



tebubio

Facilitators of Life Sciences Research

CORPORATE & SOCIAL RESPONSIBILITY (CSR) REPORT

2024

April 2025

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About Tebubio

We facilitate Life Sciences Research every day, contributing to advance Science for a brighter future.

Through our local offices located across Europe, we support Life Sciences and Biotechnology Researchers with a unique, holistic range of solutions to advance their projects faster.

Tebubio is a family-owned company strong of a hundred individuals who take pride in the part they play in helping researchers accelerate knowledge and forging a healthier and safer world.



About this report

The 2024 Tebubio CSR Report is the first of its kind and marks a new milestone for our organization. It includes our approach to sustainability, our efforts, our goals, the challenge and the trends we see in this work.

This report is the fruit of our own initiative. Its disclosure lays in our firm belief that the success of our approach is driven by enhanced accountability and transparency.

This report does not refer to GRI standards, however, it did use the Global Reporting Initiative standards and ISO 26000 as guidance in order to provide the fairest and most complete picture of Tebubio’s performance on social responsibility.

All data within this report reflects information from January 1 to December 31 2024, unless otherwise indicated. All financial figures included in this report are based on our audited financial accounts and are reported in euros (€) unless otherwise stated. Other figures included in this report were reviewed and documented to ensure accuracy and verifiability.

WHO WE ARE

Our history

1953-1970

The Dutch Teer Bedrijf of Uithoorn (Tebu) produced roof coverings and bitumen for road construction.



1970-1980



Under the lead of a new Manager, C.Ch. van Dijk, the distribution of laboratory research biochemicals was added to the core business. Over the years, Tebubio has brought access to many innovative companies.

1980-2005

Ownership changed after a management buy-out by the van Dijk family. In parallel, Tebu France expanded its distribution activities to European countries.



2005-2020



After its territory expansion, Tebubio opened a laboratory to add Laboratory Services (called Contract Research Services today) to its product portfolio.

2021 - Today

Tebubio adapted its offer into Biological Solutions, Contract Research Services and Procurement Solutions spanning from catalog integration to compliance with the legal and ethical constraints.



Markets in which we operate

Tebubio's logistic platform and laboratory are located in the municipality of Le-Perray-en-Yvelines near Paris, in France. This is where products supplied by Tebubio transit and where our Contract Research Services team performs its activities.

Tebubio also has 9 local offices established across Europe serving clients in more than 30 countries on the continent.

At Tebubio, we think global and act local.



Our Value proposition

Our value proposition is axed on three strategic pillars:

Access to Advanced Biological Solutions

Our Scientific Support Team guides our clients to source, select and use over 1,300,000 **standard references and tailored solutions** from reputable global suppliers, carefully selected for their relevance, ethical and legal compliance. Beyond our core offerings, we can meet specific needs by sourcing outside our network.

With our **Contract Research Services (CRS)** we provide **complementary platforms** to deliver seamless solutions, guided by a dedicated PhD-level project manager as a single point of contact.

Based in Europe, our laboratory combines proximity and efficiency to successfully drive our client's research. Our expertise allows to save time and resources.

Outsource and Accelerate Research

Streamline Ordering Process

As a globally connected partner with leading Life Sciences manufacturers, we handle all **legal, permit, and compliance requirements**, including customs clearances and adherence to international regulations. We offer multiple ways to place orders, tailored to our client's convenience.

OUR APPROACH TO SUSTAINABILITY

Sustainability is rooted in our operational excellence

Our mission is to help researchers advance Sciences for a brighter future.

We are dedicated to anticipating and responding to advancements in Life Sciences research by delivering top-quality services and products that meet the expectations of researchers, driven by our **commitment to operational excellence**.

For us, sustainability naturally stems from this commitment. As we continuously improve our processes, we aim not only for the success of our customers and partners but also to achieve a balance that positively impacts everyone we interact with directly or indirectly, including our employees, stakeholders, and the environment.

Our journey to operational excellence was marked by its first milestone over 20 years ago with our initial **ISO 9001 certification**, ensuring that our processes are continually refined. This was followed by our **ISO 14001 certification**, in 2016, integrating environmental considerations into all our decisions. In 2024, continuously improving, we reached another significant milestone with the revamp of our quality & CSR policy and our first CSR recognition further solidifying our commitment to excellence and sustainability.



How we structured our approach

To amplify our impact and ensure continuous improvement, we revised our methodology in 2024. We appointed a dedicated staff member to lead our approach, enhancing transparency and progress tracking.

ASSESSING OUR IMPACT

We assessed the impact of our organization's decisions and activities using international standards, including ISO 26000.

