



**SUSTAINABILITY  
& IMPACT  
REPORT 2024**

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**ARCHIMED**

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A global investment firm focused on the healthcare industries, ARCHIMED's goal is to invest in companies that can contribute to improving lives and access to innovative, effective, and affordable healthcare services and treatments.

Since its inception in 2014, ARCHIMED has raised nine funds, totaling around €8 billion in assets under management (AUM).\*

With offices in North America, Europe and Asia, and a team of over 200 staff representing 35 nationalities as well as a mix of operational, scientific and financial backgrounds, we provide a global reach for both our companies and investors.

As signatories of the United Nations Principles for Responsible Investment (UN PRI), we are committed to integrating ESG factors across the investment lifecycle and to contributing to the achievement of the UN SDGs.

Through the EURÊKA Foundation, we support numerous charities, associations and scientific projects by allocating 5% of the carried interest of our funds. ARCHIMED has donated over €5 million to the Foundation since its establishment in 2014.

<b>€8bn</b> AUM	<b>200+</b> Staff	<b>35</b> Nationalities
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\* The scope of this Report covers 8 funds: MED I, MED II, MED III, MED Platform I, MED Platform II, MED Rise, MED Bio and MED Access. PolyMED is not included due to Polyplus's exit in 2023.

## Foreword by Vincent Guillaumot



**Vincent Guillaumot**

Managing Partner at ARCHIMED  
and President of the EURÉKA Foundation

**W**e had a successful year for our business, celebrating two fundraisings (MED Rise, a small-cap fund, and MED Access, an evergreen fund), acquiring five new companies (Cellese, Jeisys, SeqCenter, FIM Medical and Irrimax) and divesting three (Ad-Tech, SMG and Deallus). In all cases, we continue to provide superior returns to investors and society. Founded upon the belief in the interdependence between human, animal and environmental health—which we refer to as One Health—, ARCHIMED has over the last decade supported over 40 companies in their missions to provide sustainable solutions and effective patient outcomes. In this report, we dive deep into the role of the healthcare industry in promoting well-being and minimizing externalities, and the interconnectedness between human, animal and environmental health. Our recently prioritized Animal and Environmental Health segment is a testament to our holistic perspective and efforts in promoting health across all actors on our planet. This perspective, alongside a team comprising healthcare, finance and industry professionals, allows us to support entrepreneurs in alignment with our mission to improve patient outcome. Our global platform, comprising over 200 talents and 35 nationalities, enables growth through innovation, internationalization, acquisitions and capacity expansion. One Health, One Team. That is what defines ARCHIMED and its mission.

"I am extremely proud of how the EURÉKA Foundation has brought us closer as individuals to science, patients and people in need."

**Alongside my role as Managing Partner of ARCHIMED**, I also serve as President of the EURÉKA Foundation, whose mission is to improve research and innovation on undertreated diseases and assist vulnerable people affected by health problems (mental and physical). For us, the missions of ARCHIMED and the EURÉKA Foundation are indissociable. Ten years since the launch of the foundation, I am extremely proud of how it has brought us closer as individuals to science, patients and people in need. Since 2014, c.€5M has been donated by the Foundation to contribute to these causes. Last year, we supported ten Clubhouses, twenty associations and funded nine research projects in the most promising areas of medicine. Looking ahead, the EURÉKA Foundation remains at the heart of our sustainable commitment—guided by a deep care for people and the planet, and a relentless passion for science.

# One Health

## WHAT IS ONE HEALTH?

How does human, animal, and environmental health intersect? We brought together experts from across ARCHIMED for a deep dive into this defining concept of the year.



**Denis Ribon**  
Chairman and Managing Partner

**This year, we have heard a lot about the concept of One Health. Has this concept been with you since the beginning, or is it a new concept? Where did it come from?**

**Denis Ribon.** As a former veterinarian, I've seen firsthand how closely human, animal, and environmental health are interconnected. This is the core insight of One Health: an integrated approach that sees the well-being of each as inseparable from the others.

History offers powerful proof of this connection. As early as the 1870s, cattle deaths at London's Smithfield Market warned us about the health risks posed by industrial pollution—risks we'd revisit decades later in London's deadly fog of 1952.

The urgency of this approach became undeniable during the COVID-19 pandemic, which exposed the grave risks of zoonotic diseases—those that jump from animals to humans. Controlling these diseases at their source isn't just about animal health; it prevents them from spreading to humans. Rabies is a clear example: immunizing dogs creates a vital barrier to infection. Similarly, tackling antimicrobial resistance—one of the most serious threats to human health—requires cutting antibiotic use in livestock through responsible practices.



**Alice Morillon**  
Sustainability and Impact  
Operating Partner

**What does One Health mean for you in your professional role?**

**Alice Morillon.** In my role as Operating Partner, I help health companies recognize that their environmental and social impact is not separate from their core mission of promoting human health—it is fundamental to it. For example, the climate crisis is increasingly understood as a health crisis, affecting everything from disease patterns to air quality and access to clean water.

The One Health approach aligns closely with ESG principles, as both emphasize long-term sustainability, risk mitigation, and corporate responsibility. In healthcare, this means reducing environmental footprints, ensuring responsible supply chains and addressing multiple

complex challenges like antimicrobial resistance through sustainable pharmaceutical practices. My role is to support health leaders in embedding these principles into their business strategies—helping them navigate the financial implications of global changes while ensuring that their operations contribute to a healthier planet, healthier animals and, ultimately, healthier people.

**Jean-Yves Desmottes.** Indeed, One Health is like an ecosystem where everything is interconnected. My pharmaceutical background has taught me not only about how drugs work to treat human diseases but also that human health is about much more than that. It involves the environment, the food we eat, and how we take care of our overall well-being.

Atopy is a good example—the tendency to produce an exaggerated IgE response to otherwise harmless substances in the environment. While it has a strong hereditary component (around 80%), about 20% of cases are triggered by

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"The One Health concept highlights how closely human, animal, and environmental health are connected."

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**Thierry Schietecatte**  
CARSO President

exposure to allergens or environmental irritants. The same principle applies to other skin conditions like acne, eczema, and psoriasis.

**Thierry Schietecatte.**

At CARSO, our mission is simple: to guarantee a healthier world. We do this by identifying and assessing pollution and food safety risks. As a testing service provider, we play a key role in helping clients comply with regulations—whether it's detecting contaminants in wastewater, monitoring industrial emissions or identifying hazardous materials like asbestos and lead in construction sites. Our most significant contribution to One Health is the accuracy of our results, which form the foundation for informed decisions and effective risk prevention.

**How does One Health translate into real-world actions? What are the priorities on the ground?**

**A. M.** One Health comes to life through concrete actions in the healthcare industry. One theme I have been working on this year is climate. If the health industry was a country, it would be the fifth largest emitter globally. Our industry saves lives but also has a significant impact on the environment through air pollution, single-use plastic consumables and hazardous waste, to name a few. Which ultimately can lead to biodiversity loss and negatively

impact human health. As responsible investors, it is our role to invest in companies that save lives both directly through innovative and affordable treatment and indirectly through sustainable business practices.

**T.S.** At CARSO, food safety is our daily mission. Every day, we detect contaminants in food, work with our clients to stop distribution when necessary, and investigate root causes to prevent future risks. The stakes are high: two-thirds of the French population drink water we test daily. This means that at every step of the chain, our teams must apply the right alert processes to prevent contamination at scale. The expertise of our lab technicians, the responsiveness of our analysts, and the collaboration with our clients are what make the difference between a contained risk and a large-scale crisis.

**J.-Y. D.** Working in the dermatology space, every day I think about how nutrition and mental health shape physical well-being. Our skin acts as a membrane between our body and the environment, meaning it's not just about what we eat, but also the quality of what we consume.

Nutrition is a key strategic area for ARCHIMED, particularly in food supplements. We apply strict criteria, investing only in companies that are science-backed, transparent about

"One Health has guided our approach from the start, and it will continue to play a role in our investment philosophy."



**Jean-Yves Desmottes**  
Partner

ingredient origins, and understand how their ingredients are synthesized. To catch our interest, a company must meet all these standards.

Mental health is also an emerging focus within our Consumer Health segment. How companies support self-esteem can have a powerful impact on both mental and physical well-being.

**D.R.** Another key focus is strengthening the human-animal bond. For example, research shows that pet ownership can have significant benefits—reducing stress, depression, and loneliness, promoting physical activity, and enhancing overall well-being.

approach from the start, and it will continue to play a role in our investment philosophy for the years to come.

**A. M.** Indeed, human health goes hand-in-hand with animal and environmental health. That is why we will continue assessing the impacts and dependencies of our businesses and ecosystems, and encouraging them to find sustainable solutions. As healthcare investors, we see sustainability as a key lever for improving human health.

**Where does One Health go from here?**

**D. R.** The creation of our new Animal and Environmental Health segment is the logical next step forward in our commitment to One Health. It signals our recognition that achieving lasting human health outcomes requires protecting animals and the environment too. One Health has guided our

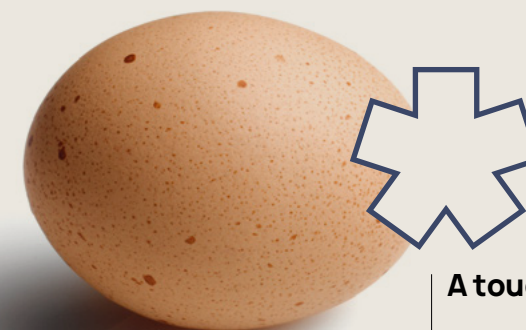
\_ One in ten people suffer from foodborne illnesses each year—nearly 600 million people worldwide.

\_ The challenges of food safety are intensifying as urbanization, expanding global supply chains, and climate change heighten the risk of contaminants, pathogens, and allergens.

\_ With growing consumer awareness and stricter public health regulations, manufacturers—particularly in the packaged food sector—are adopting more proactive testing measures to ensure product safety and compliance.

# One Health

# #Food Safety



## A tough egg to crack

Named after the veterinary surgeon Daniel Elmer Salmon (1850–1914), salmonella is one of the most common causes of foodborne illness worldwide. A pathogenic microorganism, it spreads through contaminated food, particularly raw or undercooked poultry and eggs. Advanced detection techniques such as polymerase chain reaction testing help prevent contamination. ☒

## \$7 billion

Estimated value of the food purity sector in Europe, expected to grow to over \$9 billion by 2030. ☒

“With ARCHIMED’s support, our expansion strategy is enabling us to broaden our purity testing services, enhancing our contribution to public health across Europe.”

**Thierry Schietecatte**  
CARSO President

\_One in five bacterial infections are now resistant, according to the World Health Organization.

\_Multidrug-resistant pathogens pose a significant challenge to health. The challenges in developing new antibiotics means new strategies are needed.

"Healthcare companies have a role to play in infection prevention by innovating to limit antibiotic use and through responsible practices, such as monitoring discharge into the environment."

**Denis Ribon**

Chairman and Managing Partner, ARCHIMED

#### Under the microscope

Microbes were first observed directly in the 1670s by Dutch microbiologist Antonie van Leeuwenhoek, who built his own microscope. His discovery of 'animalcules' was a key step in the development of modern infection control. ✕

**93%**

Small companies and biotechs represent 93% of companies with antibacterial products under development in clinical and preclinical (86.7%) stages. ✕

Source: WHO (2024)

**1-2μ**

At just 1-2 microns in length, E. coli is nearly invisible to the naked eye. The one above has been magnified 100,000 times. ✕

# One Health

# #Antimicrobial Resistance

\_One million animal and plant species face extinction within decades. This loss jeopardizes the natural compounds that drive medical discoveries, including 70% of cancer drugs.

\_Responsible environmental practices are critical for protecting biodiversity and ensuring its continued role in advancing human health.

# One Health #Biodiversity Loss

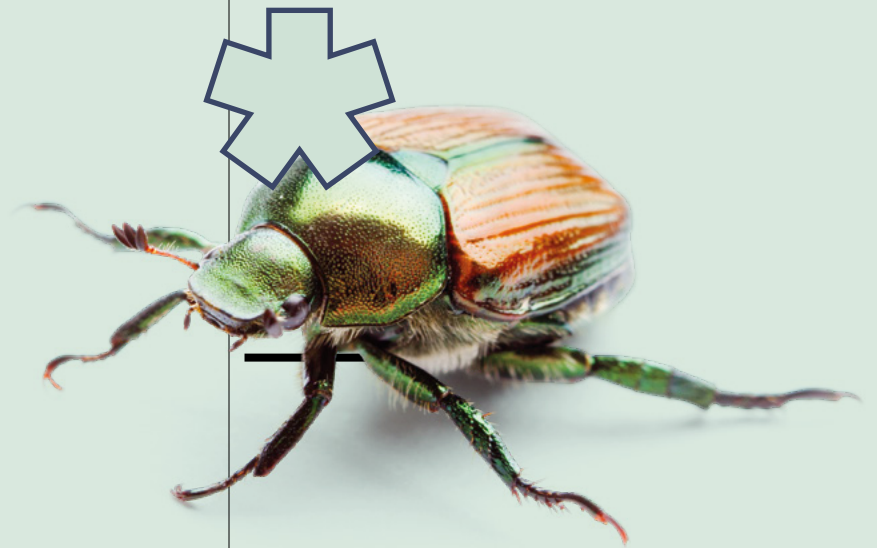


400

It takes over 400 years to biodegrade single-use plastics and its toxic particles. ☒

## Force of nature

Throughout human history, plants and animals have been rich sources of medicines. Today, exploring biodiversity remains a key frontier for discovering new treatments. Modern drugs deriving from wild species include the painkiller zinconitide, which comes from cone snail toxin. ☒



"The healthcare sector depends on biodiversity. Its loss costs humanity one potential drug every two years, threatening the future of biomedical innovation."

**Jean-Yves Desmottes**  
Partner, ARCHIMED



\_Climate change is a growing health crisis, with 5 million premature deaths annually linked to extreme temperatures.

\_Pharmaceutical supply chains are particularly vulnerable, as extreme weather events like floods and temperature extremes disrupt logistics. Ensuring timely delivery of life-saving medicines in a changing climate requires resilient and adaptive systems.

\_Investing in climate preparedness and sustainable practices is essential to safeguarding human health and strengthening the healthcare sector against climate-related challenges.

# One Health

## #Extreme Weather

5<sup>th</sup>

If the health industry was a country, it would be the fifth largest emitter globally, producing an equivalent to the annual greenhouse gas emissions from 514 coal power plants. ☒



"Climate change exemplifies double materiality, as companies must assess both their impact on the climate and the climate's impact on them for thorough risk management and sustainability reporting."

**Alice Morillon**

Sustainability and Impact Operating Partner,  
ARCHIMED

### Under the weather

Extreme heat affects more than physical health—it disrupts sleep and mental well-being. A 1°C rise in nighttime temperature can reduce sleep by 14 minutes, impacting mood, cognition, and mental health. As heatwaves intensify, these disruptions could have lasting public health and productivity consequences. ☒





# ARCHIMED, AN INDUSTRIAL HEALTHCARE ACTOR





## WE ARE PART OF THE HEALTHCARE COMMUNITY

### Our team

Our team is composed of experienced healthcare professionals, including doctors, pharmacists, veterinarians, neuroscientists and industry veterans. We specialize in partnering with founder-owned companies, many of which are led by individuals with strong scientific backgrounds. This unique alignment allows us to truly understand their world and provide tailored support to navigate the complexities of their industries. Our deep expertise and hands-on approach set us apart, enabling us to build meaningful partnerships that drive success.

### Our mission

We join forces with scientists, healthcare professionals, entrepreneurs, and investors to drive the sustainable development of healthcare industries through our three main activities:



#### Fund

We ensure funds are channeled into companies contributing to improving healthcare outcomes and achieving both ESG and impact objectives.



#### Support

We empower healthcare entrepreneurs to grow their companies, seeking to drive value for multiple stakeholders and build a better healthcare future.



#### Return

We deliver superior returns to our investors and fair rewards to our companies, while also aiming to have a wider societal impact by supporting charitable projects through the EURÉKA Foundation.

### Our vision

We believe in human, animal, and environmental health as a common value amongst all people and a key condition for long-term development.

### Our ambition

By driving more resources to the healthcare industries, we are improving people's health and economic status across all societal levels.

# OUR FUNDS

All ARCHIMED funds are labelled Article 8 or 9 under the European Union’s Sustainable Finance Disclosure Regulation (SFDR), which requires financial market participants to provide disclosures on their sustainability strategies and performance.

While Article 8 funds promote environmental or social characteristics, or a combination of both, Article 9 funds must have sustainable investment as their objective, alongside financial objectives.

Article 8+ is an unofficial classification, indicating funds which invest in line with the strategy of Article 8 funds, but which invest a substantial proportion in assets that pursue a sustainable objective in line with Article 9. This is the case for ARCHIMED’s MED III and MED Rise funds.

All our sustainability-related entity and fund-level disclosures, including reporting on Principal Adverse Impact (PAI) indicators, are available at the [SFDR Disclosures](#) webpage on the [ARCHIMED website](#).



### MED I

VINTAGE YEAR	: 2014
ARTICLE	: 8
TOTAL COMMITMENTS	: €146M
STRATEGY	: GROWTH BUYOUT/ SMALL-CAP
COMPANIES*	: 1 REMAINING, 8 SOLD

### MED II

VINTAGE YEAR	: 2018
ARTICLE	: 8
TOTAL COMMITMENTS	: €315M
STRATEGY	: GROWTH BUYOUT/ SMALL-CAP
COMPANIES*	: 6 REMAINING, 5 SOLD

### MED PLATFORM I

VINTAGE YEAR	: 2019
ARTICLE	: 8
TOTAL COMMITMENTS	: €1B
STRATEGY	: GROWTH BUYOUT/ MID-CAP
COMPANIES*	: 6 REMAINING, 1 SOLD

### MED III

VINTAGE YEAR	: 2021
ARTICLE	: 8+
TOTAL COMMITMENTS	: €650M
STRATEGY	: GROWTH BUYOUT/ LOWER MID-CAP
COMPANIES*	: 6

### MED PLATFORM II

VINTAGE YEAR	: 2022
ARTICLE	: 9
TOTAL COMMITMENTS	: €3.5B
STRATEGY	: GROWTH BUYOUT/ MID-CAP
COMPANIES*	: 6

### MED RISE

VINTAGE YEAR	: 2024
ARTICLE	: 8+
TOTAL COMMITMENTS	: €400M
STRATEGY	: GROWTH BUYOUT/ SMALL-CAP
COMPANIES*	: 2

### MED ACCESS

VINTAGE YEAR	: 2024
ARTICLE	: 8
TOTAL COMMITMENTS	: EVERGREEN
STRATEGY	: FULL ARCHIMED PLATFORM

### MED BIO

VINTAGE YEAR	: 2024
ARTICLE	: 8
TOTAL COMMITMENTS	: €155M
STRATEGY	: GROWTH BUYOUT/ SMALL-CAP
COMPANIES*	: 2

● Article 8 ● Article 8+ ● Article 9

\*Number of active portfolio companies as of December 31, 2024



# OUR PRIORITY SEGMENTS

ARCHIMED pursues a targeted investment strategy executed by dedicated sector teams investing across eight prioritized healthcare sectors ('MedSegs'), comprising over 450 subsectors. **Our latest focus in Animal & Environmental Health redefines the boundaries of our responsible investment approach through the lens of One Health, aiming to advance optimal health outcomes for humans, animals and ecosystems, while supporting sustainable development.** In 2024–2025, we strengthened our commitment to investing in companies that contribute to our mission of impacting healthcare by creating a subsector database on impact potential pathways.



## MEDTECH

Investing in the design, development, and sale of medical technologies—disposable, reusable, implantable, connected devices and equipment—used in medical, surgical and dental procedures.

