is now an international company but it is also a family business, whose stability and shareholder commitment allow sustainable development that brings projects to fruition.

In 2022, Vygon celebrated its 60th anniversary with a reception in a venue steeped in history, at the Trianon - Elysée Montmartre in Paris.

More than 900 employees attended a grand show combining dances and digital performances. They contributed by taking part in a collective choreography broadcast at the end of this magnificent event.



Celebrating 60 years of the Group at our SIPA, SAP and Dimequip plants

At the end of 2023, our plants in northern France, SIPA and SAP, and our plant in Belgium, Dimequip, celebrated Vygon's 60th anniversary with a dinner and a show in the presence of the Executive Committee.

A drone performance highlighting the group's colours marked the event.



Our logistics and sterilisation site celebrates 20 years

In 2023, our Verneuil site celebrated its 20th anniversary! Employees' families were invited to celebrate this anniversary and (re)discover the Verneuil site.



Christmas meal

2022 marked the return of the traditional Christmas meal organised by the Works Council and management after it was suspended during the pandemic! This year, employees were asked to decorate their spaces. The winning departments won a delicious breakfast, chocolates or a team-building activity!

There were plenty of activities on offer, including a photobooth, surfing, snow globes, a raffle and raclette! In 2023, employees learned to bobsleigh in a simulator and enjoyed a live concert.





Vygon continues its commitment to Quality of Work Life

Quality of Work Life (QWL) is an approach that aims to simultaneously improve employees' working conditions and the company's performance.

Vygon follows this approach and is committed to offering its employees working conditions that promote fulfilment, commitment and efficiency at work.

In 2022, Vygon took over the organisation of "QWL Contracts" at seven group sites.

Employees enjoyed the chance to get together, relax and have fun, with a variety of activities on offer (including amma sitting massage, sophrology, light therapy, virtual reality relaxation, mechanical rodeo, sports coaching and a chocolate workshop)!

The initiatives continued in 2023.

Seniority Anniversaries at Vygon in 2022 and 2023

Employee loyalty to the company has always been one of Vygon's strengths. Congratulations to our 221 employees around the world, including in France, Germany, Belgium, Colombia, India, Ireland, Italy, Mauritius, Dubai, Spain, Poland, Portugal, the UK, Uruguay and the United States, who celebrated their anniversary of joining the Group:

	Number of employees with 10 years of service	Number of employees with 20 years of service	Number of employees with 30 years of service	Number of employees with 40 years of service
In 2022	28	33	20	4
In 2023	64	38	19	15

Our commitments

We are proud to play our part in World Prematurity Day and World Cancer Day, two causes that are particularly important to us. These days are an opportunity to raise awareness, support affected families and promote medical advances in these areas.

World Days

Vygon: working to prevent cardiovascular disease

Vygon participated in World Heart Day for the first time on 29 September 2022.

Cardiovascular diseases are the world’s leading cause of death with more than 18.6 million deaths each year. World Heart Day is a global campaign to raise awareness of good practices to take care of your cardiovascular health and that of others.

Did you know that at least 80% of deaths from heart disease and stroke could be prevented?

Vygon is a major player in the cardiovascular market by offering devices such as vascular prostheses, patches

and inflation devices. Naturally, we support World Heart Day, helping to raise awareness among our teams and to inform them of the risk factors.

That's why we worked with a multidisciplinary team (vascular surgeon, dietitian, sports doctor, etc.) to find out the best practices we can all adopt to protect our cardiovascular health. Together, over the course of the day, we took part in activities to raise €2,500 for the World Heart Federation.



Vygon participates in World Cancer Day

World Cancer Day is a global initiative led by the Union for International Cancer Control (UICC). The day is dedicated to making the fight against this disease part of the global health and development agenda and promoting greater equity. Every year, hundreds of events and activities are organised around the world.

As a manufacturer of medical devices, we are a partner of healthcare professionals in caring for their patients, so joining this initiative to support them was only natural.

That’s why, on 4 February 2022, we took part in World Cancer Day. We decided to dedicate the 2022 event to all healthcare workers who work every day to improve care for cancer patients. The aim was to highlight the obstacles and disruptions they faced during the two years of the pandemic, as well as to thank them for their daily work for cancer patients.

To support oncology healthcare workers as they deliver care, we have partnered with Sofrocay, the Institute of Caycedian Sophrology, to develop a programme of sophrology sessions for healthcare staff. These sessions were offered to hospitals and healthcare facilities. The first institution we worked with was the Gustave Roussy Hospital in Paris. The goal is to help healthcare workers manage their stress and anxiety and improve their sleep and overall well-being.

A web conference was also held for Vygon staff. We had the pleasure of listening to the testimonies of Estelle Damiano, a nurse at the Gustave Roussy Hospital, and Sandrine Proust, a psychologist at the same institution. We were also honoured to learn the benefits of sophrology from Dr Natalia Caycedo, psychiatrist and president of Sofrocay. We even experienced some of these benefits thanks to a sophrology session led by Christophe Deffontaines, Director of Vygon's Asia-Pacific region.

Our teams also organised other local events around the world.

For the 2023 edition, we organised sports activities and fun events for our employees. A donation was made to the Union for International Cancer Control on behalf of every person who took part. In addition, a web conference on cancer screening and prevention led by healthcare professionals was distributed to all our Group employees.

We would like to thank healthcare workers for the efforts they make every day and we will continue to do all we can to strive to support them and show them our appreciation.



Our support for the SOS Préma association

SOS Préma is the French parental association that fights to support families who experience the "life accident" of having a premature child. To ensure that every premature child has the best chance of growing up well in France and to make families' voices heard with public authorities and defend their rights, SOS Préma works closely with healthcare teams to make these objectives a reality.

SOS Préma's actions are in line with our objective of helping healthcare professionals to better care for premature patients. Providing the best start in life for these babies is a daily and collaborative challenge.

"Cancer and employment" charter

Cancer is a reality in the corporate world, but it remains very difficult to address. Supporting those affected requires action from us all, managers and employees alike.

