

CORPORATE SOCIAL RESPONSIBILITY **REPORT**

2024/25 EDITION

conepa

EDITORIAL

Commitment motivates us.

« Dear colleagues and partners,

Since 1965, Comepa has built its history on the collective ingenuity of its teams. It is thanks to this shared intelligence, combining technical expertise, creativity, and commitment, that we have been able to reach key milestones in our development, from our first bimetallic thermostats to cutting-edge medical devices. This culture of cooperation and innovation remains our greatest strength today.

Our CSR strategy is a natural continuation of this approach. It is supported on a daily basis by all our employees, who contribute their ideas and actions to transform our practices and ensure that our business

is sustainable and respectful of the environment and people. The bronze medal we obtained in 2025 during our Ecovadis assessment is testament to the credibility of this approach and the progress we have already made.

Together, we pursue a dual objective: innovating to meet the technical challenges of our areas of excellence, while reducing our environmental impact and promoting the role of each individual in this transformation. CSR at Comepa is driven by a collective dynamic that guides our decisions, structures our ambitions, and reflects our identity. This report illustrates our progress,



Gilles de Beauvais
CEO

our values, and our commitments. It also sets out a clear vision: to continue to combine our strengths and creativity to build a more sustainable, responsible, and humane industry, serving future generations. »

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01.

COMEPA, A HISTORY OF INNOVATION AND COMMITMENT

Comepa is a French company with diverse expertise. Since its beginnings in electromechanical components, it has established itself as a key player in demanding sectors, from aerospace to healthcare.

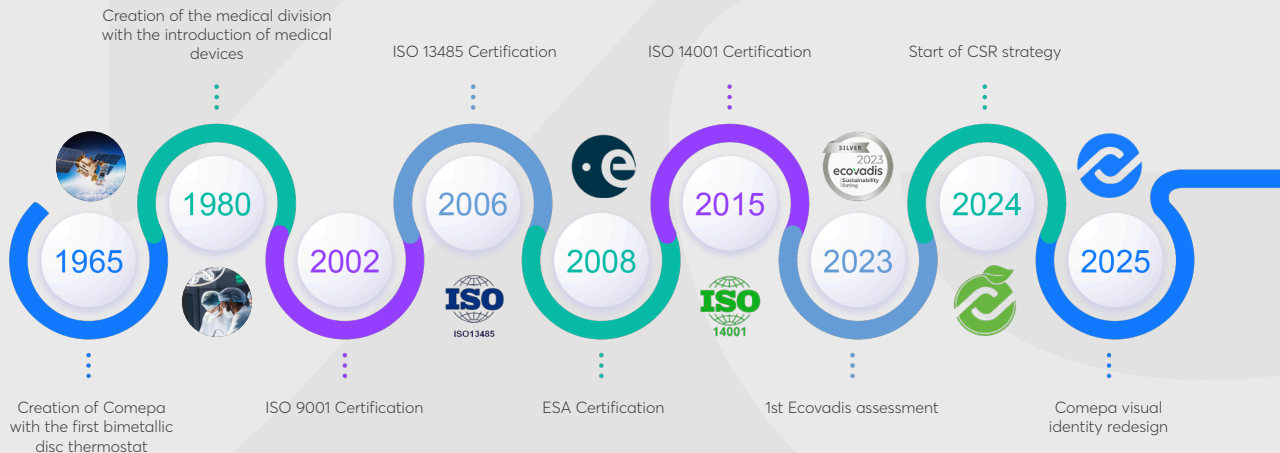
Since 1965, Comepa has been developing innovative solutions at the intersection of technology and industrial precision.

comepa
ThermoSens

The Comepa Thermosens division supports the aerospace industry with its cutting-edge thermostats, both nationally and internationally.

comepa
HealthCare

The Comepa Healthcare division designs medical devices for surgery, intubation, and monitoring. Based in France, Comepa deploys its solutions nationally and internationally.