IRRIMAX	+	Pioneers in wound irrigation
FIM MEDICAL	+	Designer & manufacturer of occupational health devices
CITIEFFE		Developer & manufacturer of innovative trauma orthopaedics
NATUS NEURO		Medical device provider of neuro solutions
NATUS SENSORY		Medical device provider of sensory solutions
CARDIOLINE		Manufacturer of on-site cardiology devices & provider of cardiology telemedicine
DHG		Innovative pressure area care & mobility solutions
NAMSA		Pre-clinical & clinical CRO for medical device companies
AD-TECH	—	Medical device solutions for diagnosis & treatment of neurological & sensory disorders
SMG	—	Reusable & single-use medical adhesive tapes manufacturer
BOMI	—	European leader of CLOs
MICROMED	—	Neuro-diagnostics equipment for epilepsy & ICU



## CONSUMER HEALTH

Investing in branded consumer products addressing daily healthcare needs, including skincare, nutrition, baby health, women's health, and aesthetic medicine.

JEISYS	+	Global leader in the field of non-invasive aesthetic medicine devices for skincare
CELLESE	+	Developing & manufacturing science-backed skincare products based on growth factor & exosomes
PROLLENIUM		Developer & manufacturer of medical aesthetics products including cross-linked hyaluronic acid dermal filler
WIQO		Development of medical devices & cosmeceuticals improving skin health
FYTEXIA	—	Formulation & marketing of health ingredients with a focus on polyphenols
PRIMO	—	Leading dental clinics' chain offering high-quality patient care & dental services
NATURAL ORIGINS	—	Provider of medicinal plants for the nutraceutical & pharmaceutical industries

+ Acquisition in 2024 — Exited  
★ New sector



## DIAGNOSTICS

Investing in raw materials, such as antibodies and proteins, laboratory instruments, including molecular diagnostics and sequencing, and Point-of-Care devices and tests.

ZYTOMICS		Tissue diagnostics group with focus on FISH, IHC & NGS for precision medicine
DIESSE	—	Innovative IVD systems developer for allergy, auto-immune & infectious disease



## LIFE SCIENCE TOOLS & BIOLOGIC SERVICES

Investing in equipment, consumables, technologies, or services for R&D processes, manufacture, or administration of biological therapies, including cell biology, genomics, bioprocessing, lab automation.

SEQCENTER	+	Category leader in Next-Generation Sequencing
CLEAN BIOLOGICS		Viral & biological safety/production of biopharmaceuticals
BIODEXTRIS		CDMO for the vaccine & biologics industries
PLASMID FACTORY		CDMO for plasmid and minicircle DNA
CUBE BIOTECH		Services & products for membrane protein purification for drug discovery
POLYPLUS	—	Global leader in transfection reagents
XPRESS BIOLOGICS	—	CDMO for plasmid & protein production



## BIOPHARMA PRODUCTS

Investing in pharmaceutical companies characterized by innovative products with strong intellectual property and positioned in a limited number of therapeutic areas, including novel therapies and orphan drugs.

STRAGEN		Developer of hard-to-make, complex generic drugs
PROVEPHARM		Biopharma products based on the revitalization of known molecules



## PHARMA SERVICES

Investing in targeted specialized and differentiated service providers offering solutions in pre-clinical and clinical research, development, manufacturing, or commercialization services across the full pharma small molecule value chain and product types.

COREALIS		Pharma – R&D service provider focused on pharmaceutical solid oral dosage & cGMP services
SYMBIO		CRO for dermatological therapy formulation and clinical trial testing
SUANFARMA		CDMO of pharma ingredients & nutraceutical ingredients
ALIRI		CRO providing molecular imaging services & software solutions
DEALLUS	—	Life science consultancy firm providing strategic intelligence services



## HEALTHCARE IT

Investing in software solutions supporting the pharma/ medtech value chain from discovery and research, development, to supply chain and commercialization, as well as primary and secondary care facilities through intra-facility solutions and interconnectivity solutions.

TITLE21		End-to-end cell therapy & quality management software solution
ACTIGRAPH		Actigraphy measurement & sleep monitoring for clinical trials
INSTEM		Provider of software & tech-enabled services for the life sciences industry
VITA HEALTH GROUP	—	Tech-enabled and integrated physical & mental health services



## ANIMAL & ENVIRONMENTAL HEALTH\*

Investing in precision livestock farming solutions, agricultural CROs, diagnostics, nutraceuticals, and veterinary technologies, addressing the pressing climate and animal health challenges of today.

CARSO		Leader in LC-MS, GC-MS, microbiology for food, water, pharma analysis
EUROLYSER	—	Leader in immunoturbidimetry for veterinary & human Point-of-Care diagnostics

Our portfolio companies



## NORTH AMERICA

### UNITED STATES

Ad-Tech  
Wisconsin

ActiGraph  
Florida

Aliri  
Colorado

Cellese  
California

Irrimax  
Georgia

NAMSA  
Ohio

Natus Neuro  
Wisconsin

Natus Sensory  
Illinois

SeqCenter  
Pennsylvania

Symbio  
New York

Title21 Health  
Solutions  
Arizona

### CANADA

COREALIS  
Pharma  
Biodextris  
Laval (QC)

Prolenium  
Toronto (ON)

LYON  
NEW YORK  
SINGAPORE  
TOKYO

## EUROPE

### UNITED KINGDOM

Deallus  
London

Vita Health Group  
London

Direct Healthcare  
Group  
Cardiff

Instem  
Staffordshire

### FRANCE

CARSO

FIM Medical

Natural Origins  
Stragen  
Lyon

Clean Biologics  
Nantes

Fytexia  
Béziers

Polyplus  
Strasbourg

Provepharm  
Marseille

### SPAIN

Suanfarma  
Madrid

### GERMANY

Cube Biotech  
Monheim

PlasmidFactory  
Bielefeld

ZYTOMICS  
Berlin

### BELGIUM

Xpress Biologics  
Liège

### NETHERLANDS

Soest Medical  
Group  
Soest

### AUSTRIA

Eurolyser  
Salzburg

### SWITZERLAND

Citiefte  
Lugano

### ITALY

Bomi Group  
Spino d'Adda

Cardioline  
Trento

Diesse  
Milan

Primo Group  
Milan

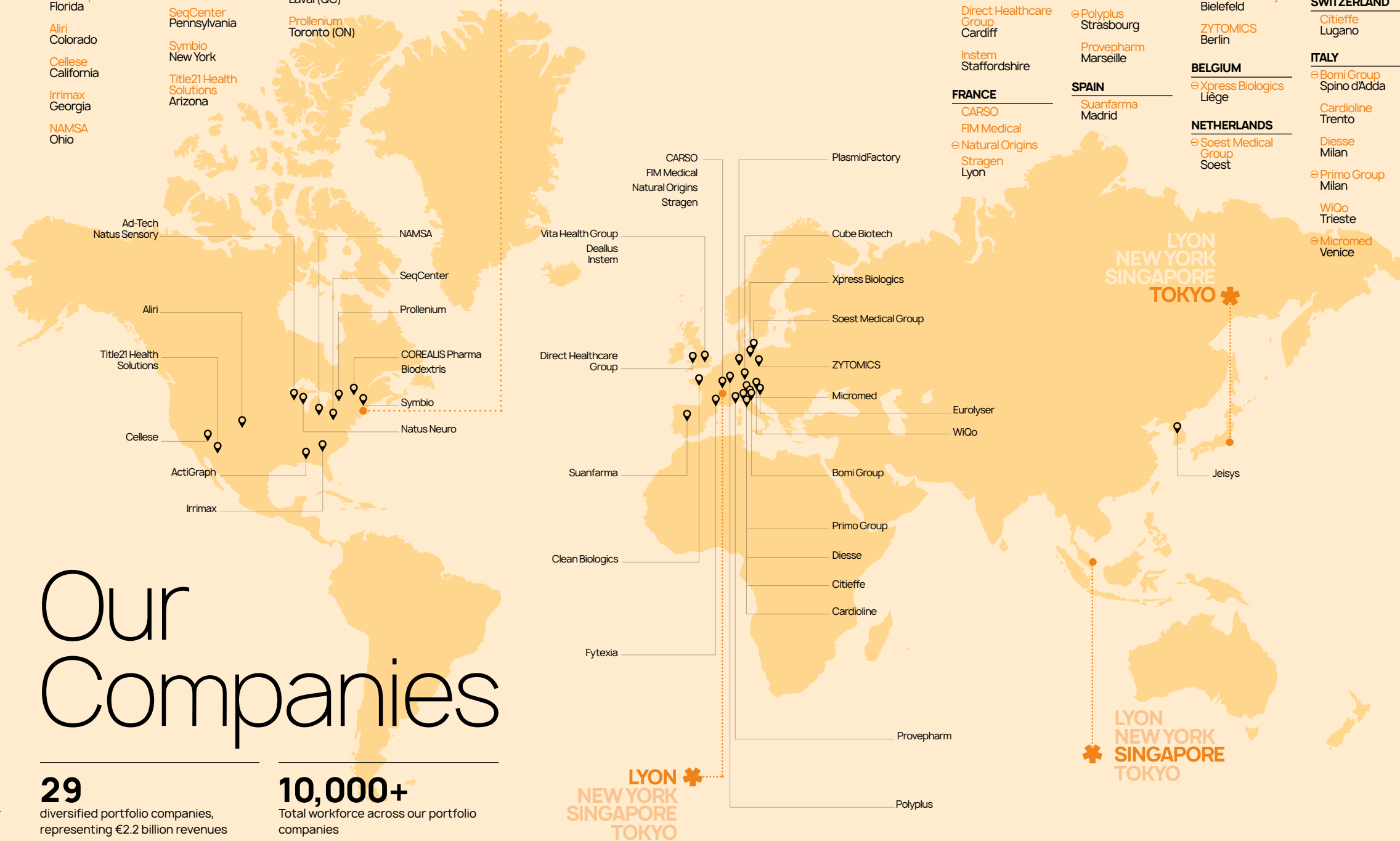
WiQo  
Trieste

Micromed  
Venice

## ASIA

### SOUTH KOREA

Jeisys  
Seoul



# Our Companies

29

diversified portfolio companies,  
representing €2.2 billion revenues  
in 2024.

10,000+

Total workforce across our portfolio  
companies

LYON  
NEW YORK  
SINGAPORE  
TOKYO

LYON  
NEW YORK  
SINGAPORE  
TOKYO

# SCIENTIFIC AND GLOBAL BY DESIGN

With one third of our investment team composed of professionals holding advanced scientific and medical degrees, ARCHIMED combines unparalleled industry healthcare expertise. This unique blend of scientific, operational, and financial acumen sets us apart from other financial players.



**Atsushi Mitani**  
Associate, Investment team,  
Tokyo



**Reena Sharma**  
Investor Relations – APAC,  
Singapore



**Javier Martinez**  
Associate Director, Investment  
team, New York



**Clotilde Schnepf**  
Director, Investment team,  
Lyon

**A.M.** In my role, I have the opportunity to take the lead in developing ARCHIMED's presence in the Japanese market, an unexplored territory for the firm until 2022. While Japan is one of the world's largest healthcare markets, it presents significant cultural and linguistic barriers, making both investment and business expansion challenging for foreign companies. Success hinges on building long-term trust with businesses and individuals, which cannot be achieved with a short-term perspective. We have established connections with numerous Japanese companies and also made significant strides in supporting our Western portfolio companies.

**R.S.** What excites me most about my role is the opportunity to connect with investors across APAC and build meaningful, long-term relationships. Every day presents a new challenge, whether it's articulating ARCHIMED's investment strategies, identifying the right partners or navigating the nuances of different markets. APAC is a particularly exciting region, full of untapped opportunities as ARCHIMED continues to expand its presence. To me, the One Team concept means that success is a collective effort, where Investor Relations and the investment team are deeply interconnected.

**J.M.** I have a very interesting and insightful job that gives me the opportunity to learn continuously about different businesses and markets. I'm given a high degree of autonomy to drive initiatives and lead workstreams, while working with a diverse team. We rely on a strong pool of talents with scientific and operational experience, which helps accelerate decision-making. Best practices are harmonized across offices and sectors, with regular exchanges. Through our investments, we directly improve the well-being of society.

**C.S.** I am originally a pharmacist with a deep passion for treating patients, but have always held a strong interest in business as well. By blending business and healthcare, I can exert a broader impact on people's lives.

The One Team concept emphasizes that, while we each have our unique personalities, we are united by humility and a shared desire to learn from one another. No individual seeks sole recognition; instead, we focus on collective success. This collective mindset strengthens us and amplifies our impact in the healthcare sector.

## 3 QUESTIONS TO



**Cécile Pontier**  
Partner and Head of HR, New York

### How would you describe ARCHIMED's culture?

**C.P.** Our team is made up of driven and talented people, used to a diversity of backgrounds and expertise. Our flat structure is reflected in the layout of our offices, where teams are all located on the same floor allowing for open collaboration.

### How does ARCHIMED foster a One Team approach?

**C.P.** Our investment teams are constantly discussing deal flow opportunities across all four offices. In addition, we organize monthly meetings to discuss operational issues, from portfolio to housekeeping to sustainability topics. The team's involvement in various EURÊKA Foundation's projects also contributes to fostering collaboration and team spirit.

### What makes ARCHIMED's people unique?

**C.P.** We are united by a common mission to improve healthcare and provide a return to society. Our people have a deep sense of purpose and are passionate about what they do. They are empowered to deliver on their mission and rely on one other to make it happen.





# HOW WE ADVANCED HEALTHCARE IN 2024





GROUPE  
CARSO

#### CASE STUDY

## ENSURING A HEALTHIER WORLD THROUGH INTEGRATED ANALYTICAL SOLUTIONS

**A**fter years of organic growth and a score of acquisitions, CARSO is France's leader in public-safety and purity testing, inspection and certification for pharmaceuticals, water and environment, agri-food, occupational hygiene and building health. It offers extensive expertise in the identification of organic pollutants, including compounds, dioxins, pesticides, and medicated residues, as well as metals, parasites, bacteria, viruses and GMOs, via high resolution mass spectrometry technologies. Organized around the largest analysis laboratory in France and one of the most modern in Europe, operations span across forty sites supporting its growing market footprint delivering integrated solutions to industry partners.

Its longstanding mission—"Ensure a healthier world"—recognizes that human and animal health do not exist in a vacuum but are profoundly shaped by our shared environmental conditions, embodying the One Health concept. CARSO addresses this innate connection through its state-of-the-art environmental testing services for air, soil, and water analysis. In doing so, it identifies and mitigates harmful substances and enables informed decisions on topics such as pesticide, medicinal or potability contamination.

This proactive approach not only safeguards the environment but also shields communities from diseases arising from exposure to contaminated natural resources which pose critical

public health and safety risks. By providing advanced testing and quality assurance services for the food supply chain, CARSO also ensures that food products are contaminant-free and safe for consumption. This means preventing the spread of zoonotic diseases from animals to humans and supporting the agricultural industry's role in fostering food security. Furthermore, CARSO demonstrates that industrial progress can align with public health priorities by promoting practices that reduce industrial pollutants and environmental impact, while improving occupational health and safety protecting workers and their surrounding communities.

Notably, in 2024, CARSO was called by the Grand Est region, France, to conduct an

inventory of the state of microplastics pollution in its rivers. The aim was to investigate eleven polymer types on water intended for consumption via specialized pumping systems and cascade filtration methods. Microplastics present an emerging health crisis as they are pervasive in oceans, rivers, and soil, and can be ingested by wildlife, entering the food chain with damaging impacts on human health. Thanks to this assessment, the Region obtained valuable insights on surface-water plastic residues and their origins, which will support the development of awareness and prevention campaigns and tools, serving as a testament of CARSO's unique positioning in addressing complex global health challenges.



"We firmly believe that our success is inseparable from our responsibility to society, and that is why every CSR initiative at CARSO is designed to make a positive and lasting contribution. On a day-to-day basis, we work hard to minimize the environmental impact of our operations while providing our customers with innovative and environmentally friendly analytical services."

**Robin Pigault**  
CARSO Sustainability Transformation Director

# PIONEERING ANTI-MICROBIAL WOUND IRRIGATION

Irrisept revolutionary wound care solution drastically reduces infection risk and reliance on antibiotics, playing a critical role in delivering better patient outcomes while combating the global health crisis of antimicrobial resistance.

**G**eorgia-based Irrimax develops and markets Irrisept® Antimicrobial Wound Lavage, a high-performance irrigation solution containing chlorhexidine gluconate (CHG). This patented product is suitable for various wound types and treatments

“The systemic overuse or misuse of systemic antibiotics is a major driver of rising antimicrobial resistance.”

**Matthew Maser**  
ARCHIMED Principal

across the healthcare continuum, from pre-hospital to post-acute settings. Irrisept has seen widespread adoption in the US and internationally. The company is led by best-in-class management and operations teams as well as experienced medical device industry professionals. It is committed to reducing infections and healthcare costs while improving health outcomes for all patients.

Trusted by over 4,000 US hospitals, Irrisept consistently ranks as a product quality leader in its peer group. The product sets an improved standard of care for wound irrigation compared to traditional solutions like saline and betadine. CHG's ability to eliminate bacteria from wounds and inhibit microbial growth significantly reduces the risk of surgical site infections and the development of multidrug-resistant organisms, which affect millions of patients every year. Thus, Irrimax's high-efficacy product improves the quality and safety of wound care,

facilitating smoother and shorter recovery periods with fewer side effects and complications. Such localized antimicrobial intervention helps prevent infection escalation and spread, limiting the systemic overuse or misuse of antibiotics. This equivocal practice is a major driver of rising antimicrobial resistance, the global public health crisis putting human, animal, and environmental health at risk.

Alleviating the burden of hospital-acquired conditions also helps healthcare providers uphold high infection prevention and control standards. It contributes to avoid repercussions associated with suboptimal performance, improving the accessibility of superior quality wound care to broader markets and patient populations. ARCHIMED is excited to actively support Irrimax's business growth and vision through commitments to strategic expansion and continuous innovation.

“ARCHIMED's experience in MedTech and their appreciation of the full potential of our products to scale is why we chose to partner with them. This is a high-efficiency combination for growth and expansion into new products and markets.”

**Mark Alvarez**  
Irrimax CEO





# DRIVING ACCESS TO QUALITY CANCER DIAGNOSTICS

ZYTOMICS provides precise and timely cancer diagnoses, leveraging global partnerships and education to address health disparities and improve access to treatment. By adopting sustainable practices to minimize carbon footprint and waste, it emphasizes the growing importance of environmental stewardship for cancer prevention.

**Z**YTOMICS is a leading manufacturer and supplier of consumables and instrumentation for Immunohistochemistry (IHC) and In-Situ Hybridization (ISH), combining three companies from Germany and France with the shared vision of enabling precise and timely diagnosis. By offering specialty antibodies and probes that complement the testing capabilities of the most widely used instruments on the market, ZYTOMICS supports pathology labs in improving the quality of disease diagnosis, prevention, and subsequent care. Demonstrating its commitment to continuously delivering innovative products with the highest standards for



patient care and safety, all ZYTOMICS companies have ISO-certified quality management systems and are working towards IVDR (In Vitro Diagnostics Regulation (EU) 2017/746) compliance across the comprehensive product range. With its operational sites in Germany, Austria, Switzerland, and France, and its distribution network covering over 90 countries, it reaches millions of patients worldwide affected by life-changing diagnoses.

Long-term exposure to carcinogenic substances found in the environment, such as air pollutants, toxic chemicals, or contaminated soil and water plays a significant role in the development of certain types of cancer and diseases, making responsible environmental stewardship an imperative to human health protection. ZYTOMICS recognizes the interconnectedness of environmental risks to human health problems and is committed to being part of the solution by pursuing a proactive approach. This includes making eco-conscious decisions and taking concrete action to reduce hazardous waste and greenhouse gas emissions while delivering excellent diagnostics.



"Long-term exposure to carcinogenic substances such as air pollutants, toxic chemicals, or contaminated soil and water plays a significant role in the development of certain types of cancer and diseases, making responsible environmental stewardship an imperative to human health protection."

**Matthias von Behr**  
ARCHIMED Principal

By providing regular training and education opportunities to its global distributors and customers, ZYTOMICS also allows for critical scientific knowledge and skills transfer to countries where diagnostic capacity is limited. The ZYTOMICS team is engaged in humanitarian efforts aiming to implement immunohistochemistry techniques in Ifaly Clinic, Madagascar. Cancer incidence in this area is rising with the disproportionate impacts of climate change on the Global South thereby exacerbating the environmental risks of cancer. The objective of this project is to optimize cancer diagnosis, enabling significant reductions in response times from three months to just five days. This is accomplished through an efficient and effective internal analysis and control over the entire process, from tissue collection to results interpretation. This collaboration contributes to enhanced diagnostics capacity and efficiency, expanding accessibility to cancer diagnosis in low-resource settings. Treatment is thus facilitated, offering tangible hope for underserved patient populations, while helping bridge critical health disparities in cancer care.