We signed the "Cancer and Employment" charter in May 2021 because Vygon is committed to improving support for employees affected by cancer and promoting health.

The charter developed by the French National Cancer Institute (Inca) is based on 11 commitments consisting of principles and actions to help people with cancer remain in and return to work. Vygon also decided to extend it to other conditions, such as chronic progressive diseases.



In this video, Pascal Marion shares his experience as a cancer patient and employee of Perouse Medical (Vygon Group).

Donations and philanthropy

The Vygon Group donated €1,273,576 in 2022 and 2023, including:

- €1,148,389 in product donations
- €125,187 in other donations and philanthropy.

Donations in Ukraine

Headquarters and subsidiaries have worked to provide Ukrainian hospitals with products to treat their patients. Several convoys departed in 2022 and 2023. Nothing would have been possible without our Polish subsidiary, which was able to be in contact with Ukrainian healthcare workers and get our products to Ukraine.

Communication

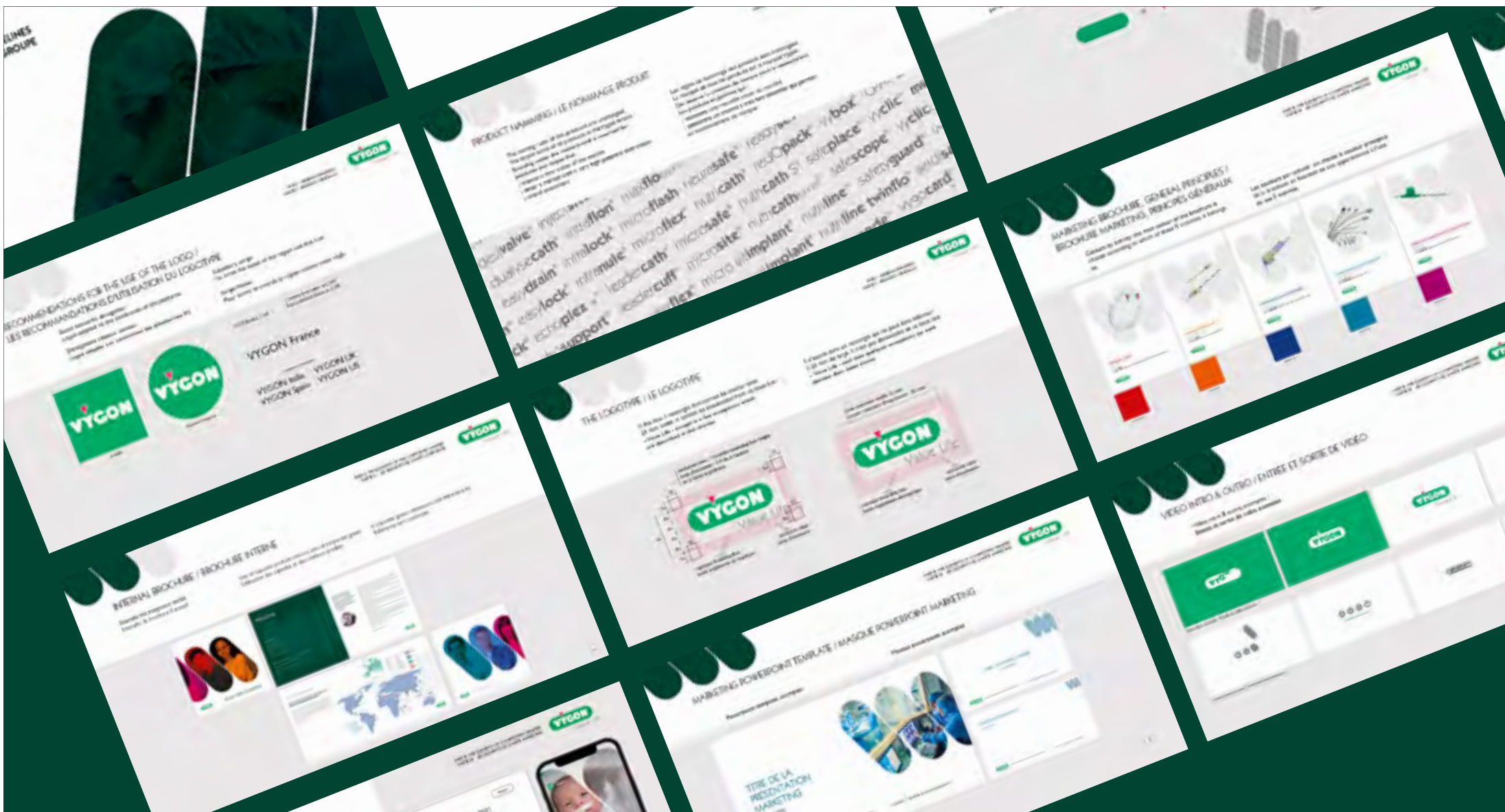
Our communication projects are designed to foster transparency, encourage employee engagement and strengthen our brand image. By highlighting our corporate culture and values through our communication projects, we want to create a sense of belonging and pride among our teams, while demonstrating our commitment to sustainable and responsible practices.

A corporate film to embody our ‘Value Life’ mission

In 2023, we produced a new corporate film designed to promote the Group to all our audiences, attract new employees and develop pride in belonging to the Group.



[Watch the video](#)



A new corporate identity for Vygon

In 2022, 10 years after the release of the previous style guide, we thought it was the right time to renew it and incorporate the changes in the company and its environment into how the brand is expressed. The purpose of the style guide is to materialise the brand identity and its visual universe.

This new style guide therefore incorporates the strategic renewal of our company while aiming to provide more coherence and cohesion to all areas of communication in the different Vygon businesses and subsidiaries around the world. The goal is to make us a cohesive group, as legibly and visibly as possible, to make our messaging and thus our brand even stronger.



