



CSR report

2026



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BIO  SEA

editorial

Both in France and internationally, BIO-UV Group works every day to develop proven, sustainable solutions for water treatment and disinfection without added chemicals. Our technologies support key sectors, from aquaculture to municipal water supplies and industrial water treatment, with one constant aim: to preserve a vital resource whilst addressing the environmental challenges of tomorrow.



The year 2024 marked a pivotal milestone in the development of our Corporate Social Responsibility (CSR) approach. It enabled us to firmly embed CSR at the heart of our strategy and operations, laying the foundations for a comprehensive, shared and sustainable approach.

In 2025, we continued this momentum with conviction. The establishment of a CSR team representing our various sites and the majority of our business lines illustrates this collective commitment. I would like to commend the dedication and professionalism of all the staff members involved.

I am convinced that environmental and social transitions are driven, above all, by the commitment of the men and women who make up our company. That is why we are continuing our awareness-raising initiatives so that everyone can act as a responsible citizen in their day-to-day lives, both within the company and in their personal lives.

The year 2025 also saw an acceleration in the implementation of our CSR approach. This was reflected in the strengthening of our initiatives, the incorporation of the results of our carbon footprint assessment into a plan to reduce our emissions, the roll-out of a responsible procurement charter, the structuring of training in eco-design, and the gradual integration of CSR considerations into all our processes and projects.

Through this report, we aim to go beyond simply presenting indicators. It reflects the progress made by the BIO-UV Group, the actions we have undertaken and our commitment to ensuring our development is underpinned by a philosophy of continuous improvement. To ensure the long-term viability of our business, we must continue to innovate, adapt and create a working environment that balances economic performance, social responsibility and environmental standards.

Building a sustainable future requires a long-term vision, a capacity for constant innovation and the commitment of every individual. Preserving our most precious resource, reducing our impact and contributing to a more responsible society are the ambitions that guide every decision we make.

I would like to express my sincere thanks to everyone who helps bring this ambition to life every day. Water is life; BIO-UV Group is for life.

Laurent-Emmanuel MIGEON, CEO of BIO-UV Group

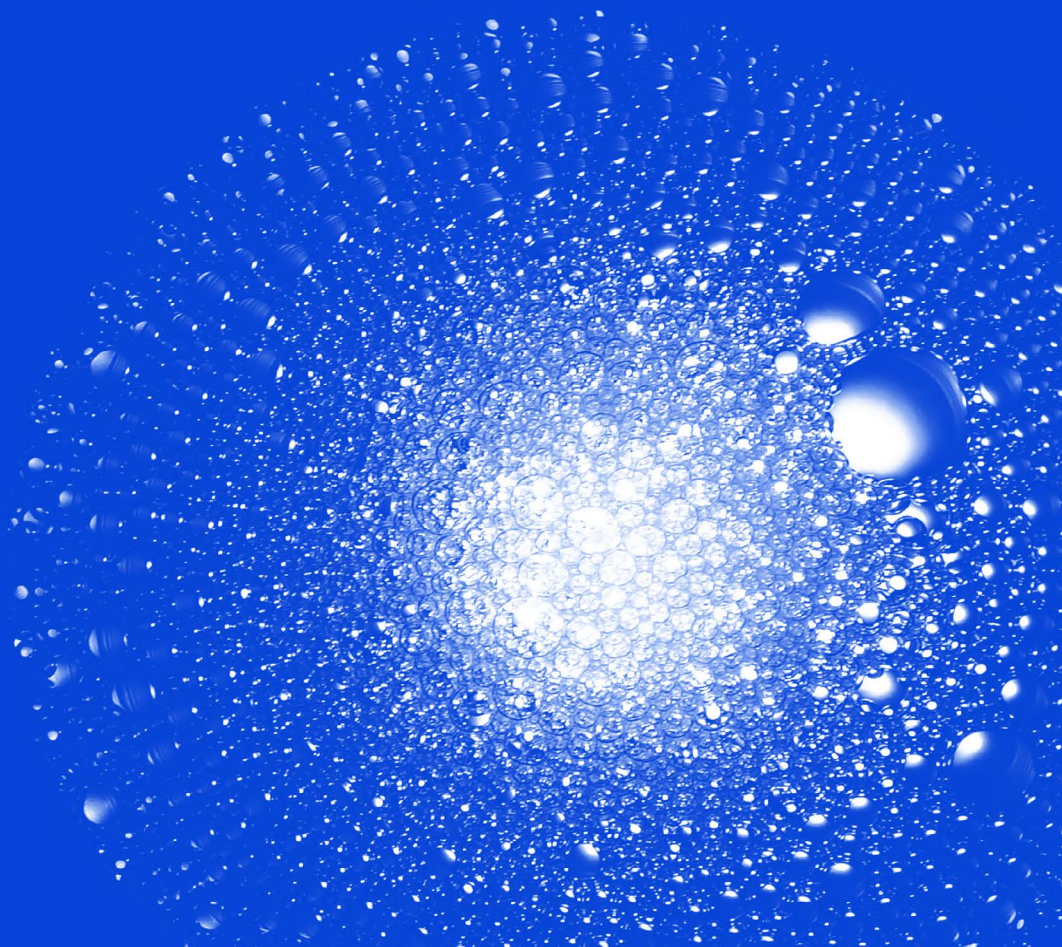
“

Water is not essential for life,
it is life.

