

2025 CSR **report**

CONTEXT

PART 1



A word from the CEO

I am pleased to share with you the fourth edition of our CSR report.
It will show you that our commitment remains strong and that this is reflected in a wide range of actions.
Our CSR strategy is now well known, visible and shared, as demonstrated by the Ecovadis silver medal we received in 2024 and the ESG roadmap issued by our partner UI Investissement.
Enjoy reading it.



Eric VANBALINGHEM

CEO





PHYSITEK

Physics and technology

The Physitek Group supplies scientific measurement solutions to professionals in home inspection, recycling, safety and industry. The company's goal is to bring the instrument into the field and **make complex analytical techniques easy to use** for people who don't necessarily have a basic scientific culture. All this while meeting the challenge of being ever more precise. Initially exclusively a distributor, the Group manufactured its first portable X-ray fluorescence spectrometer for detecting lead in

paint in 2016. Prior to this date, these analyzers were supplied by mainly American manufacturers. **Since then, the company has been committed to a sustainable approach, working with local suppliers** wherever possible.

The Group has also been offering rental solutions since 2011. This model enables us to **better manage product recycling and optimize their lifespan.**

The values promoted by the Group are **professionalism, commitment, team spirit and**

ambition.

The Group's activities contribute to sustainable development, as its products are used to **prevent lead poisoning, recycle waste, control water and product quality, and protect people from chemical and explosive hazards.**



Corporate Data

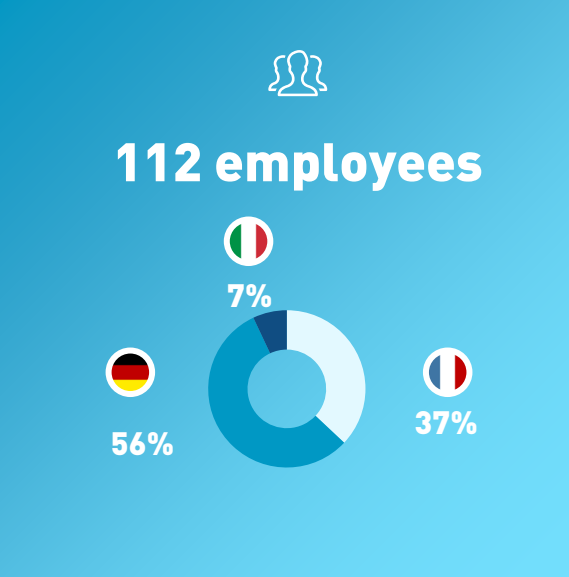
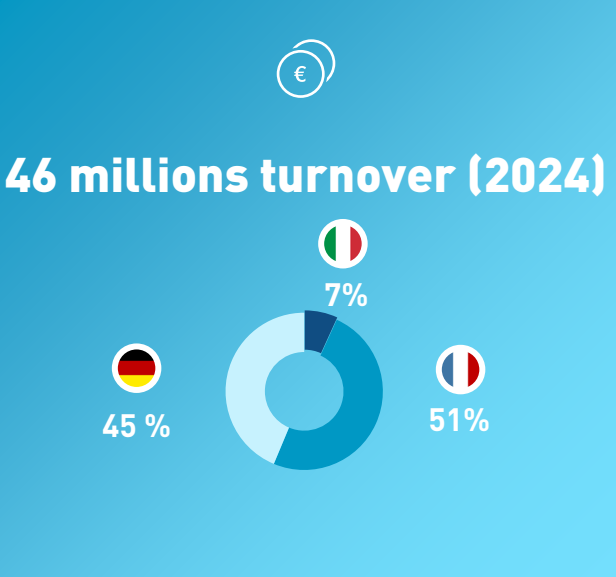
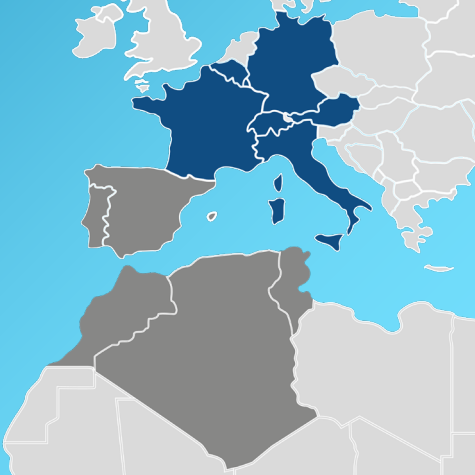
The head office is located in Voisins-le-Bretonneux, France.