KEY FIGURES



60+

years of experience



8%

of the Board of Directors in R&D



2

production sites



50

employees



1500

references

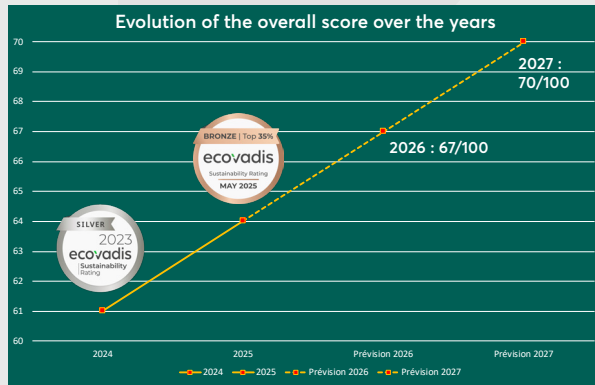


25M

of Sales

CERTIFICATION

ecovadis



In 2025, Comepa continued its Ecovadis assessment process, obtaining a bronze medal with an overall score of 64/100. The new rating system* revised by Ecovadis ranks us among the top 11% of companies with the most mature CSR practices in the healthcare sector and the top 35% of all companies across all sectors.

**Since January 2025, medals have been awarded based on a company's ranking among all companies assessed over the last 12 months recorded in the Ecovadis database, rather than on fixed score thresholds.*

Our ambition is to continuously improve, reinvent ourselves, and become a key player in our sector. This transformation is based on the daily commitment of each and every one of our employees.





02.

CSR GOVERNANCE AND STRATEGY

CSR is a driver of transformation, guided by management and supported by the collective commitment of our teams.

CSR: A COMMITTED AND ENGAGING STRATEGY

Launched in 2024, Comepa is committed to embedding its Corporate Social Responsibility (CSR) strategy through cross-functional integration and sustainable deployment in its processes. In this regard, the international ISO 26000 standard guides us in a systemic approach to addressing ESG (Environmental, Social, Governance) issues, which helps to strengthen the company's overall performance. At the heart of our continuous improvement process, innovation leads us to collectively reinvent ourselves in favor of people and the environment.

TRANSPARENCY AND RESPONSIBLE COMMUNICATION

Comepa attaches great importance to the principles of transparency and integrity. Responsible communication is rigorously applied among our employees and in all our business practices.

REGULATION & PROACTIVITY

Beyond compliance with current regulations, we strive to be proactive on sustainable development issues requested by our customers in order to work within a value chain in which manufacturer/distributor/customer are aligned in a joint collaboration.

CLASS ACTION

A key factor in our approach, the mobilization of teams around this transformation is a real driving force in achieving our ambitions.

CSR: A COMMITTED AND ENGAGING STRATEGY

At Comepa, we are committed to

ISSUES

SOCIAL

Preserving the human capital and talent pool that drives us every day.

Prioritizing the safety and well-being of our employees on a daily basis.

Promoting the inclusion of people with disabilities.

Taking action to support the local development of communities in need.

ISSUES

ENVIRONMENTAL

Reducing greenhouse gas emissions and combating global warming.

Strengthening responsible waste management through the circular economy.

Developing sustainable mobility.

Optimizing smart electricity consumption.

ISSUES

RESPONSIBLE PURCHASING

Maintain long-term relationships with our responsible suppliers.

Encourage the transition to an ethical and sustainable value chain.

Raise awareness of eco-responsible practices among our employees.



03. SOCIAL ISSUES

At Comepa, consideration for people and their communities is demonstrated through several structured initiatives.

TALENT DEVELOPMENT

As a guarantee of proven expertise, the skills of our employees are a valuable asset that Comepa continuously cultivates within the company.

To preserve this pool of talent, we encourage their professional development through continuing education programs to prepare them for the new technical requirements of our products and market developments.

Support is at the heart of our processes, and employees are invited to an annual meeting with their manager to discuss their work environment, expectations, and future career prospects.

The aim is to promote talent retention by creating a forum for discussion based on active listening. Successful knowledge transfer and end-of-career management are of paramount importance in maintaining Comepa's renowned quality of service and expertise in its sector.



« At Comepa, we believe that training is an essential lever for preparing for the future.

I support each employee in their career path so that they can develop their skills and flourish in their job. »

Nadia
HR Manager

HEALTH AND SAFETY AT WORK

To promote health and well-being in the workplace, an ergonomist has assessed the ergonomics of workstations in order to prevent musculoskeletal disorders (MSDs) and improve employee comfort.

Adjustments have been made to adapt each workstation and thus limit risks (height-adjustable desks, sit-stand stool, Perdelle devices, anti-fatigue mats).

Comepa is committed to building a management culture based on cooperation and mutual respect. Thanks to horizontal management, teams move forward together in a climate of trust and active listening.