# MANAGING OUR INVESTMENTS RESPONSIBLY



# HOW IS OUR RESPONSIBLE INVESTMENT STRATEGY EVOLVING?

Significant shifts in responsible investment practices have occurred over the past few years. In 2025, the landscape continues to evolve rapidly, driven by regulatory changes, investor demands, and a continued recognition of sustainability as key for long-term value creation. Kareem Kobayashi, Director of Sustainability & Impact, explores how ARCHIMED's responsible investment strategy is responding to these changing dynamics.

Kareem Kobayashi is Director of Sustainability & Impact at ARCHIMED.



## How is the regulatory landscape evolving?

The regulatory environment has become increasingly complex, with the EU leading the way through frameworks like the Sustainable Finance Disclosure Regulation (SFDR) and Corporate Sustainability Reporting (CSRD). These regulations have pushed our firm to adopt more rigorous standards for both ourselves and our companies. However, we are also seeing calls for streamlined compliance to reduce the burden on companies struggling with data collection and reporting requirements.

## Do you see investor expectations changing?

Institutional investors, especially Impact investors, continue to place high expectations on ESG integration. This has led us to develop and strengthen

"We believe that focusing on tangible impact and value creation, rather than labels, is key to navigating this landscape."

sustainability considerations across every step of our investment lifecycle, from initial screening to exit. We have developed a proprietary screening process that helps us identify responsible healthcare businesses with strong potential for sustainable development.

## What role does sustainability play in value creation?

We have continuously recognized the role of sustainability as a value creation lever. By engaging with companies on these topics, we are able to build more resilient businesses that are better positioned for long-term success. This approach has been particularly relevant for us as healthcare investors, where

### 100%

of our initial investments conduct ESG Due Diligence

### 3.8x MOIC

return achieved with 26% IRR on DIESSE, ARCHIMED's best ESG performer of 2024

issues like access to care, patient outcomes, and healthcare costs are intrinsically linked to ESG considerations.

## What are the current challenges and opportunities?

While the momentum around ESG in private equity remains generally strong, we are also facing challenges. The politicization of ESG, particularly in the US, has led some firms to rebrand or refine their sustainability efforts. However, we believe that focusing on tangible impact and value creation, rather than labels, is key to navigating this landscape.

## What is your future outlook for responsible investment?

Looking ahead, we see responsible investment evolving towards more targeted, impact-focused strategies. We are particularly interested in investments that address pressing healthcare challenges, such as improving access to care, enhancing patient outcomes, and driving cost efficiencies through innovative technologies and care delivery models.

As we move forward, our focus will be on demonstrating the tangible benefits of our One Health approach, both in terms of financial performance and positive societal and environmental impact. By aligning our investments with broader healthcare trends like the shift towards value-based care and technological innovation, we aim to create sustainable value for our investors while contributing to the advancement of global health outcomes.

# OUR RESPONSIBLE INVESTMENT STRATEGY

Our responsible investment approach is embedded across every stage of the investment lifecycle and is central to how we drive positive impact and deliver sustainable value. Our overarching strategy balances long-term financial performance with our commitment to impacting healthcare and promoting industry-standard ESG practices across all our companies. In response to the ever-evolving regulatory landscape, ARCHIMED continually adapts its responsible investment strategy, alongside the tools and processes that support our companies' sustainable transformations. We also integrate key regulatory frameworks and impact investing standards, ensuring that they are consistently applied across the firm and its investment activities.

## 1. European Green Deal (SFDR & CSRD)

ARCHIMED reports in line with the European Commission's SFDR through its pre-contractual and periodic disclosures. ARCHIMED may also be subject to reporting under the Corporate Sustainability Reporting Directive (CSRD). At the time of writing, uncertainties remain around the timeline for adopting the directive in France. ARCHIMED is nevertheless progressing on this topic through the recent establishment of a dedicated CSRD Working Group, whose focus has been on developing the double materiality assessment for ARCHIMED and its portfolio companies.



## 2. Sustainability Accounting Standards Board (SASB)

The SASB aims to guide the disclosure of companies' financially material sustainability information by identifying subsets of the most relevant sustainability issues across 77 industries. As part of our annual ESG Reporting Campaign, we collect and report on healthcare-specific SASB indicators across our companies.



## 3. UN Principles of Responsible Investment (PRI)

In 2018, ARCHIMED became a signatory of the PRI, the leading international network of financial institutions working to implement six principles for incorporating ESG issues into investment practice.



## 4. Article 29 of the French Energy-Climate Law

Each year, ARCHIMED publishes a report in accordance with Article 29 of the French Energy-Climate Law. Decree 2021-663 of 27 May 2021, known as "Decree LEC 29", issued pursuant to Article 29 of the Energy-Climate Law, represents a continuation of the French regulatory framework (Article 173-VI of the Law on the Energy Transition for Green Growth). It also completes certain provisions of the SFDR. The 29 LEC report aims to make market participants more transparent about their non-financial practices and consider climate and biodiversity risks.



## 5. UN Sustainable Development Goals (SDGs)

The UN SDGs consist of 17 goals and associated targets that serve as an international call for action and a shared blueprint for peace and prosperity for both people and the planet. ARCHIMED is committed to investing in companies that positively contribute to SDG 3 "Good Health and Well-being," as well as targets of SDG 9 "Industry, Innovation and Infrastructure," which also define the sustainable investment objective of our MED III, MED Rise, and MED Platform II funds. Additionally, we consider other SDGs to evaluate sustainability performance and contribution towards the One Health goal.



## 6. The Five Dimensions of Impact

As a widely utilized impact assessment framework, Impact Frontiers helps identify the positive and negative impacts a company has on people and planet through its five dimensions of impact. Pre-investment, ARCHIMED systematically conducts a positive screening analysis using this framework to assess the intentional, additional, and measurable potential contribution to our Health Objectives. The results are used to inform and shape the Impact Thesis of each new sustainable investment.



## 7. European Data Convergence Initiative (EDCI) Membership

The European ESG Data Convergence Initiative (EDCI) was created by major European financial institutions and leading asset managers and investors. The initiative aims to improve the quality and accessibility of ESG data across European companies by developing standardized reporting frameworks. By becoming a member in 2024, ARCHIMED's ambition is to streamline its LP reporting processes using EDCI's standardized data frameworks, benefiting from high-level benchmark dashboards and annual insights.



## 8. ARCHIMED's Position Statements

In addition to aligning our strategy with recognized sustainability frameworks and regulations, we leverage our healthcare expertise to develop clear positioning and investment guidelines on watchlist activities which may be considered contentious or carry ethical and legal implications, such as animal testing, aesthetics-related skincare, animal and crops genetics and reliance on stem cells. This strategic initiative allows us to:

- Mitigate supply chain risks
- Ensure adherence to best practices as well as regulatory compliance
- Avoid unintended harm from our investment activity
- Define the boundaries of impact investing in healthcare

ARCHIMED

# INTEGRATING SUSTAINABILITY ACROSS THE INVESTMENT LIFECYCLE

At ARCHIMED, we seek to develop leading responsible businesses that have a positive impact on society. We implement our sustainability strategy through a proactive and pragmatic approach in collaboration with our investment and management teams. By fostering transparency, accountability and a risk-based approach, we ensure the development of resilient business models.

## Pre-investment

### Screening

The process starts with the appointment of an **Impact Referent**, a member of the deal team responsible for completing our proprietary **Internal Sustainability Tool (IST)**. This tool consists of:

- **Negative Screening:** based on our exclusion and watchlist criteria, which filter activities that raise critical ethical risks associated with investing in healthcare.
- **Impact Assessment:** evaluating the contribution of investments to UN SDGs, especially SDG 3 and SDG 9 and our Health Objectives, based on the Five Dimensions of Impact framework, which covers the criteria of intentionality, additionality, and measurement.

- **High-Level ESG Assessment:** highlighting potential ESG risks requiring further investigation during due diligence.

The results of the IST are systematically validated and challenged by the S&I team before being summarized by **the Impact Referent** into the Impact Thesis, which is presented at the Preliminary Investment Committee (PIC).

**A Business and Impact Reviewer** is appointed to attend all Investment Committees (ICs), typically a senior member of the investment team or an Operating Partner, to further challenge the deal team with sustainability and impact-related questions.

### Due Diligence

All potential investments undergo **ESG due diligence** conducted by external experts.

The results of the due diligence are included in the IC memo, forming an integral part of the investment decision-making.

The results are also integrated into the investment **Post-Completion Action Plan (PCAP)** and validated at closing.



## Post-investment

### Holding Period

**A Sustainability Roadmap** is developed for each company, containing sustainability objectives with key actions, KPIs and targets, which are reviewed and updated annually.

**Sustainability topics are systematically discussed at board level** and addressed through regular engagement with management.

Company progress against the roadmap is assessed through **annual follow-up reviews** as part of ARCHIMED's **ESG Reporting Campaign**, which are run annually to collect both ESG and impact portfolio data, the backbone of our sustainability and impact report and regulatory disclosures.

### Exit

**A sustainability vendor due diligence** may be performed to demonstrate the sustainability and impact performance during the hold period. Sustainability and impact results are shared as part of the exit success story.

## ESG Governance at a Glance

- Comprising the Director of S&I, 3 FTEs and 1 dedicated Operating Partner, the **S&I Team** works collaboratively across the company supporting multiple ARCHIMED teams to realize sustainability value creation.
- Comprising the Director of S&I and members of the Management Committee, the **ESG Committee** reports to the Management Committee who holds ultimate responsibility for the ESG and Impact strategy.
- The **Impact Referent** is a member of the investment team, appointed to ensure the investment delivers on ARCHIMED's S&I mandate, with the support of the S&I Team.
- The **Investment Committee** comprises Investment Partners and is the ultimate responsible for approving new investments.
- **Post-investment, the Deal Teams** are in charge of proactively engaging with portfolio company management to ensure the implementation of sustainability roadmaps. ARCHIMED systematically takes board seats with portfolio companies and is therefore able to monitor S&I performance.
- All ARCHIMED team members have sustainability and impact objectives linked to their variable **remuneration**.
- **Conflicts of interest** are managed in accordance with our Ethics Charter and each individual employment agreement.



# THE FOUNDATIONS OF OUR CLIMATE STRATEGY

Measuring GHG emissions is essential to understand the potential climate-related risks and opportunities across both our own operations and portfolio.

**A** RCHIMED has been monitoring and reporting its greenhouse gas (GHG) emissions since 2022 in line with the GHG Protocol guidance and with the goal of defying the healthcare industries' track record by promoting a climate-conscious portfolio. Decarbonization is therefore a central pillar within our strategy, both for corporate and financed emissions.

ARCHIMED's climate impact from its own operations mainly relates to emissions from business travel and purchased goods and services across its four office locations (Scope 3). In 2024, ARCHIMED's operational carbon footprint equated to 3,959 tCO<sub>2</sub>e, vs. 3,032 tCO<sub>2</sub>e in 2023. The increase was primarily driven by improvements in the data collection process resulting in 69% of emissions being calculated based on actual physical data compared to 42% in 2023. For example, during 2024 electricity reading meters were installed on each Lyon's office floor, enabling more accurate figures for Scope 2 emissions.

We also improved the calculation of business travel emissions by working directly with the business travel agency to include passenger-class categorization, which improved the quality of the data. We see improving the measurement of our GHG emissions as a fundamental first step to decarbonizing our own operations.

As 99% of ARCHIMED's GHG emissions come from our companies, we have a significant opportunity to reduce emissions through our funds' investments across the healthcare industry. Following new investments and improved data collection processes (leading to 2023 data normalization), the annualized financed emissions of our companies have increased by approximately 17% from 2023 to 2024, with a total of 374,104 tCO<sub>2</sub>e recorded for 2024. Since initiating our carbon accounting process in 2022, we have focused on enhancing our data collection processes to ensure that the accuracy and completeness of the processed data improves year on year. We are committed to supporting our companies with the necessary resources and tools to establish an ambitious but attainable decarbonization action plan to reduce GHG emissions.

## 2024 CLIMATE FIGURES

**3,959 tCO<sub>2</sub>e**

ARCHIMED's Carbon Footprint

**374,104 tCO<sub>2</sub>e**

Portfolio Companies Financed Emissions

**69%**

of ARCHIMED's emissions were based on physical activity data

**50%**

of companies have conducted a carbon footprint assessment

**39%**

of companies have a decarbonization plan

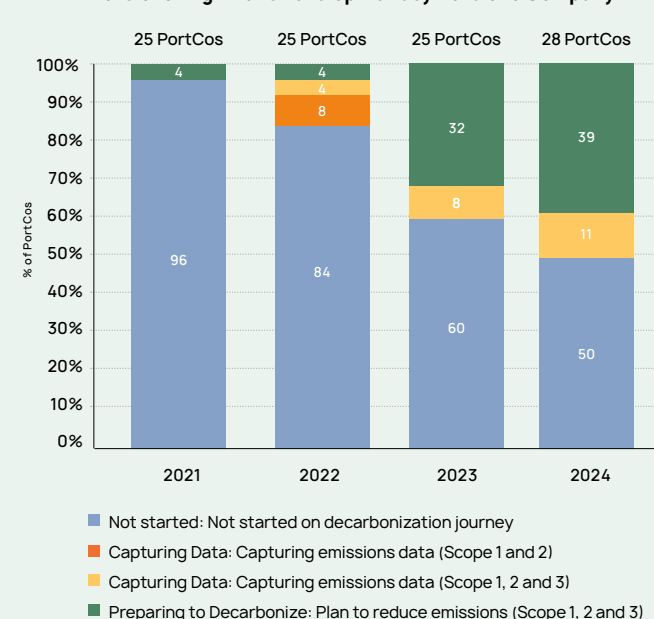
# PROMOTING A CLIMATE-CONSCIOUS PORTFOLIO

**T**o build resilience to climate change, create value for our investors, and prepare for a low-carbon future, ARCHIMED's S&I team works closely with our companies to understand the potential impacts of climate change across their diverse and complex value chains. Post-acquisition, we monitor our companies' carbon footprint and encourage them to assess and disclose their Scope 1, 2 and 3 GHG emissions on an annual basis. As we invest in private companies that are at different levels of maturity in their carbon accounting journey, we expect the reliability, scope and data quality to improve year on year. The S&I team also provides support for portfolio companies to identify decarbonization actions and levers to reduce their GHG emissions.

During 2024, ARCHIMED started to align with the **Private Market Decarbonization Roadmap (PMDR)**, which provides a standardized framework for PE firms to disclose where their portfolios are on their decarbonization journey. Developed by Bain on behalf of the Initiative Climat International (ICI) and the Sustainable Markets Initiative's Private Equity Task Force, PMDR serves as a comprehensive guide for PE firms to assess and communicate the decarbonization status of their portfolio companies. It emphasizes the importance of measuring GHG emissions, setting clear reduction targets, and implementing actionable strategies to achieve these goals.

We have categorized our companies in line with the roadmap's Alignment Scale which is based on the total number of portfolio companies for the given year as set out in the graphic below. In the past two years, ARCHIMED's companies have made significant progress on reporting and monitoring their GHG emissions, growing from 16% of companies in 2022 to 50% in 2024, with 39% of companies actively implementing measures to decarbonize their business activities. ARCHIMED's ongoing support and monitoring aims to guide companies to first conduct a carbon footprint assessment and then implement clear strategies to ensure continuous progress with emission reduction initiatives.

Portfolio Alignment Development by Portfolio Company





# OUR NEW ACQUISITIONS

In 2024, ARCHIMED acquired five new companies adding to its global and diversified healthcare portfolio. Our proprietary pre- and post-investment processes allow us to identify the impact potential of each business, developing and implementing sustainability-related value creation levers.



SECTOR	: Life Science Tools & Biologic Services
BUSINESS	: Next-Generation Sequencing
LOCATION	: Pennsylvania, United States

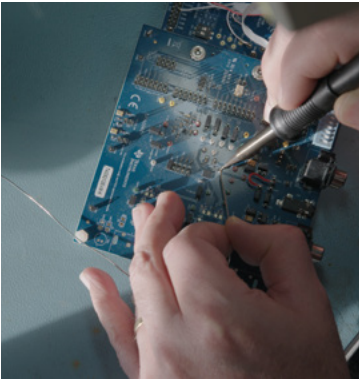


SeqCenter provides advanced DNA and RNA sequencing services using Next-Generation Sequencing, a transformative technology enabling faster, more reliable, and cost-effective gene mapping and diagnosis of diseases. The company supports groundbreaking research and applications in personalized medicine, gene therapies, disease surveillance, and agriculture, serving a diverse client base, including academic institutions, biotech firms, and governmental agencies.

Supported by ARCHIMED's MED Rise fund, SeqCenter is **positioned to accelerate its global expansion into Europe and Asia** while advancing its sequencing capabilities, meeting the growing demand for high-quality genomic data across multiple industries.



SECTOR	: MedTech
BUSINESS	: Occupational health devices
LOCATION	: Lyon, France

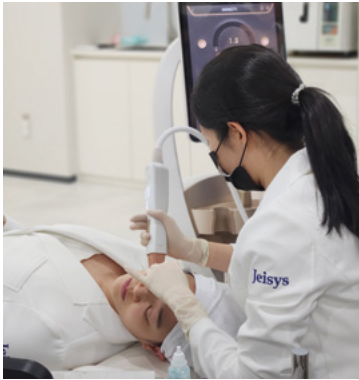


FIM Medical offers a range of products in vision, hearing, and respiratory care, leveraging proprietary technology in both its medical devices and software. As a leader in the French occupational health market, the company has built a strong reputation for its solutions including vision testers, audiometers, and spirometers.

With the support of ARCHIMED's MED Rise fund, FIM Medical is positioned to significantly **scale its operations and amplify healthcare coverage** for all individuals. The company is actively expanding its footprint across Europe and the United States, targeting key markets that align with the rising demand for preventative healthcare measures.



SECTOR	: Consumer Health
BUSINESS	: Non-invasive aesthetic medicine devices
LOCATION	: Seoul, South Korea



Jeisys Medical is a global leader in the field of non-invasive aesthetic medicine devices for skincare, utilizing advanced energy-based technologies such as lasers, pulsed light, radio frequencies, and ultrasound. These devices offer a safe and effective treatment for addressing skin diseases such as melasma, acne, rosacea and hyperpigmentation, reducing both discomfort and recovery time.

This investment will support Jeisys Medical's long-term growth by **expanding its international presence and advancing** its cutting-edge technologies, aligning with the growing global demand for minimally invasive, effective aesthetic treatments.



SECTOR	: Consumer Health
BUSINESS	: Science-backed skincare products
LOCATION	: California, United States



Cellese harnesses cutting-edge technologies such as growth factors, exosomes, and biosomes to promote natural skin regeneration and longevity. The company develops advanced topical dermo-cosmetics under its AnteAGE brand, which are designed to rejuvenate skin and complement treatments like microneedling, lasers, and radio frequency procedures.

With distribution in 45 countries and a commitment to innovation, Cellese is a **key player in the expanding market for regenerative skincare** treatments. Supported by ARCHIMED's industry expertise and global network, the company is well-positioned to strengthen its leadership in non-invasive, science-driven skincare solutions.



SECTOR	: MedTech
BUSINESS	: Wound irrigation
LOCATION	: Georgia, United States



Irrimax develops innovative antimicrobial wound irrigation solutions, including its flagship product, Irrisept® Antimicrobial Wound Lavage, which has become a market leader in high-performance surgical and post-surgical wound care. Leveraging its expertise at the intersection of surgery consumables and wound care, its advanced infection prevention technologies help minimize the risk of infection without increasing the risk of antibiotic resistance in pathogens.

With the support of ARCHIMED's MED Platform II fund, Irrimax is positioned to **scale its operations globally, expand its product portfolio, and enhance its market reach**, thereby meeting rising demand for high-efficiency wound care solutions across the healthcare industry.