GOALS, TARGETS & ACTION PLAN

We established three objectives we have begun translating into goals to drive our CSR initiatives and actions and increase our sustainability.

TRACKING OUR PROGRESS

By disclosing this report, we aim to share our goals and progress with all our stakeholders, demonstrating our commitment to them.

CSR Performance & Recognition

In 2024, our organization reached a significant milestone with the first-ever third-party evaluation of our **sustainability performance**. This comprehensive assessment examined our initiatives and actions across the entire organization, providing an objective evaluation and enhancing our transparency.

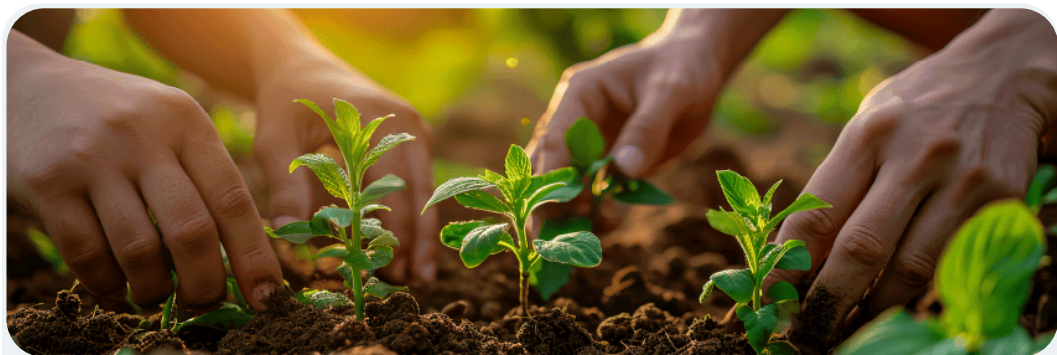


We chose Ecovadis, a leading provider of sustainability ratings, to conduct this evaluation of our sustainability management system. The assessment covered a broad assessment of our sustainability, including our environmental practices, labour and human rights, sustainable procurement, and ethical practices.

We are proud to have earned an **Ecovadis Bronze Medal**, placing our performance among the top 35% of companies assessed by Ecovadis in the 12 months prior to the medal issue date.

OUR GOALS

Our impact assessment led us to identify three major objectives to help us drive our CSR initiatives and actions to effectively improve sustainability in line with the Sustainable development goals set out by the United Nations for a better and more sustainable future for all.



Improving Our Ecological Footprint

Throughout its 70 years, Tebubio has continuously increased its awareness of the impact it has on the planet, which has led to strong engagements to preserve our environment.



Building a better Workplace

Our ambitions can only prove successful because of the women and men who stand with us daily. At Tebubio, we value and appreciate our team and strive to build a better workplace.



Bringing more to our Communities

Tebubio operates across Europe where we promote a culture that drives and is driven by ethics, business integrity and innovation.



Setting our Targets

We use the SMART approach to enhance clarity, focus, and accountability, making it easier to track progress and achieve desired outcomes.

We are still setting our goals, but have already established some short-term, mid-term and long-term goals we disclose in each relevant section of this report.

Some goals that are qualitative today will become quantitative as we progress.



IMPROVING OUR ECOLOGICAL FOOTPRINT

Our daily efforts to help our clients improve health and access to healthcare is inseparable from our commitment to being responsible towards the planet. These dual commitments make our mission complete.

To continuously improve our ecological footprint, we work to identify and reduce pollution from our activities, advocate for a low-carbon society and a rich biodiversity, and strive for sustainability in our consumption practices.

2024 Key Data & Events

36%

Energy reduction since 2016



GHG reduction
(Scope 1&2)
15%

1 of 3

Foam Box we ship out was reused

We were recertified
ISO 14001
for the 9th consecutive year

We joined
PACTE PME
and assessed our
1st carbon footprint

100%

Recyclable and Recycled padded envelopes



Managing our Waste

At Tebubio, we are committed to tracking and managing our waste according to the 4R principle and our ISO 14001 management system: **Reduce**, **Reuse**, **Recycle**, and **Recover**. Our goal is to minimize waste generation and mitigate its environmental impact.

In our **warehouse**, we prioritize reusing material, such as cool packs and foam boxes received from suppliers whenever possible. Between 2023 and 2024, approximately one-third of the foam boxes we shipped to customers were reused.

Waste from our **Custom Research Services** is carefully sorted. Chemical waste and infectious waste are separated and frequently collected by specialists who guarantee that it is treated safely through waste recovery operations.