”

Antoine de Saint-Exupéry

quote



contents

01

in our ecosystem

Governance	06
Stakeholder engagement	07
Our impact in figures	08

02

water, a resource under pressure

BIO-UV Group actions	10
Sustainable development goals	11

03

our CSR approach

The CSR Committee	13
-------------------	----

05

environmental impact

Waste management	26
Biodiversity	27

04

CSR within the company

Our social commitment	15
A committed R&D department	20
Responsible purchasing	22
Ethical and sustainable production	23

06

a collective spirit

A collective...	28
... and community spirit	29

in our ecosystem

From our headquarters in Lunel, France to the sites of our subsidiaries triogen Ltd. in Glasgow (Scotland) and CORELEC in Seysses (34), France, the BIO-UV Group is aware that we are an integral part of our ecosystem. The impact we have on the territories, through our economic, social and environmental activities, and our interaction with all our stakeholders, leads us to seek ever greater sustainability in the way we operate. Since the company was founded in 2000, we have been committed to protecting the environment. Our chemical-free water treatment solutions help preserve terrestrial and marine ecosystems and optimise water resources against the backdrop of significant climate change and pressure on water resources. The key challenge for the coming years is to improve our social and environmental impact as a company by involving all our stakeholders.

We are proud to design and manufacture most of our products in France, where we generate over 50% of our turnover. We are part of the French Fab community, which supports companies, operators, institutions and industries based in France that are committed to the development of French industry.

Because we believe that it is not enough to produce in France if we are not committed to the environment and climate, we are part of the Coq Vert community, a group of managers committed to the ecological and energy transition. Created by Bpifrance, in partnership with ADEME and the French Ministry for Ecological Transition, this community encourages to share best practices between committed entrepreneurs.

Our membership at Bpifrance's Club Excellence enables us, alongside 2,000 other business leaders, to nurture our boldness and our ambitions.



governance

governance structures

The Executive Committee is responsible for medium- and long-term management and for implementing the strategy defined by the Board of Directors. It brings together the key areas of expertise within our group. Decisions are taken on the basis of factual data (KPIs) and in line with budgetary targets. Members of the Executive Committee are responsible for communicating the directives adopted to their respective departments, in particular through the COPILS, monthly meetings that facilitate both top-down and bottom-up communications.



43 %

of the board members are independent.

29 %

of board members are women.

*independent administrators

board of directors



SDGs

Sustainable Development Goals (SDGs) targeted:



stakeholder engagement

a wave of innovation in renewable energy

The development of floating offshore wind power farm off the French coast is a key driver of the energy transition. However, its growth is accompanied by environmental challenges, particularly with regards to the conservation of marine ecosystems.

Against this backdrop, BIO-UV Group took part in the floating offshore project to meet the needs of the pilot farm, floating wind turbines, part of the EFGL (Éoliennes Flottantes du Golfe du Lion) project. Supported by the European ELBE Eurocluster programme, this initiative promotes the development of innovative and sustainable solutions for the maritime and port sectors.

In collaboration with several partners, including Europort, BIO-UV Group deployed its containerised BIO-SEA solution to treat the water contained in the floats of the wind turbine platforms using ultraviolet light before it is discharged into the port of Port-la-Nouvelle. Tested under real-world conditions, this mobile technology is suitable for temporary or emergency operations in ports.



This process helps to minimise the risk of invasive aquatic species being introduced and spreading during water transfers between different marine areas. Chemical-free, BIO-SEA technology treats large volumes of water and contributes to the development of a floating wind power sector that respects marine biodiversity.

engaging our stakeholders

In 2025, we further strengthened the framework of our CSR approach by deepening our understanding of the environment in which the BIO-UV Group operates. As part of this process, we conducted a consultation with our external stakeholders to gain a better understanding of their perceptions of the Group, their knowledge of our activities, and the issues relating to our presence in the region.

This analysis provided us with an overview of the company's image and our positioning within the local ecosystem. The results highlight a largely positive perception of the BIO-UV Group, particularly in terms of responsiveness, transparency and local engagement. The study also gave us a better understanding of the expectations expressed of us.

These elements now form a solid foundation for guiding the prioritisation and planning of our future CSR initiatives. This process of listening fosters a comprehensive and constructive dialogue, helping to strengthen the coherence of our strategy.

our impact in figures

business activity in 2025

35,9 M €

in consolidated turnover
(3 different sites), of which

~50%

generated in **France**

31

ballast water treatment
systems for the maritime
industry

+18 400

recreational water treatment
systems sold (residential and
commercial pools)

impact on the environment and human health over the last three years

2.6 billion

m³ of water treated by our systems

8 million

of m³ of water saved thanks to our
dechloramination systems in commercial
pools (avoiding the need to change the
water)

30 million

of m³ of water saved thanks to our
REUSE systems (which avoid the use
of drinking water)

31 million

m³ of ballast water treated by our
BIO-SEA systems

918 tonnes

of chlorine avoided by using salt electrolysis
and UV treatment systems in residential
pools

water, a resource under pressure

We are facing one of the most pressing societal challenge of our time: the management of water resources. Global warming, a phenomenon linked to human carbon dioxide (CO₂) emissions, is the primary factor responsible for the depletion of water resources. Higher temperatures result in water evaporating more rapidly from the Earth's surface and in more significant condensation at higher altitudes. The overall effect is an acceleration of the water cycle, leading to increasingly severe rainfall and ever-longer periods of drought. The combination of more frequent droughts and episodes of flooding threatens water availability worldwide. Until very recently, in the Western world, there was a complete lack of concern; few were alarmed by the growing strain on freshwater resources. This is all the more so given that water management and sanitation have been well established for centuries in France and in Western countries in general.