Management encourages autonomy and initiative, creating an environment where ideas can flow freely. At the same time, the employee representative plays an active role in listening to those who wish to speak.

To ensure a safe environment on a daily basis, several preventive training courses were renewed in 2025.

Workplace First Aid Training (SST)

7 employees

14 hours

Deployed
throughout the site

Training on hazardous products

15 employees

2 hours

Interactive workshop
to train participants in the proper
use of chemical and pollutant
industrial products

Fire training

9 people

3 hours and 30 minutes

Deployed throughout
the site

QUALITY OF LIFE AND WORKING CONDITIONS

Comepa's culture is characterized by trust and the ability to innovate. Over the years, the company has forged intergenerational collaboration that energizes and challenges its teams on a daily basis. Freedom of exchange between all levels of the hierarchy is encouraged, and this asset contributes to Comepa's ingenuity, adding value to the company's culture.

The corporate culture is nurtured each year by special events offered to employees to promote cooperation and teamwork. These include shared meals during key moments of the year (e.g., New Year's, retirement parties). With the aim of improving quality of life and maintaining motivation, the company redistributes a significant portion of its profits to its employees through gift certificates, a 13th month's salary, and an activity bonus.

Presentation of new logo



Retirement



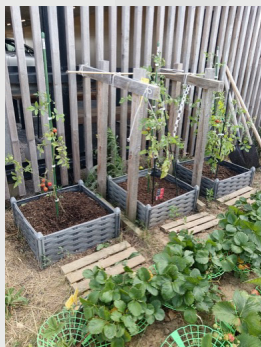
Secret Santa



QUALITY OF LIFE AND WORKING CONDITIONS

Located in the rapidly evolving Paris Nord 2 business park, Comepa will benefit from the future Grand Paris Express metro line 17 and local services that promote employee well-being and fulfillment (inter-company daycare center, sports club, beauty salon, auto center, training institutes, etc.).

Moving into a new building sustainable certified provides us with modern and spacious premises equipped with relaxation areas and a terrace. A carefully maintained vegetable garden and a boules area encourage social interaction while providing an essential moment of relaxation.



COMMUNITY INVOLVEMENT

By increasing its donations to humanitarian aid and local development for communities in need, Comepa supports causes that reflect its values of solidarity and humanity.

Since January 2025, we have been working to provide material aid to the Fraternité France Ukraine association. Nearly 20,000 medical devices have been sent to civilian and military hospitals across the country, and several hundred healthcare workers have benefited from the equipment, improving the quality of care for the wounded in the field.



Recently, another donation was made to the Lot Of Africa association, which will help strengthen Togo's medical infrastructure.

COMMUNITY INVOLVEMENT

Our values of solidarity and humanity encourage us to diversify our donations to transformative actors working to promote access to education, equal opportunities, and aid for children in France and abroad.



The association Pour un Sourire d'Enfant (For a Child's Smile) works in Cambodia to lift children out of extreme poverty by providing access to education, healthcare, food, and vocational training.



The En Cordée Pour Avancer project is an initiative led by students who are passionate about the mountains. Its mission is to inspire young people from disadvantaged backgrounds by taking them on a journey of discovery to the summits. This project is supported by Sport dans la Ville, France's leading association for inclusion through sport.

UROLOGIE 92

The UROLOGIE 92 association trains and supports urological surgeons and their assistants in their efforts to improve the safety and quality of practices in the specialty.



04.

ENVIRONMENTAL ISSUES

In response to the climate emergency, Comepa is taking concrete steps to reduce its environmental impact.

SUSTAINABLE SUPPLY CHAIN



The transition to decarbonized transport is taking shape thanks to the work carried out with our carriers to reduce our greenhouse gas emissions throughout the supply chain.

We prioritize the use of low-emission vehicles for our orders and deliveries and limit the use of air transport as much as possible to urgent orders. Internally, we are improving the reliability of sales forecast analyses and optimizing our distribution channels.

The digitization of processes, switching to digital flows for invoicing, contracts, and other documents, has reduced our consumption of paper and consumables by 85%.

In order to mobilize everyone in the supply chain, we are raising awareness and encouraging our customers to consolidate their orders to optimize the number of trips. A 1% discount is applied to all orders equal to or greater than €1,000 excluding tax.