Dynamic Communications

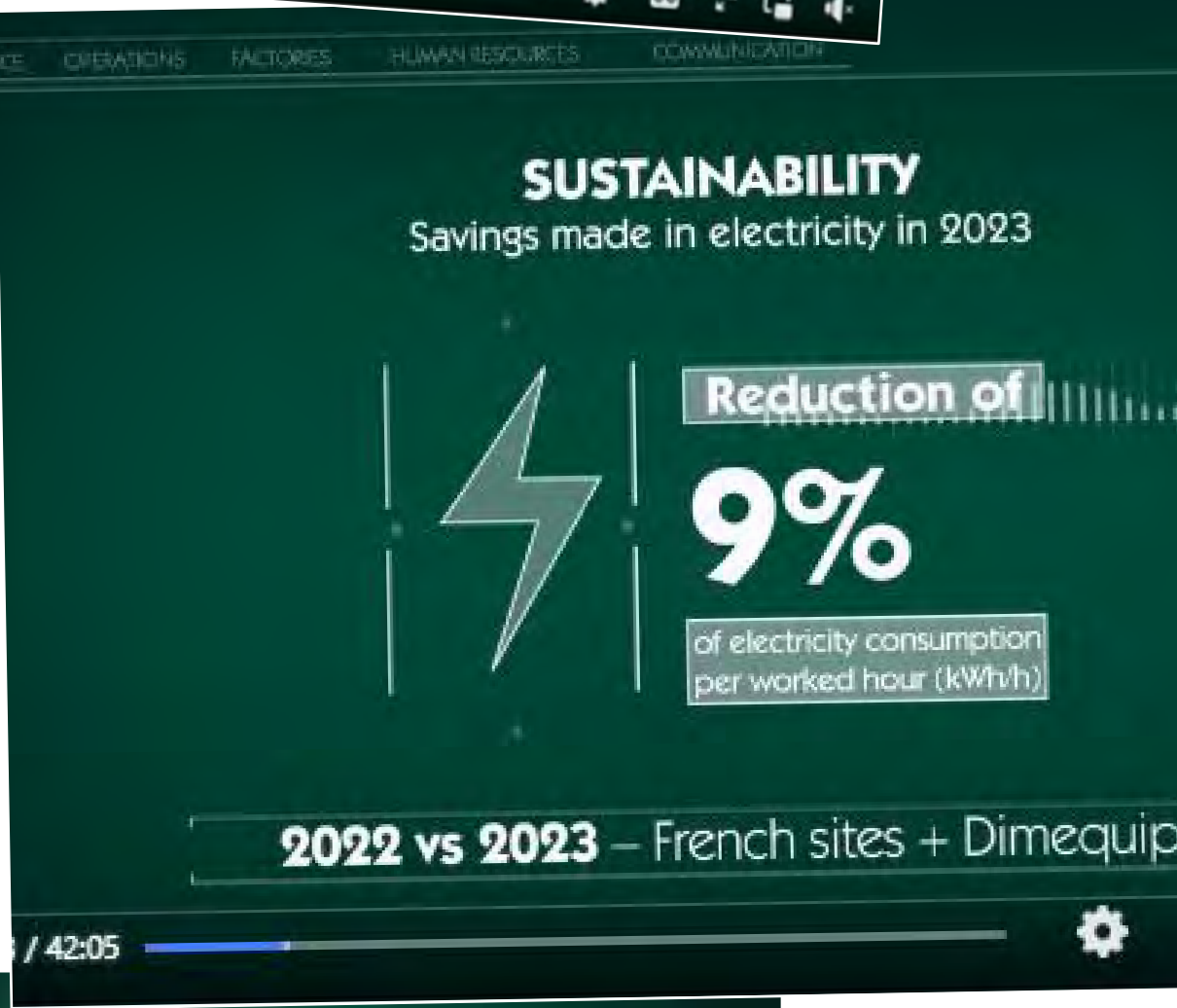
We have been using the Workplace communication platform for several years, which allows us to communicate easily with all our Group employees and to promote the exchange and sharing of information.

In addition, a number of sites, and our factories in particular, have an on-screen communication solution to broadcast a variety of general content (weather,games,environment,sport,travel,etc.) and content related to the company's business (HSE, HR, management information,Vygon events, etc.).

What's new for internal communication in 2023

New internal communication tools were launched on our Workplace platform in 2023:

- a programme hosted by our CEO five times a year, to allow everyone to stay up to date with the Group's news with guests from all countries, and subtitled in five languages
- the ability for our employees to submit their questions to the Executive Committee. Answers are provided every two months in the form of podcasts.



A new institutional website

Our new website, www.Vygon.com, was launched in December 2023.

The site was completely redesigned and offers an improved user experience with simplified navigation and enhanced features.

The new features include:

