

The background of the entire page is a photograph of a woman and a young girl standing in a field of wind turbines at sunset. The woman is seen from the back, wearing a light-colored top, with her arms around the girl. The girl is also seen from the back, wearing a light-colored dress, and has her right arm raised towards the sky. The sun is low on the horizon, creating a strong golden glow and lens flare effects. Several wind turbines are visible in the background against the bright sky.

echosens

ESG REPORT 2022

We are shaping
the future of liver health



“ We are shaping the future of liver health ”

Dominique Legros,
CEO of Echosens ”

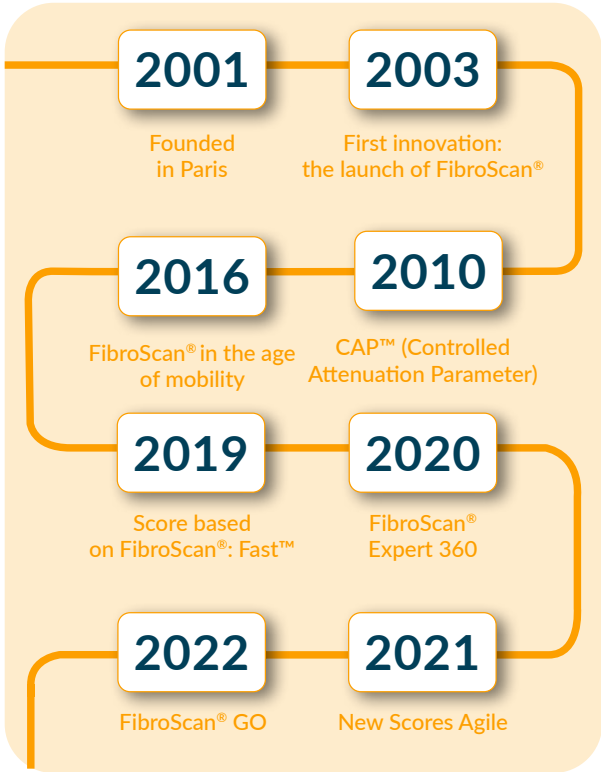
► This commitment has been vital to us since the creation of Echosens. It is our Vision—contributing to the fight against liver disease. Improving patient care, being faster, more efficient and ensuring that healthcare professionals and hospitals have the best tools to succeed in this ambition. We continue to progress on a technological and clinical level and this is the Vision on which we are all focused—within Echosens and in collaboration with all our partners. It is our guiding light,

our purpose, our motivation. To have an impact, you have to be ambitious and have **courage**. And we do, in order to continually challenge the current state. We are pioneers in our field. Echosens has considerably changed how liver diseases are diagnosed with FibroScan®, the gold-standard non-invasive solution for comprehensive management of patients. **Innovation** is valuable and central to our DNA. Intellectual property is key and we therefore have a portfolio of over 100 patents.

It is also crucial to cultivate our **spirit of openness**, to remain open to new things and different approaches. **Humility** is another of our characteristics, since we never stop questioning our inventions. We are proud of the progress made and yet we remain modest in the face of success. We advocate **simplicity**, from the esthetics of products to the efficiency of the company’s solutions. At the same time, we are guided by environmental protection. Echosens cultivates its social responsibility approach, in order to preserve natural resources, and this approach is evident in our behavior and our activities. Finally, we move forward with conviction, forming a **committed** and involved team. Our commitment is total.

These are our C.H.O.I.C.E.S

- Courage
- Humility
- Openness
- Innovation
- Commitment
- Environment
- Simplicity



“ For over 20 years, Echosens has been an innovative and expert company working for liver health ”

Laurent Sandrin,
Founder and CTO
of Echosens

Environment



► In accordance with its values, **Echosens is committed to the SBTi** (Science Based Targets Initiative) **to limit its environmental footprint** and reduce its greenhouse gas emissions. **Our objective is to respect the Paris agreement**, signed in 2015 (to limit the average temperature rise to +2°, or +1.5° if possible, compared with the pre-industrial era), to promote a low-carbon economy and **drive ambitious climate action**.