Here we are at the dawn of the 21st century, and water resources across France are already emerging as a major issue. And with good reason: by 2022, 93 French departments had introduced water restriction measures and more than 1,000 local authorities had experienced supply disruptions. This issue came to a head in the Deux-Sèvres department in late March 2023 during a protest against a 'mega-basins' project (rainwater harvesting basins for agricultural purposes). Furthermore, the Pyrénées-Orientales department has been subject to water use restrictions for over two years. Globally, 2.2 billion people lack access to safely managed drinking water services, 4.2 billion lack sanitation services, and 3 billion do not even have facilities for washing their hands. (Source: World Health Organisation)

“

**Unsafe water is the leading cause of death
in the world, and the people most affected are
African children.**

”

Simon Porcher, *La fin de l'eau ?*

BIO-UV Group actions

Against this backdrop, we are putting our years of expertise at the service of the community, both in France and globally. In 2023, France experienced an unprecedented water stress episode, particularly in coastal tourist areas where water resources were already under strain. The year 2024 was marked by a growing awareness amongst local authorities and the identification of new needs regarding the reuse of wastewater (REUSE). According to data published in 2025 by Agence France-Presse, France experienced an unprecedented worsening of the drought, reaching record levels, with 53 per cent of land affected in August 2025.

At the same time, the decree of 8 September 2025, published in the Official Journal, expanded the authorised uses of treated wastewater. This regulatory change responds to a growing need, given that France currently reuses less than 1 per cent of its treated wastewater, whilst the Water Plan targets 10 per cent by 2030.

In response to this demand, we launched the CUBIQ solution, which enables the purification of wastewater treated at sewage treatment works for small-scale urban uses, such as street cleaning or watering public gardens, stadiums, etc. This solution aligns with the United Nations' SDG 6 (Sustainable Development Goal). This sixth goal aims to achieve universal and equitable access to safe drinking water, hygiene and sanitation by 2030, particularly for vulnerable populations. It also calls for the sustainable management of this resource and mentions reducing the number of people suffering from water scarcity. This goal incorporates the concept of transboundary management of this resource, which is essential for the proper use of water but also promotes peace and cooperation.



The CUBIQ solution, launched in 2024 to meet the need to reuse treated wastewater following the exceptional drought in 2023.

SDGs

Sustainable Development Goals (SDGs) targeted:

6 CLEAN WATER AND SANITATION



sustainable development goals

In 2015, the 193 members of the United Nations (UN) defined **17 Sustainable Development Goals (SDGs)** to be achieved by 2030, covering the majority of societal challenges by integrating the concept of sustainable development. Through its actions, the BIO-UV Group targets some of these SDGs, not only as a manufacturer of water treatment systems, but also as a committed company.

sustainable development: what is it?

The concept of sustainable development is a definition of development that integrates **economic, social and environmental** issues and takes into account the medium to longterm impacts of economic growth.

“

Development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

”

Ms Gro Harlem Brundtland, Prime Minister of Norway (1987)

the SDGs at BIO-UV Group

As a committed company and manufacturer of water treatment systems, the BIO-UV Group meets 11 Sustainable Development Goals.



our CSR approach

CSR is one of the company's core values, part of its very DNA. Through our innovative and environmentally friendly water treatment solutions, we make a positive contribution to the maintenance and preservation of natural resources. For the company, the comprehensive and long-term integration of CSR seemed a natural step.

Our approach is based on continuity. The targets set for 2024 have been rolled over to 2025 to consolidate the actions already undertaken. Several initiatives are being rolled out over several years and are monitored regularly with a view to continuous improvement.

1. **increasing** use of self-generated electricity

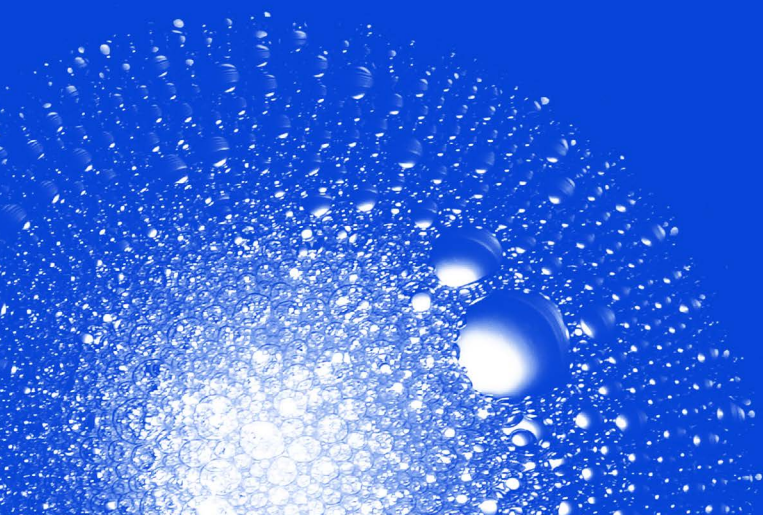
2. **raising** employees awareness of CSR issues