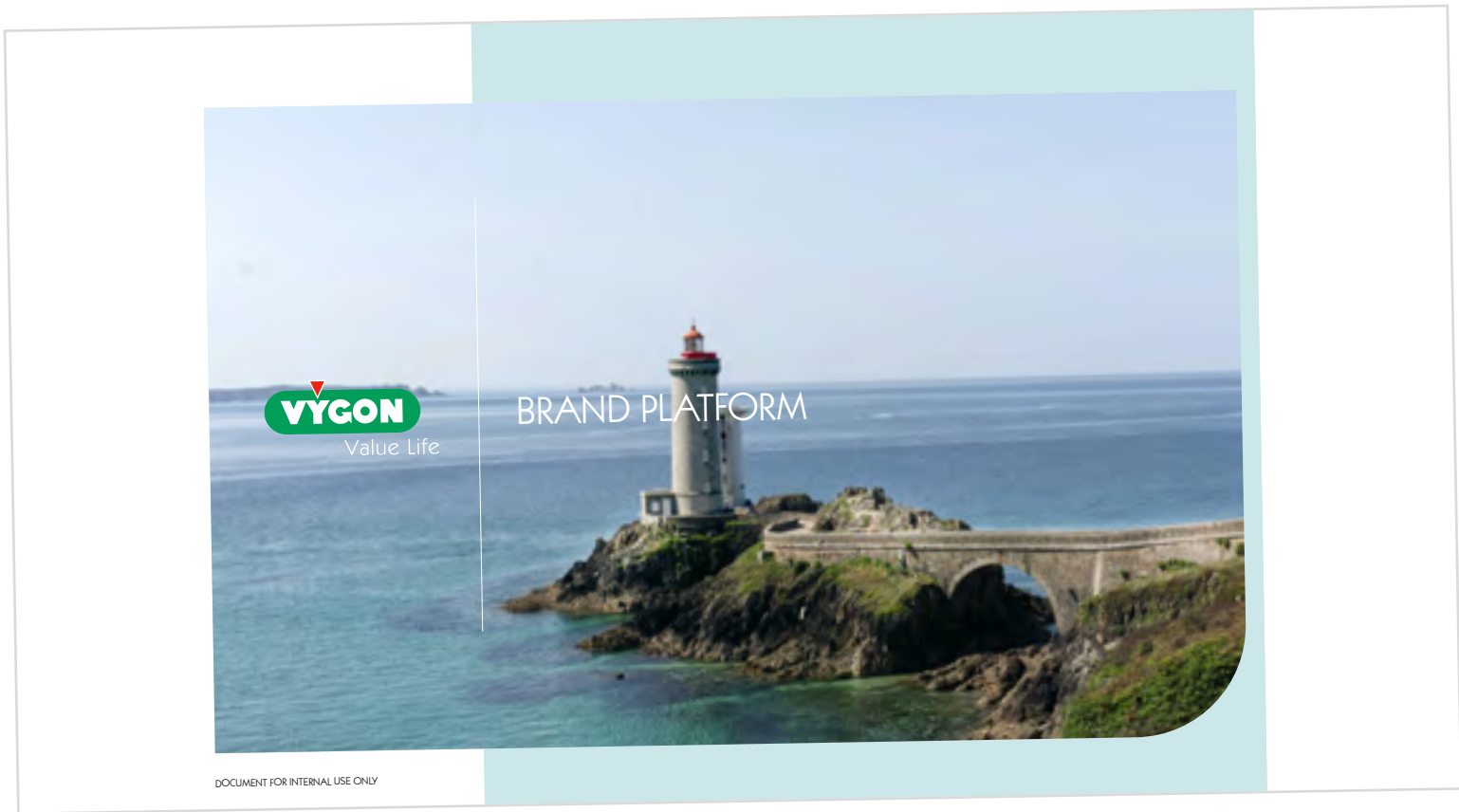
- Improved navigation for a simpler and faster user experience on both mobile devices and desktops.
- A modern design based on our new branding.
- A new way to find products thanks to a completely redesigned site structure.
- More editorial content and a space dedicated to the employer brand to attract new employees to Vygon.

In 2024, the sites of our subsidiaries in France, Belgium, the Netherlands, Portugal, Spain, the United States, Sweden and Uruguay will also be launched.



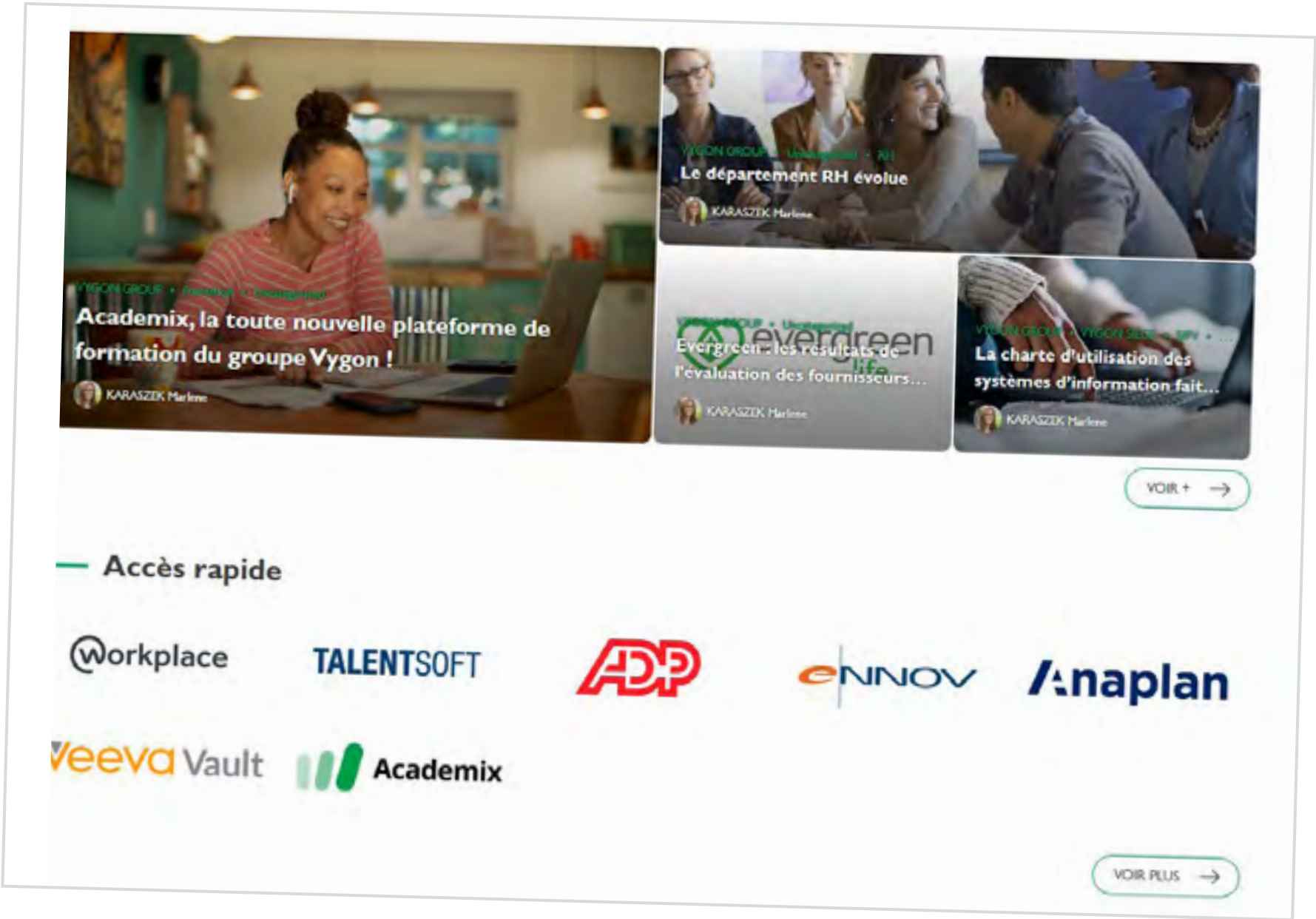
A branded platform to tell the story of who we are and where we're going