In our **offices**, the primary waste materials include paper from printing, plastic from disposable cups, and packaging from our purchases. To address this, we sort our waste, provide reusable cups to staff upon arrival, equip most offices with dishwashers to encourage the use of cups and mugs, and digitalize a significant portion of our activities to reduce paper usage. Additionally, when refurbishing our offices this year, we sold and donated furniture and will use the earnings for sustainable initiatives.

Our priority is to ensure 100% of our waste is either recycled or recovered

100%
of infectious waste recovered
as a mean to generate energy

41%
Of chemical waste
recovered through
careful sorting

100%
Of French Offices waste is
recovered or recycled

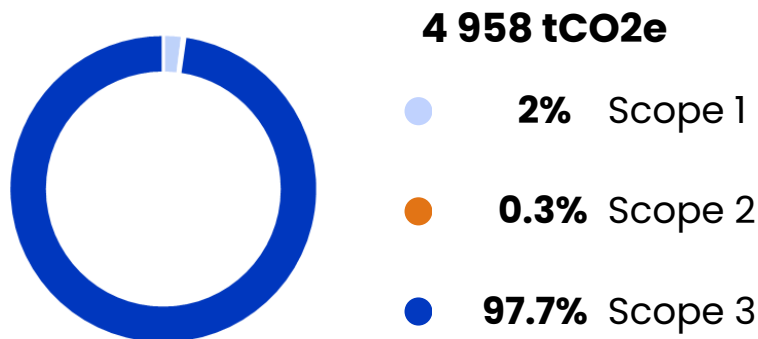
This data is extracted from our Waste Register.

Fighting climate change

In 2024 we made a significant step in our commitment to fight climate change. We joined the Alliance for Decarbonisation and Energy Transition, part of the French association PACTE PME, to work on our carbon trajectory.

As a first step, with the expertise of SAMI, a French company specializing in carbon accounting, we assessed our first carbon footprint using the methodology developed by the French public Agency for Ecological Transition (ADEME) based on previous year data.

2023 Carbon Footprint of the whole Tebubio Group per Scope Category



Our priority is to achieve
**42% reduction of Scope 1&2
emissions by 2030**

15%
Achieved
in 2024

Through our commitment to ISO 14001, we have strived to reduce our energy consumption by investing, electrifying our car fleet and improving our practices.

In 2024, we continued our efforts in the refurbishment of our largest premises, which account for over 90% of our energy consumption. This included investments in insulation, vehicle charging stations alternative heating systems, and energy-efficient equipment. Since 2016, we have achieved an approximate 36% reduction in energy consumption.

These initiated efforts reduce our direct emissions (Scope 1 and Scope 2) and we are currently developing strategies to address our Scope 3 emissions, which constitute 98% of our total emissions.

Being more sustainable in our operational supplies

We strive to select operational goods and services that have a minimal environmental impact as part of our operational excellence goal, and do so through two ways.

We strive to limit the
environmental footprint of our
operational supplies

1. We select sustainable suppliers, that are engaged in their corporate social responsibility performance. We look at their approach and certifications. For instance, one of our biggest laboratory supplier is EcoVadis silver medal and our marketing supplier is Platinum medal.
2. We strive to include environmental criteria in the choice of our supplies. For instance, carboard boxes, cool packs, air cushions, paddedd enveloppes are all sourced from local suppliers and are 100% recycled and recyclable. Part of the latest equipment in our Contract Research Services facilities was sourced from French manufacturers.

We promote biodiversity by dedicating some of the grounds of our French Office to wildflower gardens where we have installed beehives managed by a local association.

BUILDING A BETTER WORKPLACE

Our people are the foundation of our ability to make a positive impact in the world. We are convinced our success is the result of shared efforts and this is why we are committed to bringing a better workplace.

To foster a better workplace, we strive to provide a safe and healthy work environment where our people can grow and where their unique talents and perspectives are celebrated and promoted.

2024 Key Data & Events

59%
women amongst our
managers



Employee
growth
since 2020
10%

0
Workplace accident



15
Average of hours of
training and awareness
per employee

92/100
our declared score to the
French Professional Gender
Equality Index



Improving well-being in the workplace

At Tebubio, we prioritize the **well-being** of our employees, with a primary focus on achieving a **healthy work-life balance**.

When their roles permit it, Tebubio employees can benefit from up to two days of regular telework per week, with additional telework days granted on a case-by-case basis. This initiative improves quality of life while maintaining optimal business operations and interactions within and between our teams across Europe.

We ensure compliance with the right to disconnect, as clearly stated in our telework guidelines. This policy has been communicated to all managers to ensure that employees can enjoy their personal time without work-related interruptions.

We take requests for part-time work seriously and strive to accommodate them whenever possible. In 2024, nine employees benefited from part-time work arrangements.