3. **decarbonising** our vehicle fleet

4. **reducing** paper consumption

5. **implementing** eco-design

6. **refurbishing** devices returned under warranty and reselling them



the CSR committee

The CSR Committee fully consolidates the operational management of the BIO-UV Group's CSR initiative. Following its establishment in 2024, 2025 marks a phase of structuring and gradual capacity-building, involving :

- the formalisation of the committee's mission
- the clarification of the CSR action plan
- the introduction of monitoring KPI

The members of the CSR Committee are responsible for:

- monitoring the progress of the CSR action plan and ensuring coordination of actions across departments
- organising regular meetings with operational and support departments to integrate CSR into day-to-day operations
- structuring and leading internal awareness campaigns (well-being, safety, sport, environment), using dedicated indicators to measure, year on year, the progress of staff engagement.



Waste collection events organised as part of an awareness week.

12

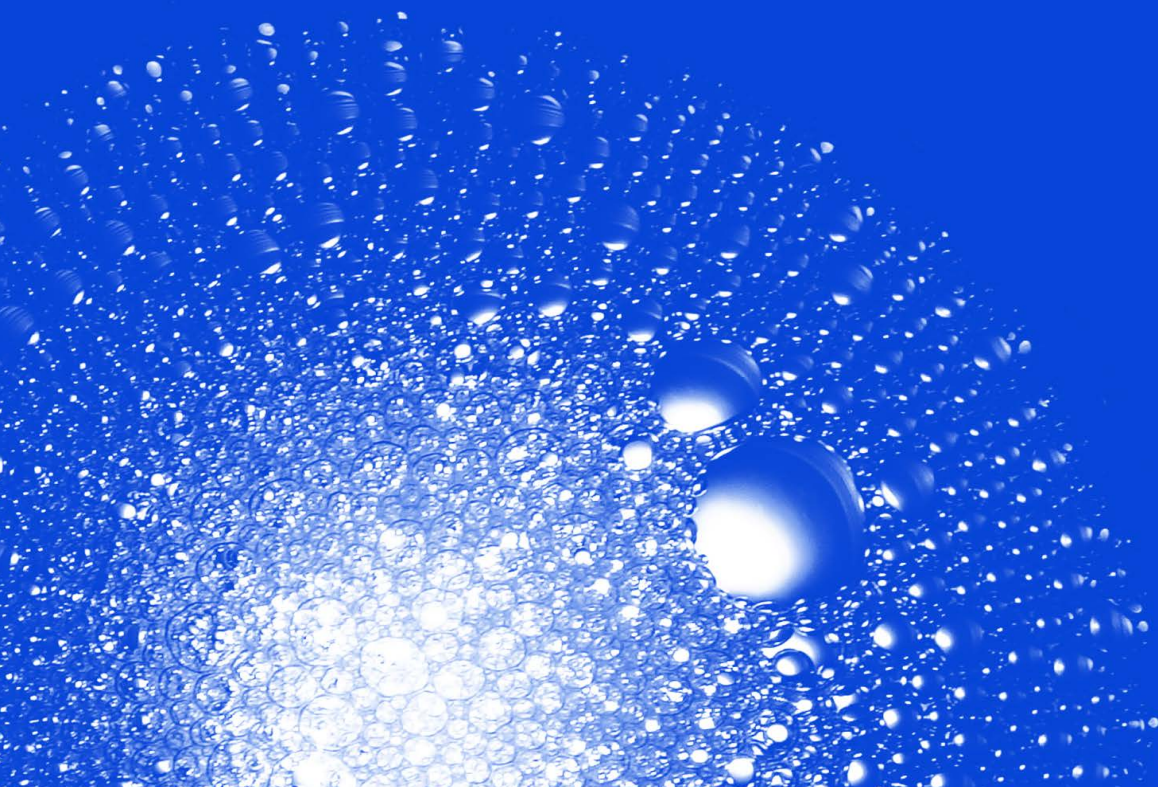
CSR committee meetings in 2025



Group walks are organised at the Corelec site.

CSR within the company

To ensure that all departments within the BIO-UV Group are involved in social and environmental issues, we integrate CSR into our value chain, from Research and Development right through to the marketing of our water treatment solutions. This approach takes the form of a structured programme of internal awareness-raising initiatives, rolled out throughout the year, engaging teams on a range of topics: health and safety at work, sustainable development, inclusion, and so on. These regular initiatives help to promote best practice, strengthen the company's CSR culture and encourage the active participation of all our employees.

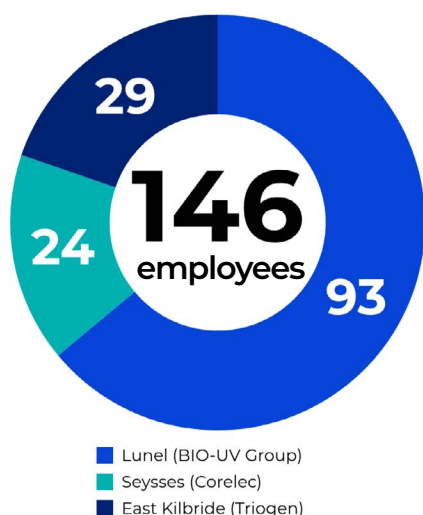


our social commitment

Our people are BIO-UV Group's greatest asset. Our ability to innovate, develop sustainable solutions and support our customers relies first and foremost on the skills, commitment and well-being of our staff.