## CASE STUDY

# ARCHIMED SUPPORTS WIQO IN DEVELOPING AND IMPLEMENTING THEIR ESG STRATEGY

In 2024, ARCHIMED took a significant step in advancing sustainability within the consumer health and aesthetics medicine sector by supporting WiQo to develop their first ESG strategy.

**W**iQo, known for its innovative dermatological solutions, worked with members from ARCHIMED's Sustainability and Impact team to establish a structured and pragmatic approach to sustainability, aligning with industry best practices and stakeholder expectations. The development of this ESG strategy involved holding a two-day in-person workshop with representatives from both WiQo and ARCHIMED to identify key ESG priorities which were aligned with the long-term business objectives.

Through guidance and insights from ARCHIMED's team, WiQo were able to develop a robust and actionable ESG strategy with clear targets and timelines for the coming years. The ESG strategy was rooted based on four key pillars which represent the company's commitment to environmental responsibility, employee and social well-being, governance excellence and ensuring a long-term positive impact within the aesthetic medicine industry.



## • Pillar 1: Mitigating Environmental Impact

**WiQo are actively working to reduce its carbon footprint and minimize waste.** In 2024, the company completed its first carbon footprint assessment and established a five-year decarbonization plan with key targets and actions identified. Additional initiatives include implementing circular recycling systems and optimizing product formulations through a new chemical reactor with the ambition of decreasing the environmental impact of their production processes.

## • Pillar 3: Making Aesthetic Medicine Accessible to All Skin Types

**WiQo are dedicated to ensuring diversity in aesthetic medicine.** Over the course of 2024, the company launched a new home-care product (balancing cream) and commenced clinical trials to ensure inclusivity across all skin tones on the Fitzpatrick scale. Through these trials, they aim to ensure that individuals from diverse ethnic backgrounds can safely and effectively use their skincare products and medical devices.

## • Pillar 2: Uphold the Highest Level of Excellence and Innovation

With a commitment to quality and innovation, WiQo continues to **refine and improve their production processes** to ensure that all products are developed in line with regulatory and market expectations. In doing so, WiQo continues to optimize their formulation development processes by reducing allergens and eliminating any potentially harmful ingredients which will ensure alignment with the highest safety and efficacy standards.

## • Pillar 4: Employee Engagement and Community Involvement

In 2024, WiQo conducted its **first employee engagement survey**, laying the groundwork to identify key initiatives which will drive and improve workplace culture and communication among employees. Additionally, the company partnered with ITS Academy to sponsor a "Biotech Quality Specialists" course, supporting education and workforce development. WiQo also entered a collaboration with Comune di Muggia to maintain green areas surrounding its Italian facilities, reinforcing its commitment to environmental stewardship.

To ensure accountability for the key pillars, **WiQo established an ESG Committee** which will monitor progress on key commitments and targets. By developing their first ESG strategy, WiQo's ambition is to have an ever-evolving roadmap in place which will support their teams in driving sustainable transformation across both their own operations and the wider industry.





CASE STUDY

# AN ESG LEADER ACCELERATING THE AVAILABILITY OF INNOVATIVE BIOTHERAPIES

Human, animal, and environmental welfare have always been at the heart of Clean Biologics, pursuing a people-first and customer-centric approach alongside protecting its wider ecosystem. In 2024, management collaborated with ARCHIMED's Sustainability & Impact team and expert consultants to formalize a long-term ESG strategy focusing on: i) improving human and animal health, ii) valuing people, iii) protecting the environment, and iv) promoting responsible governance.

**C**lean Biologics is a CTDMO serving pharma and biotech clients across the full bioprocessing value chain for the development of biopharmaceuticals, including cell and gene therapies, vaccines, and immunotherapies through two business lines: Clean Cells and Naobios. Clean Cells provides quality control services addressing viral safety,

"The Clean Biologics team is convinced that a sincere ESG strategy, ingrained in its corporate DNA, is a key value creation driver, fostering employee engagement, loyalty, and success, while strengthening the company's profound impact on society."

**Alice Morillon**  
Sustainability & Impact Operating Partner

stability, purity, identity and potency testing for biopharmaceuticals, GMP-grade manufacturing of cell banks and virus seed stock for biopharmaceutical production, as well as storage capabilities for short, middle, and long-term preservation of starting materials. Naobios specializes in process development and GMP-grade manufacturing services for virus-based therapies and drug products, such as viral vaccines and oncolytic viruses, and challenge agents for clinical trials. The Group's ultimate mission is to support healthcare players in the development of future therapies, worldwide. Its expertise and agility enable to work with all its partners to improve human and animal health, by accelerating the availability of innovative, safe, and effective biotherapies.

These commitments are reflected in Clean Biologics' ESG strategy, organized around four pillars and ten sustainability objectives with concrete projects, targets, and KPIs to measure progress for each. A materiality assessment was conducted to identify key priorities, considering the expectations of around

150 stakeholders, including customers, suppliers, employees and local authorities. In addition, a cross-functional ESG Working Group was launched to effectively manage the daily execution of this ESG Strategy.

This strategy focuses on fostering a supportive and positive work environment by enhancing work-life quality through professional development, equal opportunities, flexible work options, and tailored training. It also emphasizes close partnerships with bioengineering schools, like Oniris and IUT d'Angers, providing regular trainings and internships, thus enriching the educational experience of young scientists and encouraging knowledge transfer in the region. Community engagement efforts extend beyond the scientific circles through regular participations, donations and volunteering for various initiatives, focused on healthcare issues, such as supporting women battling cancer through involvement with the Ma Parenthèse Association, as well as sustainability topics, such as leading

collaborations with local companies on ecology and corporate responsibility through the ESSOR Association.

Moreover, championing equity is an innate feature to the corporate culture exemplified by the 95/100 Professional Gender Equality Index Score, gender parity at the senior management level, and annual monitoring and action plans focused on salary equity. Participating in the disability awareness week through on-site educational workshops on neurodiversity and disabilities as well as the Duoday initiative, which offers discovery work placements for disabled employees, further demonstrate its commitment to diversity and inclusion.

After joining the Pacte PME Alliance for Decarbonization and Energy Transition, Clean Biologics renewed its long-standing focus on environmental protection by measuring its carbon footprint, installing renewable energy capacity on site, and working towards establishing a decarbonization roadmap with concrete actions and targets.







# EXTENDING OUR IMPACT: THE EURÊKA FOUNDATION



# MEDICAL BREAKTHROUGHS FOR IMPROVED PATIENT OUTCOMES

Through the EURÉKA Foundation, we help fund a new generation of researchers tackling some of the toughest challenges in medicine today. These include PhD candidates whose work at Institut Curie is helping advance the future of cancer immunotherapy.

**S**cientific breakthroughs don't happen in isolation—they require talent, resources and the right support to translate research into real-world impact. "The EURÉKA Foundation funds research programs on unmet medical needs and new treatments, supporting PhDs working on projects with a clear path to practical application," explains Colin Campbell, a member of EURÉKA's scientific committee and advisor for its PhD programs. This strategic focus ensures that every supported project has the potential to improve patient lives or enhance clinical decision-making.

The selection of EURÉKA-funded PhD candidates is both strategic and meticulous. Each year, the scientific committee—independent of ARCHIMED, and combining international academic and industrial expertise—identifies research areas that align with the foundation's mission. It then invites proposals from selected institutions and evaluates candidates based on scientific excellence and clinical impact. "The process includes in-depth interviews with both students and their supervisors," Campbell explains. "We want to ensure that the research is not only innovative but also has the potential to translate into tangible healthcare improvements."

EURÉKA's commitment extends beyond financial assistance. PhD students benefit from mentorship by scientific committee members, access to specialized training and networking opportunities that help bridge the gap between academic research and industry applications.

"Each student has a mentor who can act as a sounding board for ideas or provide unbiased advice," Campbell notes.

Among the promising scientists supported by EURÉKA are Mariia Koshkina and Monika Kondratowicz, both conducting research at Institut Curie in Paris, a world-renowned center for oncology. While Koshkina's work focuses on cancer immunotherapy through artificial intelligence and integrative proteogenomics, aiming to unlock new ways to harness the immune system in fighting cancer, Kondratowicz investigates the impact of e-cadherin expression in triple-negative breast cancer, a particularly aggressive and hard-to-treat form of the disease.



➤ Monika and Mariia by a mural of Marie Curie by street artist C215, near the Curie Museum in Paris.

## EURÉKA-backed scientists advance cancer research



A graduate of Moscow State University, **Mariia Koshkina's** PhD is in cancer immunology.

### What is your project?

**Ma.K.** My thesis project focuses on cancer neoantigen discovery. Neoantigens are molecules that act as markers on cancer cells, helping the immune system identify and target them. These markers are crucial for cancer immunotherapy. To identify such neoantigens, RNA sequencing and subsequent immunopeptidomics analysis are used. My role is to analyze data from various samples and cancer types to develop a pipeline for neoantigen discovery.

### Why this topic?

**Ma.K.** My major was in biochemistry and protein chemistry, but my master's focused more on immunology. During my free time, I taught myself Python and Bash scripting. I realized I enjoyed data analysis more than wet-lab experiments, which led me to pursue a PhD in cancer immunology as a bioinformatician. This field perfectly combines my

interests in computational biology and immunology.

### What impact will it have?

**Ma.K.** Our research unit primarily focuses on pediatric cancers, which often have poor prognoses—even small advances can have a significant impact on patients. I hope my research will result in a robust and reproducible pipeline for neoantigen discovery that can be applied to various cancer types. Additionally, I aim to uncover new targets for immunotherapy, ultimately improving treatment options for these young patients.



A graduate of University of Cambridge, **Monika Kondratowicz's** PhD focuses on triple-negative breast cancer.

### What is your project?

**Mo.K.** Invasive breast cancer is the world's most prevalent cancer and triple-negative breast cancer is a common molecular subcategory resistant to many therapies. Recently, there have been exciting responses to a new

type of immunotherapy which the immune system to attach and kill "foreign" cancer cells by "removing the breaks" on T-cells. Our lab hopes to characterize the tumor microenvironment, which could lead to new insights into immunotherapy response.

### Why this topic?

**Mo.K.** At Cambridge, I undertook a project in epigenetics which completely fascinated me. I realized research in genetics and genomics was exponentially gaining speed and that medicine would change almost unimaginably. During the pandemic, I undertook a masters in genomics and taught myself French. One serendipitous activity led to another, and now I am taking three years out of medical training to carry out PhD research in France.

### What impact will it have?

**Mo.K.** As a result of our research, we will be able to better select patients for immunotherapy treatment without exposing non-responders to undesired side-effects. In addition, our studies may indicate new methods of sensitizing breast cancer patients to immunotherapy.

# THE LAUNCH OF OUR PURPOSE DAY

In our offices around the world, we strengthened our connection with the organizations we support.

**I**n 2024, our commitment to social impact led us to launch our Purpose Day, an annual event designed to bring our teams closer to the associations supported by the EURÉKA Foundation.

In November, our Lyon office hosted a dedicated forum, welcoming 13 associations focused on mental and physical health, economic empowerment, and social reintegration. Throughout the day, employees engaged with association representatives, gaining deeper insight into their missions and exploring ways to contribute.

The following day, our Tokyo team partnered with the Japanese Clubhouse Coalition for a collaborative session. After an office tour and shared lunch, discussions and workshops on teamwork and inclusion sparked meaningful

exchanges. With both in-person and virtual participation, the event reinforced our commitment to breaking down mental health stigma and fostering connection.

In December, our New York office welcomed members of Venture House, the city's local Clubhouse, for a day of engagement. The team led workshops on job interview best practices, providing valuable guidance to individuals seeking to re-enter the workforce with confidence.

Beyond our Purpose Day, our support for these associations continues throughout the year. Each organization backed by the EURÉKA Foundation benefits from an ARCHIMED Champion—an ambassador who strengthens the connection between the association and ARCHIMED. Champions also play a key role in ongoing engagement, supporting at least one fundraising event annually to further amplify our impact.



## New York

We partnered with Venture House for hands-on workshops, equipping members with career-building skills.



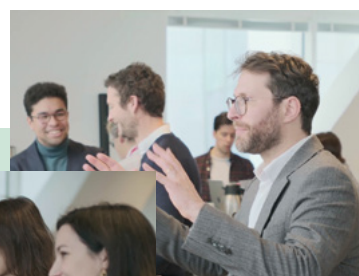
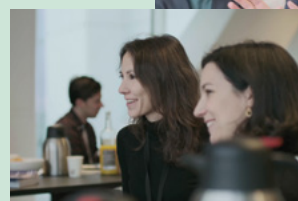
## Tokyo

A day of collaboration with the Japanese Clubhouse Coalition, building connections and challenging mental health stigma.



## Lyon

ARCHIMED teams engaged with 13 associations in a dynamic forum.





# EURÊKA HIGHLIGHTS OF THE YEAR

In 2024, the EURÊKA Foundation strengthened its global reach, supporting mental health initiatives, fostering international exchanges, and championing social inclusion. From Lyon to Tokyo, Warsaw to New York, this year's highlights reflect the power of collective action worldwide.

MAY

## ARCHIMED's Lyon Team Race with Courir Pour Elles

In May, we saw a team of 30 dynamic and dedicated female employees from ARCHIMED participate in the "Esprit de Corps," a charity race to raise funds for the Courir Pour Elles Foundation. This impactful and inspiring event was made achievable thanks to the generous support of the EURÊKA Foundation. The Foundation uplifted the ARCHIMED's team participation by allocating €30 to Courir Pour Elles for every kilometer run by our energetic team.



JULY

## Tokyo Team's Immersive Visit to Local Clubhouses

Our Tokyo team visited members of the Sun Marina and Habataki Clubhouses. Through insightful discussions, they shared the Clubhouse philosophy—a no-pressure community that helps members reintegrate into social life at their own pace. Dedicated initiatives provide a space for self-expression, fostering benevolence, respect, and collaboration. They also presented their project work, offering members support to ease anxieties and reconnect with the social community after mental health difficulties.



OCTOBER

## SIMON de CYRÈNE Solidarity Trail Run

ARCHIMED team members took part in a "Solidarity Trail Run" with members from the Simon de Cyrène Charity. Situated in the beautiful landscape of Beaujolais, the race involved teams of 10 to 12 volunteers pushing a joëlette wheelchair carrying individuals with physical disabilities. The fundraising event supported Simon de Cyrène who develops and runs shared houses with community living spaces where able-bodied and disabled adults (following brain injuries, head trauma, stroke, etc.) share a friendly and supportive relationship.

OCTOBER

## Awarded "Leadership in Philanthropy" at the 2024 Venture House Gala

ARCHIMED was honored with a "Leadership in Philanthropy" award which is testament to our support for community mental health initiatives. The EURÊKA Foundation will continue to collaborate with Venture House to utilize innovative methods such as the Clubhouse Model which allows for engagement in meaningful activities that enrich life, while enduring social connections foster health and well-being.



SEPTEMBER

## Inauguration with the Clubhouse Lyon

Since its establishment, the EURÊKA Foundation has been instrumental in the creation of the Lyon Clubhouse in 2014, supporting 255 members since. In 2024, we saw the ever-growing Lyon Clubhouse move into their new office space. This event provided an opportunity for a significant number of supporters to come together and engage in meaningful conversations and dialogue to progress the positive impact being delivered by Clubhouse Lyon across the community.

SEPTEMBER

## Warsaw Clubhouse Crosses Borders to Visit Lyon Colleagues

In September, a few Warsaw Clubhouse members came to visit and exchange with the Lyon Clubhouse, including a key stop at ARCHIMED. Backing this initiative, the EURÊKA Foundation has committed its continued support towards the Warsaw Clubhouse from 2023 until 2026, during this period it will fund the creation of a dedicated fundraising position.



# BEYOND THE FINISH LINE THE COUBERTIN PROJECT

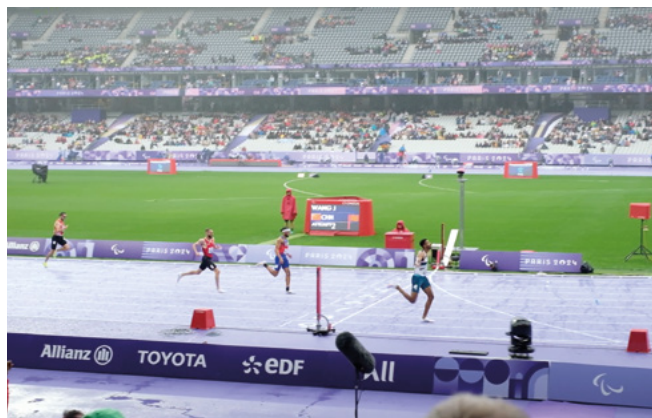
In the spirit of the 2024 Olympic and Paralympic Games, ARCHIMED launched the Coubertin Project—an initiative dedicated to supporting four remarkable Paralympians on their journey to glory.

# 4

athletes from around the world

# 16

ambassadors and volunteers



➤ Noah Malone (USA) competed in the T12 400-meter dash, claiming silver despite racing in heavy rain.

**T**he Coubertin Project was born from a simple yet powerful idea: to celebrate the 2024 Games by supporting four inspiring Paralympians while strengthening our own sense of purpose.

Through a meticulous selection process, we partnered with Noah, Elena, Benjamin, and Manasi—athletes from different disciplines and regions—ensuring broad representation. Each was paired with an ARCHIMED staff ambassador and a team of dedicated volunteers, creating a network of support that extended well beyond the competition. Their efforts paid off, with our athletes winning four medals and Elena setting a new world record.

The initiative sparked incredible engagement within our teams. Nearly 70% of ARCHIMED staff attended an event with an athlete, while our global swimming challenge brought together 29 participants in a shared test of endurance and solidarity. Meanwhile, our two Coubertin hot weeks filled our offices with Olympic spirit, turning the Games into a unifying force across the company.

But the project's impact went beyond internal mobilization. What started as an initiative to rally our teams evolved into a powerful external message, resonating with stakeholders and reinforcing our ambition to make a difference beyond business. The bonds formed—between our company, our people, and the athletes—will endure long after the last medal was awarded.



➤ Elena Semechin from Germany took gold in the 50m breaststroke while breaking her personal record.

# 1

world record

# 4

medals



➤ Members of the ARCHIMED team cheered Benjamin Lacroix's sitting volleyball team at the inaugural competition on August 29, 2024.

# 1

global swimming challenge with 29 participants

# 2

Coubertin hot weeks and 4 family events in our offices

# 2

events with the charities supported by the EURÉKA Foundation



➤ Manasi Joshi's visit at our ARCHIMED Lyon office included an engaging dialogue led by our internal ambassadors and an enjoyable badminton session with our staff and families.



➤ Benjamin Lacroix and Noah Malone met at the Olympic Village, capturing a memorable photo of their encounter.

# 48

staff attended an event during the Paralympic Games

# 70%

of staff attended an event with an athlete





# PORTFOLIO SNAPSHOTS





**DHG**  
Moving Health Forward

DHG manufactures medical devices for acute and post-acute markets, with products covering Pressure Area Care (PAC) support surfaces, Safe Moving & Handling (SMH) equipment, falls management, and rental and service solutions. Its market-leading hybrid-powered support surface is widely adopted across care facilities and supported by over 30 clinical studies showing improved clinical outcomes, healthcare costs, and time efficiencies. PAC is especially critical for diabetes patients at higher risk of developing pressure ulcers.

#### DESCRIPTION

- > HQ LOCATION:  
**Cardiff, UK**
- > ACTIVITY:  
**PAC and Patient Handling Equipment**
- > YEAR ESTABLISHED:  
**2009**
- > NUMBER OF EMPLOYEES:  
**597**
- > COMPANY WEBSITE:  
**[www.dhg-healthcare.com](http://www.dhg-healthcare.com)**
- > ARCHIMED % OWNERSHIP:  
**84%**
- > DATE OF INVESTMENT:  
**December 2019**
- > TYPE OF INVESTMENT:  
**Secondary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

In 2024, DHG advanced its commitment to sustainability in line with the UN SDGs by embedding impactful environmental and social initiatives across its operations, including the following:

#### Understanding and minimizing environmental footprint:

A comprehensive carbon footprint assessment was conducted across scope 1, 2, and 3 emissions, providing a critical baseline and benchmark for setting concrete carbon reduction targets in line with a net zero strategy and the goals of the Paris Agreement. The team has started to implement meaningful decarbonization actions. And monitor year-on-year progress through robust calculations aligned with global standards.