The Group employs people in three countries:

France, Germany and Italy.

The Group's solutions are distributed in France, Belgium, Luxembourg, Germany, Austria, Italy, Spain, Switzerland and North Africa.

France
Belgium
Luxembourg
Germany
Italy
Austria
Spain
Switzerland
North Africa



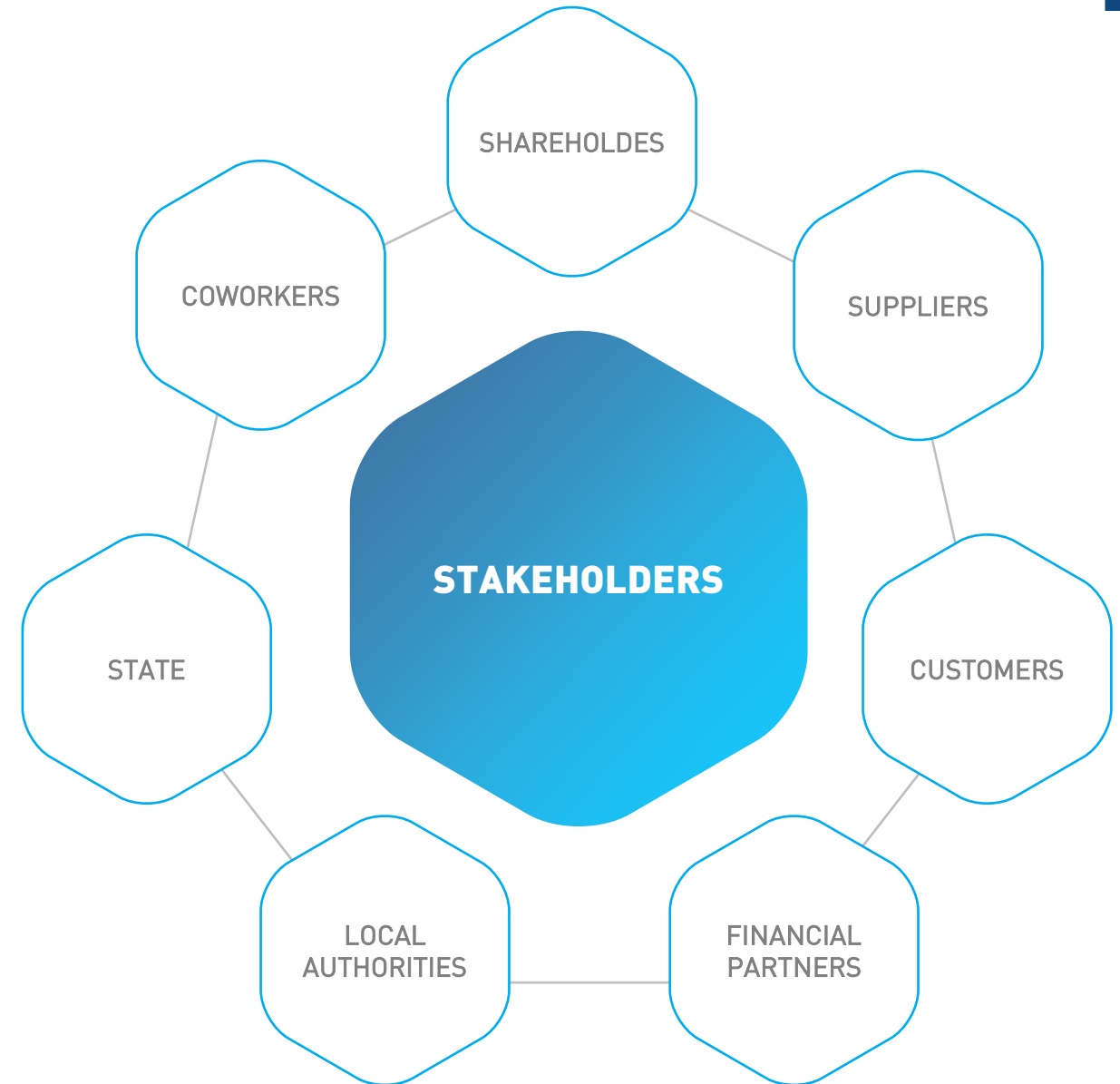
★ **Over 40 years of expertise**





Group Ecosystem

The Group partners with various stakeholders. Internal stakeholders include employees and shareholders. External stakeholders include suppliers, customers, financial partners, local authorities and the French government.