Recognising that economic performance cannot be separated from social performance, we strive to provide a safe, inclusive working environment that fosters professional development. Through our initiatives in the areas of employment, training and health and safety at work, we are committed to building a sustainable working environment that enables everyone to thrive.

workforce and equality in the workplace



32 % of the group are women

BIO-UV Group remains committed to gender equality and diversity. In 2025, the gender equality index stood at 87 out of 100.

employment and attractiveness

As part of the expansion of our business, we are continuing to strengthen our teams and bring in new skills. During 2025:

+18

permanent employees were recruited within the group

+4

fixed-term contracts have been converted into permanent contracts

These recruitments support the Group's growth and help to strengthen the necessary skills in the long term.

skills development

The year 2025 marks an important milestone in the development of the group's training policy.

roll-out of a Human Resources Information System

Implemented to **streamline HR processes**, the Lucca HRIS makes it easier to monitor training and manage skills development.

skills development plan

Objectives: to better **identify training needs**, support career progression and foster the **development of employees' skills**.

in-house training programmes

Internal training courses on our technologies, products and business areas, which are offered to employees and all recruits, help to facilitate induction, develop skills and strengthen knowledge of the company.

annual people review

Introduced to promote consistent management of career paths, People Reviews enable managers to share the **development needs** identified during annual appraisals and to prioritise **training initiatives**.

1,160 h

training sessions delivered

74

employees trained

In addition to technical training, BIO-UV Group has continued its efforts to **raise awareness of social responsibility issues**. Throughout the year, information campaigns were run on sustainable development, health and safety at work, and good environmental practices, helping to strengthen a **shared CSR culture** within the company.



Training session on waste sorting

safety and working conditions

In the industrial and manufacturing sector, **health and safety at work are key priorities for the BIO-UV Group**. The Group is committed to providing its staff with a suitable working environment by continuing its efforts to **prevent occupational risks and to continuously improve working conditions**.

In 2025, a number of awareness-raising initiatives were carried out, particularly on **hearing protection and road safety**, with a view to strengthening the culture of prevention and promoting best practice on a day-to-day basis.

Furthermore, the in-house production and the integration of new machinery are helping **to improve work organisation and develop the technical skills of the teams**.

Road safety
escape game



Training session on hearing risks



Laura OPPEEL
Group Director of Human Resources

The health, safety and wellbeing of every individual are a priority within the company. We have a collective responsibility to ensure that everyone works in a healthy and safe working environment, enabling them to carry out their duties whilst safeguarding their physical and psychological wellbeing. This commitment is everyone's responsibility.

SDGs

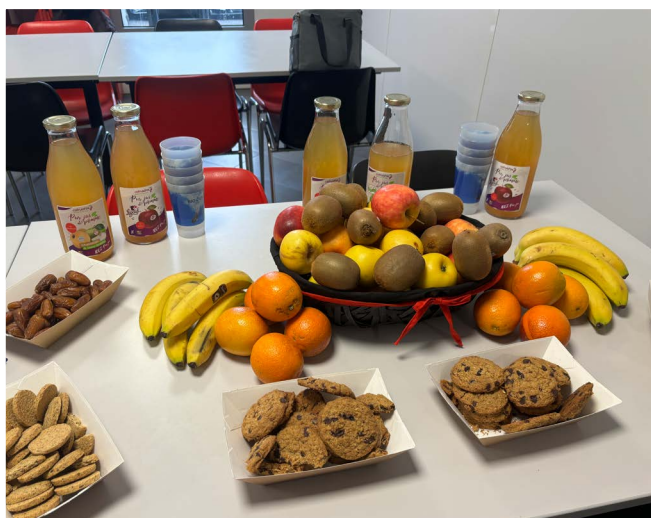
Sustainable Development Goals
(SDGs) targeted:

Target 8 : "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment."



well-being at work

Every year, the company organises a **well-being week**. The aim is to promote well-being through awareness-raising activities related to nutrition, sports activities and massages at the workplace. Local service providers are preferred for this week.



We'll be offering breakfasts and raising awareness of the importance of good nutrition.



Massage session for an employee at the Corelec site.



Collective meals for our employees.

In 2025, we also welcomed representatives from the **Hérault branch of the Ligue contre le cancer** to our premises in Lunel. A seminar to raise **awareness of cancers affecting both women and men** was organised for employees and attended by two specialist doctors.

This session provided our teams with comprehensive information on prevention measures, the importance of screening and advances in research, thereby helping to strengthen the culture of prevention within the company.



