



CSR

REPORT

2025

stemgenomics
COMMITTED TO SUSTAINABILITY



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EDITORIAL

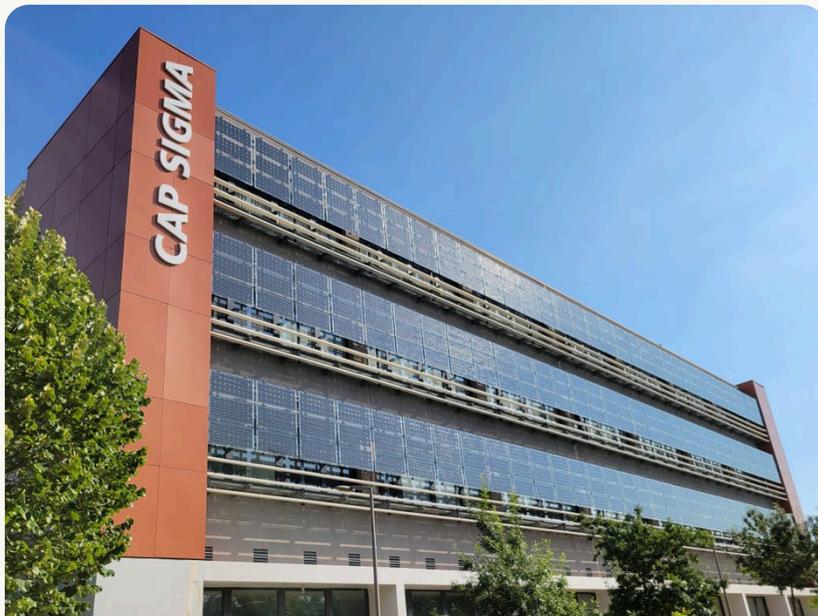
• BACKGROUND AND OBJECTIVES OF THE REPORT

In a world where corporate social responsibility (CSR) is becoming increasingly important, Stem Genomics has decided to join the movement by creating **its own CSR policy**.

Reducing our **carbon footprint**, promoting **employee well-being**, and honoring our **commitments to customers** are among the key initiatives to which the company is formally committed.

This first annual report aims to explore these initiatives and draw initial conclusions.

The goal: to demonstrate our ability to adapt to the challenges posed by a changing world in order to ensure our sustainability and strengthen our positive impact on society.



OUR IDENTITY



Stem Genomics is a French biotechnology company specializing in the development of **stem cell assays** based on **innovative technologies**. Founded in 2018, we work with over **200 clients** worldwide, ranging from **university laboratories and biotechnology companies to major pharmaceutical firms**. Our team is made up of individuals who are diverse in terms of education, culture, religion, gender, and generation, but who all share a passion and a strong commitment to helping researchers ensure the quality of their cells, increase their chances of scientific success, and ultimately deliver new solutions for patients.

We have **developed expertise** in the field of **stem cells** by using cutting-edge, innovative genetic technologies for quality control. We perform most of our tests on our **own platform**. At the same time, our **R&D team** is constantly developing state-of-the-art quality control tests tailored to the cell types researchers are working with.

Our approach ensures **responsive customer support**, available throughout the entire customer journey.



Photo of the Stem Genomics team at the Montpellier office (headquarters), October 2025.

OUR IDENTITY

• OUR VALUES



To be useful

Investing in the future of healthcare



Innovate

Staying at the cutting edge of technology
Offering new solutions



Fostering Team Spirit

Collective intelligence and positive dynamics



Make progress

Growing together while also improving individually



Well-being at work

Respect, empathy, trust



To be responsible

Keeping our environmental, social, and ethical commitments

OUR IDENTITY

• KEY FIGURES

17

employees

+ 200

clients across the world

+ 6100

tests per year

2

locations (France and the USA)



- Founded by **Dr. Saïd Assou** and **Professor John de Vos**, Stem Genomics has its roots in a prestigious scientific environment. As a spin-off of the Montpellier **Institute of Regenerative Medicine and Biotherapies**, the company has worked closely with researchers since its inception to facilitate the translation of research into clinical applications.
- With dynamic commercial growth, the company counts among its clients **biotech firms, academic teams, core facilities,** and **pharmaceutical companies** worldwide.
- In May 2023, Stem Genomics opened a **second laboratory** in Durham, North Carolina, to better serve its **North American** clients and further grow sales in the **world's largest** cell therapy market.