This year, we made our brand platform available internally. It explains what our brand is, where it comes from, what it stands for and the path it wants to take. Through a few key questions, it sets out the fundamentals of our brand, the stability that allows it to transform itself: how Vygon sees its sphere, where it works, its aims, its values... Inspired by attentively listening to all those who work for or with Vygon, it is written for all employees. Everyone is invited to talk about their role and our company, and the platform is an internal communication tool that explains how to effectively and independently communicate outside the company, more powerfully and uniformly.



A new look for our Intranet

At headquarters and our SIPV site, we have set up a new VygonConnect intranet that gives access to all information aimed at employees (policies, business procedures, benefits, etc.), and links to the various tools we use internally. In a context where we are working with more and more internal tools, the new intranet offers a centralised entry point for employees, helping them find the right information.



Environment




Environmental commitment at the heart of the medical sector's concerns

Since 2015, the fight against climate change has been driven by the United Nations through the agreements reached at COP21 in Paris. The United Nations is committed to limiting the rise in temperature to 1.5°C, compared to pre-industrial levels.

Under the European Climate Law, EU countries are required to reduce their greenhouse gas emissions by at least 55% by 2030. The aim is to make the EU climate neutral by 2050.

In France, the Climate Plan has been in place since 2017, with the aim of achieving a 50% reduction in emissions by 2050 and keeping global warming below 2°C. France's ambition is to be the leader in green industry in Europe. This is reflected in the French Green Industry Act published on 24 October 2023, which aims to reduce the country's carbon footprint by 41 million tonnes of CO2 equivalent by 2030. This was estimated at 604 million tonnes of CO2 equivalent in 2021.

The healthcare sector plays a key role in reducing our carbon footprint. Numerous studies have shown that climate change is having an impact on health. The World Health Organization (WHO) considers that the climate will be the main threat to health in the 21st century. According to the Shift Project, the healthcare sector accounts for 8% of France's greenhouse gas emissions. It is estimated to emit around 47 million tonnes of CO2 equivalent. Medical devices account for 10 million tonnes of CO2 equivalent and 21% of the healthcare sector's emissions. So we have a vital role to play. VYGON has a vital role to play. 



●●● The commitments of all players in the healthcare sector in France, Europe and around the world are becoming increasingly visible.

In June 2023, SNITEM held a conference on “CSR in health: What are its challenges? What are its outlooks?” bringing together all the players in the medical device sector.

In October 2023, six articles of the French Green Industry Act accelerated the inclusion of environmental criteria in public procurement and public support schemes from July 2024.

In November 2023, the pharmaceutical industry union Leem signed an agreement to accelerate the ecological transition and sustainable mobility of its sector.

At European level, the NHS (National Health Service) in the United Kingdom is leading the way and aims to achieve zero direct and indirect emissions by 2045.

Our national and international customers are also heavily involved. Calls for tender are taking account of social and environmental issues. Our customers are paying close attention to the eco-design of our products. Requests for carbon assessments are becoming increasingly frequent. Healthcare professionals are taking action to eco-design treatment and healthcare pathways.

Through the VYSION Strategic Plan, VYGON has launched an action plan to address these challenges. Several projects are already underway:

The carbon footprint and environmental labelling of our products

Eco-design of an implantable port in partnership with the Gustave Roussy Institute

- The company’s carbon footprint.

VYGON can therefore live up to the expectations of its customers and meet the challenges of the environment and public health.



Sustainable Development Seminar



In March 2023, the Executive Committee and the members of the VYSION Sustainable Development #IMPACT Workstream, part of the Vysion strategic project, took part in a seminar devoted exclusively to sustainable development and climate change.

Its aims were to:

- share a common understanding of one of the most pressing issues in sustainable development, namely climate change;
- leverage key sustainability frameworks to explore and define what matters most to Vygon.

The participants first explored the mechanisms and challenges of climate change through a "Climate Fresk" workshop and then reflected on collective and individual solutions through the "2 tonnes" workshop.

With this new knowledge, they identified Vygon's priority projects in terms of sustainable development.



Our environmental approach

Retaining our ISO 14001 certificate

The ISO 14001 standard governs environmental management systems. It helps companies reduce their impact and improve their environmental performance.

From 27 November to 4 December 2023, the renewal audit for our ISO 14001 certification took place. Retaining our certificate ensures continued recognition of the important work our teams began in 2002. During the audit, the auditor noted many strengths including:

- staff involvement at all levels;
- good knowledge of environmental risks, prevention methods and instructions;
- energy saving projects.



Energy savings

Installation of solar panels

In 2022, solar panels were installed on three of our factories in Europe:

- The DIMEQUIP plant (Belgium) installed an 800 kWp rooftop power plant to save about €100k of electricity per year;
- In Verneuil-en-Halatte (Oise), our sterilisation and distribution site, a 250 kWp ground-based solar plant entered service, covering 17% of the site's electricity consumption. As a result, we have prevented 131 tonnes of CO₂ emissions per year.
- The Vygon Portugal plant chose a 360 kWp parking shade solar plant that prevents 256 tonnes of CO₂ emissions per year.

In 2024, Vygon is continuing its path towards lower-carbon energy and will install a new solar panel plant at the PEROUSE MEDICAL site in Ivry-le-Temple (Oise).



Dimequip Plant, Belgium



Vygon Portugal



Vygon Portugal



Installing charging terminals

In 2022, a new charging station for electric vehicles was installed at the Verneuil-en-Halatte site. It includes two charging points and facilitates inter-site journeys in an electric vehicle.

In 2023, 18 new charging points began operating at our head office.

We have a total of 46 charging points in France, across 23 charging stations.



