

2024
CSR
Report



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Together,
**further and
sustainably,
with integrity.**

Dear employees and partners,

It is with great pride that I present to you our 2024 CSR Report, demonstrating our ongoing commitment to a more sustainable and responsible future.

Since the publication of our first report, we have passed significant milestones. We have put in place a truly structured CSR policy, defining clear and ambitious objectives. Thanks to the unstinting commitment of our teams, these objectives have been achieved, reflecting our commitment to progress and excellence. But beyond the figures, a whole corporate culture has developed, anchoring corporate social responsibility at the heart of our organisation.



Our progress is the fruit of a collective commitment. Every employee and every partner plays a key role in this dynamic. Together, we have reduced our environmental foot-

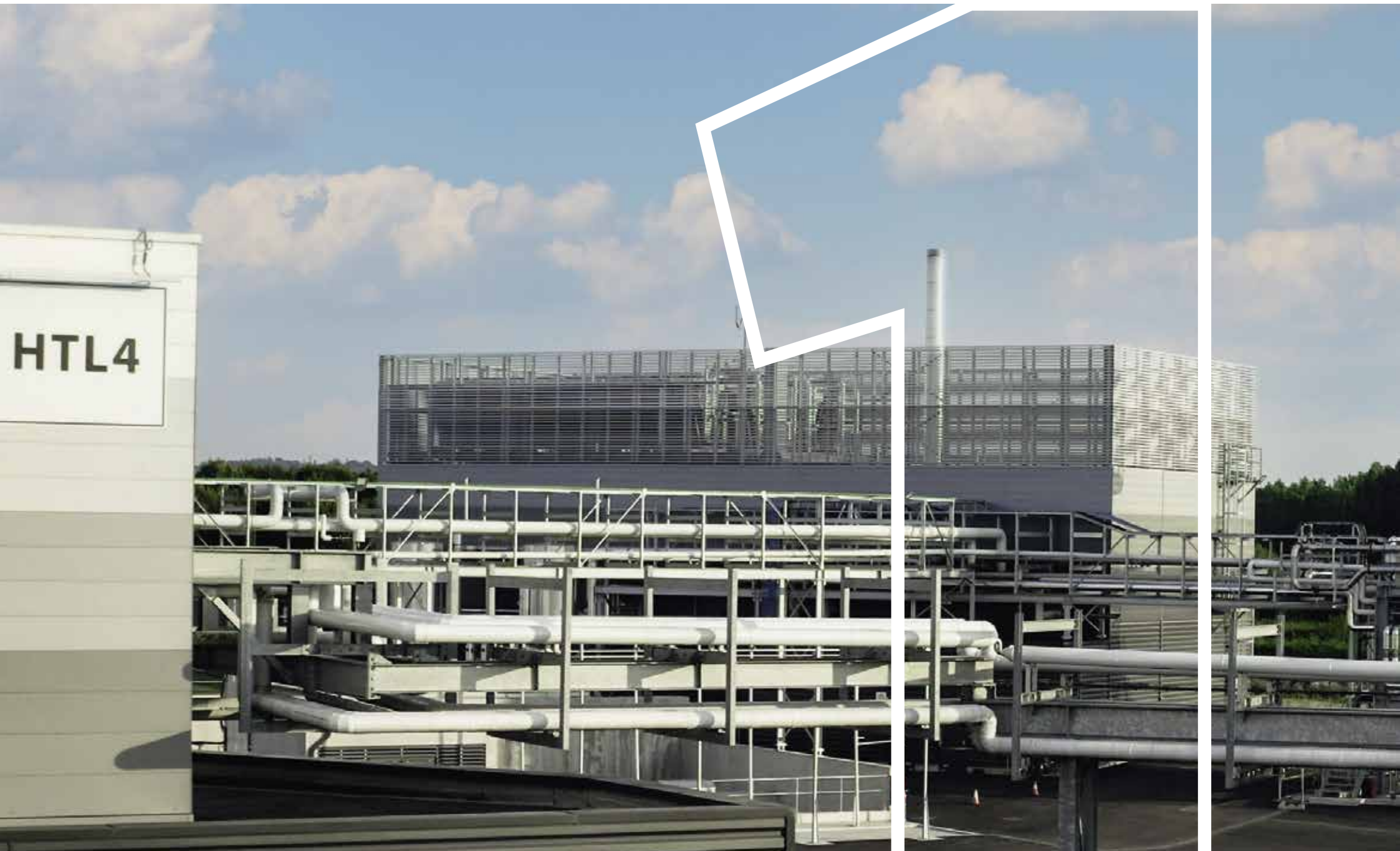
print, improved well-being in the workplace and strengthened our links with local communities. We have succeeded in combining economic performance with a positive impact, demonstrating that innovation and responsibility go hand in hand.

But we're not stopping there. There are still challenges to be met, areas for improvement to be explored and new ambitions to be achieved. The ecological and social transition is a demanding path, but we are convinced that our commitment will enable us to go even further.

As CEO, I reiterate my commitment to ensuring that CSR remains a priority for HTL Biotechnology. It will continue to guide our decisions, inspire our actions and shape our common future.

Thank you all for your commitment and your contribution to this wonderful adventure.

François Fournier,
CEO – HTL Biotechnology



WHO WE ARE

STRONG LOCAL ROOTS AND
INTERNATIONAL EXPANSION

OVER 30 YEARS OF INNOVATION

OUR VALUES

THERAPEUTIC AREAS

STRONG LOCAL ROOTS...

HTL Biotechnology is an international biotech company and world leader in the development and responsible production of pharmaceutical-grade biopolymers.



40+ years'

experience in
polynucleotides



85%

of our products
exported to...



More
than **30**
countries



64,000 m²

surface area

8

Buildings

2

new production
units

4

Production units at our
historic site in Javené
(Brittany), a production
unit in the United States

2024

Acquisition of a recombinant
protein platform in the United
States

... AND INTERNATIONAL EXPANSION

UNITED STATES

htl | **BMI**
BIOTECHNOLOGY

- Neuromodulator manufacturing

htl | **BII**
BIOTECHNOLOGY

- Recombinant human protein platform
- Pilot plant

JAVENÉ / PARIS

htl
BIOTECHNOLOGY

- Headquarters
- Manufacturing
- R&D laboratory
- Commercial activities
- Quality control
- Customer service

CHINA

htl
BIOTECHNOLOGY
海雅透凝

KOREA

htl
BIOTECHNOLOGY

SINGAPORE

htl
BIOTECHNOLOGY

- Commercial activities

ONGOING DEVELOPMENT...