#### Establishing a strong ESG governance across the organization:

As part of DHG's commitment to optimize energy consumption and reduce waste, an ESG Champion has been assigned to each site. These champions have been tasked with raising awareness on sustainability and instilling best practices across the business, identifying operational inefficiencies, and ensuring continuous progress on key ESG objectives at each site.

#### Fostering a diverse, inclusive, and equitable working environment:

Conducting annual surveys on employee engagement, thorough gender pay gap analyses and in-depth assessments of HR initiatives, as well as detailed policies on Dignity at Work & Equal Opportunities, Anti-Harassment & Bullying, Recruitment & Selection, and Menopause, reinforcing DHG's social objectives, such as ensuring at least 40% of female representation in senior leadership.



#### 2024 HEALTHCARE METRICS

**2.5K**

care providers served

**4**

new products launched

**1.2M**

medical devices provided

**"At DHG, we are committed to making sustainability a core part of our business. We are actively working towards achieving net-zero emissions by implementing robust carbon footprint assessments and developing targeted carbon reduction plans."**

#### Ian Price

DHG UK Environmental Facilities Manager



**NAMSA®**

NAMSA is a global market leader in preclinical and biocompatibility testing for medical devices. Its CRO services offer a full spectrum of medical device testing, preclinical/clinical research, regulatory compliance consulting, and market research consulting. Its mission is to advance the safety of medical devices for patients and users and help clients bring life-saving new medical technologies to market.

**DESCRIPTION**

- > HQ LOCATION:  
**Ohio, US / Lyon, France**
- > ACTIVITY:  
**CRO**
- > YEAR ESTABLISHED:  
**1967**
- > NUMBER OF EMPLOYEES:  
**1,298**
- > COMPANY WEBSITE:  
**[www.namsa.com](http://www.namsa.com)**
- > ARCHIMED % OWNERSHIP:  
**86% incl. co-investors**
- > DATE OF INVESTMENT:  
**September 2020**
- > TYPE OF INVESTMENT:  
**Take-private, Art. 8 SFDR**

## 2024 Sustainability Highlights

In 2024, NAMSA developed a formal ESG Policy structured around five SDGs identified as the most impactful to its operations - SDG 5, 8, 12, 13, and 16. This new Policy serves as a guiding framework for all employees to ensure that the business strategy aligns with material sustainability objectives. Also, an EcoVadis assessment was completed, achieving an initial score of 34, which provides a benchmark on current ESG progress and has helped the team to identify key topics for continuous improvement. In 2025, the team will conduct a comprehensive ESG gap analysis and leverage this feedback to strengthen NAMSA's ESG governance and initiatives to improve year-on-year assessment performance.

In addition, the responsible procurement approach has been refined through the selection of ESG criteria used to choose, review, and renew suppliers, enabling the collection of key ESG data from suppliers. The entire procurement team has received extensive training on the Responsible Procurement Policy and its criteria to ensure that ESG risks are consistently monitored and integrated throughout the supply sourcing processes.

**2024 HEALTHCARE METRICS****3K+**

healthcare industry clients served

**150+**medical device and IVD  
clinical trials conducted**118K**

medical device tests provided

**"Over the past four years, NAMSA has established a strong foundation for its ESG program. We are dedicated to continuously enhancing our company through ESG initiatives and business practices to secure a sustainable future."**

**Michelle Leonard**

NAMSA Vice President of Integration



Cardioline is a leading manufacturer of on-site cardiology devices and services and a renowned provider of cardiology-focused telemedicine. Using proprietary online technology and software, it offers remote testing and diagnostics capabilities for cardiologists, general practitioners, pharmacies, and CROs through cutting-edge resting electrocardiographs (ECGs), holter systems, stress exercises, software solutions, and accessories.

#### CONTRIBUTION TO SDG TARGET 3.4



Preventing mortality and improving the quality of life of patients suffering from cardiovascular diseases through state-of-the-art cardiac technologies, including diagnostic devices, disease monitoring, and digital health solutions, enabling early disease detection for effective prevention and targeted treatment. Cardiovascular diseases are the leading cause of death globally and a major contributor to disability.

#### DESCRIPTION

- > HQ LOCATION:  
**Trento, Italy**
- > ACTIVITY:  
**Cardiology Diagnostics**
- > YEAR ESTABLISHED:  
**1962**
- > NUMBER OF EMPLOYEES:  
**77**
- > COMPANY WEBSITE:  
**[www.cardioline.com](http://www.cardioline.com)**
- > ARCHIVED % OWNERSHIP:  
**94%**
- > DATE OF INVESTMENT:  
**December 2021**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

## Impact Mission

**Better Safety & Efficacy:** Through innovative diagnostic and disease monitoring products and services for highly accurate, precise and timely measurements, providing health data insights that support healthcare professionals in advancing the standard of cardiac care via patient-centric treatment or preventative care improving patient outcomes and reducing disease burden.

**Better Efficiency:** Through easy-to-use and remote-friendly modular telecardiology and telemedicine solutions available in over 85 countries, offering unique flexibility by catering to diverse care area requirements, thus facilitating access to high-quality cardiac diagnostic capabilities, from hospitals and clinics to pharmacies and POCTs in remote areas, as well as emergency care settings, reaching broader cardiac patient populations easier and faster.

**Better Accessibility:** Through data management software and tailor-made offerings enabling the streamlining and optimization of essential workflows, such as health data reporting and storage, unlocking cost and time efficiency gains for healthcare providers while ensuring strict compliance with regulatory and industry standards guaranteeing quality and safety of medical devices. research in hopes of making highly useful sequencing methods accessible to every lab.

## 2024 Sustainability Highlights

In 2024, Cardioline completed a carbon footprint assessment and developed a decarbonization strategy, committing to significantly reducing carbon emissions by 2030. Actions implemented to minimize environmental impact include using 100% of energy and electricity from renewable sources, ensuring all plastic packaging is replaced by recycled or recyclable cardboard, as well as upgrading products to incorporate eco-efficient features such as rechargeable batteries and high-quality cables, which extend product lifespan and reduce waste. Furthermore, the team targets scope 3 emissions by limiting unnecessary business travel, promoting car-sharing, and subsidizing public transport for employee commuting, while engaging with sustainable logistics providers to reduce the impact of product transportation. Also, a well-being commission is set up to foster a healthier culture and organize initiatives to improve the quality of working conditions.

#### 2024 IMPACT KPIS

**69.2K**

patients reached

**1.6K**

digital health solutions provided

**12.3K**

medical devices provided

**1.4K**

care providers served





Irrimax develops and markets Irrisept, a solution comprising chlorhexidine gluconate (CHG) and sterile water for irrigation, suitable for various wound types and treatment stages. Irrisept is an improved alternative to saline and betadine because of CHG's ability to act as a preservative and inhibit microbial growth to limit surgical site infections (SSIs). It is crucial in preventing the development of multidrug-resistant organisms (MDROs) and reducing the use of systemic antibiotics to treat infections, thus helping combat antimicrobial resistance (AMR).

#### CONTRIBUTION TO SDG TARGET 3.8



Offering safe and efficacious wound irrigation solutions that simultaneously help mitigate the risks of AMR. Innovative high-efficacy products like Irrisept that eliminate most bacteria from wounds, preventing the development of MDROs and reducing the use of systemic antibiotics to treat infections, thus preserving their effectiveness.

#### DESCRIPTION

- > HQ LOCATION:  
**Georgia, US**
- > ACTIVITY:  
**Surgery Consumables**
- > YEAR ESTABLISHED:  
**2010**
- > NUMBER OF EMPLOYEES:  
**73**
- > COMPANY WEBSITE:  
**[www.irrisept.com](http://www.irrisept.com)**
- > ARCHIMED % OWNERSHIP:  
**99%**
- > DATE OF INVESTMENT:  
**July 2024**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

## Impact Mission

**Better Efficacy & Safety:** By reducing the risk of SSIs as well as cases of MDROs. High-efficacy products such as Irrisept eliminate most bacteria from wounds and effectively mitigate hospital-acquired conditions (HACs), not only helping hospitals improve patient outcomes but also avoiding financial repercussions associated with substandard performance in infection prevention and control. Irrisept protects the safety of patients when engaging in surgery, immunotherapy, immunosuppression, and chemotherapy, who could otherwise face higher risks due to the consequences of AMR limiting the effectiveness of existing treatments.

## 2024 Sustainability Highlights

Irrimax is committed to providing essential medical supplies and services, such as wound irrigation systems, to help reduce infections and improve patient outcomes. The packaging of Irrisept has significant utility for first responders and medical operators, allowing for easy transport and immediate use with critical application across various care settings. In 2024, Irrimax continued its commitment to supporting first responders and field medical operations by donating a half-pallet of Irrisept to the Ukraine Freedom Project (UKFP). UKFP is a Ukraine-based organization that facilitates the delivery of critical supplies to the frontlines and was able to deliver Irrisept products to hospitals and healthcare providers tending to war victims.

#### 2024 IMPACT KPIS

**1.52M+**

Irrisept products provided

**3.45K**

Care providers served

**970**

new customer accounts activated

**4**

clinical studies completed

**85%**

clients' likelihood of recommending Irrisept to other practitioners

**"Improving patient care is foundational to Irrimax and now, with ARCHIMED's assistance, we can do even more to broaden and measure our societal impact, whether it is our carbon footprint, minimizing waste, or making our product available to those who can help patients in need."**

**Mark Alvarez**

Irrimax CEO



FIM Medical designs, manufactures, and markets three lines of innovative medical screening devices used in the occupational health sector: vision screeners, audiometers, and spirometers, as well as a broad range of consumables and related services.

#### CONTRIBUTION TO SDG TARGET 3.4



Supporting access to quality and coverage of essential healthcare services through advanced medical screening devices for vision, hearing, and respiratory conditions, enabling effective monitoring and management of employee health and safety via early detection of health issues, which informs preventative healthcare measures.

#### DESCRIPTION

- > HQ LOCATION:  
**Lyon, France**
- > ACTIVITY:  
**Ophthalmology & Audiology Measuring Equipment**
- > YEAR ESTABLISHED:  
**1986**
- > NUMBER OF EMPLOYEES:  
**38**
- > COMPANY WEBSITE:  
**[www.fim-medical.com](http://www.fim-medical.com)**
- > ARCHIMED % OWNERSHIP:  
**79%**
- > DATE OF INVESTMENT:  
**October 2024**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

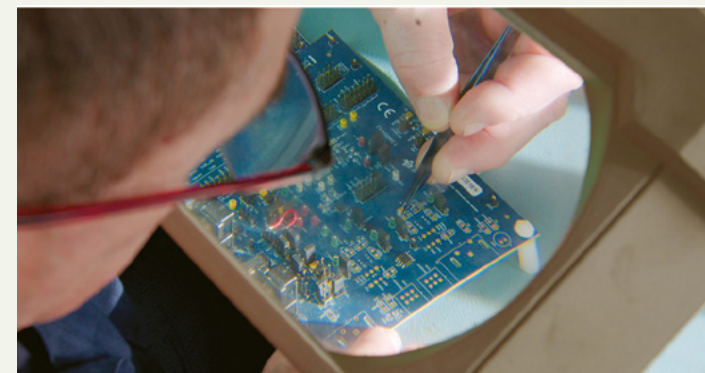
## Impact Mission

**Better Safety & Efficacy:** Through accurate and non-invasive diagnostic tools enabling reliable health assessments while minimizing the risk of errors for more effective diagnosis and subsequent treatment planning. Early detection is crucial in preventing the progression of diseases, enabling timely intervention, and leading to improved patient outcomes.

**Better Accessibility:** Through the provision of practical and convenient health monitoring solutions that can be utilized by healthcare professionals across various settings, including occupational environments. Enhancing access to these essential healthcare services helps reduce the burden of undiagnosed conditions, supporting proactive patient healthcare management and public health initiatives.

## 2024 Sustainability Highlights

In 2024, FIM Medical completed its first EcoVadis assessment and was awarded the "Committed" status, illustrating its growing ambition to adopt sustainable and responsible business practices. A strong focus on occupational health and safety was identified as a key advantage, implemented through comprehensive risk evaluations, established emergency action plans, security inspections on equipment used, and thorough employee training programs. In addition, its MDR (European Medical Device Regulation 2017/745) and ISO 13485 certifications demonstrate a commitment to the highest level of quality and safety control of medical device manufacturing.



#### 2024 IMPACT KPIS

**3.5K**

medical devices provided

**180+**

care providers served

**140+**

occupational health centres served

**40**

countries reached via a global distributor network

"FIM Medical is a valuable addition to our portfolio, strengthening our presence in the neurological, sensory, and occupational health sectors, which we already know well through our investments in Vita Health, Natus Sensory, and Ad-Tech."

**Antoine Faguer**  
ARCHIMED Partner





natus.  
sensory

Natus Sensory is a medical device solutions provider for the diagnosis and treatment of patients with sensory system disorders. It offers multiple sensory products and solutions: hearing & balance - hearing assessment, hearing fitting, balance assessment, newborn care - infant hearing screening, eye imaging screening, nicview, phototherapy, and neometrics. The customer base includes hospitals, clinics, laboratories, physicians, audiologists, and governmental agencies across more than 120 countries.

#### CONTRIBUTION TO SDG TARGETS 3.2, 3.4, 9.5



Preventing premature mortality from non-communicable diseases, offering specific solutions for critical infant care, and improving the quality of life for patients with disorders affecting the sensory nervous systems, including vision, hearing, and balance.



Enhancing scientific research and innovation through the development and provision of innovative and sustainable scanning devices.

#### DESCRIPTION

- > HQ LOCATION:  
Copenhagen, Denmark / Illinois, US
- > ACTIVITY:  
Sensory Diagnostics
- > YEAR ESTABLISHED:  
1987
- > NUMBER OF EMPLOYEES:  
574
- > COMPANY WEBSITE:  
[www.natus.com/sensory/](http://www.natus.com/sensory/)
- > ARCHIMED % OWNERSHIP:  
100% incl. co-investors
- > DATE OF INVESTMENT:  
July 2022
- > TYPE OF INVESTMENT:  
Take-private, Art. 9 SFDR

## Impact Mission

**Better Safety:** Through enabling the early detection and treatment of jaundice in newborns, a condition affecting circa 60% of full-term babies and up to 80% of premature infants during their first week of life. By providing high-quality medical equipment for diagnosis, screening, and monitoring of sensory disorders, improving the standard of care, patients' health outcomes, and quality of life.

**Better Accessibility:** Through making the entire product portfolio available in all major markets, expanding access to diagnostic and treatment sensory solutions to be used by all healthcare professionals, who in turn can provide better care for their patients. In addition, Natus Sensory ensures that all patients' sensory disorders are assessed through tailored technology and products, which are accessible to patients depending on their profile or specific needs.

**Better Efficiency:** Through the provision of a broad range of diagnostic and treatment products that offer efficiency gains to hospitals, allowing timely diagnosis and treatment of sensory disorders, as well as offering education opportunities to care providers on new technologies.

## 2024 Sustainability Highlights

In January 2025, Neuro and Sensory were legally separated into two independent business units with dedicated management teams and boards to concentrate fully on their respective businesses. During 2024, Natus Sensory continued nurturing partnerships with local universities through internships in the NPD and R&D departments, contributing to software and hardware development. The team has engaged in several charitable initiatives, such as donating audiometric equipment to organizations like IlluminAfrica in Chad to assist children in need.

In addition, continuous professional development for employees is supported through certification sponsorships, tuition reimbursements, and internship opportunities. An on-site ESG workshop is planned later in the year to define specific sustainability and impact objectives and actions to ensure continuous progress.

#### 2024 IMPACT KPIS

**100+**

sensory solutions provided

**2.7K+**

healthcare professionals trained through the Natus Sensory Academy

**131.76M**

screening tests conducted with sensory products

"Otoscan is a non-invasive laser technology creating a highly accurate 3D digital ear image from over a million data points. This quick, hygienic, and pain-free process allows for real-time feedback and patient engagement, enhancing the clinical experience. Reduced use of impression silicon materials also contributes to sustainability."

**Lowell Limpus**

Natus Sensory Chief Operating Officer



Natus is trusted by healthcare providers globally to offer best-in-class solutions for the screening, diagnosis, and treatment of disorders affecting the brain and neural pathways. These include service, field support, and education, enabling clinicians to advance their standard of care, improve patient outcomes, and quality of life. The customer base includes hospitals, academic medical centers, health systems, and small clinics across more than 120 countries.

#### CONTRIBUTION TO SDG TARGETS 3.4, 9.5



Supporting the delivery of effective diagnosis, monitoring, and treatment of patients affected by brain and neural pathway disorders, by empowering healthcare providers globally with breakthrough neuroscience solutions that advance patient access and deliver life-changing outcomes.



Delivering training to healthcare professionals and accelerating critical knowledge transfer to enhance scientific practice through the development of innovative medical devices.

#### DESCRIPTION

- > HQ LOCATION:  
**Wisconsin, US**
- > ACTIVITY:  
**Neurodiagnostic and Neurocritical Care**
- > YEAR ESTABLISHED:  
**1987**
- > NUMBER OF EMPLOYEES:  
**921**
- > COMPANY WEBSITE:  
**[www.natus.com/neuro/](http://www.natus.com/neuro/)**
- > ARCHIVED % OWNERSHIP:  
**100% incl. co-investors**
- > DATE OF INVESTMENT:  
**July 2022**
- > TYPE OF INVESTMENT:  
**Take-private, Art. 9 SFDR**

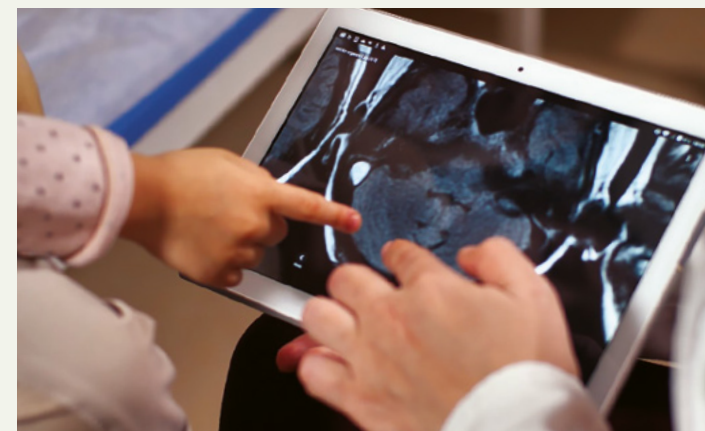
## Impact Mission

**Better Safety:** Through high-quality medical equipment, improving the standard of care and patient health outcomes. For example, Natus' electroencephalography (EEG) devices are designed to provide better safety for patients when screening, diagnosing, and treating neurological disorders affecting the brain, such as epilepsy, seizure disorders, strokes, and brain tumors.

**Better Accessibility:** Through the development of patient-centered care for people suffering from neurological disorders worldwide. For example, the Natus BrainWatch Point-of-Care EEG solution expands access to critical brain monitoring and is easily deployable in both the emergency room and the ICU, so more patients can be treated, including those in underserved communities.

## 2024 Sustainability Highlights

As a leading provider of innovative and trusted solutions to screen, diagnose, and treat disorders affecting the brain, neural pathways, and eight sensory nervous systems, Natus Neuro recognizes the importance of contributing positively to society. In 2024, the Group continued to support advancements in medical technology and training in under-resourced areas through impactful initiatives such as making donations of neurocritical medical equipment to hospitals in Mongolia and Nepal to expand access to these lifesaving resources. In addition, a Gender Pay Gap analysis was conducted at Natus Neuro Ireland (result: 9.77%) as part of the global efforts to address gender imbalances across Natus and implement concrete actions to further close the pay gap.



#### 2024 IMPACT KPIS

**6.1 hours**

to diagnosis with Rapid EEG  
(vs. 25.3 hours with conventional EEG)

**4.4K+**

healthcare professionals trained  
through the Natus Academy Seminars

**50%**

share of R&D investment for under-  
served diagnostic areas

**"At Natus Neuro, our  
calling is to move with  
speed and boldness  
to meet the global  
urgency of patient  
care."**

**Chris Landon**  
Natus CEO





Citieffe is a leading extremity orthopaedics player providing vital materials for trauma management, particularly for internal and external fixation, prosthesis, and general surgical instruments. It develops, manufactures, and sells innovative and patented products such as intramedullary nails or reconstruction-focused external fixation devices.