GOVERNANCE

PART 2



Governance

The Physitek Group is managed by a management committee composed of seven members: the Chairman, the French, German and Italian Managing Directors, the Administrative and Financial Director, and the German Sales Director.

A supervisory board ensures the smooth running of the company. It is composed of three members: the Chairman, a representative of UI Investissement and an independent director.

Management Committee

Chairman, General Manager France, General Manager Germany, General Manager Italy, Administration & Finance Director, Sales Director Germany.

Supervisory Board

Chairman, representative of UI Investissement, independent director.



Ethics

One of the Group's values is professionalism. This implies the utmost respect for our customers, providing them with accurate information, offering them solutions that meet their needs, and responding to calls for tenders with absolute integrity. Furthermore, the practice of giving gifts to facilitate business is strictly prohibited. Managers are regularly made aware of this policy.

In 2024, the Physitek Group revised its ethics charter based on the key principles set out opposite.

And since July 2022, Physitek Devices has been a signatory to the UN Global Compact.



- **Respect Human Rights**
- **Elimination of all forms of forced and compulsory labour**
- **Elimination of discrimination in respect of employment**
- **Respect environment**
- **Act against corruption**

code of ethics



CSR

CSR organisation at Physitek Group

- Steering by the CEO
- Strategic decisions taken by the management committee
- CSR committee

CSR commitments

In 2022, the Group has set 4 CSR commitments by studying the 17 UN Sustainable Development Goals:

1. Ensure gender equality within the company ;
2. Consume and produce responsibly ;
3. Improve employee well-being at work ;
4. Promote lifelong learning opportunities.

The CSR strategy is presented annually to the Supervisory Board.







ECOVADIS

The Physitek Group was awarded the EcoVadis Silver Medal in 2024 for its performance in corporate social responsibility.

Founded in 2007, EcoVadis is the first collaborative platform for assessing corporate social responsibility (CSR) and one of the largest rating organisations. At the end of 2023, the EcoVadis database included more than 130,000 companies assessed in over 180 countries and more than 220 industries.

The EcoVadis rating system is based on four pillars:

-  Environment
-  Social and Human Rights
-  Ethics
-  Responsible and sustainable procurement



ENSURING GENDER EQUALITY

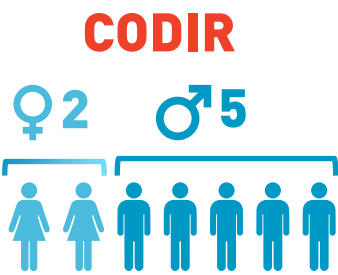
PART 3

TARGET & 2024 KPI



Target for 2030

50% of women in the most important operational governance body in terms of hierarchy: the CODIR



EMPLOYEES



MANAGERS



ACTIONS

2024 ACTIONS
Maintain The Proportion Of Women Managers
Renew Our Commitment To The Un Global Compact
Promote Women In The Company
Implement A Recruitment Policy That Guarantees Equality

2025 ACTIONS
Maintain the proportion of women managers
Renew our commitment to the un global compact
Promote women in the company
Implement a recruitment policy that guarantees equality
Awareness-raising on women's rights day



Physitek and women

We emphasise the importance of the role of women at all levels of our company. Our female employees are involved in finding tailor-made solutions, increasing our efficiency and responding precisely to our customers' needs.

Our commitment to professional equality is reflected in our recruitment, training and promotion policies, which encourage the emergence of female talent in all areas and at all levels of the organisation.

In short, our female employees prove that gender balance in the workplace is not only desirable for reasons of fairness, but also beneficial for innovation and performance.



Equality, Diversity and Inclusion Charter

In 2024, we created our Charter on Equality, Diversity and Inclusion.

Through this Charter, we are committed to:

- prevent all forms of discrimination;
- implement a diversity-friendly approach;
- promote equal opportunities in employment and equal treatment.

This Charter is distributed to all our employees.