We are committed **to reducing our direct greenhouse gas emissions by 46%** by 2029 compared with 2019, the reference year for Echosens.

To achieve this, over the past four years **we have been assessing our carbon footprint at a global level**. The idea is **to identify the activities that emit the most greenhouse gases in order to build an ambitious action plan**.

We measure both our direct emissions (scope 1 and 2) and our indirect emissions (scope 3).



SCOPE 1

includes greenhouse gas emissions linked to manufacturing of the product.



SCOPE 2

includes greenhouse gas emissions linked to the energy consumption needed to manufacture the product.



SCOPE 3

includes indirect emissions linked to the product's life cycle (procurement, transport, use and end of life).

The overall EcoVadis score obtained reflects **the quality of the company's ESG program**. Echosens has been awarded the silver medal and its score puts it among the top 25% of companies in its business sector.



90% of greenhouse gas emissions are indirect emissions (scope 3), which is why we want to assess them.

Assess them... and then reduce them, thanks to an ambitious action plan implemented in 2019



BUSINESS TRAVEL

We are committed to pooling and better organizing travel for our employees and our technicians. Then, whenever possible, prioritizing the use of less energy-intensive means of transport, such as the train.

TRANSPORT OF GOODS

Our products are most often delivered by truck and by plane. We also intend to promote transport by sea or river, in order to halve the carbon impact of our journeys.



ENERGY

We have said yes to green, renewable electricity (wind, solar, etc.) at our sites in France (since 2021) and in the United States (since 2019).

WASTE

We aim to reduce the consumption of recyclable and electronic waste on our sites by reducing the amount of packaging, particularly plastic packaging, and embracing recycling.



Echosens is committed to a responsible approach by limiting its waste and promoting recycling. This is built around the following key focuses:

- Inventory management and minimization of scrap.
- Annual update with suppliers to plan obsolescence risks and adapt demand accordingly.
- Call for last spare parts order: to ensure that parts in stock are not scrapped unnecessarily.
- Free acceptance of returned devices, at the customer's request, for destruction/recycling.



MOBILITY PACKAGE

Whenever possible, we promote soft mobility and encourage our employees to choose environmentally responsible transport options.

Activities with the highest greenhouse gas emissions in 2021.



► **T**he Echosens Human Resources department is committed to ensuring the workplace well-being of its employees. **Its ambition is for them to work under the best possible conditions.**

Attentive to its employees

Echosens has always been committed to improving its employees' working conditions. In an extension of its workplace health and safety action plan, Echosens is launching a program for the recognition of disabled worker status for French employees.

The company intends to encourage free expression to improve everyone's well-being. To achieve this, Echosens decided to involve all of its employees. Everyone therefore has the opportunity to discuss their personal situation via interviews.

Confidentiality and anonymity are guaranteed. Most disabilities are not visible and some people may feel discomfort and be impacted by health problems on a daily basis.

Echosens is therefore committed to taking everyone's feelings into account, allowing solutions to be identified so that everyone can feel comfortable in their work and operate under the best possible conditions. This may include recognition of disabled worker status, allowing the employee to receive specific aid.

Measures to ensure everyone's well-being

Echosens has put in place a number of individually tailored measures to ensure the well-being of every employee:

- ➞ For several years, the possibility of **working from home** has been organized to better **reconcile private and professional life**.
- ➞ Employees can engage in **physical activity and use changing rooms** on French sites.
- ➞ **Relaxation areas** are available to allow employees to recharge their batteries.
- ➞ **Bicycle parking** is also available.

"A talent community"

Echosens has launched a "**talent community**," allowing employees to progress together on a range of cross-cutting topics of interest to them: ESG (environment, social and good governance), soft skills (decision-making, emotional and relational intelligence, negotiation, creativity, organizational agility, and time management), public speaking, etc. Numerous topics are available.