1992

HTL
Biotechnology
founded



2007

HTL
Biotechnology
produces
injectable
Hyaluronic Acid
in the form of
an API (Active
Pharmaceutical
Ingredient)



2009

Inspection of
the site by the
French and
American health
authorities



2017

1st Ecovadis
medal



2018

Inauguration of
HTL3, the R&D
laboratory at the
Javené site



2020

Opening
of the Paris
offices

2021

Inauguration of the
new production unit,
HTL4
Subsidiaries opened
in the United States
and Asia
Construction of a
production unit in
the USA
ISO 14001 standard

2022

Joining the
UN global
compact

2023

Launch of CSR
and Diversity
and Inclusion
charters
Donations and
sponsorship
policy
Code of ethics
Whistleblowing
procedure and
charter



2024

Construction of
two new DNA &
HA production
units
Acquisition of
a recombinant
human protein
platform



OVER 30 YEARS OF INNOVATION



Our **VISION**

HTL Biotechnology, products that make a difference.

We offer the whole world a platform of pharmaceutical-grade solutions built around biopolymers.

Moving forward together, we strive for excellence to improve patients' health and well-being.



Our **MISSION**

To unleash the potential of hyaluronic acid and biopolymers to serve stakeholders who want to transform the health and well-being of patients around the world.



Our **AMBITION**

Let's go further together and aim for excellence in patient care.

By 2030, our innovative biopolymer platform will be serving more than 500 million patients worldwide suffering from eye diseases, rheumatology and ageing.

OUR VALUES

Values are one of the fundamental pillars of our corporate culture, guiding our actions and creating cohesion and commitment.



"Our values are at the heart of our identity. They guide our actions, strengthen our collective commitment and enable us to build an environment where innovation, collaboration and responsibility are the drivers of our success."

Emmanuel Lefevre
Human Resources Director

THERAPEUTIC AREAS



CATARACT SURGERY

Use of hyaluronic acid (HA) in ophthalmic visco-surgical devices (OVDs)

KNEE OSTEOARTHRITIS

Use of HA as viscosupplementation





SKIN AGEING

Use of HA in dermal filling products

DRY EYE SYNDROME

Use of HA in eye hydration



CSR HAS BEEN AT THE HEART OF EVERYTHING WE DO FOR MANY YEARS.

Over the last three years, we have defined an ambitious policy with a clear roadmap and bold objectives.

In 2024, this roadmap was reviewed in the light of the CSRD, reinforcing our commitment and determination to achieve our objectives. HTL Biotechnology's growing maturity gives us confidence for the future. We are seeing massive, tangible progress in both environmental and social terms.

We are pleased to present the dual materiality matrix produced in 2024, which supports our CSR policy and roadmap.

Our footprint in local life is growing, and we are seeing tangible positive impacts in the communities where we operate. I'm particularly proud to see our employees fully committed to this approach, actively contributing to our collective success. Their dedication and passion are key drivers of our sustainable transformation.

Christophe Coyard, Director of Industrial Performance
in charge of CSR strategy



OUR CSR STRATEGY

STAKEHOLDERS

DUAL MATERIALITY ANALYSIS

PERIOD

The information published in this report covers the period from 1 January 2024 to 31 December 2024.

SCOPE

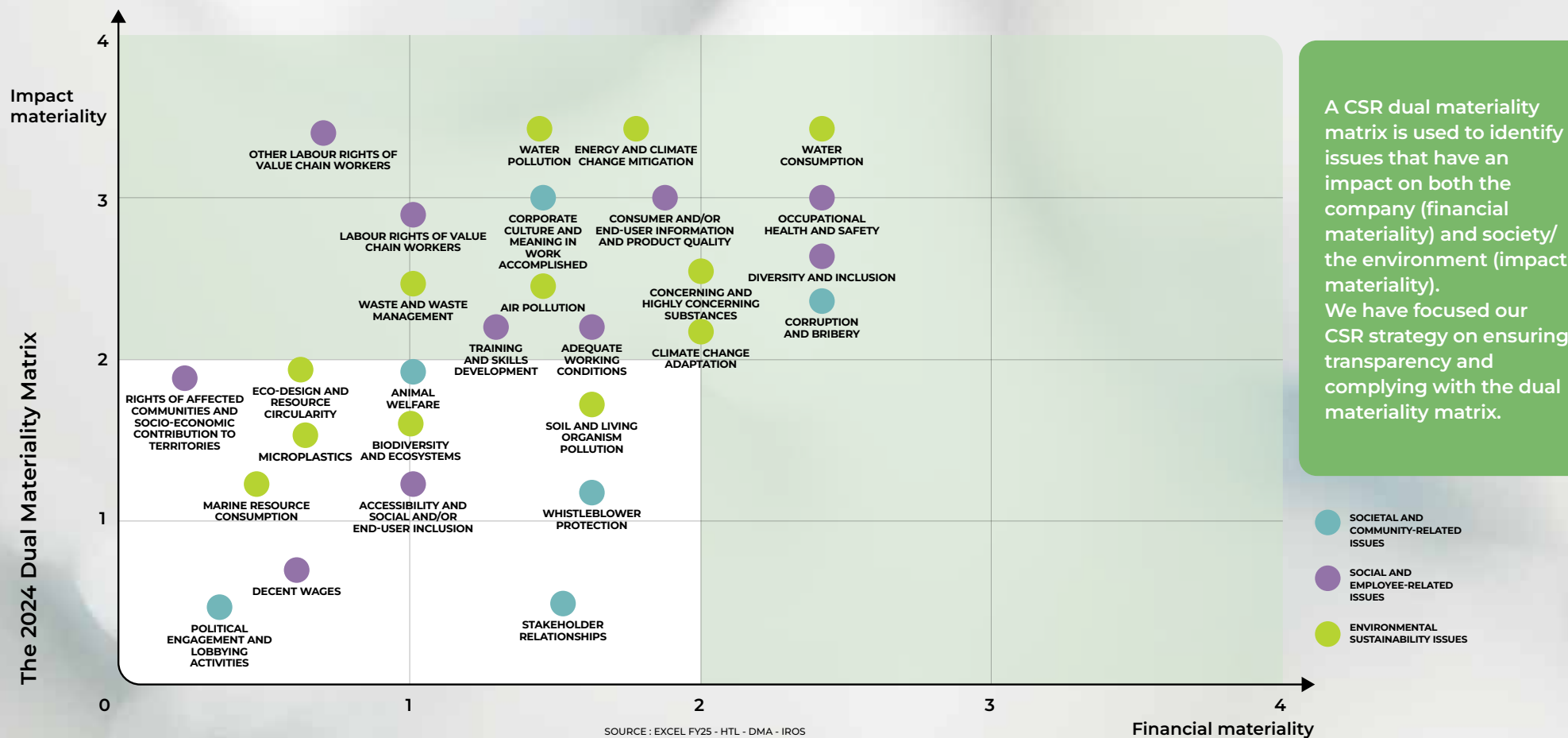
The information presented in this report concerns the HTL Biotechnology group site in Javené. It excludes foreign offices and subsidiaries (Paris, Singapore and USA). These sites did not have a significant impact on the Group's data during the period under review.