« Reducing the carbon footprint of our transportation is a daily challenge. Together with our partners, we are moving towards greener and more responsible logistics.»

Valentin
Purchasing/Logistics
Manager

CARBON REDUCTION

The start of the 2025 academic year marks the rollout of the carbon reduction strategy for the next five years. The implementation of targeted, high-impact actions is structured around a single objective.

**By 2030,
reduce our greenhouse gas
emissions by 32%.**

All of our departments are working with our partners to limit and prevent the impact of our activities: eco-design, end-of-life products, logistics, energy, and company vehicle fleet.



September 2024: 17% of our employees at the Tremblay-en-France site took part in the Climate Fresk workshop with the aim of gaining a better understanding of climate change and its consequences.

CIRCULAR ECONOMY

Comepa's proactive approach to reducing the environmental impact of medical devices is essential to helping regenerate the healthcare sector and move towards sustainable practices.

Comepa is involved in the recycling of end-of-life medical devices. Thanks to the ClikecoComepa partnership, hospital customers can recycle certain used medical devices via Clikeco, a company specializing in the collection of hazardous waste.

This partnership offers environmentally friendly management of infectious waste by ensuring safe and regulated material recovery.



An information sheet on the recyclability of the product and its packaging is provided for certain products in order to raise awareness and provide information on the materials used.



At Comepa, the virtuous logo means that a circular economy principle has been addressed and studied. It appears on communication materials for recycling solutions and on recyclability sheets for eco-designed and/or recyclable products in order to highlight products with a reduced environmental impact.

CIRCULAR ECONOMY

Comepa is involved in the eco-design of medical devices. The arrival of new suppliers offering eco-designed products marks the beginning of an ambition that Comepa aims to develop and build with its partners.

Although existing regulations impose strict requirements on their composition and end-of-life treatment, this gives Comepa the opportunity to be proactive and seek innovative solutions focused on biomaterials, recyclable packaging, and the reuse of single-use products.

To this end, a product life cycle analysis is being conducted to identify the most significant impacts and determine possible levers for reduction. The project is scheduled for completion in 2026.



« Thinking today about recycling and the end of life of our products through eco-design is a concrete way to take action to preserve available resources and create a positive impact in our sector. »

Alain
Head of Comepa
Healthcare

WASTE MANAGEMENT

Comepa is strengthening its recycling policies and working with trusted partners specializing in the sorting of non-hazardous industrial waste (NIW), including paper/cardboard, plastic, and wood, as well as the management and treatment of hazardous products.

We monitor the responsible and secure treatment of all our waste and guarantee its maximum recovery.

115 kg of coffee capsules



4.8 kg of recycled aluminum

105.5 kg of coffee grounds recycled into methane and agricultural compost.



The site is equipped with water fountains connected directly to the local water supply to eliminate the use of water coolers or plastic water bottles. Since installation, we have been able to avoid using more than 3,600 single-use bottles.



Thanks to our partner, every year our coffee capsules are recycled, converted into methane, and composted.

SUSTAINABLE MOBILITY

Comepa has undertaken several initiatives to promote low-carbon mobility.

The site's parking lot is equipped with 10 electric charging stations. Hybrid company cars and electric bikes have been allocated to employees who need them to facilitate their commute to work.



Date	Thermal	Hybrid	Electric
01/01/2025	67%	33%	0%
01/01/2026	26%	32%	42%
01/01/2030	0%	0%	100%

The gradual transition to decarbonized mobility will be completed by 2030, with 100% of commercial vehicles being electric, according to the following schedule.



ENERGY EFFICIENCY

In 2023, Comepa consolidated all of its activities in a building in Tremblay-en-France (93) certified HQE Sustainable Building, complying with the strictest environmental standards and incorporating a rainwater recovery system.



To optimize energy consumption, we have replaced three electric charging stations in the parking lot with connected stations that incorporate the DejaBlue feature.

This feature allows electric vehicles to be charged intelligently by optimizing our self-consumption. This brings us benefits in terms of both energy costs and environmental impact.

The installation of 1,600 m² of photovoltaic panels on the roof allows us to be energy self-sufficient.





05.

RESPONSIBLE PURCHASING

As part of our responsible purchasing policy, Comepa has incorporated environmental, ethical, and social criteria into the selection of its suppliers and subcontractors in the medical division.