RESPONSIBLE CONSUMPTION AND PRODUCTION

PART 4



TARGET & 2024 KPI



Les objectifs

- Formalise a sustainable purchasing charter
- Manage waste
- Optimise our water consumption
- Control our CO2 emissions

2030 target

Zero waste ambition

INDICATOR	2024
ENERGY CONSUMPTION	353 MWh
SHARE OF NON-RENEWABLE ENERGY CONSUMPTION	79 %
AMOUNT OF HAZARDOUS WASTE	0.623 t

ACTIONS

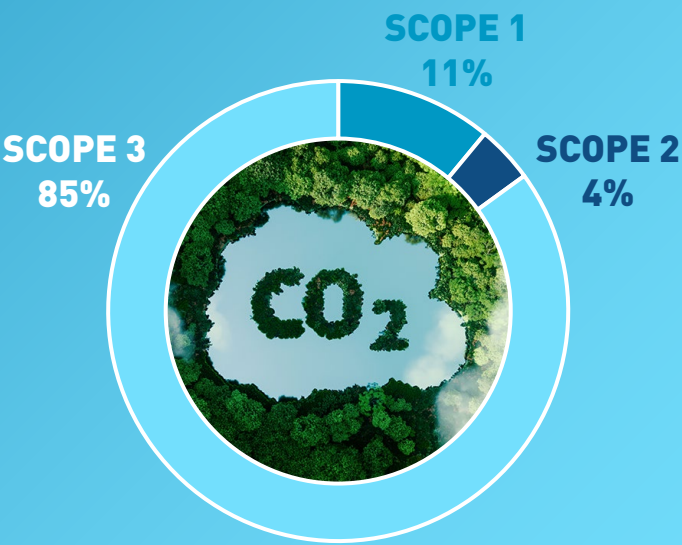
2024 ACTIONS
Sponsor A Beehive
Promote Eco-friendly Practices In The Office
Reduce Our Water Consumption
Promote Carpooling, Optimise Our Car Fleet
Integrate Environmental Criteria Into Our Purchasing Practices
Carbon Footprint

2025 ACTIONS
Sponsor a beehive
Promote eco-friendly behaviour in the office
Reduce our water consumption
Recycle our waste: compost - weee
Promote carpooling, eco-driving, optimise our car fleet
Integrate environmental criteria into our purchasing practices
Carbon footprint
Add an electric charging station
Improve insulation through renovation work

CARBON FOOTPRINT

EMISSIONS

total	Per turnover	Per employee
1 552	33.5	15.5
tCO2e	tCO2e/M€	tCO2e/employee



FIRST CARBON FOOTPRINT

Our first Group Assessment, carried out in 2025 based on 2024 carbon data, covers all direct and indirect greenhouse gas emissions for all of our company's facilities in France, Germany and Italy.

Conducted with Carbometrix using a standardised methodology, this assessment enabled us to identify the main sources of emissions within the company and define priority actions to reduce them.



SPECTROMETER RECYCLING

Each product is delivered with a notice indicating that it must be returned to the Physitek Group at the end of its life.

Lead in paint analysers must be returned to Fondis Electronic for the removal and recycling of their radioactive source.

Generally speaking, our teams carry out an analysis of the spectrometers on their return to our premises. We store reusable parts so that we can repair other equipment, and parts that are no longer usable are collected by Chimirec for recycling.





ECO-GESTURES IN THE OFFICE

- Save and sort paper,
- Turn off lights,
- use the sleep mode on electronic devices,
- move towards greener messaging,
- use heating sensibly...

These messages are regularly reiterated on our internal communication tool and adopted by all employees.

Renovation work has been carried out in the sanitary facilities, which will reduce our water consumption.



SPONSORING A BEEHIVE

Sponsoring a beehive is a concrete way of supporting the preservation of bees, pollinators that are essential to our ecosystem. With Adopt a hive, Physitek is helping to repopulate colonies of *Apis mellifera* bees and to boost the production and consumption of French honey!

A hive personalised with Physitek's name is installed and managed by a beekeeper.

The honey produced by this hive is packaged in personalised jars. Physitek receives 30 packets of melliferous seeds and 30 kg of French honey per year.

Adopte une ruche writes a quarterly newsletter to keep Physitek up to date with the latest news.