#### DESCRIPTION

- > HQ LOCATION:  
**Lugano, Switzerland**
- > ACTIVITY:  
**Orthopaedics/Trauma**
- > YEAR ESTABLISHED:  
**1962**
- > NUMBER OF EMPLOYEES:  
**103**
- > COMPANY WEBSITE:  
**[www.citieffe.com](http://www.citieffe.com)**
- > ARCHIMED % OWNERSHIP:  
**66%**
- > DATE OF INVESTMENT:  
**July 2014**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

In 2024, Citieffe continued to incorporate ESG considerations across its business activities, regularly monitoring the potential discharge of water pollutants and ensuring compliance with relevant environmental regulations. Also, it made significant strides in further transitioning to cleaner energy sources as renewable energy now accounts for over one-third of its total energy consumption, helping reduce the carbon intensity of the business. To mitigate supply chain risks, a long-term planning process was implemented that includes supplier meetings aimed at reducing unforeseen risk while enhancing business transparency and continuity.

#### 2024 HEALTHCARE METRICS

**190K**

medical devices provided

**4%**

share of revenue  
invested in R&D





Biodextris is a CDMO specializing in clinical process development, manufacturing, and analytical testing services for the vaccine and complex biologics industries. It utilizes its big pharma expertise to offer customized and interactive support that can be adapted to clients of all sizes, ensuring high-quality, robust, and marketable outcomes while maintaining the flexibility and urgency needed by smaller organizations.

DESCRIPTION
> HQ LOCATION: Laval (QC), Canada
> ACTIVITY: Biosafety Testing & CDMO Services
> YEAR ESTABLISHED: 2000
> NUMBER OF EMPLOYEES: 41
> COMPANY WEBSITE: www.biodextris.com
> ARCHIMED % OWNERSHIP: 90%
> DATE OF INVESTMENT: April 2024
> TYPE OF INVESTMENT: Continuation Vehicle, Art. 8 SFDR

## 2024 Sustainability Highlights

In 2024, Biodextris moved into a new 26,500 ft<sup>2</sup> GMP and LEED Gold facility, BDx2, delivering biologic services aligned with the highest quality and safety standards while reducing environmental impact through eco-design and sustainable operations to support both pharmaceutical production and biotech innovation. This building is fully powered by renewable geothermal energy and equipped with innovative technologies enabling resource-efficiency gains through energy and water use conservation as well as enhanced indoor air quality, improving health and safety conditions for employees.

Furthermore, Biodextris entered a strategic partnership with Aramis Biotechnologies, a sustainable plant-based biomanufacturing company, for its products' Phase I and Phase II development, including a seasonal influenza vaccine with the potential to improve the protection of at-risk populations.

Promoting a positive and growth-oriented working environment, a strategic review was conducted focusing on human resource management topics, such as expanding training and career development opportunities for employees. Healthcare coverage has also been extended to all non-Canadian employees not covered by Quebec's Provincial Health Program, ensuring all team members receive equitable access to essential healthcare services.



### 2024 HEALTHCARE METRICS

**20**  
projects undertaken for  
healthcare industry clients

**7%**  
share of revenue  
invested in R&D

"We are extremely proud to inaugurate our new laboratory facilities in the heart of Laval's Biotech City. This move represents more than a location change; it symbolizes our commitment to life sciences innovation and our desire to continue growing while remaining true to our customer-focused approach."

**Cédric Héroux**  
Biodextris CEO





SeqCenter provides high-quality Next Generation Sequencing (NGS) services globally, addressing the scientific research needs of academic institutions and biotech companies. NGS is a powerful technology used to determine the genetic composition of any organism, from bacteria to plants and humans, that can be applied to a vast spectrum of use cases.

#### CONTRIBUTION TO SDG TARGETS 3.3, 9.5



Supporting the fight against communicable diseases and pandemic preparedness efforts through early and precise detection of several pathogens and viruses, critical for the development of drugs and therapies with enhanced safety and efficacy profiles.



Accelerating scientific R&D progress through enabling wider access to high-quality, time-efficient, and cost-effective genome sequencing technologies serving the research needs of academic institutions and biotech companies of all sizes globally.



#### DESCRIPTION

- > HQ LOCATION:  
Philadelphia, US
- > ACTIVITY:  
NGS Genomic Services
- > YEAR ESTABLISHED:  
2015
- > NUMBER OF EMPLOYEES:  
15
- > COMPANY WEBSITE:  
[www.seqcenter.com](http://www.seqcenter.com)
- > ARCHIMED % OWNERSHIP:  
76%
- > DATE OF INVESTMENT:  
August 2024
- > TYPE OF INVESTMENT:  
Primary Buyout, Art. 9 SFDR

## Impact Mission

**Better Safety & Efficacy:** Through specialized genomic data interpretation expertise and technologies enhancing drug development by helping scientists identify specific pathogens, viruses, and diseases, track transmission pathways, and analyze mutations across populations.

**Better Efficiency:** Through high-quality services and customized support offering faster turnaround times and transparent pricing. Drug development typically takes over 10 years with a 90%+ failure rate resulting in high costs so optimal resource allocation is crucial in the drug development process and can translate into lower costs and better-targeted therapies.

**Better Accessibility:** Through the provision of sequencing to labs of all sizes with services suitable even for smaller projects with limited resources, thus lowering the barriers of entry to genomic research in hopes of making highly useful sequencing methods accessible to every lab.

## 2024 Sustainability Highlights

SeqCenter drives scientific advancement through research collaborations with 75 of the top 150 US universities and institutions across over 50 countries, including leading organizations such as HHMI and the Friedrich-Loeffler Institute. Its commitment to accessibility is demonstrated through more affordable services, which have been especially helpful for researchers navigating funding slowdowns in the US. Employee well-being remains central to operations, with comprehensive Biosafety Level 2+ protocols, rigorous occupational health procedures, and accident prevention systems, upholding high standards in equipment quality and workplace safety. Also, the recently implemented employee handbook establishes clear guidelines through a detailed Code of Conduct and robust cybersecurity policies.

#### 2024 IMPACT KPIS

# 60K

samples sequenced

# 2 weeks

turnaround time

# 530+

healthcare industry clients served

# 64%

share of academic research clients served

# 420+

research publications supported

"SeqCenter is part of one of the most transformational developments in the world of life sciences today with the potential to be at the center of an ever-expanding scope of health applications."

**Vincent Guillaumot**  
ARCHIMED Managing Partner



Clean Biologics is a CTDMO serving pharma and biotech clients across the bioprocessing value chain for the development of biopharmaceuticals, including CGTs, vaccines, and immunotherapies through two business lines. Clean Cells provides quality control for biopharmaceuticals alongside storage and GMP-grade manufacturing for starting materials, while Naobios specializes in process development and GMP-grade manufacturing of virus-based therapies like viral vaccines, oncolytic viruses, and challenge agents for clinical trials.

DESCRIPTION
> HQ LOCATION: Nantes, France
> ACTIVITY: Biologics CTDMO
> YEAR ESTABLISHED: 2000
> NUMBER OF EMPLOYEES: 169
> COMPANY WEBSITE: <a href="http://www.clean-biologics.com">www.clean-biologics.com</a>
> ARCHIMED % OWNERSHIP: 79%
> DATE OF INVESTMENT: April 2024
> TYPE OF INVESTMENT: Continuation Vehicule, Art. 8 SFDR

## 2024 Sustainability Highlights

**Setting clear sustainability ambitions and governance:** Through a long-term CSR strategy, composed of four pillars at the heart of Clean Biologics' business activity – 1) improving human and animal health, 2) valuing people, 3) protecting the environment, and 4) promoting responsible governance. These pillars encompass ten commitments with concrete projects, targets, and KPIs to measure progress for each. As part of the strategy development, a materiality assessment was conducted to identify key priorities, considering the expectations of around 150 stakeholders, including customers, suppliers, investors, employees, and local authorities. A cross-functional ESG Working Group was launched to effectively manage the daily execution of this CSR Strategy.

**Promoting professional growth and equal opportunities:** Through numerous initiatives aimed at delivering high-quality onboarding, continuous feedback, and skills development and training plans tailored to employee needs. In addition, Clean Biologics fosters close partnerships with bioengineering schools, like Oniris and IUT d'Angers, providing regular training and internships for young scientists. Building a pleasant and equitable workplace is a key objective, exemplified by a 70/100 employee Net Promoter Score (eNPS), a 95/100 Professional Gender Equality Index Score, and gender parity at the senior management level. Participating in the disability awareness week through on-site educational workshops on neurodiversity and disabilities, as well as the Duoday initiative, which offers work placements for disabled employees, further demonstrates a commitment to diversity and inclusion.



2024 HEALTHCARE METRICS

5.3K+

R&D or GMP analyses conducted on biological products

140+

cell & virus banks manufactured

9.6K

nuclei analyzed as part of FISH analysis

190+

healthcare industry clients served

"Clean Biologics' advanced expertise and agility enable us to work with healthcare players, worldwide, to improve human and animal health by accelerating the development and availability of innovative, safe, and effective biotherapies, building together the future of medicine."

Michael Snejers,  
ARCHIMED Principal





PlasmidFactory is a leading contract manufacturer and service provider developing small to large-scale plasmid and minicircle DNA in different quality levels used in transfection and virus production from research to clinical studies for modern pharmaceutical applications such as advanced therapy medicinal products (ATMPs). Its high-quality offerings are suitable for use in GMP-compliant production of viral vectors and mRNA

CONTRIBUTION TO SDG TARGETS 3.3, 3.8



Supporting pandemic preparedness efforts and the fight against communicable diseases through the manufacturing of essential DNA plasmid and minicircle materials for mRNA vaccines, and advanced therapy medicinal products like CAR-T cells and gene therapies, with diverse therapeutic applications.



Contributing towards expanding access to healthcare innovation through scientific research collaborations and partnerships across the world, and more specifically in developing countries, helping promote subsequent access to vaccines and medicines.

DESCRIPTION

- > HQ LOCATION:  
Bielefeld, Germany
- > ACTIVITY:  
Plasmid DNA Manufacturing
- > YEAR ESTABLISHED:  
2000
- > NUMBER OF EMPLOYEES:  
48
- > COMPANY WEBSITE:  
www.plasmidfactory.com
- > ARCHIMED % OWNERSHIP:  
75% incl. co-investors
- > DATE OF INVESTMENT:  
September 2022
- > TYPE OF INVESTMENT:  
Primary Buyout, Art. 9 SFDR

Impact Mission

**Better Efficiency:** Through innovative scientific and technological know-how paired with GMP capabilities, resulting in a very high quality and most active form of DNA plasmids for more efficient transfection processes that drive down production costs for academia, biotech, and pharma clients, ultimately having a positive impact on R&D outcomes across the healthcare value chain.

**Better Accessibility:** Through scientific collaborations on rare disease research, including oncology and degenerative diseases, as well as non-profit partnerships in developing countries, contributing to scientific knowledge and technology transfer, and expanding access to healthcare innovation to underserved patient populations, fostering equitable health outcomes.

2024 Sustainability Highlights

PlasmidFactory stepped up its ESG activities and respective governance in 2024, with a full organizational ESG integration prepared for this year. Demonstrating a strong commitment to environmental sustainability, all electricity supply is covered by European renewable energy with the EKOenergie label, and the construction planning for the new GMP production facility included eco-design building features, such as the supply of cooling media via a closed ring system to reduce water consumption and a photovoltaic system on the roof. Furthermore, internal guidelines have been drawn up to strengthen governance, including an anti-corruption procedure. An ESG Action Plan for 2025-2026 is set with the ESG Taskforce and ARCHIMED's S&I team, focused on supply chain resilience and risk management, employee engagement and growth, and optimizing energy, water, and material usage to reduce costs, waste, and environmental impact.



2024 IMPACT KPIS

**56**  
academic research clients served

**20 days**  
average turnaround time for projects

**99.3%**  
client satisfaction rate

"ESG is very important, and it is close to our hearts. We would like to show that we are developing in this area in the future; this is why we dedicated time with the Taskforce and ARCHIMED to define clear objectives and projects for this year."

**Dr. Roland Suck**  
PlasmidFactory Chief Operating Officer



Cube specializes in the development and manufacturing of proprietary products that purify and stabilize membrane proteins enabling researchers to access protein structure information for drug discovery in the pharmaceutical, biotech, and academic markets. Recently acquired IBA Lifesciences complements its protein purification portfolio making it the only Group with a full range offering in all significant affinity-tag purification technologies.

DESCRIPTION
> HQ LOCATION: Monheim, Germany
> ACTIVITY: Membrane Protein Products & Services
> YEAR ESTABLISHED: 2012
> NUMBER OF EMPLOYEES: 100
> COMPANY WEBSITE: <a href="http://www.cube-biotech.com">www.cube-biotech.com</a>
> ARCHIMED % OWNERSHIP: 86%
> DATE OF INVESTMENT: September 2021
> TYPE OF INVESTMENT: Primary Buyout, Art. 8 SFDR

## 2024 Sustainability Highlights

In 2024, Cube consolidated its firm ambition to operate a sustainable life science business by launching an ESG Taskforce composed of key decision-makers leading progress on key projects, like strengthening customer focus and quality management in line with ISO 9001 standards.

Building a positive and safe working environment for all employees is a top priority, reinforced through the Code of Conduct and Health, Safety, and Environment Policy, cultural surveys collecting employee feedback, targeted employee training and development programs, as well as comprehensive salary analysis evaluating fair compensation and promoting inclusion. Moreover, finding innovative ways to improve resource efficiency and material usage in production processes is ingrained in the fabric of business operations and general practices. For example, a new synthesis laboratory process saves water consumed from 5,000 to 250 litres per year, while advanced purification technologies enable significant reductions in the quantity and volume of solvents used.

Such initiatives help optimize storage space by reducing the volume of liquids as well as lowering the carbon footprint impact of logistics shipments. Also, through its Supplier Code of Conduct, Cube has committed to considering environmental, social, and ethical information in its supplier selection and evaluation process and working together with supply chain partners to promote sustainability across the life sciences value chain.



2024 HEALTHCARE METRICS

1.3K

healthcare industry clients served

25

new products or services launched

20%

share of revenue invested in R&D

“Together with IBA Lifesciences, we advance our mission to push the boundaries of life science research and provide innovative solutions for protein purification, stabilization, and drug discovery, creating a powerhouse that delivers unparalleled solutions to researchers worldwide.”

Didier Dargent

Cube CEO & ARCHIMED Operating Partner





ZYTOMICS was formed through the combination of three leading companies from Germany and France and specializes in consumables and instrumentation for Immunohistochemistry (IHC) and In-Situ Hybridization (ISH). It is a niche manufacturer and supplier of specialty antibodies and probes that complement the testing capabilities of the most widely used instruments on the market. The group sells directly to pathology laboratories in Germany, Austria, Switzerland, and France, and internationally through distributors.

DESCRIPTION
<div> <div>&gt; HQ LOCATION:</div> <div>Berlin, Germany</div> </div>
<div> <div>&gt; ACTIVITY:</div> <div>Tissue Diagnostics</div> </div>
<div> <div>&gt; YEAR ESTABLISHED:</div> <div>2005</div> </div>
<div> <div>&gt; NUMBER OF EMPLOYEES:</div> <div>154</div> </div>
<div> <div>&gt; COMPANY WEBSITE:</div> <div>www.zytomics.com</div> </div>
<div> <div>&gt; ARCHIMED % OWNERSHIP:</div> <div>83% incl. co-investors</div> </div>
<div> <div>&gt; DATE OF INVESTMENT:</div> <div>December 2020</div> </div>
<div> <div>&gt; TYPE OF INVESTMENT:</div> <div>Primary Buyout, Art. 8 SFDR</div> </div>

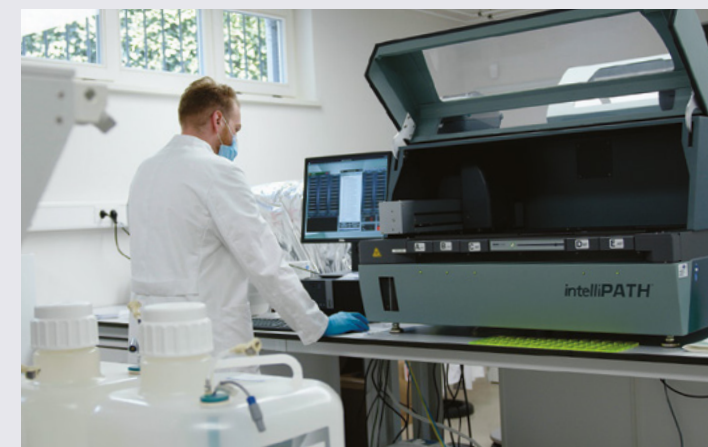
## 2024 Sustainability Highlights

In 2024, Zytomics took significant steps to enhance its sustainability practices through its ESG taskforce, composed of several employee volunteers across sites and divisions. A key milestone was the completion of its carbon footprint assessment, which informed the development of a decarbonization action plan and the establishment of long-term emission reduction targets.

In Q1, an internal survey was launched, which gathered over 250 inputs and ideas from employees across the Group on how to reduce the environmental footprint and address climate concerns. This formed the foundation of the decarbonization action plan, focusing on two priority projects:

- Since October, the Berlin headquarters have transitioned to a 100% renewable energy contract, with electricity generation also supported by on-site solar panels.
- As of Q3, over 40% of the vehicle fleet is made up of either electric or hybrid vehicles, with the ambition to transition to fully electric, replacing gasoline or diesel-powered vehicles.

Also, a Whistleblowing Protection mechanism was formalized and the Supplier Code of Conduct was enforced and shared with all suppliers to promote responsible sourcing and ethical supply chain practices. An internal sustainability newsletter has been launched to communicate sustainability progress and highlights with the wider team, reflecting the strong interest of employees to learn and engage more in sustainability initiatives.



### 2024 HEALTHCARE METRICS

34  
new products launched

3.8K+  
diagnostic products provided

“We are committed to embedding sustainability into every aspect of our operations, ensuring that environmental responsibility, ethical governance, and an inclusive workplace drive our success. We continue to advance decarbonization actions, strengthen, governance frameworks, and foster transparency with our team.”

Alessandra Pilat  
Zytomics ESG Officer



DIESSE is an industry pioneer in the development of innovative IVD systems with two core business lines: seroimmunology (diagnostic tests for autoimmunity and infectious diseases) and haematology (diagnostic tests for body inflammation measuring ESR). DIESSE counts over 40 international patents, with products sold in over 100 countries. Since 2023, DIESSE operates from the new Biotech Campus, merging three production sites and one research center, and has opened offices at MIND, the Milan Innovation District.

#### DESCRIPTION

- > HQ LOCATION:  
**Milan, Italy**
- > ACTIVITY:  
**Immunoassays & Erythrocyte Sedimentation Rate (ESR)**
- > YEAR ESTABLISHED:  
**1980**
- > NUMBER OF EMPLOYEES:  
**229**
- > COMPANY WEBSITE:  
**[www.diesse.it/en/](http://www.diesse.it/en/)**
- > ARCHIMED % OWNERSHIP:  
**97% fully exited**
- > DATE OF INVESTMENT:  
**May 2019**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

In 2024, DIESSE progressed on its CSR commitments as a Benefit Corporation, integrating ESG considerations across its operations, focusing on reducing environmental impact and promoting social responsibility. Notably, a decarbonization action plan has been successfully implemented, and relevant KPIs aligned with the emissions reduction objectives are set and monitored.

Key environmental achievements include the reduction of more than 17 tons of polyethylene used in the plastic moulding department and the elimination of 1.39 tons of paper compared to average consumption between 2020-2023, aligning with the waste reduction objectives set for the year. DIESSE further expanded its sustainability efforts by installing a new photovoltaic system at its Biotech Campus, producing 392,122 kWh of clean energy between September and the year-end. Furthermore, the team participated in "Let's Clean Up the World", a community event focused on environmental awareness.