STAKEHOLDERS



DUAL MATERIALITY ANALYSIS

Results: 57% of the issues are material for HTL Biotechnology





CSR CHARTER AND STRATEGY

OUR CSR CHARTER

1ST PILLAR

Working responsibly with our clients and partners to protect our environment

2ND PILLAR

Setting an example with our employees

3RD PILLAR

Acting as responsible corporate citizens in our ecosystem

OUR CSR CHARTER

Our ambition for excellence and exemplarity is based on a pioneering spirit that respects our human values and our desire to generate a knock-on effect.

Beyond, together, sustainably

As the global market leader in pharmaceutical grade biopolymers for medical use, HTL Biotechnology strives every day to provide its clients with products of impeccable quality, to guarantee the health, safety and well-being of its employees, to control the environmental impact of its activities and to innovate ethically and responsibly with its clients, suppliers and other partners.

This corporate project is inseparable from the deployment of a genuine and demanding corporate social responsibility policy, which incorporates a three-pronged strategy at the heart of its business model:

**WORKING RESPONSIBLY
WITH OUR CLIENTS AND
PARTNERS TO PROTECT OUR
ENVIRONMENT**

We are convinced that the CSR, as an approach to ongoing improvement, constitutes a wonderful lever for performance, operational excellence, attractiveness and motivation for talent.

**SETTING AN EXAMPLE WITH
OUR EMPLOYEES**

HTL Biotechnology develops ambitious, proactive programmes thanks to an engaging action plan and robust governance.

**ACTING AS RESPONSIBLE
CORPORATE CITIZENS IN OUR
ECOSYSTEM**

We assess and control our risks, and transparently measure and report our non-financial performance in accordance with the most demanding standards and certifications.

We are therefore committed to incorporating the principles of social responsibility at the highest level of decision-making and at the heart of all our activities.

STRATEGIC PILLARS

WORKING RESPONSIBLY WITH OUR CLIENTS AND PARTNERS TO PROTECT OUR ENVIRONMENT

•
Reduce and control our water consumption.

•
Control aqueous discharges and atmospheric emissions and prevent the risks of air, water and soil pollution.

•
Reduce our consumption of fossil fuels (decarbonisation) and our greenhouse gas emissions.

•
Set up a management system to reduce our environmental footprint.

•
Optimise our supply chain with our suppliers and service providers.

1

SETTING AN EXAMPLE WITH OUR EMPLOYEES

•
Improve health and quality of life at work.

•
Guarantee safety.

•
Ensure a high-quality social climate through open, respectful and ethical dialogue.

•
Develop diversity and inclusion and combat all forms of discrimination.

•
Strengthen the skills management policy.

2

ACTING AS RESPONSIBLE CORPORATE CITIZENS IN OUR ECOSYSTEM

•
Continue to make ethics a priority and an asset in terms of reputation in society as a whole.

•
Give meaning to our corporate citizenship ambition by establishing local and national partnerships.

•
Contribute to local development, the economy and employment.

•
Report on our commitments and initiatives through transparent communication.

3

Pillar 1

**WORKING
RESPONSIBLY
WITH OUR CLIENTS
AND PARTNERS
TO PROTECT OUR
ENVIRONMENT**



Our commitment to a sustainable future

At HTL Biotechnology, we are firmly committed to tackling the environmental challenges facing our society.

Climate change, the loss of biodiversity, the depletion of natural resources and the risks of pollution are all major challenges we have to face up to.

We are determined to be proactive.

Becoming a model of excellence

Our ambition is to become a benchmark in the preservation of resources and ecosystems.

We want to set an example for local, national and global authorities, and we strive to earn our clients' recognition of us as a responsible company.

Transparency and accountability

We take responsibility for our actions.

This is why we are committed to reporting our environmental impacts to all our stakeholders.

Our commitments are backed up by acknowledged certifications.

2024 TARGETS

-30%

REDUCTION IN WATER
CONSUMPTION PER KG HA
PRODUCED BETWEEN 2021
AND 2026

-25%

REDUCTION IN SCOPE 1 & 2
GREENHOUSE GAS EMISSIONS
PER KG OF HA PRODUCED
BETWEEN 2021 AND 2026

-50%

REDUCTION IN OUR VOLATILE
ORGANIC COMPOUND
EMISSIONS BETWEEN 2024
AND 2028

-20%

REDUCTION IN COD (CHEMICAL
OXYGEN DEMAND) IN OUR
AQUEOUS DISCHARGES
BETWEEN 2024 AND 2028

OUR ENVIRONMENTAL POLICY

HTL Biotechnology is committed to working with its clients and stakeholders to reduce its environmental footprint in order to combat climate change and preserve resources.