• BUSINESS MODEL

Human Resources

- **17** People
- **15** Full time/2 apprentices
- **29%** Men/**71%** Women

For clients

- **>90%** on time deliveries
- **>95%** customer satisfaction

Material resources

- **2** Laboratories
- **30** Cutting-edge technological equipments

Non material resources

- ISO 9001 accreditation
- Several trademarks



For the environment

- Compulsory waste management
- **44%** recycled waste
- Filtered tap water
- Environmentally responsible purchasing policy

For employees

- Respect of Work/Life balance
- **54 hours** training accomplished in 2025
- Women hold **60% of executive positions** and enjoy higher or equal average pay compared to men in similar roles
- **90%** of employees are under permanent contracts
- Employees retention rate was of **95%** in 2025
- Workstation optimization and ergonomics
- Implementation of a **remote working** policy (up to 2 days a week)
- Involvement in **charitable and socio-environmental** initiatives (Telethon, sponsorship of a local beehive)

ENVIRONMENTAL PILLAR: OUR ACTIONS

As a biotechnology company, Stem Genomics generates waste and CO2 emissions. Fully aware of this impact, and guided by our core values, we have put in place a range of initiatives to reduce our environmental footprint.

• WASTE MANAGEMENT

- Measurement of our waste production
- Implementation of a waste management policy

• ENERGY EFFICIENCY

- Eco-friendly office and laboratory headquarters
- Use of a sustainable Cloud

• CARBON FOOTPRINT

- Swaping to eco-friendly coffee for employees
- Suggested use of the eco-friendly search engine "Ecosia"
- Favoring business travel by train whenever possible