Johanna EUGENE
Communications Officer and
member of the CSR Committee

“

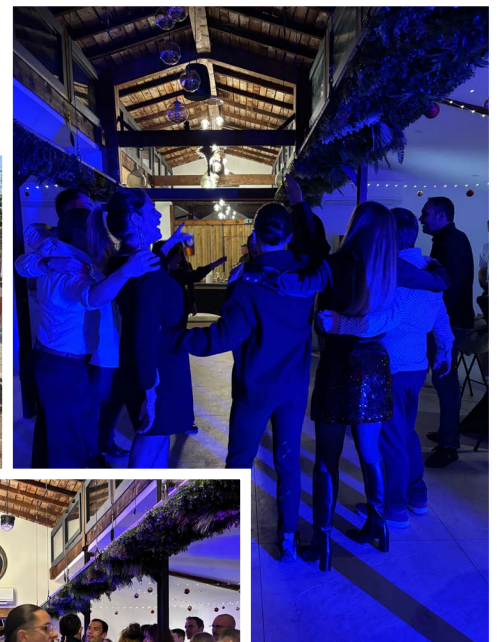
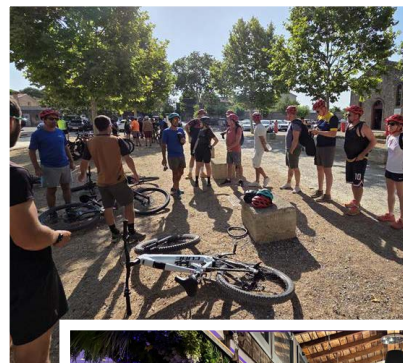
Well-being at work is a balance between a healthy environment, positive relationships and feeling useful. When you feel respected, listened to and valued, you want to contribute and do your best - not because you have to, but because it makes sense. Taking care of our people means investing in people, and when people are well, the business follows.

”

team commitment and cohesion

The year 2025 marked a historic milestone: the **25th anniversary of the BIO-UV Group**. To mark the occasion, the company celebrated with a **festive weekend, bringing together the three sites**: Lunel, Seysses and Glasgow. Organised responsibly, this highlight has firmly embedded our corporate culture.

This gathering featured a range of group activities designed to build team spirit: building soapbox cars, bike rides, water sports, a cultural walk in Minerve (11) and a memorable karaoke evening.



To round off this exceptional year in style, a second celebratory evening was organised at the end of the year. For the occasion, our employees' partners were invited, allowing us to share the success of the BIO-UV Group's journey with our loved ones. Organised in partnership with local organisations, this event greatly strengthened everyone's sense of pride in belonging to the company.



a committed R&D department

over 80 years of combined expertise

Our water treatment expertise is recognised. The combination of **CORELEC**'s 20 years expertise in salt electrolysis, **Triogen Ltd.**'s 35 years expertise in water treatment using ozone, UV and AOP, and Lunel's 25 years of experience in UV-C treatment gives us a combined expertise of over 80 years.

Since 2010, the Lunel and Triogen Ltd. sites have been **ISO 9001:2015** certified for our quality and performance management system, demonstrating a quality service that meets our customers' expectations and needs. Our products also comply with international and national certifications, considering the specific regulations of each country. The Group is also a member of several competence clusters, including **EUOTA** and **IUVA**, which bring together professionals and experts in the fields of water treatment, UV and ozone technologies. These clusters help companies to become more competitive through collaboration, innovation and knowledge sharing. They provide a common platform to promote best practices and sustainable economic development projects.



triogen[®]



one step closer to eco-design



Xavier BAYLE
Technical Director

*We initiated the approach
and have been integrating
eco-design concepts for
many years.*

Our water treatment solutions already incorporate eco-design principles. The water treatment solutions we offer are always tailored to specific requirements. We strive for **efficiency** in terms of both the size of the systems and the electrical power consumed by all our systems. Our customers and the environment benefit from our optimised solutions, both in terms of energy consumption and the use of raw materials.



© Benjamin Legrand-Hôte

Water treatment systems for residential pools.

SDGs

Sustainable Development Goals
(SDGs) targeted:

Target 4 : "By 2030, modernise infrastructure and adapt industries to make them sustainable through more rational use of resources."



responsible purchasing

94%

procurement made within
the European Union

64%

procurement
made in France



engaging our suppliers

In 2025, BIO-UV Group is strengthening its consideration of social, environmental and ethical issues in its supplier relationships through the implementation of the responsible procurement charter. This charter, now rolled out to all our suppliers, provides an essential framework for ensuring responsible sourcing that is aligned with our CSR commitments. It commits our partners to upholding fundamental principles relating to: the quality and compliance of products and services; human rights and working conditions; environmental protection; business ethics; social commitment; and sustainable innovation.

To ensure the consistency and effectiveness of this approach, CSR requirements are incorporated into the annual supplier assessment grid and our audit plans. This approach enables us to assess our suppliers' CSR performance in greater detail and to encourage continuous improvement within our supply chain.

ethical and sustainable production

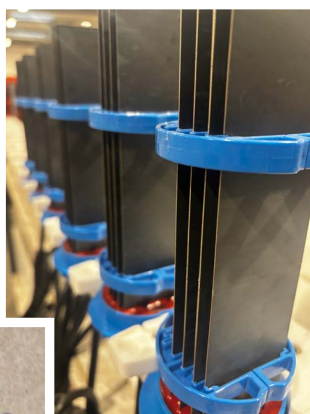
Production is one of the cornerstones that ensures our finished products are made available. Ethical and environmentally responsible production involves taking environmental and social issues into account, both in terms of **waste management** and energy consumption and in relation to **health and safety at work**.

industrialisation

Faced with a highly competitive market that demands ever-shorter lead times, in 2025 we continued our drive to bring new industrial capabilities in-house to strengthen our autonomy.

With this in mind, we commissioned a machining station and a microblasting booth. The integration of this equipment enables us to improve control over our processes, enhance the consistency of our production flows and increase our responsiveness. Furthermore, by reducing our reliance on subcontracting and the associated transport, these investments contribute directly to reducing our carbon footprint.