Echosens says yes to mentoring. Experienced employees have the opportunity to support their colleagues who may need to talk about their career at certain key moments, for example at the time of a promotion. **Echosens wants to foster mutual support between employees.**



Ethics & purchasing

▶ **W**e believe that **environmental, social and governmental risks must be incorporated into the company's decision-making process** in order to improve efficiency, reduce costs, increase employees' stability and **preserve the company's capacity to operate over the long term**. The main areas of reflection concern the objective of **establishing long-term**

trust with operational teams, based on transparency, independence and business ethics, by respecting the law and the company's values. To support its teams in this approach, while also guaranteeing compliance with applicable policies, completion of required actions and collection of results, Echosens has adopted a dedicated corporate governance system based on:



A Code of Ethics and Business Conduct

In November 2020, Echosens established its Code of Ethics and Business Conduct, formalizing the basis of the mission and commitments adopted by the company in terms of its policy of transparency and integrity in its relations with all of its partners: employees, shareholders, customers and suppliers.

The Code of Ethics sets out the main principles of Compliance that Echosens wants to see respected, in particular:

- ➔ Respect for fundamental rights in the workplace;
- ➔ The fight against corruption in all its forms and/or influence-peddling, with the implementation of dedicated contractual clauses and a Risk Management Committee which meets annually and whose results are reported to the directors;
- ➔ Prevention and management of conflicts of interest;
- ➔ The adoption of a reasonable approach to gifts and invitations, with the organization of awareness-raising workshops for employees;
- ➔ Respect for competition.

An ESG Committee

A dedicated committee, made up of members of the LT (Leadership Team) and the ELT (Extended Leadership Team) meets quarterly to review the actions initiated in the annual Action Plan. This Committee is responsible for studying the policies and measures to be put in place. The work carried out and decisions taken are regularly presented to the members of the Board of Directors, among others.

A responsible purchasing policy

The ESG approach adopted by Echosens is also evident in our relations with our suppliers. **We have made a commitment** that the top 20% of our suppliers, accounting for 80% of our expenses, are part of an ambitious ESG approach.

Our objective for 2022 is that at least 50% of the panel will benefit from an EcoVadis score or rating from another organization by the end of the year. This objective was successfully achieved, allowing us to confirm this virtuous approach with all of our suppliers.

Cybersecurity



► **T**he Information Systems Department serves all of the Group's business lines, providing both **project management** and **technical expertise**. Echosens sells medical devices that incorporate a high level of IT expertise and development in order to improve patient care. Our ambition is to ensure that **healthcare professionals have the best tools** to achieve this, while being fully aware **of the cybersecurity risks**.

We must guarantee flawless reliability

We must guarantee **flawless reliability** and **do our utmost to avoid cyberattacks designed to exploit patients' data**.

Both **random, opportunistic threats**, which are the most frequent on the market, and **targeted attacks**, those targeting identified individuals via their email addresses.

This is a challenge faced by the entire medical sector. Guaranteeing the **protection of user data** is a crucial issue for Echosens.

A restructuring and a strategic plan

Based on the results of an external audit conducted in 2021, an ambitious two-year action plan has been defined to boost cybersecurity resilience. A first key action was carried out thanks to a **major technological leap**, in terms of IT resources and organization, to optimize the security of the most sensitive data for our company. The idea is to arm ourselves in case of an attack or leak so that we know how to respond quickly and reduce the risks. We have to be responsive and interaction between the different departments remains vital.

Furthermore, we have developed a strategic plan to formalize our response to malicious attacks, drawing on the **cybersecurity framework developed by the American NIST** (National Institute of Standards and Technology). For example, in collaboration with

the Human Resources department, we ensure that **user data is always destroyed once an employee leaves**. We have also implemented a **robust system for the identification of users** logging in to our information system across all of our internal and external applications, using artificial intelligence. Similarly, in 2022, 100% of the data stored on group employees' computers has been encrypted using hard disk encryption.

More generally, and over the coming years, we are committed **to pursuing our data protection policy** by strengthening the cybersecurity technologies used and incorporating cybersecurity into our key processes. In addition, we are continuing our simulation and training actions aimed at all our employees.



A photograph of a wind farm at sunset. The sky is a mix of orange, yellow, and grey clouds. Several wind turbines are visible, with the largest one on the right side of the frame. The sun is low on the horizon, creating a strong glow.

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because liver health matters