Thoughtful travel

Because human relationships are part of our DNA, meeting colleagues and travelling at home or abroad remains an essential part of our collaborative culture. To limit the carbon footprint of travel, we promote and continue to roll out new communication tools.

In addition, employees have had access to a professional carsharing vehicle service since 2015. This service makes mobility simpler, more modern, freer and accessible to all.

In addition, to reduce its transport emissions, the Vygon Group has:

- 7 electric vehicles
- 40 hybrid vehicles
- 51 charging points for electric vehicles

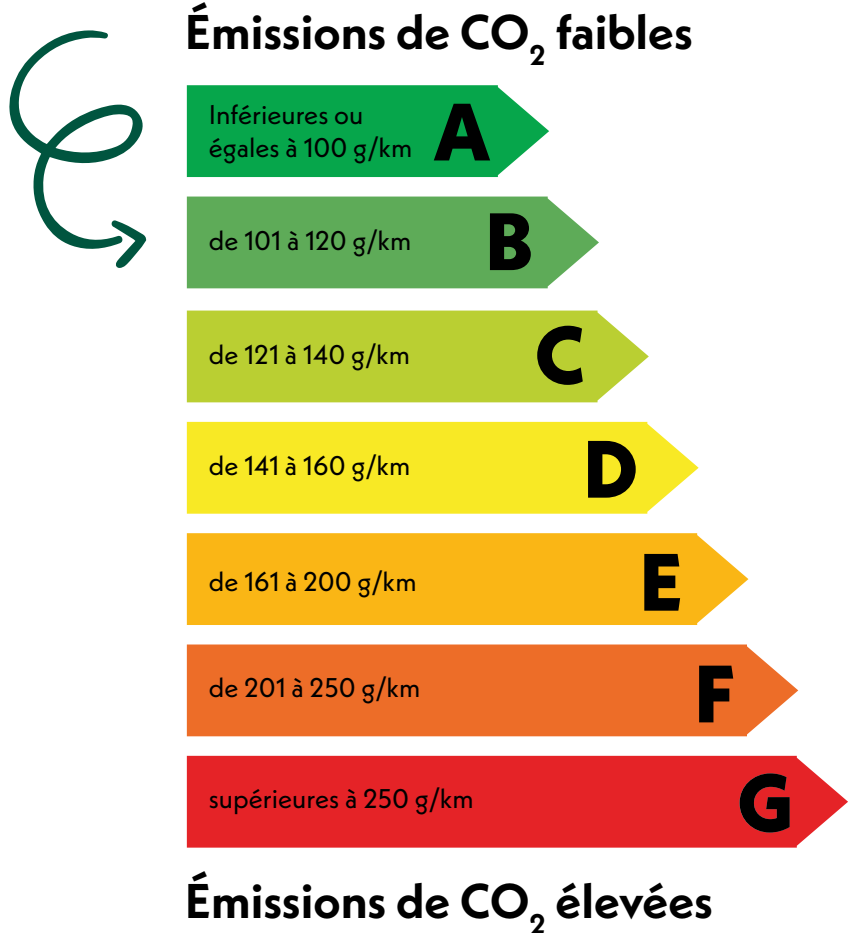
Our car fleet emits an average of 111 g CO₂/km, earning it a “B” classification.

In 2022, our charging terminals provided more than 39,000 kWh of charging. This represents about 261,000

km of travel, preventing 34 tonnes of CO₂ emissions. In 2023, our charging terminals provided more than 55,000 kWh of charging. This represents about 371,000 km of travel, preventing 48 tonnes of CO₂ emissions.

Finally, we facilitate employee mobility by:

- Providing a shuttle bus between Ecoen rail station and our site, operated by a company that employs people with disabilities
- Providing recharging points for e-bikes
- Reimbursing kilometres travelled by bike.



Reducing energy use

Vygon has been working to reduce energy use for many years. We design our industrial resources to be as efficient as possible with a minimal energy impact.

We replace industrial equipment with less energy-intensive methods. For example, hydraulic injection presses are replaced by electric presses.

We recover waste heat and use it in our heating systems.

We renovate your buildings to reduce energy losses.

And more recently, we are investing heavily in solar power plants.

Since 2020, our energy use reduction plan has cut our gas consumption/hour worked by 25% and our electricity consumption/hour worked by 13%.

We're extremely proud of those figures.

Congratulations to the teams who contributed to these projects!



Eco-design

Eco-design of an implantable port in partnership with the IGR

Eco'Port is the name given to this project resulting from a strong partnership between the Gustave Roussy Institute (IGR), Europe's leading oncology centre, and Vygon. Its goals are to:

- Assess the environmental impact of installing and removing an implantable port at the Gustave Roussy Institute (IGR)
- Eco-design the Polysite 3007ISP implantable port
- Serve as a pilot project to adapt Vygon Group's design procedures to an eco-design approach.



ECOVAMED certification

Objectively assessing the environmental footprint of health products

Vygon has chosen the ECOVAMED standard to label its products.

This is an environmental performance index based on the origin of production of health products. This is an alternative solution until all health products have a carbon footprint calculated according to the standardised Life Cycle Assessment methodology.

The countries of each manufacturing stage and the production of all main materials are taken into account, to calculate an average carbon intensity over all production stages. The carbon intensity of each country's electricity is used to determine this average, which is scored both out of 100 and with a 5-letter system (A, B, C, D and E).

The calculator was developed with ECOVAMED in 2023.

Vygon plans to label nearly 1,000 codes in 2024. From 2025, labels will automatically be provided in tender documents.



Waste management

Waste recycling

Vygon recovers and recycles 100% of the waste produced.

In particular, we recycle our plastics, wood, scrap metal and paper.

Waste that cannot be recycled is recovered for energy.

In addition, for many years, Vygon has sent some of its waste for treatment locally by a company that employs people with disabilities. This includes Waste Electrical and Electronic Equipment (WEEE), papers, cartridges and batteries. The partnership supports social inclusion for workers with disabilities while helping the environment.

Here or There? How do we sort our waste?

Sorting at source and communal collection points have been implemented at our head office in Ecoen.