As part of this modernisation programme, we have also invested in a handling robot for the laser cutting line, which is scheduled to come into operation in 2026.



1001Electrodes: compatible cells designed to extend the life cycle of equipment and strengthen the circular economy.



Gilles WALLEZ
Director of Operations

“

In a changing environment, driven by the demands of our customers and the market, BIO-UV Group needs to move towards a more industrial approach. There are many reasons for this industrialisation: to reduce the carbon footprint of our products, to limit our stocks and control the risks of outsourced know-how, while enabling our employees to develop their skills.

”

SDGs

Sustainable Development Goals (SDGs) targeted:

Target 2 : "Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries."



infrastructure sustainability

As part of its commitment to the energy transition, BIO-UV Group has embarked on a phased programme to install solar panels at its headquarters in Lunel (34), thereby helping to improve the site's energy efficiency.

The installation of 86 solar panels on the roof of one of our building enabled **50.21 MWh of solar energy to be generated in 2025, of which 27.36 MWh was used for self-consumption.**



Commissioning in August 2025

The additional shade structure installed in 2025 consists of 100 new 440 Wp panels, giving a total capacity of 44 kWp, and has generated 18.90 MWh of solar energy.

Solar energy generation is now managed holistically. The two installations operate in tandem to increase the self-generation rate at the Lunel site and power the electric vehicles in the company's fleet.

186 panels

installed at the Lunel site

69 MWh

of energy generated in 2025

14%

of self-consumption
across the 2 buildings

SDGs

Sustainable Development Goals (SDGs) targeted:

Target 2: "By 2030, increase substantially the share of renewable energy in the global energy mix."

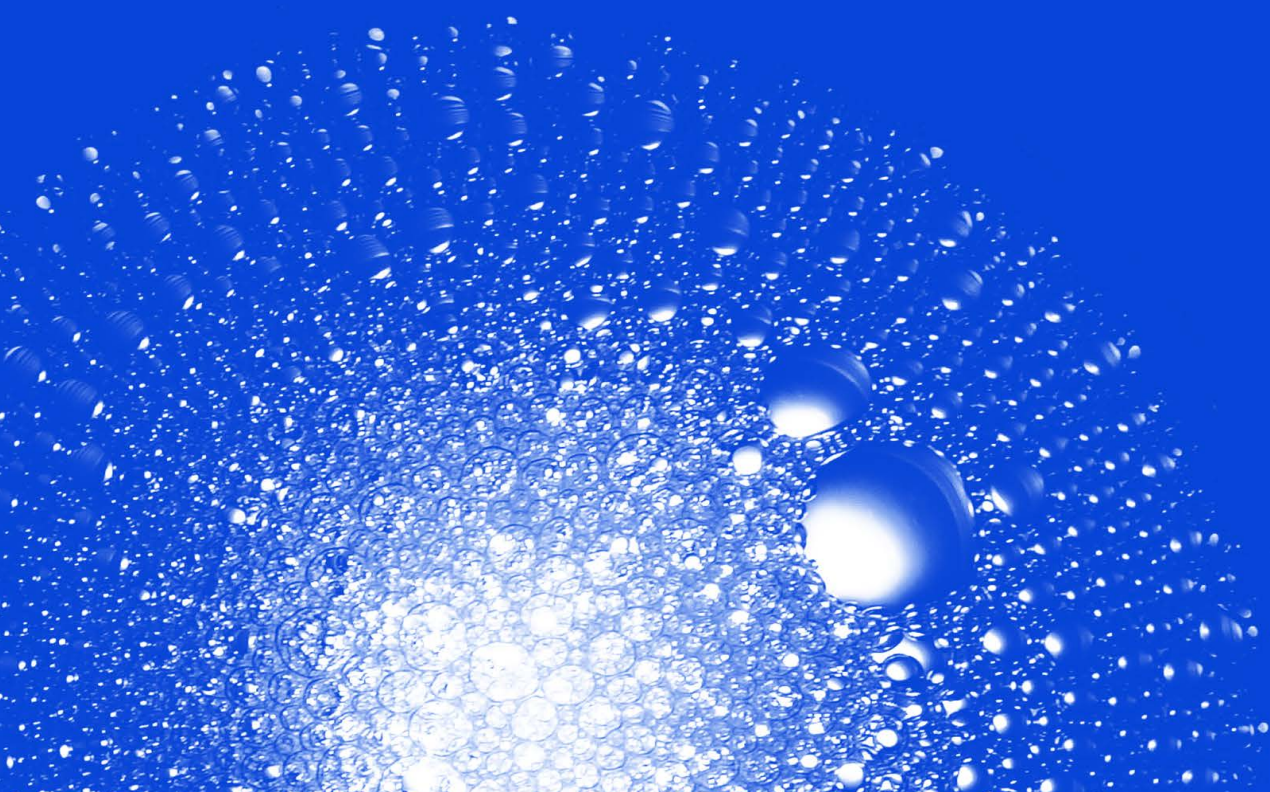


environmental impact

The **effects of climate** change are now a proven fact. The summary of the sixth report by the IPCC (Intergovernmental Panel on Climate Change), published in March 2023, warns that global temperatures have risen by 1.1°C since the pre-industrial era. The IPCC's projected scenarios forecast global warming of 1.5°C by 2030, whilst the most pessimistic scenarios even predict warming of up to 4.5°C by 2100. The consequences are already manifold (longer periods of drought, more frequent extreme weather events, more intense and concentrated rainfall, etc.) and visible all over the world, with significant regional disparities.