1

Reduce and control our
water consumption.

2

Control aqueous and
atmospheric emissions
and prevent the risks
of air, water and soil
pollution.

3

Reduce our
consumption of fossil
fuels (decarbonisation)
and our greenhouse
gas emissions.

4

Set up a management
system to reduce
our environmental
footprint.

5

Optimise our supply
chain with our suppliers
and service providers.



Our commitment

TO REDUCE AND CONTROL OUR WATER CONSUMPTION

Water is one of the most widely used resources in our business. We use it mainly in our manufacturing and equipment cleaning processes, in order to comply with pharmaceutical manufacturing standards (GMP), and to a lesser extent in our cooling processes. As water is a common good and a limited resource, its use must be controlled. We are committed to reducing our water consumption.

The actions we have implemented

The water reduction programme began in 2019, saving over 25,000 m³ of water in 4 years. Up to 2022 it focused on 'eliminating waste and optimising our processes through three initiatives':

- Setting up a closed-circuit cooling system;
- Optimising the pharmaceutical water production process to improve efficiency;
- Setting up a closed-circuit cooling loop for our fermenters.



ELIMINATING WASTE

OPTIMISING
OUR PROCESSES

RECYCLING
OUR WATER

Alongside these investments, a diagnostic study was carried out to help us understand the consumption of our manufacturing and cleaning processes and to define a 5-year plan to reduce our consumption.

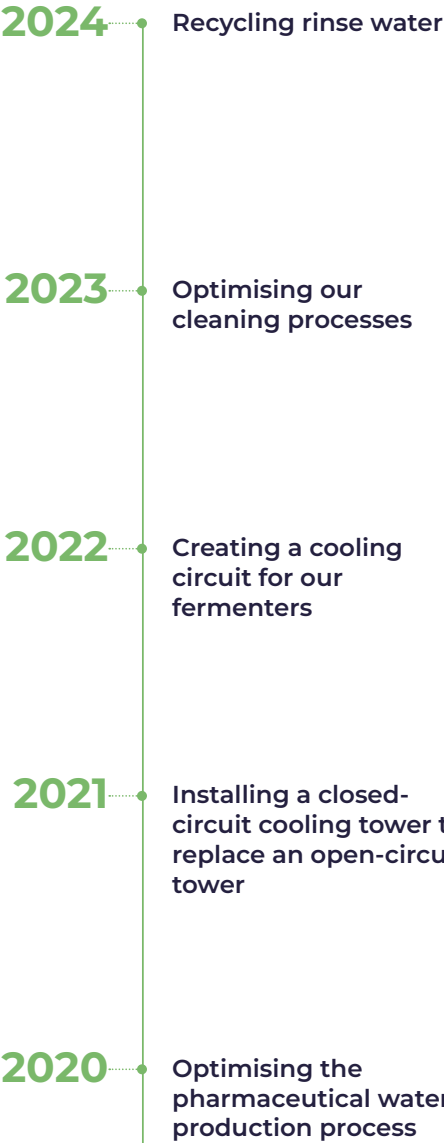
Since 2023, our actions have focused on optimising the cleaning parameters of our production lines and carrying out a feasibility study to recycle our production water.

IN 2024:

- Optimising cleaning parameters for the HTL4 production unit.

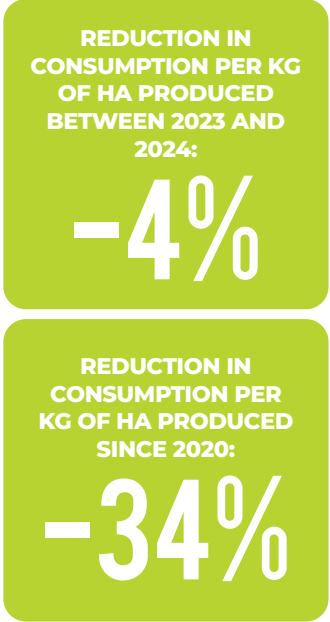
↑
**OPTIMISING OUR
PRODUCTION
PROCESSES**

**ELIMINATING
WASTE WATER
COOLING SYSTEMS**
↑



Our target for 2024 was -30%

2024 RESULTS



Our commitment

TO CONTROL WATER DISCHARGES AND AIR EMISSIONS AND PREVENT THE RISKS OF AIR, WATER AND SOIL POLLUTION

Our manufacturing, storage and transport activities can generate various types of pollution, mainly aqueous and atmospheric.

The actions we have implemented

A neutralisation and filtration plant for our effluent was installed in 2021. It allows us to regulate our water discharges.

We have defined an emergency procedure for collecting water from the retention basin in the event of heavy rain, adapted the containment basin and drawn up a plan to reduce the use of detergents (CIP process).

IN 2024

- Our aim is to reduce our VOC emissions into the atmosphere by a factor of 2 between 2024 and 2028;
- Detailed measurement programme for VOC (volatile organic compound) emissions into the atmosphere;
- Detailed measurement programme for our aqueous discharges.



*Our commitment***TO REDUCE OUR CONSUMPTION OF FOSSIL FUELS AND OUR GREENHOUSE GAS EMISSIONS**

We use natural gas to produce steam, which is used mainly to power our distillation columns and produce hot water.

The actions we have implemented**ELIMINATING WASTE****OPTIMISING
OUR
PROCESSES****CHANGING
OUR ENERGY
SOURCES**

Start-up of a new distillation column 40% more energy-efficient than the old one.

IN 2024

- Using white paint made from oyster shells on our roofs to reduce electricity consumption.



"Our innovative, 100% Made in France, eco-designed, bio-sourced solution based on oyster shells significantly reduces energy consumption and carbon impact, while controlling temperatures and extending the lifespan of roofs. This project, which complies with the Tertiary Eco-Energy Decree, guarantees a sustainable improvement in the energy performance of our buildings without any interruption to our business."