Communal collection points have replaced individual bins.

Our communication department worked on the visuals and created an animation to encourage Vygon employees to sort their waste.



Water consumption

Rainwater harvesting

The Ecoen site has 3 rainwater harvesters that reduce domestic water consumption.



International

A group CSR approach

Our Group CSR approach reflects both our ambition and our commitments. The approach set out below is the common foundation of our Group's social responsibility.

Our ambition

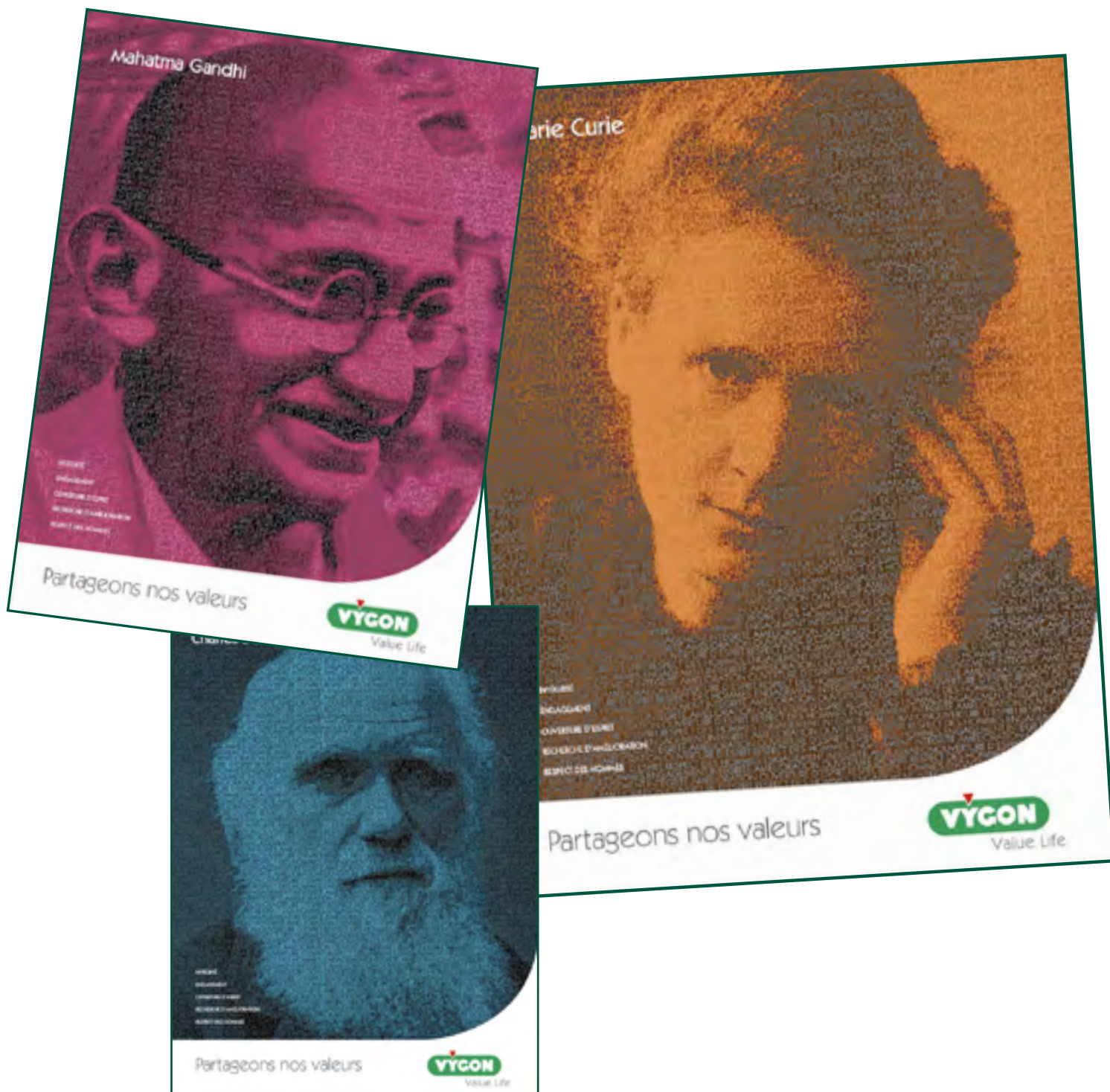
Vygon is a French family-run business founded in 1962, which has striven for long-term sustainable growth right from the start. It has always been Vygon's ambition to provide healthcare professionals with innovative, high-quality products tailored to their needs so they can care for every patient in the safest way possible.

Across its network of 27 subsidiaries, everything Vygon does is driven by its three-fold goal; respecting people, economic development, and protecting the environment. To overcome the challenges of tomorrow, we need to act differently!



Our commitments

These commitments translate Vygon's willingness to put the expectations of its different stakeholders (staff, customers, suppliers, service providers and local communities) at the heart of its business:



Promoting our values

Vygon puts people-based values at the heart of its organisation – Vygon ensures that all its entities adhere to the ten principles of the UN Global Compact on human rights, labour, the environment and anti-corruption. Furthermore, Vygon is committed to diversity and equal opportunities and contributes to charities by making donations and providing free products to various medical organisations such as Les Matins du Soleil which helps communities in Niger, or L'Etoile de Martin, a children's cancer charity.

Vygon upholds ethics everywhere it is located - Vygon builds partnerships to promote loyal and ethical business practices with its suppliers, distributors and customers. More specifically, it expects its suppliers to strictly endorse the "Vygon Supplier Code of Conduct" as well as all regulatory and standard requirements which apply to their business practices.

Vygon involves its staff in the company's strategic decisions - The Vysion project carried out across the company's divisions and subsidiaries is helping Vygon to build its Group's future hand in hand with its employees. Together, they are determining the key directions to take over the next few years, by setting up working groups to provide specific solutions for issues that have been identified.

Vygon shares its expertise and develops that of its staff – Vygon delivers bespoke training to healthcare professionals in over 20 countries. Vygon also strives to develop its employees' skills and maintain their employability by means of an annual training plan and by putting in place a career plan.