Providing a healthy and safe environment

Our dedication to ensuring a healthy and safe environment encompasses several key initiatives. We regularly conduct risk assessments to identify potential workplace hazards and evaluate the associated risks. This proactive approach enables us to implement preventive measures effectively. For example, in 2024, we began updating the **comprehensive assessment of chemical risks** in our Contract Research Services facilities.

We provide comprehensive safety training to Tebubio employees, both new hires and existing staff. This ensures everyone is well-prepared to handle any situation and properly use the personal protective equipment provided for their tasks.

Regular inspections and maintenance of equipment are conducted to ensure everything is in good working condition and safe to use.

We enhance awareness about safety and well-being through our communication channels and available documentation. For instance, our telework guidelines include a home office ergonomics guide.

We aim for an accident free work environment

0 work accidents
recorded in 2024

Supporting our people in their skills and development

We are committed to fostering a **culture of continuous learning and development**, ensuring that every team member has the opportunity to grow.

We believe growth starts from day one. That's why we focus on our onboarding process. In their first weeks, new colleagues undergo a tailored training program, averaging 21 hours of direct interaction and knowledge exchange with managers and colleagues from various departments.

We also organize Celebration Days at our headquarters for employees who joined the company in the previous year. This three-day event provides an opportunity for them to discuss their roles, enhance their soft skills, and enjoy a convivial moment with their peers.

Tebubio offers a wealth of resources and extensive **training** to all employees, both externally and internally. In 2024, Tebubio employees benefited from an average of 15 hours of training.

Appraisal meetings are periodically conducted to provide feedback and support, helping employees identify areas for improvement and set goals, and their improvement is part of our 2025 plan.

We aim for all our staff to have the
opportunity to learn and develop
their skills

100% of employees
attended at least one training session
in 2024

Promoting a diverse and inclusive workplace

Tebubio is dedicated to providing **equal opportunities** and condemns all forms of discrimination, including but not limited to age, gender, race, religion, ethnic origin, nationality or disability.

We prioritize fairness in our recruitment, development, and promotion processes, ensuring they are based solely on performance and skills evaluations. In 2023, all managers received training on this subject from our HR manager.

We are committed to making **gender equality** a reality. In 2024, women comprised 68% of our staff and 59% of our management team. We assessed gender equality in our French offices (which comprise approximately 60% of our total employees) by analyzing differences in promotions, the percentage of employees receiving a pay raise after returning from maternity leave, and the gender balance among the top 10 highest-paid employees. Our efforts resulted in a score of 92 out of 100 on the French Professional Equality Index.

BRINGING MORE TO OUR COMMUNITIES

Our commitment to making a positive impact goes through our business and serving our clients. We actively contribute to the scientific community by fostering innovation and supporting research initiatives that drive progress and improve lives. Through our business, we aim to promote local development, ensuring that our activities benefit the communities where we operate.

We uphold the highest ethical standards in all our practices, advocating for transparency, integrity, and respect in every interaction. By doing so, we strive to create a lasting, positive influence on society.

2024 Key Data & Events



Making an Impact on the scientific community

We are proud to contribute to the **advancement of the scientific community**. Our products and services enable researchers to achieve groundbreaking discoveries and advancements, making a tangible impact on the world.

In 2024, our team actively participated in numerous scientific congresses, attending over 60 events worldwide, physically and remotely, taking the opportunity to share experience and knowledge.

We engage daily with scientists throughout the year, fostering collaboration and driving scientific progress. Our teams combine strong scientific expertise with other skills, such as procurement, to serve the needs of our customers more effectively.

Our unwavering dedication to quality helps us better empower our customers and facilitate their work. We are proud of the positive feedback we receive reflecting our dedication to the scientific community. In 2024, we measured **Customer Satisfaction score 9 out of 10**, reflecting the loyalty, satisfaction and enthusiasm of our customers.

Conducting our business with ethics

We ensure that our activities are conducted in full **compliance with all applicable laws and regulations**, particularly regarding fair market practices. This is essential for procuring optimized products and services for scientists. We vet our suppliers to ensure they meet high ethical standards.

We maintain a zero-tolerance policy for corruption or influence peddling, regardless of the business issue. Tebubio and its members will not offer, give, or accept any valuable gifts under any circumstances.

Biotechnology is advancing rapidly and may one day eliminate the need to test on animals for research purposes. Until then, Tebubio is committed to phasing out animal use by helping our customers find **alternatives to animal experiments** in our services and products. For instance, we provide technologies that enable in silico and in vitro studies, reducing the need for animal testing in science.