IMPROVING EMPLOYEE WELL-BEING

PART 5

TARGET & 2024 KPI



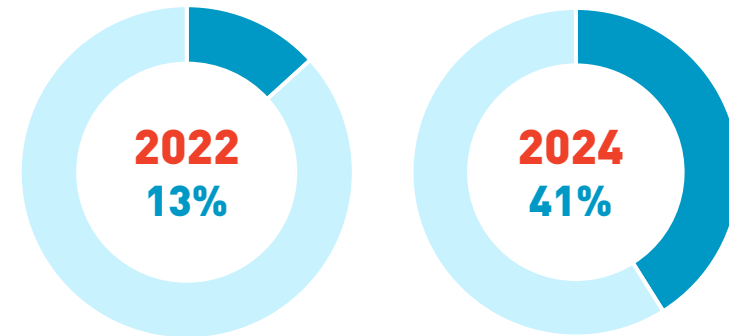
TARGET

- Increasing the sense of belonging

TARGET FOR 2030

- A well-known and recognised corporate culture

Employee shareholders



Accident at work
1

Job creation
+6

ACTIONS

2024 ACTIONS
Organise Internal Events
Intensify Internal Communication
Highlight Employees' Successes
Promote Work Development For People With Disabilities
Organise Workshops On Well-being At Work
Participate In A Sports Event
Conduct A Qwl Survey – Identify Areas For Improvement

2025 ACTIONS
Organise internal events
Promote cross-functional internal communication
Highlight employee successes
Promote work development for people with disabilities
Organise health-themed days (first aid, etc.)
Participate in a sports event
Reduce disruptive factors (noise, poor lighting, etc.)
Create a relaxation area in the offices



Well-being survey

A joint internal survey was conducted in the Group's three subsidiaries to assess the quality of life at work at Groupe Physitek.

An initial questionnaire provided quantitative results, which were then supplemented by group discussions.

This survey enabled us to identify our strengths and areas for improvement.

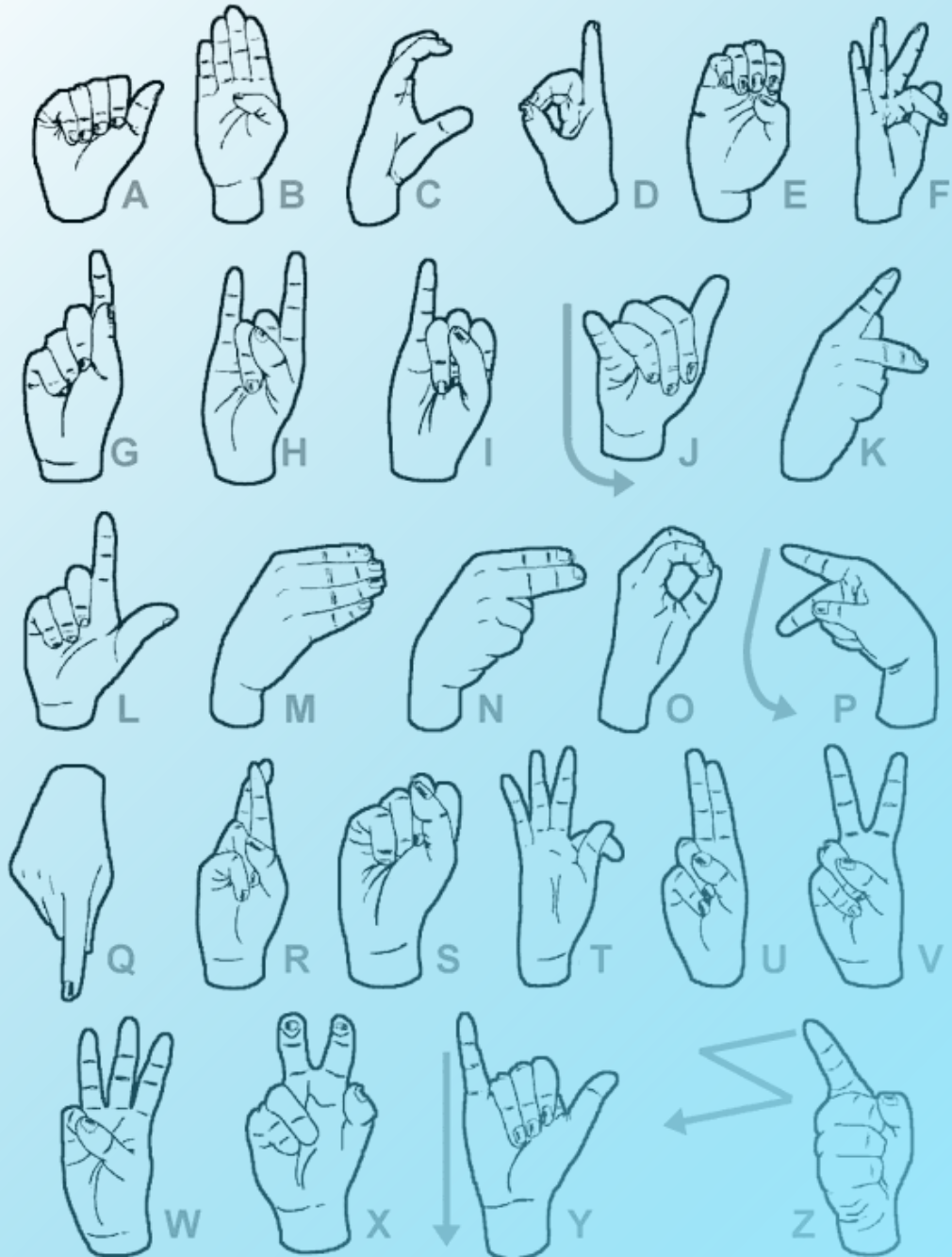
This survey will be repeated every two years.