RESPONSIBLE SUPPLIERS



The responsible purchasing policy is the starting point for the active deployment of our strategy. This year, Comepa has stepped up its monitoring of its partners' CSR maturity in order to establish objective sustainability criteria for the selection of its future suppliers and products.

One of the key selection criteria is eco-design (weight reduction, integration of recycled or biomaterials, ease of disassembly). Beyond being a significant lever for reducing negative externalities in the value chain, eco-design responds to growing demand from hospital customers who are increasingly concerned about responsible purchasing practices.

Published in June 2025, the Sustainable DM Index (IDMD) encourages hospital customers in this regard by assigning a sustainability rating to medical devices based on six CSR criteria. This new development creates synergy between manufacturers, distributors, and buyers to reduce the environmental and social impacts of the healthcare system. Comepa positions itself as an active player in the value chain to meet customer expectations.

VALUE CHAIN MANAGEMENT

Comepa's traceability requirements are proof of product reliability. Audits are regularly carried out at our subcontractors and suppliers to verify the quality of the services requested and maintain a dialogue based on trust and transparency with our partners.

In line with our CSR strategy, we pursue traceability by mapping the links in our value chain in order to guarantee our due diligence with regard to environmental and social issues.



« Working with committed suppliers guarantees a sustainable value chain.

Each partnership is an opportunity to build a more responsible future. »

Fadela

Quality and Regulatory
Affairs Manager

ECO-RESPONSIBILITY IN EVERYDAY LIFE

As part of our CSR approach, we have incorporated responsible purchasing choices in order to reduce our environmental impact and support a more inclusive economy.

These initiatives illustrate our desire to combine respect for the environment, promotion of local production, and support for the social and solidarity economy.



Eco-designed welcome kits:

The tote bags and pens distributed to new arrivals are selected based on eco-friendly criteria, favoring sustainable materials and suppliers committed to environmentally friendly production.



Reusable and sustainable water bottles:

We chose GOBI water bottles, which are designed and assembled in France. This local product helps to reduce the carbon footprint associated with transportation and promotes French expertise. In addition, the assembly is carried out by people with disabilities at ESAT (Supported employment center), reinforcing our commitment to social and professional inclusion.



06.

COMMITMENTS AND VISION

COMMITMENTS

Since 2024, Comepa has structured its CSR approach around clear governance and concrete actions. This commitment is based on the daily involvement of employees and the desire to balance performance, innovation, and responsibility.



Our main commitments are based on four pillars:

SOCIAL AND HUMAN

Preserving human capital by caring for employees, improving their quality of life at work, ensuring their safety, and promoting diversity.

ENVIRONMENT

Reducing our greenhouse gas emissions, offering recycling solutions for our end-of-life medical devices, developing sustainable mobility practices, and optimizing our energy efficiency.

RESPONSIBLE PURCHASING

Integrate social, ethical, and environmental criteria into our supplier selection process, formalize monitoring tools, and strengthen the sustainability of the value chain.

GOVERNANCE AND TRANSPARENCY

Communicate responsibly, publish an annual CSR report, and pursue continuous improvement through EcoVadis assessments.

2025-2027 VISION

The CSR roadmap sets clear milestones for the coming years, reflecting our desire to accelerate transformation.

At the heart of this trajectory, several priorities will guide our actions:



CARBON REDUCTION

Implement our decarbonization plan with a target of -32% by 2030.

ECO-DESIGN

Integrate end-of-life and recyclability into the design of medical devices, based on life cycle analysis.

RESPONSIBLE VALUE CHAIN

Assess the CSR maturity of all our suppliers by 2026 and emphasize responsible collaboration with committed carriers.

INTERNAL CULTURE

Strengthen awareness and training for teams (interactive workshops, internal communication, collaborative management).

LONG-TERM GOALS

Our ambition is part of a sustainable and systemic vision. It aims to transform our industrial model while creating a positive impact on society and the environment.



ENVIRONMENT

Moving towards carbon neutrality and affirming our role as pioneers in medical eco-design.

SOCIAL AND TERRITORIAL

Sustaining human capital, strengthening regional roots, and multiplying solidarity initiatives in France and internationally.

CSR PERFORMANCE

Raise Comepa into the top 10% of companies assessed by EcoVadis by 2030.

INNOVATION AND PARTNERSHIPS

Working together with our customers and partners to develop responsible, innovative solutions tailored to the challenges facing the healthcare and aerospace sectors.



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