Long-term relationships

Vygon guarantees the safety of its products – Vygon implements quality requirements every day, at every level of the company, to ensure that the millions of products used throughout the world each year are faultless. Vygon products are continually being adapted to comply with increasingly stringent regulatory requirements for medical devices. The health and safety of patients and practitioners are Vygon's priority.

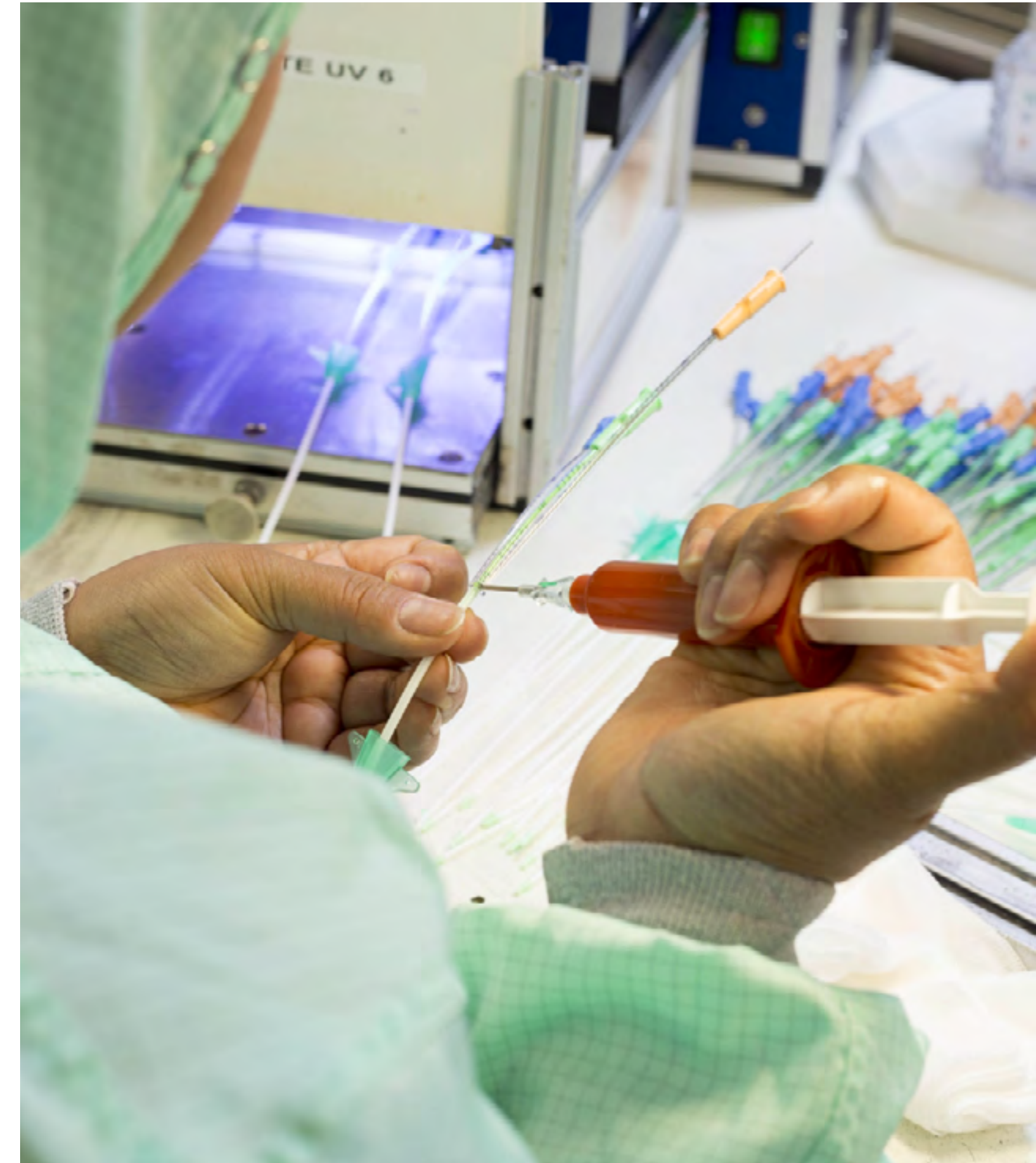
Vygon engages in a long-term strategy and vision – Vygon is a family-owned company; the stability and commitment of its stakeholders allows Vygon to make long-term investments and to favour quality and innovation over short-term profitability. Consequently, Vygon can guarantee sustainability for its customers and staff alike. Every year, 80% of Vygon SA's profit are reinvested into the Group, notably to fund research & development and manufacturing equipment.

Vygon creates jobs in the countries it operates in – Vygon has seen its staff increase by 50% over 10 years, reaching 2622 employees in 2023, achieved

through organic and external growth. This growth has occurred while respecting and maintaining jobs in all its manufacturing and sales subsidiaries.

We develop partnerships and support local economic development.

Vygon is also actively involved at a local level and has chosen to locate its operations where its customers are. Most of Vygon's factories are located in Europe and the United States, close to its R&D centres and its markets.



Protecting the environment

Vygon helps to protect the environment - Vygon applied for ISO 14001 certification very early on. We obtained our first ISO 14001 certificate in 2003 and it has been renewed several times since. This approach is being rolled out throughout the Group and Vygon Italy, for example, obtained its certificate in 2024. As the company grows, all the group's new facilities are built taking HQE requirements into consideration and designed to fit smoothly into their surroundings.

Vygon is reducing its environmental footprint - Vygon is particularly mindful of environmental criteria, starting from the design and development stages of its products. Accordingly, Vygon introduced a sustainable packaging policy in 2013. Each type of waste is processed by the appropriate channels.

Vygon complies with current environmental requirements -Vygon works with experts to keep abreast of current environmental regulations so that it is immediately aware of any changes and implements them accordingly.



Vygon Portugal



Vygon's signature, "Value Life", is more than just a philosophy:
it is a commitment to draw on its staff's skills and energy to
make Vygon fully deserving of its customers' trust.

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