Samuel Thebault,
General Services Manager



Our target for 2024
was -25%

2024 RESULT

**SCOPE 1 & 2
GREENHOUSE GAS
EMISSION REDUCTION
PER KG OF HA
PRODUCED BETWEEN
2021 AND 2024:**

-27%



Our commitment

TO SET UP AN EFFICIENT MANAGEMENT SYSTEM TO REDUCE OUR ENVIRONMENTAL FOOTPRINT

By adopting the ISO 14001 standard, we are committed not only to complying with the regulations, but also to continuously improving our impact on the environment.

The actions we have implemented

In 2021, HTL Biotechnology obtained ISO 14001 certification.

- Training all employees in the environmental management system;
- Implementation of a Responsible Purchasing Policy.

IN 2024

- Renewal of certification.



“The ISO14001 standard sets out a framework for managing environmental risks. It is based on the principle of continuous improvement. Based on these standards, all our teams are putting in place performance indicators and improvement actions to increase our environmental performance and prevent any risk of pollution.”

Isabelle François,
HSE Manager

2024 RESULT

100%

OF OUR EMPLOYEES
TRAINED ON OUR
ENVIRONMENTAL
MANAGEMENT SYSTEM
(EMS)

*Our commitment***TO OPTIMISE OUR SUPPLY CHAIN WITH SUPPLIERS AND SERVICE PROVIDERS**

There can be no sustainability without traceability. This involves guaranteed responsibility throughout the supply chain, from raw material sourcing to client delivery. Because transport — both of raw materials and of our finished product — has a high carbon cost, we believe it is essential to work with service providers who are committed to sustainable development and to reducing environmental impact. CSR is everyone's business.

The actions we have implemented

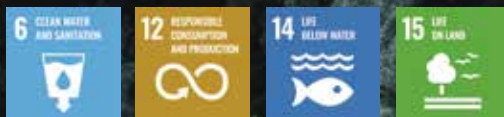
- 78% of our critical suppliers are committed to an environmental approach;
- Initiatives to reduce the number of deliveries to the site by grouping orders to streamline the impact of transport;
- 93% of our suppliers are based in Europe.

READ OUR
POLICY

**2024 RESULT**

97%

OF OUR CRITICAL
SUPPLIERS SIGN
THE RESPONSIBLE
PURCHASING
CHARTER



Pillar 2

SETTING AN EXAMPLE WITH OUR EMPLOYEES



Our commitment to a sustainable future

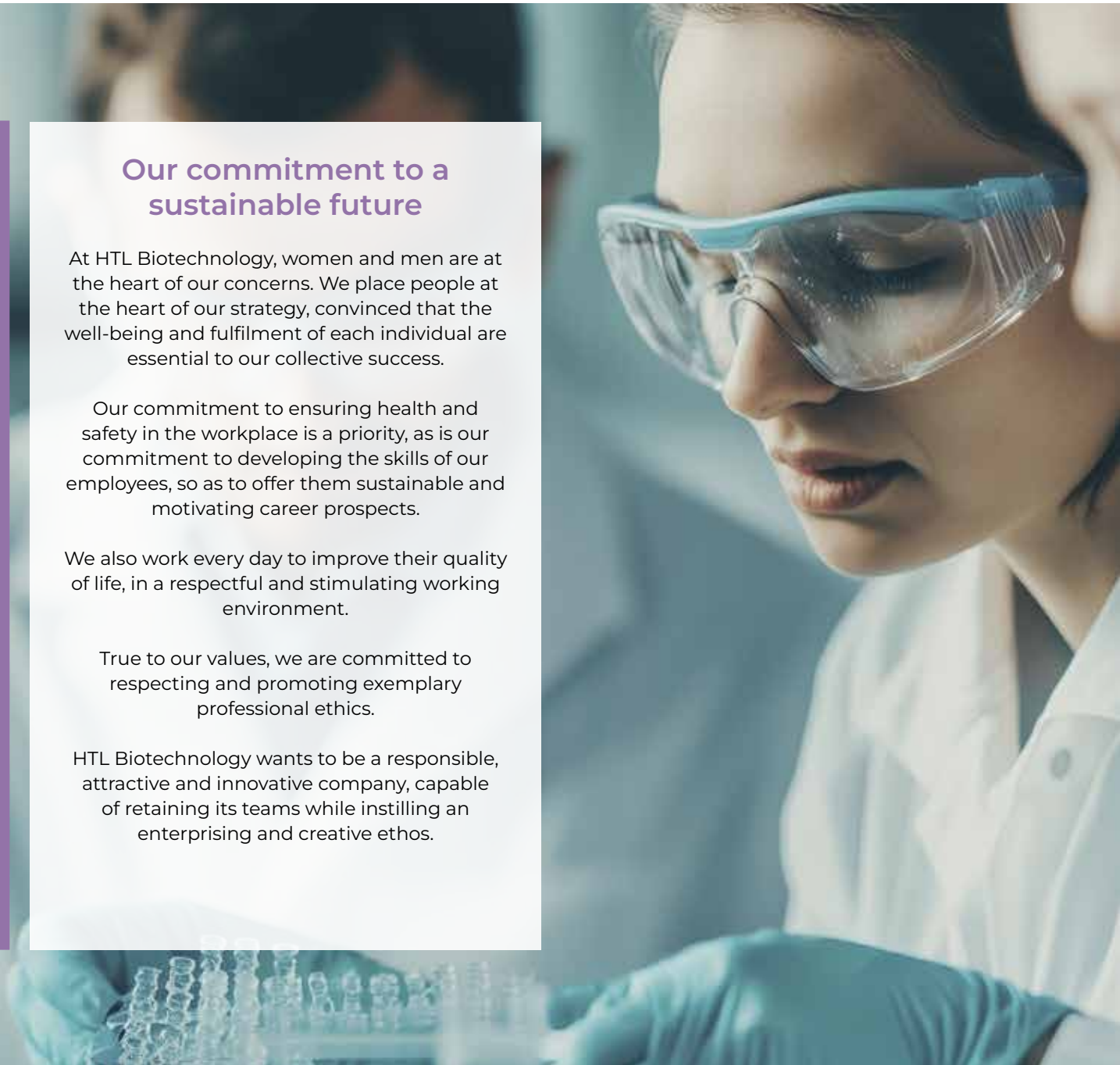
At HTL Biotechnology, women and men are at the heart of our concerns. We place people at the heart of our strategy, convinced that the well-being and fulfilment of each individual are essential to our collective success.