• IMPACT ON BIODIVERSITY

- Sponsor of a beehive with the "Clos des Sentinelles" beekeeping farm



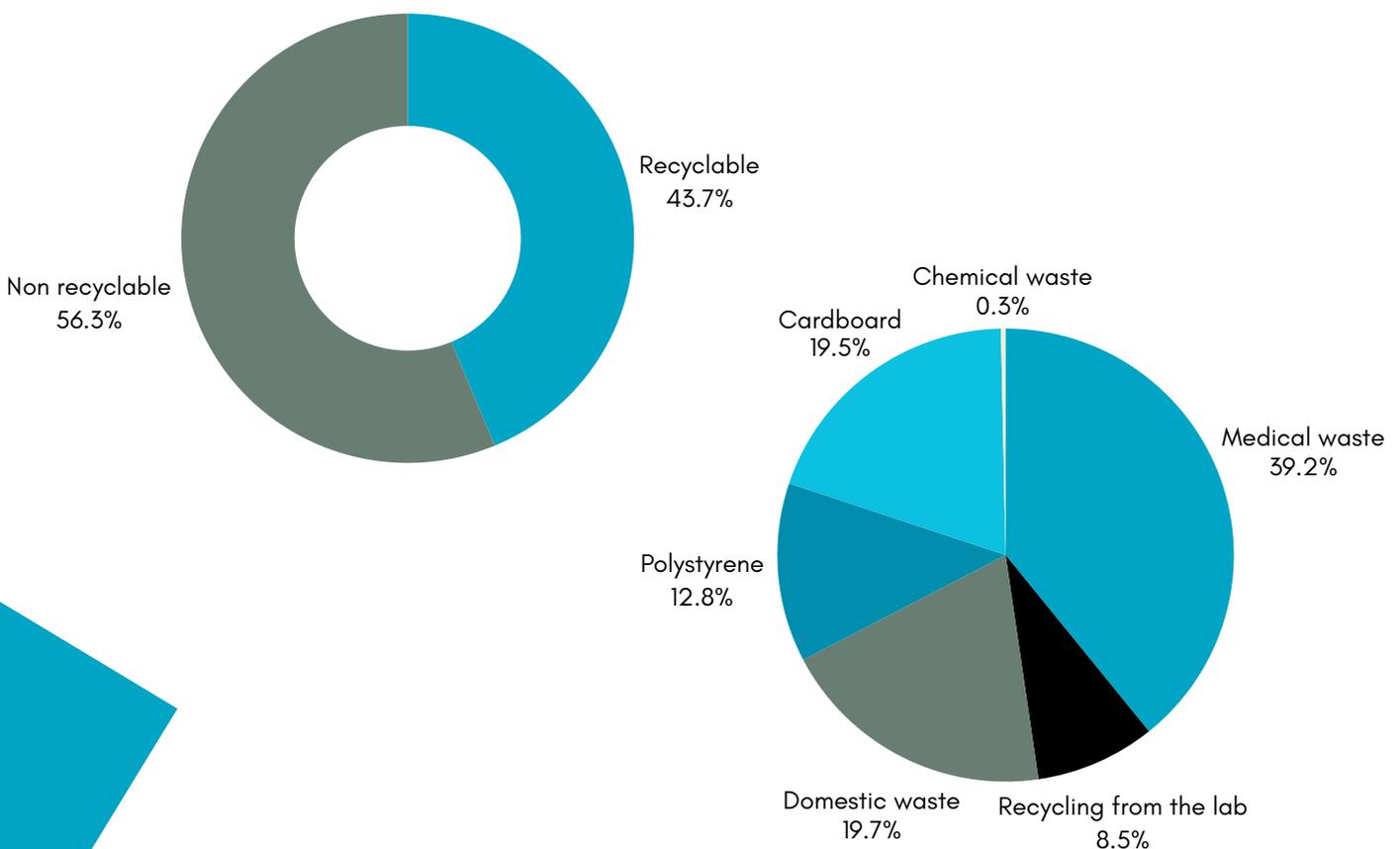
ENVIRONMENTAL PILLAR

• OUR OBJECTIVES

- Calculating and reducing GHG emissions
- Increasing the proportion of recyclable waste
- Increasing the proportion of eco-friendly purchases
- Implementing a digital usage policy
- Organizing a company-wide cleanup event to collect litter and reduce environmental pollution in our community

• KEY FIGURES

- **1000 kg** of waste per year, including 28 kg of pipette refill boxes
- **44%** recyclable waste



SOCIAL PILLAR: OUR ACTIONS

At Stem Genomics, people are at the heart of everything we do. Our commitment to shaping the future of healthcare is grounded in the well-being of our employees and driven by strong and collaborative teamwork. These principles are not simply values we uphold: they are commitments we bring to life every day.

• WELL BEING AT WORK

- Remote working up to 2 days a week
- Ergonomic desks
- Team Building 2 times per year
- Use of purifying water filter

• HEALTH AND SAFETY

- Occupational Safety and Health (OSH) training completed by all
- Fire safety training completed by all