On the social front, DIESSE earned the Gender Equality Certification (UNI/PdR 125:2022), underscoring its commitment to diversity and equity, promoting equal opportunities and an inclusive working environment for all employees. Also, it launched several community initiatives, including charity events, participation in the Ingenio al Femminile Degree Award for women, and the Job Fair organized by the Employment Centre.



#### 2024 HEALTHCARE METRICS

### 860+

care providers and laboratories served in Italy

### 615

diagnostic products provided

### 21

new products launched

"Our organization exist to contribute concretely to patient health through innovative diagnostics. We do this whilst generating positive effects on community and colleagues, to ensure a better quality of life at work and an inclusive environment that puts everyone in a position to express themselves at their best."

**Massimiliano Boggetti**  
DIESSE CEO





WiQo engages in R&D, formulation, manufacturing, and distribution of innovative and science-backed medical devices and cosmeceuticals addressing skin concerns, such as hydration, anti-aging, skin sensitivity, and pore refinement. It combines advanced ingredients with cutting-edge technology to deliver visible and lasting results for healthier, more radiant skin. Its core products include PRX and WiQo One, a new generation of TCA-based chemical peels.

#### DESCRIPTION

- > HQ LOCATION:  
**Trieste, Italy**
- > ACTIVITY:  
**Aesthetic Medicine**
- > YEAR ESTABLISHED:  
**1995**
- > NUMBER OF EMPLOYEES:  
**61**
- > COMPANY WEBSITE:  
**[www.wiqo.com](http://www.wiqo.com)**
- > ARCHIMED % OWNERSHIP:  
**72%**
- > DATE OF INVESTMENT:  
**March 2023**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

During 2024, WiQo integrated environmental and social considerations across its operations, demonstrating its commitment to progressive and actionable sustainability progress. The ESG flagship project of the year included completing a first carbon footprint assessment, developing a five-year decarbonization plan to reduce the environmental impact of its operations and supply chain, and delivering initial decarbonization actions by switching Italian operations to 100% renewable energy for electricity and gas consumption.

Additionally, a new home-care product (Balancing Cream) was launched, a stability study was commenced to eliminate a gas propellant from one of the products, and clinical trials and efficacy tests were completed on all skin tones on the Fitzpatrick scale. Moreover, a first employee engagement survey was conducted to identify social topics of concern and then implement improvement actions in 2025.

Finally, the WiQo team collaborated with ITS Academy, a post-diploma school, to become the sponsors of a new "Biotech Quality Specialists" course, which offers an EQF 5 certificate on completion, and commenced a collaboration agreement with "Comune di Muggia" for the maintenance of the green areas close to its Italian operations.



#### 2024 HEALTHCARE METRICS

**2K+**

clients served

**6%**

share of revenue invested in R&D

**15**

medical devices offered

**"We are fully committed to continuously improving the way we do business and the impact we generate in our environment and our communities; every single member of the team has an active role to play in delivering this positive impact."**

**Cristian Dufeu**  
WiQo CEO



Prollemium operates as a developer, manufacturer, and distributor of medical aesthetics products. Its product expertise and technical knowledge cover facial aesthetics products, ingredients optimization, and technical quality testing. The flagship product, Revanesse, is a line of cross-linked hyaluronic acid ("HA") dermal fillers. In 2005, Prollemium received approval to distribute its first injectable dermal filler in Canada, and in 2017, FDA approval to sell in the US.

#### DESCRIPTION

- > HQ LOCATION:  
**Toronto (ON), Canada/  
Luxembourg**
- > ACTIVITY:  
**Aesthetics Medicine/Dermal  
Fillers**
- > YEAR ESTABLISHED:  
**2002**
- > NUMBER OF EMPLOYEES:  
**233**
- > COMPANY WEBSITE:  
**[www.prollemium.com](http://www.prollemium.com)**
- > ARCHIMED % OWNERSHIP:  
**61% incl. co-investors**
- > DATE OF INVESTMENT:  
**September 2021**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

Prollemium continues to demonstrate its critical focus on sustainability through ethical practices, environmental initiatives, and community engagement. In 2024, an ESG committee was established, and the team started to request ESG indicators from critical suppliers as part of its supplier evaluation process.

By completing a consolidated carbon footprint assessment across all entities, Prollemium has taken significant steps towards understanding and reducing its environmental impact through actions such as evaluating options for greener product transportation logistics as well as for more sustainable sourcing of materials, where possible. Furthermore, Prollemium champions diversity, equity, and inclusion through initiatives supporting immigrant workers, recognizing female talent in STEM, and training employees with disabilities.

It has also maintained a strong focus on creating a positive societal impact by supporting a wide range of local initiatives in the regions where they operate. Examples include hosting an annual food and toy drive for local charities in Richmond Hill and Aurora, providing wildfire recovery assistance for victims in Southern California, supporting World Central Kitchen efforts, and funding mental health and drug addiction support programs, as well as Autism Ontario initiatives—all amplified by matching employee donations. This well-rounded ESG approach helps nurture a positive and healthier working environment while driving stronger community impact.



#### 2024 HEALTHCARE METRICS

**7K**  
clients served

**3**  
new products launched

**1.2M**  
syringes provided

**"In 2024, our commitment to community support remained stronger than ever. With contributions totaling over \$23K, we stood by those in need, reinforcing our belief that corporate responsibility extends beyond business—it is about building stronger, more compassionate communities together."**

**Andrea Koehler**  
Prollemium Senior Vice President of Operations





Cellese is a California-based skincare company, developing and manufacturing science-backed skincare products based on growth factors and exosomes. Exosomes are extracellular vesicles naturally produced in the human body that contribute to cell-to-cell communication by transferring biological signals to counterpart cells and can thus affect and regulate cell growth, development, and repair.

DESCRIPTION

- > HQ LOCATION:  
California, US
- > ACTIVITY:  
Skincare
- > YEAR ESTABLISHED:  
2011
- > NUMBER OF EMPLOYEES:  
86
- > COMPANY WEBSITE:  
[www.anteage.com](http://www.anteage.com)
- > ARCHIMED % OWNERSHIP:  
59%
- > DATE OF INVESTMENT:  
April 2024
- > TYPE OF INVESTMENT:  
Primary Buyout, Art. 8 SFDR

2024 Sustainability Highlights

An on-site ESG workshop was delivered by ARCHIMED's Sustainability & Impact team with Cellese's ESG Committee to define sustainability objectives for the next few years. During 2024, Cellese worked towards implementing priority environmental initiatives, such as improving the packaging circularity of key SKUs (MD Serum, MD Accelerator, MD Brightener), comprising c. 25% of total revenues. Another initiative was the elimination of nearly 3,000 cardboard boxes in the manufacturing plant, replaced by a reusable, color-coded bin system.

Furthermore, Cellese submitted an Occupational Safety and Health Administration Injury and Illness Report (OSHA Log 300A) to promote higher standards for employee health and safety. A new VP Operations and a new VP HR were brought in to further strengthen the company's Health, Safety, and Environment (HSE) and human capital management practices. To foster employee engagement and create a positive working culture, more frequent social events have been organized, and healthcare coverage has been improved with a focus on employee well-being. Also, a cybersecurity assessment was conducted at the end of the year, resulting in an excellent score of 99/100, with zero critical security findings identified.



2024 HEALTHCARE METRICS

80+  
skincare products provided

8  
new products launched

"At Cellese, we are dedicated to driving sustainability through responsible business practices and innovation. By prioritizing environmental initiatives and employee engagement, we are building a foundation for long-term, positive impact across our operations."

Barbara Williamson  
Cellese Vice President of Marketing & Strategy



Jeisys is a global developer, manufacturer, and supplier of medical aesthetic devices, specifically energy-based devices (EBDs), addressing skin diseases. It specializes in leading radio frequency (RF) and high-intensity focused ultrasound (HIFU) non-invasive technologies for treating skin conditions such as melasma, rosacea, telangiectasia, hyperpigmentation, acne scarring, and vascular lesions. These treatment methods also minimize the use of needles, limiting patient discomfort and downtime.

#### CONTRIBUTION TO SDG TARGET 3.4



Jeisys' EBDs address skin diseases, a recently prioritized area by the WHO, supporting effective prevention and treatment by improving patient safety and overall satisfaction, reducing the prevalence of side effects, and the need for multiple treatment sessions.

#### DESCRIPTION

- > HQ LOCATION:  
**Seoul, South Korea**
- > ACTIVITY:  
**Energy-based Devices (EBDs)**
- > YEAR ESTABLISHED:  
**2001**
- > NUMBER OF EMPLOYEES:  
**321**
- > COMPANY WEBSITE:  
**[www.jeisys.com](http://www.jeisys.com)**
- > ARCHIMED % OWNERSHIP:  
**65% incl. co-investors**
- > DATE OF INVESTMENT:  
**April 2024**
- > TYPE OF INVESTMENT:  
**Take-private, Art. 9 SFDR**

## Impact Mission

**Better Safety:** Through medical-grade devices, ensuring patient safety by reducing the prevalence of side effects versus comparable alternatives in the market, enabling the provision of safer and more reliable care for patients with skincare concerns.

**Better Efficacy:** Through treatments that effectively address skin diseases by delivering long-lasting results and reducing the need for multiple treatment sessions, thus contributing to improved patient satisfaction and comfort.

**Better Accessibility:** Through EBDs intentionally designed to effectively treat skin diseases across all Fitzpatrick skin types, ensuring that a broader range of patients can benefit from these advanced medical treatments and thus expanding their access.

## 2024 Sustainability Highlights

In Q4 2024, Jeisys engaged a third-party consultant to conduct an external security audit on its information systems on a limited scope and timeframe. The objective of this analysis was to assess the level of internet exposure, information security maturity, and associated cybersecurity risk. The analysis revealed several vulnerabilities and potential risks, which provided a solid roadmap to implement corrective actions.

At the end of the year, the Jeisys Board assigned an internal representative to develop a structured ESG program. This representative has liaised with ARCHIMED's Sustainability & Impact team on the ESG Reporting Campaign; this data collection exercise helped the team identify areas for improvement on both risk management and value creation aspects through strengthened ESG practices. ARCHIMED will actively support Jeisys in structuring an ESG Roadmap later in the year, as well as identify opportunities to further advance its positive impact on skin health.

#### 2024 IMPACT KPIS

**> 50%**

share of revenue contributing to addressing skin diseases

**100%**

Fitzpatrick skin types covered by RF and HIFU

**40+**

countries where the medical devices are approved

**"ARCHIMED's ESG Reporting Campaign provided us with valuable insights into our current processes. We look forward to further engaging with the Sustainability and Impact team to create a strategic Roadmap with a long-term vision and aligned with industry best practices."**

**Kang Hoon Lee**

Jeisys Business Innovation Leader





# stragen

Stragen is a developer of hard-to-make, complex generic drugs for the treatment of patients with life-threatening conditions that require comprehensive care and monitoring, usually in intensive care units. It has a global presence and is active in niche markets with more than 100 formulations developed and a portfolio of 40 commercialized products, including anti-infectives, cardiology, and women's health medication.

#### DESCRIPTION

- > HQ LOCATION:  
**Lyon, France**
- > ACTIVITY:  
**Specialty Pharma/Generics**
- > YEAR ESTABLISHED:  
**1990**
- > NUMBER OF EMPLOYEES:  
**67**
- > COMPANY WEBSITE:  
**[www.stragen.com](http://www.stragen.com)**
- > ARCHIMED % OWNERSHIP:  
**82%**
- > DATE OF INVESTMENT:  
**June 2021**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

In 2024, Stragen made critical progress in advancing its diverse sustainability initiatives, focusing on expanding access to women's health services, enhancing employee engagement, ensuring equitable compensation, and promoting responsible supply chain practices. Notably, Stragen broadened its portfolio of women's health products in Finland, introducing new treatments for menopause, contraception, and endometriosis. This product expansion aimed to provide Finnish women with a more comprehensive range of healthcare options, addressing previously unmet medical needs and improving overall well-being.

Demonstrating a commitment to global health education, training sessions and workshops were organized in Iraq and the Philippines, focused on raising awareness on contraception and endometriosis through partnerships with specialized gynecologists to facilitate the dissemination of crucial health information. By aiding knowledge transfer to healthcare professionals and local communities, Stragen contributes to informed decision-making and enhanced health outcomes in historically underserved regions.

Stragen also conducted its inaugural ESG data collection with suppliers, which aimed to evaluate sustainability practices within the supply chain and identify areas of improvement, ensuring that partners align with its ethical standards and environmental commitments.



#### 2024 HEALTHCARE METRICS

### 9.6M

patients reached

### 19.3K

care providers served

### 33

drugs in the portfolio

**"Commercializing drugs always carries a positive societal impact, but we also aim to ensure that the manufacturing conditions, logistics carbon footprint, and ingredient traceability align with our ESG objectives. To make this happen at Stragen, we will systematically engage on ESG topics with all our business partners."**

**Ludovic Alonzi**  
Stragen CEO & ARCHIMED Principal



Provepharm is a science-driven pharmaceutical company that leverages chemical innovation to develop best-in-class dyes that provide pure, stable, and ready-to-use solutions, contributing to the advancement of precision medicine and open, minimally invasive surgical procedures. Its product portfolio includes the first patented and approved methylene blue dye as a medicinal drug and the only patented and FDA-approved indigo carmine for ureteral patency.

DESCRIPTION
> HQ LOCATION: Marseille, France/Philadelphia, US
> ACTIVITY: Specialty Pharma/Molecule Revitalization
> YEAR ESTABLISHED: 1998
> NUMBER OF EMPLOYEES: 157
> COMPANY WEBSITE: www.provepharm.com
> ARCHIMED % OWNERSHIP: 6%
> DATE OF INVESTMENT: March 2018
> TYPE OF INVESTMENT: Minority Investment, Art. 8 SFDR

## 2024 Sustainability Highlights

In 2024, Provepharm conducted a double materiality assessment, evaluating the impacts, risks, and opportunities of material ESG topics across its operations and value chain. This led to the development of its advanced CSR strategy as well as significant steps towards its decarbonization goals, further reinforced through key environmental and supply chain initiatives this year.

Examples include transitioning one of the two corporate buildings to a 100% renewable electricity supply, integrating a new forecasting tool into responsible procurement to monitor stock levels and reduce waste, and optimizing supply chain flows by shifting air freight to sea freight, which has significantly cut down carbon emissions while improving efficiency and lowering costs. Provepharm also experienced a shift in CSR-related requirements, transitioning from a company-wide approach to a more product-specific focus, particularly within the tender process. In response, comprehensive Life-Cycle Assessments (LCAs) on five products were conducted, ensuring greater transparency in product environmental impact measurement and reporting.

From a social standpoint, Provepharm formalized its Handicap Policy, provided mandatory disability awareness training to all employees, and strengthened its commitment to fostering an inclusive workplace that supports equal opportunities and accessibility for all.

2024 HEALTHCARE METRICS

1.9M

patients reached

2.3K

care providers served

20

drugs in the portfolio and in R&D

“CSR, when integrated into business strategy, fosters both employee fulfilment and Provepharm’s performance. By adopting a collective and sustainable approach, each initiative implemented contributes to a more ethical future that respects generations to come.”

**Frederique Alverola**  
Provepharm Chief People and Impact Officer





Suanfarma supplies pharmaceutical and nutraceutical companies with active ingredients, serving as a vertically integrated distribution powerhouse and manufacturer of selected active pharmaceutical ingredients (merchant APIs) and an emerging developer and manufacturer of selected APIs (CDMO). The pharmaceutical division operates two sites across Portugal and Italy and offers over 700 complex APIs. The nutraceutical division offers over 1,100 high-quality nutraceutical ingredients.

DESCRIPTION

- > HQ LOCATION:  
Madrid, Spain
- > ACTIVITY:  
API and Veterinary
- > YEAR ESTABLISHED:  
1993
- > NUMBER OF EMPLOYEES:  
534
- > COMPANY WEBSITE:  
[www.suanfarma.com](http://www.suanfarma.com)
- > ARCHIMED % OWNERSHIP:  
90% incl. co-investors
- > DATE OF INVESTMENT:  
November 2021
- > TYPE OF INVESTMENT:  
Primary Buyout, Art. 8 SFDR

2024 Sustainability Highlights

In 2024, Suanfarma engaged with an expert ESG advisory firm to support its efforts in ensuring compliance with the new European sustainability reporting regulation, CSRD. The main objective of this project is to use the findings of the double materiality analysis to structure a group-wide ESG Strategy and Roadmap for the years to come, which embeds sustainability principles into business operations to contribute to a more sustainable future and create long-term value for stakeholders. An ESG project leader was appointed in November 2024 to coordinate ESG initiatives within the Group, and an ESG supervisory committee, including the CEO, was formed to validate the findings of the expert analysis, define the ESG Strategy and Roadmap, and monitor progress. The carbon accounting project that had been planned for 2025 has been postponed and will resume at a time when the team has better resource capacity.

Furthermore, Suanfarma is involved in community engagement by offering financial support to the Arraigo Foundation. The Foundation was established to assist migrants in Spain by providing them with adequate basic training and other necessary resources to help them access the labour market and facilitate their integration into the host country.



2024 HEALTHCARE METRICS

1.7K

APIs provided

460+

healthcare industry clients served

"In 2024, Suanfarma reinforced its commitment to sustainability by advancing the Group's ESG strategy, in full alignment with the CSRD regulatory framework. Sustainability is a core pillar of our corporate culture, shaping strategic decisions and driving continuous improvement across all areas of our business."

**Katia Pianezze**  
Suanfarma Project Leader for ESG & CSRD



ActiGraph is an industry pioneer in the field of physical activity and sleep monitoring, providing innovative sensors, software, and data management solutions for clinical trials and research. It is the market-leading provider of medical-grade wearables and sleep measuring solutions for the global research community focused on four core therapeutic areas: Central Nervous System (CNS), cardiovascular, respiratory, and immunology.

#### DESCRIPTION

- > HQ LOCATION:  
Florida, US
- > ACTIVITY:  
Wearables for Clinical Trials
- > YEAR ESTABLISHED:  
2004
- > NUMBER OF EMPLOYEES:  
164
- > COMPANY WEBSITE:  
[www.theactigraph.com](http://www.theactigraph.com)
- > ARCHIMED % OWNERSHIP:  
75% incl. co-investors
- > DATE OF INVESTMENT:  
May 2020
- > TYPE OF INVESTMENT:  
Primary Buyout, Art. 8 SFDR

## 2024 Sustainability Highlights

ActiGraph has established an ESG Committee to lead its ESG Strategy focused on initiatives that enhance health equity and healthcare accessibility. These initiatives include developing products and services that support longer and healthier lives, implementing a high-quality integrated management system, safeguarding data privacy and security, promoting employee safety and well-being, as well as transitioning to more sustainable and eco-friendly practices.

In 2024, a first carbon footprint assessment across scope 1, 2, and 3 emissions in line with the GHG Protocol was conducted. This effort led to the development of a decarbonization roadmap with concrete actions based on SBTi alignment. Building on this project, a second carbon footprint assessment is planned to assess the opportunity of committing to SBTi-validated climate targets. Additionally, the EcoVadis sustainability assessment was renewed and ActiGraph was awarded the "Committed" badge.

Furthermore, Actigraph's Culture Team, composed of employees across divisions, seeks to create a positive impact in the local community through various monthly initiatives. In 2024, it participated in Habitat for Humanity, an annual initiative helping low-income earners procure affordable housing, hosted a blood donation event to help cover local shortages, and volunteered for a social program in a local school, helping provide essential footwear to children in need.



#### 2024 HEALTHCARE METRICS

**40+**

healthcare industry clients served

**90+**

pre-clinical research or clinical trials supported via digital health solutions

**20%**

share of revenue invested in R&D

"We developed a decarbonization plan aiming for a 45% emissions reduction by 2030, aligning with the responsibility we hold to people, communities, and the planet. This supports our global pharma clients committed to carbon neutrality by 2040 across their value chain."

**Brian Bell**

ActiGraph Vice President of Regulatory





Instem is a global provider of software and service solutions to prepare, store, view, and analyze pre-clinical data. Its diverse customer base includes over 700 of the world's leading pharmaceutical, medical device, chemical, and contract research organizations as well as academic, government, and privately funded research institutions, located in North America, Europe, and APAC. This includes all the top 25 global pharmaceutical and biotech companies.