Our commitment to ensuring health and safety in the workplace is a priority, as is our commitment to developing the skills of our employees, so as to offer them sustainable and motivating career prospects.

We also work every day to improve their quality of life, in a respectful and stimulating working environment.

True to our values, we are committed to respecting and promoting exemplary professional ethics.

HTL Biotechnology wants to be a responsible, attractive and innovative company, capable of retaining its teams while instilling an enterprising and creative ethos.



2024 TARGETS

> 75%
NUMBER OF RESPONDENTS
TO THE INTERNAL SURVEY

> 90
GENDER EQUALITY INDEX

< 18
FREQUENCY RATE: NUMBER
OF LOST-TIME ACCIDENTS
PER 1,000,000 HOURS
WORKED IN 2025.
< 10 IN 2028

> 19 HOURS
OF TRAINING COURSES PER
PERSON PER YEAR

< 4%
ABSENTEEISM RATE

OUR SOCIAL POLICY

HTL Biotechnology is committed to making the health, quality of life and well-being of its teams a priority by supporting skills development and sharing values of respect, inclusion and transparency.

1

Improve health and
quality of life at work.

2

Guarantee safety.

3

Ensure a high-quality
social climate through
open, respectful and
ethical dialogue.

4

Develop diversity
and inclusion and
combat all forms of
discrimination.

5

Strengthen the skills
management policy.

Our commitment

TO IMPROVE HEALTH AND QUALITY OF LIFE AT WORK

Our company's success is based on our employees' know-how and expertise. To retain its talent, HTL Biotechnology is committed to improving the working environment and quality of life for its employees.

The actions we have implemented

IN 2024

- Two employee surveys conducted;
- Implementation of 20 improvement actions following surveys on recognition, workload, communication and career development;
- Organisation of a well-being at work day at the HTL Biotechnology site (workshops, awareness-raising, discussions, etc.).



2024 RESULT

2024 ABSENTEEISM
RATE

4.9%





Our commitment

TO GUARANTEE SAFETY

In a world where employee health and safety are paramount, HTL Biotechnology is committed to making them a priority by adopting safe practices, providing regular training and implementing preventive actions.

The actions we have implemented

IN 2024

- Launch of a plan to reduce chemical risks;
- Deployment of a safety culture improvement plan;
- Training for production managers;
- Workplace safety training.




Our target for 2024 was < 18

2024 RESULT

FREQUENCY RATE OF ACCIDENTS PER MILLION HOURS WORKED

28

Our commitment

TO GUARANTEE A HIGH-QUALITY SOCIAL CLIMATE THROUGH OPEN, RESPECTFUL AND ETHICAL DIALOGUE

Social dialogue is important at HTL Biotechnology, which is why the management, managers and staff representatives meet regularly to discuss the company's affairs. HTL Biotechnology is therefore committed to ensuring a good social climate for everyone.

The actions we have implemented

IN 2024

- Two company agreements signed;
- Launch of a charter for trainees and work-study students;
- Introduction of a new health insurance scheme for all USA employees;
- Development of a new health insurance system in France.

READ OUR
POLICIES



"Social dialogue is a fundamental pillar of our corporate values. Through open, respectful and responsible dialogue with staff representatives and employees, we are supporting the transformation and development of HTL Biotechnology."

Katia Remond
Head of Human Resources France



Our target for 2024
was > 65%

2024 RESULT

RATE OF
RESPONDENTS TO
THE SURVEY

81%





Our commitment

TO DEVELOP DIVERSITY AND INCLUSION AND COMBAT ALL FORMS OF DISCRIMINATION

We are aware that diversity is a strength. HTL Biotechnology is committed to fostering a fair and inclusive environment.

The actions we have implemented

IN 2024

- Implementation of diversity and inclusion training for all employees;
- Launch of a diversity and inclusion survey;
- Development of a 'diversity and inclusion' roadmap with a 'Disability' project involving around ten employees.

Diversity and Inclusion policy



Our target for 2024
was > 90

2024 RESULT

PROFESSIONAL
EQUALITY INDEX

97/100

Our commitment

TO STRENGTHEN THE SKILLS MANAGEMENT POLICY

Developing our employees' skills is the core focus of our HR strategy.

The actions we have implemented

IN 2024

Five key priorities to strengthen team professional development:

- Project management;
- Occupational technical training;
- Fluency in English;
- Safety culture;
- Managerial leadership training programme focusing on Good Manufacturing Practices (GMP).

SEGMENTATION OF THE SKILLS DEVELOPMENT PLAN:

Four pillars to strengthen teams

- Individual needs;
- Priority training by directorate and department = targeted training based on the specific needs of each department;
- Cross-disciplinary training (trek management, digitalisation, health and safety);
- Regulatory training = compliance with legal requirements and standards.



"Skills development is a fundamental pillar of our commitment to our employees. Through a dynamic and accessible training policy, we support everyone in their professional development and contribute to their growth. By encouraging learning and the sharing of knowledge, we give everyone the means to grow and develop in their profession."