• DIVERSITY AND INCLUSION

- A team with a long-standing commitment to diversity and inclusion

• MANAGEMENT

- Performance reviews
- Individual training program

• EMPLOYER BRAND

- Activities for the 2025 Telethon
- Team Introductions on Social Media



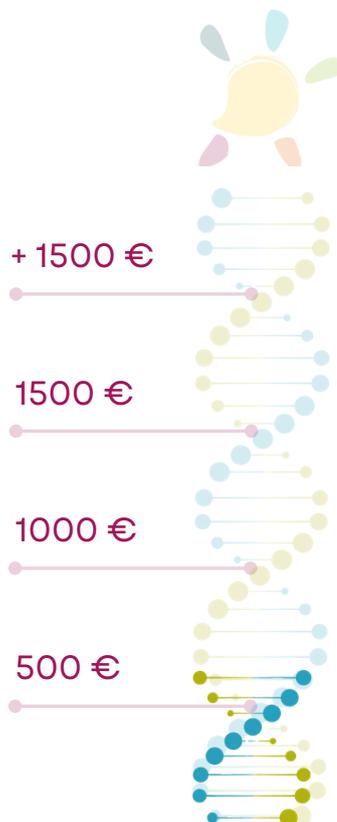
SOCIAL PILLAR

• OUR OBJECTIVES

- Increase transparency with our employees
- Conduct an internal Worklife Quality survey
- Support our managers in their work through training

• KEY FIGURES

- **700 euros** raised for the Telethon
- An initial **Worklife Quality survey**
- **10 kg** of honey harvested and shared with all employees (sponsorship of our partner beehive with “Clos des Sentinelles”)



GOVERNANCE PILLAR: OUR ACTIONS

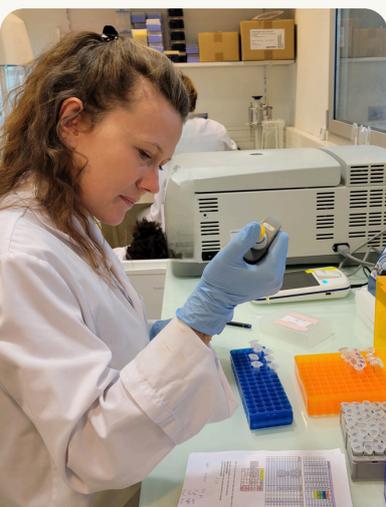
The Governance and Strategy pillar forms the essential foundation of any successful CSR initiative. It transforms social commitment into a collective and shared priority within the company. At Stem Genomics, we have chosen to measure the effectiveness of our CSR policy using the Impact Score, a solution designed and developed collaboratively by entrepreneurs and networks of committed companies, coordinated by the Impact France Movement. It allows any company to assess its social and environmental impact from all angles in just two hours and to track its progress.

• MONITORING AND REPORTING

- Calculation of the impact score
- Implementation of CSR indicators within the Quality Management System
- Incorporation of CSR and environmental criteria into the evaluation of our suppliers and service providers
- Participation in the “CSR Performance Pathway” support program with AD'OCC and the Region