When alternatives are not available, we ensure our suppliers adhere to animal welfare standards that often exceed applicable laws through our Bioethics Policy. We hold all regulatory permits for products subject to the Convention on International Trade in Endangered Species (CITES)

Additionally, we ensure that all Human Biological Samples we provide are collected in full compliance with ethical requirements, possessing all necessary donor details, permits, and authorizations.

Fostering innovation

In 2022, the French government launched France 2030, a major investment plan designed to tackle the ecological, economic, and technological challenges of our time. This initiative primarily focuses on decarbonizing the economy and fostering innovation across various sectors.

Our **RNAVENIR project** was selected in 2023 by France 2030, for the enhancement of RNA production yields and new encapsulation techniques it can bring. Our project aligns with France 2030's objectives of **advancing biotherapies** and the bioproduction of innovative therapies. We view this funding as a testament to our contribution to scientific progress through innovation, as well as our support for broader goal of sustainability.



Promoting our localities

We are dedicated to fostering growth and development within our local communities across Europe. To achieve this, we actively participate in various **local and national initiatives**. For instance, we are proud members of Cosmetic Valley in France and the Club des Affaires de la Hesse in Germany.

Additionally, we support local initiatives by sponsoring the children's football club associated with our French offices and backing the Bioart project, a collaboration between the Institut Pasteur and a high school in the Paris Area, aimed at raising interest in sciences.

We also engage in professional orientation forums across Europe. Four individuals benefiting from internships or apprenticeships learned next to our teams in 2024.

WHAT'S NEXT

As we move forward, our commitment to a Sustainable Future remains unwavering, centered around our three key pillars. In this page, we outline the next steps we have identified to continue our progress.



IMPROVING OUR ECOLOGICAL FOOTPRINT

Managing our waste – Our French office generates the significant majority of our waste as our Custom Research Services facilities and warehouse are located there. Our efforts have therefore primarily focused on this office as it is also the largest in our organization. Moving forward, we aim to implement better waste measures across all offices for comprehensive tracking.

Fighting climate change – To continue reducing our carbon footprint we will introduce new rules for greener mobility by revamping our travel policies. Our ongoing energy reduction efforts will focus on transitioning away from fossil fuels, including the installation of new heating systems and the electrification of our car fleet. By 2025, we estimate these initiatives will reduce our carbon footprint by 48% compared to our 2023 levels. Our greatest challenge for the coming years is to find effective ways to engage with suppliers to reduce Scope 3 emissions and set attainable targets. However, we are confident global efforts will aid us in achieving this goal.

Being more sustainable in our supplies – Our efforts have not yet been measured, making it difficult to track our progress. We will develop methods to measure the percentage of operational suppliers engaged in CSR initiatives and establish criteria for what constitutes a sustainable supply. This will allow us to measure the percentage of sustainable supplies among all our supplies and set quantitative goals.

BUILDING A BETTER WORKINGPLACE

Improving well-being in the workplace – We will refine our measures of well-being to set more effective objectives. We also intend for annual meetings to include discussions about well-being, so we can identify and implement effective actions, individually or collectively.

Providing a healthy and safe environment – We will enhance our training and awareness programs on health and safety topics, including two campaigns focused on the most relevant issues. We will continue our chemical risk assessment and define specific actions to strengthen safety measures in our Contract Research Services facilities.

Supporting our people in their skills and development – We are introducing a new Human Resources Information system. This tool will ensure tracking of appraisal meetings for everyone and will enhance our ability to track training sessions, training needs, training wishes, and promotions throughout the group. Our priority for 2025 is for everyone to benefit from an appraisal meeting.

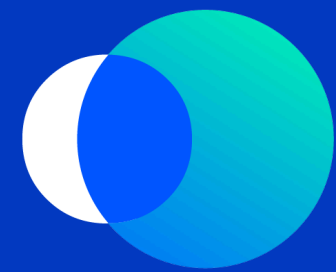
Promoting a diverse and inclusive workplace – We will continue to ensure equality is a reality. As part of this commitment, we will donate the earnings from furniture sold during our office refurbishment to Femme & Sciences, a French association promoting women in science.

BRINGING MORE TO OUR COMMUNITIES

Making an impact on the scientific community – In 2025, we will launch our new website, designed to enhance product discovery with advanced search tools and a knowledge hub for accessing scientific literature and insights into scientific advancements. We will continue to participate in scientific congresses to share our insights and progress.

Fostering Innovation – We will maintain our commitment to innovation through the RNAvenir program and the sourcing of new products.

Promoting our localities – We will keep providing learning opportunities for apprentices and interns, and extend opportunities to new hires through our participation in student forums.



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