Margot Cochenne,
HR Training and Development Manager



Our target for 2024
was > 19 hours

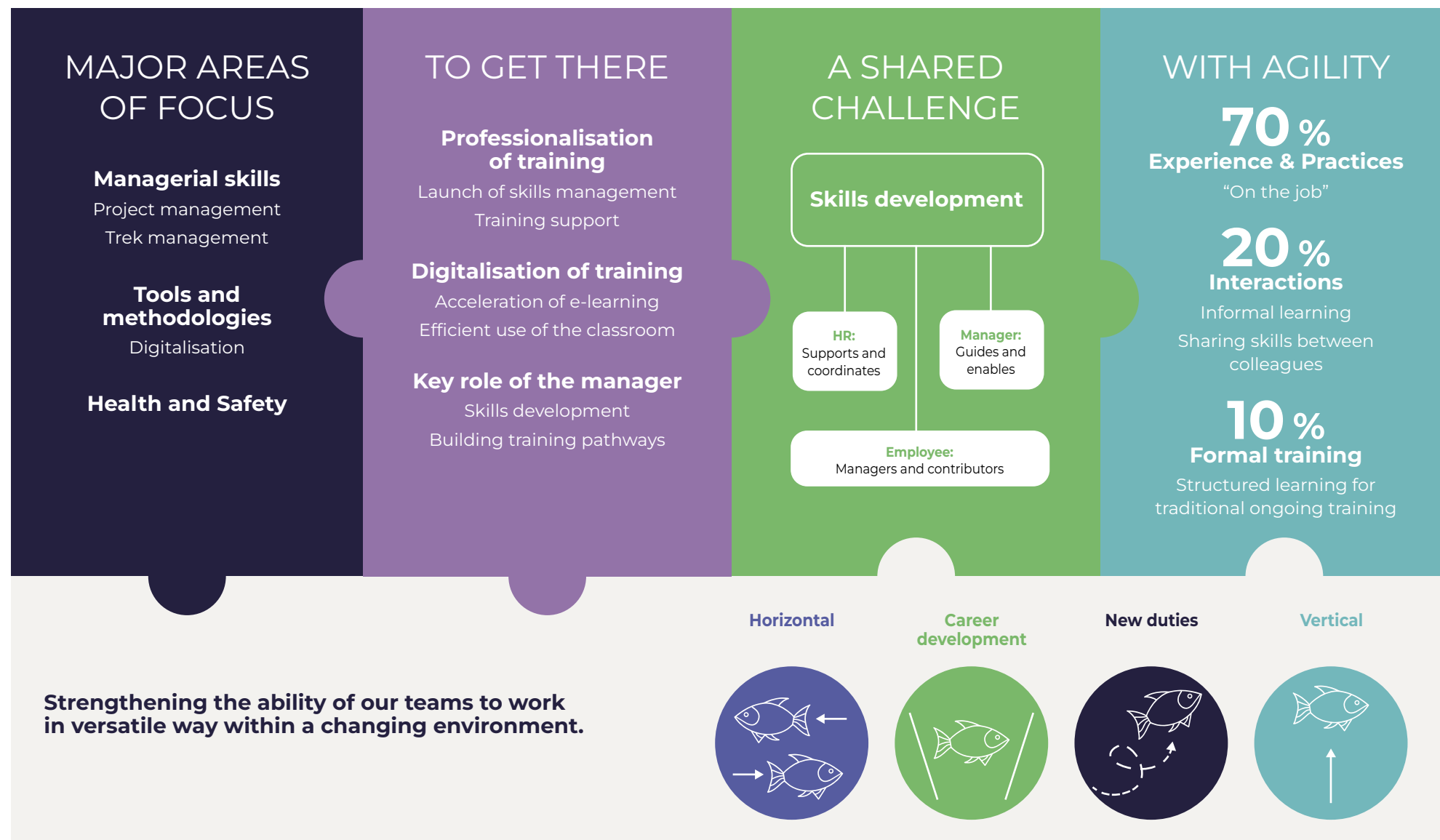
2024 RESULT

HOURS OF TRAINING PER
EMPLOYEE

19.76



2023-2026 SKILLS DEVELOPMENT PLAN



Pillar 3

ACTING AS RESPONSIBLE CORPORATE CITIZENS IN OUR ECOSYSTEM



Our commitment

We are aware that the company has a responsibility towards society and its stakeholders.

We are committed to being a good corporate citizen by investing in responsible and transparent relationships with all the stakeholders in our ecosystem.

The company's commitment to society must fully meet or even exceed the applicable legal obligations, particularly with regard to corruption, both in France and internationally.

By acting in this way, our CSR approach also aims to improve the company's reputation and recognition.

2024 TARGETS

> 99%

NUMBER OF EMPLOYEES
TRAINED ON THE
ANTI-BRIBERY CODE

> 3

NUMBER OF
PARTNERSHIPS

> 9

NUMBER OF WORK-STUDY
CONTRACTS

> 9

COMMUNICATIONS ON
THE PROGRESS OF OUR
COMMITMENTS

HTL Biotechnology is committed to meeting society's expectations and aims to fully embody the model of a socially responsible company that is transparent, supportive and open to its ecosystem.

1

Continue to make ethics a priority and an asset in terms of our reputation in society as a whole.

2

Give meaning to our corporate citizenship ambition by establishing local and national partnerships.

3

Contribute to local economic development and employment.

4

Report on our commitments and initiatives through transparent communication.

*Our commitment***TO CONTINUE TO MAKE ETHICS
A PRIORITY AND AN ASSET
TO OUR REPUTATION IN SOCIETY
AS A WHOLE**

We are committed to conducting our business in compliance with all the applicable laws and regulations.

Our initiatives implemented this year

- Updating of the third party assessment procedure, aimed at verifying/assessing the integrity of third parties with whom the HTL Biotechnology Group already has or wishes to enter into business relations, ensuring the absence of sanctions, and whether they are subject to economic sanctions;
- Organisation of a Compliance Day to raise awareness among all employees of the fight against corruption;
- Publication of a two-part podcast entitled “Compliance — instructions for use”, featuring interviews with our Chairman and CFO;
- Integrity Line, a new reporting platform for whistleblowers.

The initiatives put in place this year promote ethical and responsible management, with the aim of building a climate of trust, transparency and lasting relationships with our partners and employees. HTL Biotechnology is thus confirming its commitment to making a positive contribution to society, while ensuring the long-term future of its business through solid governance.



READ OUR
POLICY



“Ethics are the cornerstone of our reputation. They guide our decisions and actions, ensuring that we operate with integrity and transparency. Without them, the trust of our partners, clients and employees collapses, jeopardising our long-term success. By adhering to high ethical standards, we strengthen our credibility and market position, while contributing to a healthy and respectful working environment.”

Nicolas Préfol,
Administrative and Financial Director



**Our target for 2024
was > 99%**

2024 RESULT

89%

**OF OUR EMPLOYEES
TRAINED ON THE
ANTI-BRIBERY CODE**



Our commitment

TO GIVE MEANING TO OUR AMBITION
OF CORPORATE CITIZENSHIP
BY ESTABLISHING LOCAL AND
NATIONAL PARTNERSHIPS

We are a good corporate citizen and we are committed to being a stakeholder in our community through donations and partnerships with local and national associations.