• CYBERSECURITY

- Cybersecurity audit
- Digital diagnostic
- Recruitment of a dedicated person



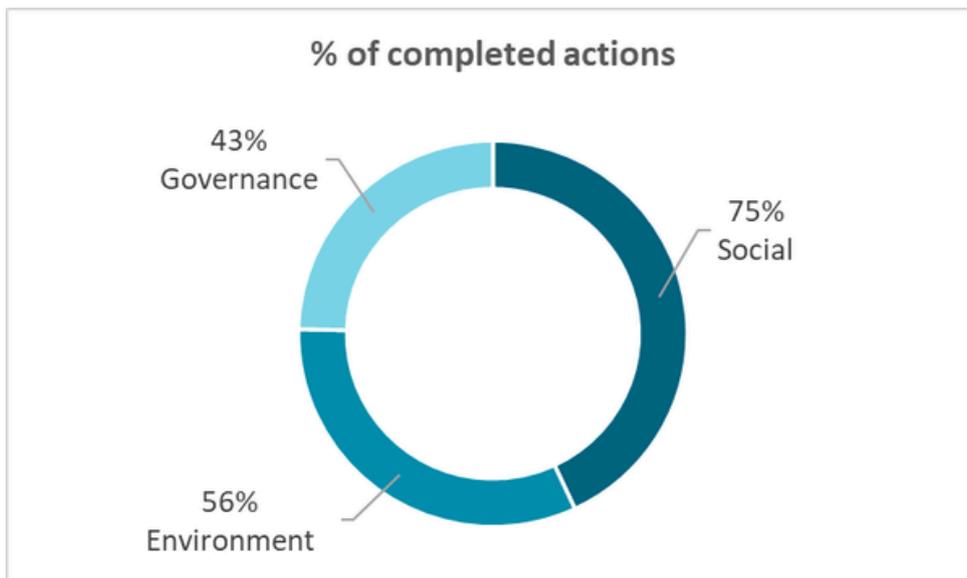
GOVERNING PILLAR

• OUR OBJECTIVES

- Strengthen the company's IT security
- Establish an information security policy
- Select the most ethical AI tool possible
- Provide cybersecurity training and awareness to all teams

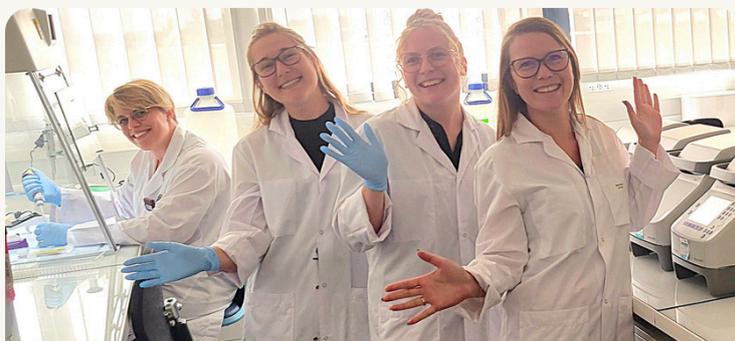
• KEY FIGURES

- **First audit** conducted
- Percentage of CSR initiatives completed: **60%**
- Percentage of suppliers/service providers incorporating CSR criteria or the CSR Impact Index: **62%**



CONCLUSIONS

- The year 2025 **laid the groundwork** for our CSR policy. We are beginning to see the first results, and new initiatives are being implemented.
- Initial conclusions regarding the **environmental pillar** show that significant progress has been made in waste management and recycling. Nearly 44% of our waste is recycled within our company, but we must continue our efforts to optimize and increase this percentage (reuse, recovery, awareness-raising, eco-friendly purchasing, etc.). Finally, the key actions that will need to be prioritized this year will undoubtedly include assessing our carbon footprint, raising employee awareness about digital usage, and launch socio-environmental initiatives to address the ecological and economic challenges of climate change.
- Regarding the **social pillar**, the “Clos des sentinelles” initiative was a resounding success among the team, who were able to taste the honey from the hive as well as the mead and gain a tangible understanding of the initiative’s impact on a local economic actor. The “Telethon” campaign was more complex to organize but is worth revisiting in the future. Indeed, some team members went above and beyond to “make a difference” by organizing various activities, and together we managed to raise 700 euros. Furthermore, this initiative aligns perfectly with our company’s mission (the I-Stem laboratory, founded by the Telethon, is one of our longest-standing clients), and allows us to support research into rare diseases.
- Finally, regarding **governance**, our participation in the Cybersecurity & Ethics support project as part of the European OCCITAN’IA Digital Transformation program has enabled us to launch several key initiatives aimed at securing our information systems and accelerating our digital maturity: Audits, Action Plans, Recruitment, Training, Policies... Finally, we have chosen to assess our social and environmental impact using the Impact Score framework. The initial score indicates room for improvement in the coming years through the implementation of numerous initiatives (many of which have already been identified)!



CONCLUSIONS

• FUTURE VISION

Now that the foundations of the CSR policy have been laid, one of the priorities for 2026 will be to formalize this policy and, of course, improve the **Impact Score results**.

This will involve implementing the **action plan**, gaining **employee buy-in**, and offering **greater involvement** for those who wish to participate (support from the existing CSR team, proposals for new initiatives, etc.).

We will also include the **U.S. laboratory** in this process to **standardize best practices**, provide a **comparable work environment** regardless of location, and ensure a consistent level of quality in the **customer experience worldwide**.