#### CONTRIBUTION TO SDG TARGET 3.8



Contributing to achieving universal health coverage by providing efficient software solutions to accelerate the drug and vaccine development lifecycle.

#### DESCRIPTION

- > HQ LOCATION:  
**Staffordshire, UK**
- > ACTIVITY:  
**Pharma Software**
- > YEAR ESTABLISHED:  
**1969**
- > NUMBER OF EMPLOYEES:  
**311**
- > COMPANY WEBSITE:  
**[www.instem.com](http://www.instem.com)**
- > ARCHIMED % OWNERSHIP:  
**100% incl. co-investors**
- > DATE OF INVESTMENT:  
**November 2023**
- > TYPE OF INVESTMENT:  
**Take-private, Art. 9 SFDR**

## Impact Mission

**Better Efficiency:** Through accelerating the discovery of potential drugs, helping to bring treatments to market more quickly. This efficiency leads to improved patient access to care, as new drugs and vaccines reach patients faster, improving outcomes and quality of life. By shortening development timelines, Instem helps ensure that life-saving treatments are available when needed.

**Better Safety:** Through minimizing the use of animals in preclinical testing, ensuring that animal studies are conducted only when no suitable alternatives are available. This commitment helps to promote more ethical testing practices. Its software solutions also support regulatory compliance, which verifies that medical products are developed safely and meet all necessary standards. By improving safety protocols and facilitating compliance, Instem plays a key role in protecting patients and advancing the medical industry's efforts to bring safer treatments to the market.

## 2024 Sustainability Highlights

In 2024, Instem underwent significant reorganization and business transformation led by the ARCHIMED team. Having boots on the ground allowed ARCHIMED to swiftly identify key areas for improvement, directly contributing to the development of a more efficient and integrated business structure. In addition, phase 1 of the carbon footprint project was completed, with phase 2 planned later this year, aiming to focus on developing a decarbonization strategy with specific actions to further reduce environmental impact, optimize resource use, and lower emissions. Also, ARCHIMED's Sustainability & Impact team will engage with Instem to revise its Sustainability Roadmap, ensuring alignment with evolving business objectives, setting clear impact objectives and KPIs to track progress for long-term sustainable growth.

#### 2024 IMPACT KPIS

**6%**

drug development supported for priority diseases

**12%**

sales directed towards healthcare clients in LMICs

**"In my secondment as Chief Transformation Officer at Instem, I learned that true transformation goes beyond restructuring – it is about reshaping the heart of the organization. By listening to our people, addressing their concerns, and fostering accountability, we build a culture rooted in trust and empowerment."**

**Anthony Farias**  
ARCHIMED Principal



Title21 is a Cell Therapy Software (CTS) business providing FDA-regulated solutions to hospital cell therapy labs, tracking all three supply chains: custody, identity, and condition. Its main products are Enterprise Quality Management System (EQMS) and Cell Therapy Solutions (BMT / CT). EQMS offers a scalable solution to automate workflows, integrate compliance-driven processes, and continuously improve quality. BMT/CT enables end-to-end electronic management of cellular therapy processes across clinical, manufacturing, and post-infusion follow-up.

#### CONTRIBUTION TO SDG TARGET 3.8



Providing software solutions designed to improve processes in the development chain of cell and gene therapies, contributing to safety, efficiency, and access to essential healthcare services.

#### DESCRIPTION

- > HQ LOCATION:  
**Arizona, US**
- > ACTIVITY:  
**EQMS and CTS**
- > YEAR ESTABLISHED:  
**2001**
- > NUMBER OF EMPLOYEES:  
**28**
- > COMPANY WEBSITE:  
**[www.title21.com](http://www.title21.com)**
- > ARCHIVED % OWNERSHIP:  
**61%**
- > DATE OF INVESTMENT:  
**May 2022**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

## Impact Mission

**Better Efficiency:** Through integrated software systems that facilitate the digitization and optimization of key processes, unlocking efficiencies in time and resources spent on data management in labs and hospitals, enhancing their ability to deliver quality services to patients. By accelerating the transition from paper-based documentation to digital dataflows, Title21 is also helping labs and hospitals substantially reduce their environmental footprint.

**Better Safety:** Through the streamlining of data management processes in labs and hospitals, helping them significantly reduce the risk of unplanned deviations, such as double data entries, and other transcription errors, ultimately contributing to better healthcare dataflows. In addition, Title21's compliance module, including support for automated escalation workflows and full CAPA resolution, informs healthcare professionals of obligations regarding processes and instruments, helping maintain high-quality and safety standards.

**Better Accessibility:** Through the consolidation of all data onto one single platform, simplifying access to data, reducing information loss, and facilitating efficient information retrieval for healthcare professionals, allowing them to focus more time on patient care.

## 2024 Sustainability Highlights

In 2024, Title21 implemented a new platform to track employee compliance. As a result, it achieved 100% employee adherence to its data protection policy alongside 100% employee training on HIPAA regulations. Furthermore, a formalized training plan was developed, ensuring structured and measurable growth opportunities for employees across business functions. Notably, a first carbon footprint assessment was conducted across all three emission scopes, with a particularly high degree of confidence in data measurement and quality for scope 2 emissions. This assessment supports the team's efforts to take clear steps to improve scope 3 data quality and implement specific actions to reduce overall emissions in the coming years, serving as a critical foundation for ongoing sustainability efforts. Additionally, 180 employee hours were dedicated to supporting local community initiatives, while three strategic partnerships with NGOs in the healthcare sector were established to further contribute to societal impact goals.

#### 2024 IMPACT KPIS

**36.2K hours**

saved on documenting client non-conforming events

**26**

healthcare industry clients served

**43**

client processes automated thanks to EQMS

**17**

CAPAs performed to improve patient safety and quality

**15**

customized software solutions provided

**"We are committed to reducing our environmental impact and improving health outcomes through our software. In 2025, we will deepen our ESG focus, prioritizing sustainability and transparency for long-term profitability and value creation for our investors."**

#### Tom Murphy

Title21 Health Solutions Chief Technology Officer





Aliri is a CRO with proprietary, patented imaging technology and accompanying software to quantify biomarker levels in human tissue samples, to assess drug distribution, effect, and response in the early stages of drug development. It offers innovative bioanalytical and spatial biology solutions to biotech and pharma clients, supporting lead optimization and regulatory submissions, ultimately bringing life-saving therapies to the market with speed and agility.



#### DESCRIPTION

- > HQ LOCATION:  
**Lille, France/Colorado & Utah, US**
- > ACTIVITY:  
**CRO/Bioanalytical Services**
- > YEAR ESTABLISHED:  
**2009**
- > NUMBER OF EMPLOYEES:  
**130**
- > COMPANY WEBSITE:  
**[www.aliribio.com](http://www.aliribio.com)**
- > ARCHIMED % OWNERSHIP:  
**74%**
- > DATE OF INVESTMENT:  
**June 2021**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 8 SFDR**

## 2024 Sustainability Highlights

Aliri's comprehensive sustainability approach integrates robust environmental, social, and governance actions across its business operations. Key achievements during 2024 include:

- Achieved a GHG emissions reduction of 4% in terms of carbon footprint intensity, measured in tCO<sub>2</sub>e / M€, and of 7% in terms of absolute GHG emissions between 2022 and 2023.
- Obtained a first EcoVadis certification with a score of 55, just below a Bronze Medal.
- Deployed a comprehensive new training curriculum for all managers and employees.
- Started an employee resource group, "Aliri Network of Women", to actively support diversity, inclusion, and solidarity at work.

Through the deployment of training programs, the promotion of diversity, the enhancement of corporate ethics, and substantial reductions in carbon emissions, Aliri is setting a benchmark for CROs who seek to integrate ESG practices into day-to-day operations. These efforts underscore Aliri's commitment to innovate and solve industry challenges in a sustainable and ethical manner.



#### 2024 HEALTHCARE METRICS

# 245

healthcare industry clients served

# 135K+

samples analysed



Corealis is a Canadian provider of formulation development and clinical supply manufacturing. It offers a spectrum of R&D services focused exclusively on pharmaceutical oral solid dosage forms (i.e. tablets, capsules, and granules) and Current Good Manufacturing Practices (cGMP) services for phase I, II and early phase III studies. Corealis has R&D and cGMP laboratories, and phase I, II, and early phase III clinical trial manufacturing packaging suits.

#### CONTRIBUTION TO SDG TARGET 3.8



Offering R&D services focused on pharmaceutical oral solid dosage forms for clinical studies, which enables faster development and access to safe, effective and quality essential medicines, addressing a range of diseases, including rare diseases.



#### DESCRIPTION

- > HQ LOCATION:  
**Laval (QC), Canada**
- > ACTIVITY:  
**CDMO/Formulation Development**
- > YEAR ESTABLISHED:  
**2005**
- > NUMBER OF EMPLOYEES:  
**45**
- > COMPANY WEBSITE:  
**[www.corealispharma.com](http://www.corealispharma.com)**
- > ARCHIMED % OWNERSHIP:  
**58% incl. co-investors**
- > DATE OF INVESTMENT:  
**April 2022**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

## Impact Mission

**Better Efficiency:** Through the delivering of highly specialized services to pharma and biopharma industries, resulting in substantial cost and time savings and improving the overall efficiency of the drug development value chain. There is continuous demand for essential drugs, but formulation and manufacturing costs can be prohibitive, with the average cost of bringing a new drug to market at \$1.3billion, resulting on 2 billion people globally lacking access to essential medicine. By expanding the availability of essential medical drugs on the market, Corealis helps drive down the costs of treatment.

**Better Accessibility:** Through the deployment of innovative strategies, state-of-the-art technologies, and value-added expertise, Corealis delivers compliant phase appropriate drug products, customized to client requirements. By helping clients develop new drugs, it aims to increase the number of drugs available on the market which can subsequently lower the cost of treatments for end patients.

#### 2024 IMPACT KPIS

**22%**

share of drug development projects for rare diseases

**49**

healthcare industry clients served

**60**

drugs in R&D for phase 1-3 studies

**11%**

share of revenue invested in R&D

## 2024 Sustainability Highlights

In 2024, Corealis' sustainability efforts focused on enhancing corporate culture, data security, environmental stewardship, and operational transparency. A dedicated page was developed on the corporate website outlining its core values and cultural principles, and key roles were designated to employees to manage ESG commitments. These individuals were responsible for overseeing the execution of environmental and social initiatives and ensuring compliance with relevant regulations. This improved governance structure aims to enhance transparency and foster a unified organizational identity, ensuring that employees and other stakeholders understand Corealis' ethical standards and healthcare mission.





Symbio is a CRO offering cost-saving, time-efficient outsourced services for dermatological drug formulation and clinical trial testing. It was formed through the merger of Symbio (US-based) and Proinnovera (Germany-based) and provides consulting, formulation, and clinical research services at every development stage, from conception to global regulatory approval and commercialization, leveraging extensive therapeutic expertise and site and KOL networks.

#### CONTRIBUTION TO SDG TARGET 3.8



Delivering topical R&D formulation and analysis for clinical trials focused on providing dermatologic relief for skin conditions, ailments, and diseases. Higher dermatological clinical trial success rates and accelerated development of safer and more effective dermatology therapies help improve patient quality of life.

#### DESCRIPTION

- > HQ LOCATION:  
**New York, US / Munster, Germany**
- > ACTIVITY:  
**CRO & Dermatology**
- > YEAR ESTABLISHED:  
**2002 & 1997**
- > NUMBER OF EMPLOYEES:  
**136**
- > COMPANY WEBSITE:  
**[www.symbioresearch.com](http://www.symbioresearch.com)**
- > ARCHIVED % OWNERSHIP:  
**72%**
- > DATE OF INVESTMENT:  
**November 2023**
- > TYPE OF INVESTMENT:  
**Primary Buyout, Art. 9 SFDR**

## Impact Mission

**Better Efficiency:** Through managing clinical trials under a decentralized business model, helping increase the availability of drugs and medical devices. By integrating CRO and CDMO services, product development activities can be integrated into the clinical program to increase manufacturing efficiencies, lower costs, and improve access across the dermatology market.

**Better Safety:** Through specialist dermatology expertise, with a long track record of supporting clinical development, enhancing design and execution of trials by evaluating product safety through a range of critical parameters.

**Better Efficacy:** Through effective design of clinical trials, propelling new product development to deliver improved efficacy, or using existing or repurposed products to deliver efficacy to new patient populations. Skin diseases affect almost one-third of the global population, reflecting a high demand for safe and effective products, yet 9 out of 10 drug candidates fail after entering clinical studies, highlighting the importance of these services.

## 2024 Sustainability Highlights

Symbio has focused on embedding key sustainability commitments by formalizing an ESG committee, which includes representatives across several functions and sites. The committee met several times over the year to assign roles and responsibilities to designated team members and identified 7 ESG pillars, which will be the focus for its new long-term ESG Strategy.

- Improve patient outcomes by providing expertise to sponsors/clients developing new specialty therapeutics.
- Engage employees throughout the global structure via aligned policies, practices, and programs.
- Focus on employee well-being on a professional and personal level. Structure ESG governance and utilize the program to facilitate integration.
- Reduce environmental impact through daily activities.
- Improve communities where we live and serve.
- Highlight awareness of ESG components, progress, and success stories.

#### 2024 IMPACT KPIS

# 95%

drug development focused on improving patient quality of life

# 37

phase 1-4 clinical trials managed

**"At Symbio, we envision a healthier, more sustainable world where scientific innovation and ethical responsibility go hand in hand. We partner with our clients to advance life-changing research, guided by a steadfast commitment to environmental care, social impact, and strong governance across every stage of development."**

**Debra Dow**

Symbio Chief Operating Officer



CARSO is the French market-leader in analytical testing services, offering unique expertise and capabilities for water and environmental testing, occupational hygiene and building health, food, genetics, and pharma analyses. The Group’s corporate mission is to ensure a healthier world by providing cutting-edge analytical services that empower stakeholders to make informed decisions, ultimately enhancing public health.

DESCRIPTION
> HQ LOCATION: Lyon, France
> ACTIVITY: Animal & Environmental Health
> YEAR ESTABLISHED: 1992
> NUMBER OF EMPLOYEES: 2,900
> COMPANY WEBSITE: www.groupecarso.com
> ARCHIMED % OWNERSHIP: 73% incl. co-investors
> DATE OF INVESTMENT: November 2021
> TYPE OF INVESTMENT: Primary Buyout, Art. 8 SFDR

2024 Sustainability Highlights

CARSO continues to deliver on its ESG Strategy, set across seven strategic axes contributing to UN SDGs. Its 2030 ESG commitments are publicly disclosed with ambitious targets set. In 2024, over 100 actions (39 environmental, 47 social, 31 governance) were carried out and led by 30 ESG ambassadors across 19 subsidiaries. Examples include comprehensive carbon footprint accounting completed for seven sites, relocation of the Toulouse laboratory to an energy-efficient building resulting in annual savings of 18tCO2e, and BIOFAQ’s Recyc’Lab tripling the annual proportion of waste recycled. Furthermore, 560 employees received training on sustainability and the ESG Charter, and a first social barometer enabling employees to express their opinions was deployed, covering all French affiliates (excluding ITGA and CAE).

Additionally, CARSO met the following 2024 ESG objectives:

- From three to seven affiliates conducting an Ecovadis assessment, with average scores improved from 53 to 73 points (two gold medals, four silver, and one pending result).
- Reduction of 5% in electricity consumption
- Reduction of 11% in tons of waste per testing sample analysed

In 2025, the Group aims to improve its Net Promoter Score (NPS) by 5 points, validate its climate targets under SBTi, committing to a 5% annual emissions reduction, and reduce its non-recycled waste per sample, committing to a 7% annual kg reduction until 2028.



2024 HEALTHCARE METRICS

4.3M+  
samples analysed

249K  
samples tested for public  
water potability

200  
care providers served

50+  
participations in AFNOR Quality  
Certification commissions

“We firmly believe that ESG is a catalyst for our transformation plan, supporting both the performance and sustainability of our business model. With strong ESG governance already in place, we aim to progress further in 2025 and intensify our cooperation with suppliers and customers on material ESG topics.”

Robin Pigault  
CARSO Transformation Director



# GLOSSARY

**AMR:** Antimicrobial Resistance  
**APAC:** Asia-Pacific  
**API:** Active Pharmaceutical Ingredient  
**ATMP:** Advanced Therapy Medicinal Product  
**BMT/CT:** Blood and Marrow Transplant / Cell Therapy  
**CDMO:** Contract Development and Manufacturing Organization  
**CAPA:** Corrective and Preventive Actions  
**CAR-T Cell:** Chimeric Antigen Receptor T-Cell  
**cGMP:** Current Good Manufacturing Practices  
**CGT:** Cell and Gene Therapy  
**CHG:** Chlorhexidine Gluconate  
**CLO:** Clinical Logistics Organization  
**CO<sub>2</sub>e:** Carbon Dioxide Equivalents  
**CNS:** Central Nervous System  
**CRO:** Clinical Research Organization  
**CSRD:** Corporate Sustainability Reporting Directive  
**CSR:** Corporate Social Responsibility  
**CTDMO:** Clinical Testing, Development, and Manufacturing Organization  
**DNA:** Deoxyribonucleic Acid  
**EBD:** Energy-Based Device  
**EU:** European Union  
**ECG:** Electrocardiograph  
**EEG:** Electroencephalography  
**EQMS:** Enterprise Quality Management System  
**eNPS:** Employee Net Promoter Score  
**ESG:** Environmental, Social, and Governance  
**FDA:** US Food and Drug Administration  
**FISH:** Fluorescence In Situ Hybridization  
**FTE:** Full-Time Employee  
**GC-MS:** Gas Chromatography–Mass Spectrometry  
**GHG:** Greenhouse Gas  
**GMO:** Genetically Modified Organism  
**GMP:** Good Manufacturing Practices  
**HA:** Hyaluronic Acid  
**HAC:** Hospital-Acquired Condition  
**HHMI:** Howard Hughes Medical Institute  
**HIFU:** High Intensity Focused Ultrasound  
**HIPAA:** US Health Insurance Portability and Accountability Act  
**HQ:** Headquarters  
**HR:** Human Resources  
**HSE:** Health, Safety, and Environment  
**ICU:** Intensive Care Unit  
**IgE:** immunoglobulin E  
**IHC:** Immunohistochemistry

**IRR:** Internal Rate of Return  
**ISH:** In Situ Hybridization  
**ISO:** International Organization for Standardization  
**IVD:** In Vitro Diagnostics  
**KPI:** Key Performance Indicator  
**KOL:** Key Opinion Leader  
**LEED:** Leadership in Energy and Environmental Design  
**LCA:** Life-Cycle Assessment  
**LC-MS:** Liquid Chromatography–Mass Spectrometry  
**LMICs:** Low-and-Middle Income Countries  
**MD:** Medical Doctor  
**MDR:** Medical Device Regulation  
**MDRO:** Multidrug-Resistant Organism  
**MOIC:** Multiple on Invested Capital  
**mRNA:** Messenger Ribonucleic Acid  
**NGO:** Non-Governmental Organization  
**NGS:** Next Generation Sequencing  
**NPD:** New Product Development  
**NPS:** Net Promoter Score  
**OSHA:** Occupational Safety and Health Administration  
**PAC:** Pressure Area Care  
**PRX:** Hydrogen Peroxide  
**PMDR:** Private Markets Decarbonization Roadmap  
**POCT:** Point-of-Care Testing  
**R&D:** Research and Development  
**RF:** Radio Frequency  
**RNA:** Ribonucleic Acid  
**S&I:** Sustainability and Impact  
**SBTi:** Science-based Targets initiative  
**SDG:** Sustainable Development Goal  
**SFDR:** Sustainable Finance Disclosure Regulation  
**SKU:** Stock Keeping Unit  
**SMH:** Safe Moving & Handling  
**SOP:** Standard Operating Procedure  
**SSI:** Surgical Site Infection  
**STEM:** Science, Technology, Engineering, and Maths  
**TBI:** Traumatic Brain Injury  
**TCA:** Trichloroacetic Acid  
**UK:** United Kingdom  
**UNI/PdR:** Italian Standards Body/Gender equality related to female representation in leadership  
**US:** United States  
**VP:** Vice President  
**WHO:** World Health Organization

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