The actions we have implemented

IN 2024

- The company has strengthened its donations and sponsorship policy by supporting more local initiatives in line with our values and our donations and sponsorship policy, which was implemented in 2022.

HEALTH

- **À pas de chenille:** The aim of this association is to provide rehabilitation and support solutions for disabled children aged 0 to 18. This transdisciplinary rehabilitation centre is based in Fougères.

SPORT

- **Pays de Fougères Basketball:** The slogan “Growing Together” expresses Pays de Fougères Basketball’s desire to be a real contributor to social cohesion and a standard-bearer at national level for the town of Fougères.

- The Fougères urban trail with a team of committed employees;
- HTL Tennis Open;
- The Rugby Club.

CULTURE

- Support for the Fougères music festival.



Our target for 2024
was > 3

2024 RESULT

SUPPORT FROM

6

ASSOCIATIONS

Our commitment

TO CONTRIBUTE TO LOCAL ECONOMIC DEVELOPMENT AND EMPLOYMENT

In a world where businesses play a crucial role in the economic and social fabric, it is essential that we make an active commitment to supporting local development and promoting employment in the Fougères area, thereby contributing to a sustainable future.

The actions we have implemented

IN 2024

- Attendance at school forums to present the company;
- Encouraging the recruitment of work-study trainees;
- Introduction of an interns & work-study trainees charter;
- Recruitment of 17 employees in 2024 (excluding interns/consultants/international recruitment).



Our target for 2024
was > 9

2024 RESULT

19

**WORK-STUDY
TRAINEES RECRUITED**





Our commitment

TO REPORT ON OUR CSR COMMITMENTS AND ACTIONS THROUGH TRANSPARENT COMMUNICATION

In a context where stakeholder trust is paramount, we want to be accountable for our CSR commitments and actions, thereby guaranteeing an authentic and responsible relationship with our communities.

The actions we have implemented

As part of our transparent and open external communications policy, we regularly publish information about our progress in CSR on our LinkedIn account and on our website.

IN 2024

- Publication of the company's first CSR report;
- Organisation of a quality of life and well-being at work event attended by over 100 employees;
- Publication of the 10 principles of well-being at work;
- Organisation of a compliance event;
- Recording of a series of podcasts and interviews on ethics and compliance.



2024 RESULT

10

POSTS ON SOCIAL NETWORKS





SUMMARY OF COMMITMENTS

OUR ENVIRONMENTAL *performance*

WORKING RESPONSIBLY
WITH OUR CLIENTS
AND PARTNERS
TO PROTECT OUR
ENVIRONMENT

REDUCE AND CONTROL OUR WATER
CONSUMPTION



-4%
(PER KG OF HA PRODUCED)
BETWEEN 2023 AND 2024

CONTROL AQUEOUS DISCHARGES
AND ATMOSPHERIC EMISSIONS AND
PREVENT THE RISKS OF AIR, WATER AND
SOIL POLLUTION



STUDIES LAUNCHED
IN 2024

REDUCE OUR FOSSIL FUEL
CONSUMPTION



-27%
REDUCTION IN SCOPE 1
AND 2 GREENHOUSE GASES
BETWEEN 2021 AND 2024

PUT IN PLACE AN EFFICIENT
MANAGEMENT SYSTEM TO REDUCE OUR
ENVIRONMENTAL FOOTPRINT



100%
OF OUR EMPLOYEES
TRAINED ON OUR
ENVIRONMENTAL
MANAGEMENT SYSTEM
(EMS) BY 2024

OPTIMISE OUR SUPPLY CHAIN WITH
SUPPLIERS AND SERVICE PROVIDERS



97%
OF OUR CRITICAL
SUPPLIERS HAVE SIGNED
THE EN 2024 RESPONSIBLE
PURCHASING CHARTER

OUR SOCIAL *performance*

SETTING AN EXAMPLE WITH OUR EMPLOYEES

IMPROVE HEALTH AND QUALITY OF LIFE
AT WORK



4.9%
ABSENTEEISM
RATE IN 2024

GUARANTEE SAFETY



28
FREQUENCY RATE
NUMBER OF ACCIDENTS
PER MILLION HOURS
WORKED IN 2024

ENSURE A HIGH-QUALITY SOCIAL
CLIMATE THROUGH OPEN, RESPECTFUL
AND ETHICAL DIALOGUE



81%
OF RESPONDENTS
TO THE SURVEY IN 2024

DEVELOP DIVERSITY AND INCLUSION
AND COMBAT ALL FORMS OF
DISCRIMINATION



97/100
GENDER EQUALITY
INDEX
IN 2024

STRENGTHEN THE SKILLS MANAGEMENT
POLICY (DEVELOPMENT AND ONGOING
TRAINING)



19.76 HOURS
OF TRAINING
PER EMPLOYEE
IN 2024

OUR SOCIAL *performance*

ACTING AS RESPONSIBLE CORPORATE CITIZENS IN OUR ECOSYSTEM

CONTINUE TO MAKE ETHICS A PRIORITY
AND AN ASSET IN TERMS OF OUR
REPUTATION IN SOCIETY AS A WHOLE



89%
OF OUR EMPLOYEES
TRAINED ON THE ANTI-
BRIBERY CODE BY 2024

GIVE MEANING TO OUR AMBITION
OF CORPORATE CITIZENSHIP BY
ESTABLISHING LOCAL AND NATIONAL
PARTNERSHIPS

6
ASSOCIATIONS
SUPPORTED IN 2024

CONTRIBUTE TO LOCAL ECONOMIC
DEVELOPMENT AND EMPLOYMENT



19
WORK-STUDY TRAINEES
RECRUITED IN 2024

REPORT ON OUR COMMITMENTS AND
ACTIONS THROUGH TRANSPARENT
COMMUNICATION



10
POSTS ON SOCIAL MEDIA
IN 2024



HTL Biotechnology is once again
ECOVADIS certified for 2024.





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