Engagement

The Group's employees are guided by the following values: team spirit, ambition, professionalism and commitment. Particular emphasis was placed on commitment in 2023 when there was a change in shareholders. We have gone from 13% of employees being shareholders to 41%.

This proportion demonstrates the strong commitment of our teams to the life of the company.



SIGN LANGUAGE

In 2024, a hearing-impaired person joined our teams. Throughout the year, we organised several sign language courses to facilitate communication in the offices. Beyond this essential and practical aspect, these workshops, which are open to all our employees, have created interaction between the different teams through role-playing exercises.

Simple, silent but rich conversations. The kind that can sometimes be forgotten in everyday office life.

Learning a new language and opening up to others: mission accomplished.



Art in the office

We rent photo exhibitions.

Every three months, our employees select a collection from a catalogue.

The artist comes to install their photos in our coffee area. This moment creates interesting encounters and exchanges that change our daily routine.

🔊 A QR code under each photograph links us to the artist's voice as they talk about their work.

Through this partnership, we are improving our working environment and supporting artists.

Sophrology

We organised a workshop led by a certified sophrologist.

The first part was dedicated to chronobiology and the mechanisms of sleep, followed by a group discovery session with practical exercises.

The aim was to gain a better understanding of sleep and to learn sophrology techniques for relaxation and letting go.



MAI à vélo



Sport

Throughout the year, several internal events are organised for our teams. In 2024, we had the opportunity to come together for sporting events, including:

- an introduction to rock climbing,
- Several cycling challenges, including May Cycling.

Sport embodies our commitment to improving the well-being and health of our employees. Through sport, team cohesion is strengthened. Bonds are forged. Sport promotes a dynamic and inclusive working environment where everyone can feel valued and supported.



Internal communication

At Physitek, we believe that employee well-being is promoted by cross-functional rather than vertical internal communication.

That's why we seek to facilitate communication between all members of the company, regardless of their position in the hierarchy.

Whether employees are on site, on the road or working remotely, in France, Germany or Italy, they have access to an internal communication tool that allows them to see all the latest company news and share information.

Listening and mutual support are essential in our company. We all work towards the same goal and encourage the sharing of knowledge and skills.



ACTIONS WITH ESAT

In 2024, we renewed our initiatives with ESAT to promote the employment of people with disabilities.

- When we need a caterer, we choose Le Cercle. They treat us to delicious food, eliminate all disposable packaging and work with the ESAT de l'Envol.
- As they do every year, the workers at the ESAT in Trappes made our Christmas tree.

PROMOTING LIFELONG LEARNING OPPORTUNITIES FOR LIFE

PART 6

TARGET



TARGETS

Improving everyone's skills

Target for 2030

Formalise an internal training policy tailored to the different categories of employee



ACTIONS

2024 ACTIONS
Train all Job Categories
Organise Internal Workshops
Welcome And Support For Interns

2025 ACTIONS
Train all Job Categories
Organise internal workshops To Share Our Knowledge
Improve Our Welcome And Support For Interns
Promote Our Profession In Schools
Coach Our New Managers



YOUTH ORIENTATION

Every year, we welcome interns and work-study students to our subsidiaries.

This is an opportunity for us to introduce them to our business, answer their questions and identify future talent.

We have made it a tradition to welcome Year 10 interns every year and organise a week-long introduction to each profession.

SPONSORSHIP

PART 7



ENFANCE MAJUSCULE

For several years, our company has supported the Gala d'Enfance Majuscule, an association for the well-being and defence of children's rights.

The association "Enfance Majuscule" has several missions. It implements information campaigns to prevent child abuse. It also provides training in social work and nursing schools to raise awareness of child abuse issues.

The association offers support to victims of abuse and acts as a civil party on their behalf.

We are proud to support this association.

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