Furthermore, according to the OFB (French Office for Biodiversity), 68 per cent of vertebrate populations disappeared between 1970 and 2016; 40 per cent of insect species are in decline on land, and their biomass has been falling by 2.5 per cent each year for the past 30 years. We are currently witnessing the **onset of the sixth mass extinction** our planet Earth has ever experienced.

At BIO-UV Group, we accept our share of responsibility for this environmental crisis. We believe that our industrial activity should not exempt us from making efforts to protect biodiversity and the climate, and we are determined to continue taking action at our own level.



waste management

As an industrial company, we recognise the importance of rigorous waste management for both environmental and economic reasons. In 2025, we strengthened our approach as part of a commitment to continuous improvement by implementing several measures at the Lunel site (34).

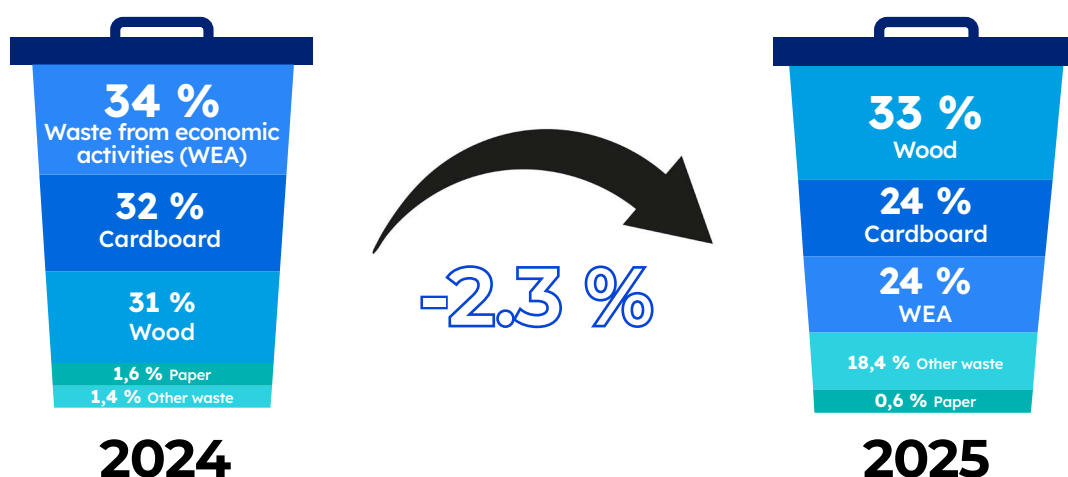


We have installed a composting facility for bio-waste, which reduces the amount of organic waste sent to conventional disposal channels and raises our staff's awareness of more responsible food waste management.

We have also installed a cardboard baler to optimise waste sorting and reduce its volume before collection. This measure makes a positive contribution to reducing our transport-related GHG emissions by limiting the number of collection rounds.



Volume of waste generated in 2024 and 2025



69 %

of waste to be recycled by 2025

SDGs

Sustainable Development Goals (SDGs) targeted:

Target 5 : "By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse."



biodiversity

bees at BIO-UV Group

In 2024, we installed two hives of Occitan black bees (totalling 120,000 bees). These hives were set up by the beekeepers' group Les Ecoruches. As the Occitan black bees are at risk of extinction, installing these hives enables a new colony to form and helps to **protect the species**. A beekeeper is responsible for maintaining and managing the hives, assisted by volunteer staff. As well as preserving local biodiversity, this partnership has enabled the collection of the equivalent of 150 x 250g jars per year per hive, which are distributed to the company's employees.



Our beehives

A member of staff, wearing protective clothing, is harvesting honey.

SDGs

Sustainable Development Goals (SDGs) targeted:



a collective...

In 2025, our social responsibility was embodied through the **direct and spontaneous commitment of our staff**. During the months dedicated to health, teams at the Lunel and Seysses (Corelec) sites joined forces to support key causes, demonstrating the values of sharing that drive the BIO-UV Group on a daily basis.

We were proud to support the Montpellier-based charity association **La Clé**, which works to improve the daily lives of hospitalised children and their families (bedside activities, practical support and the development of a parents' house). To mark the occasion, a charity bake sale was organised in-house, thanks to the culinary talents of our staff.

350 €

in donations made by staff

Invited to take part in a **blood donation** campaign, our staff rose to the challenge through their active involvement, demonstrating our support for public health services.



Cake sale

Sport was also a wonderful vehicle for generosity in 2025. Our staff got involved in **several charity sporting events** in the region, notably the **Clapiers Against Cancer run** (organised by the Hérault Cancer League) and the **Course des Enfoiros**, held in aid of Restos du Cœur.



Clapiers contre le cancer 2025 race



Enfoiros 2025 race

...and community spirit

As a company committed to our local community, we attach particular importance to supporting local initiatives through long-term partnerships and sponsorship schemes. In 2025, we structured and strengthened this approach around four key pillars:

sport and community life

BIO-UV Group has stepped up its support for local clubs by sponsoring **Lunel Passion Vélo** (bicycle) and the **Lunel Tennis Club** this year, in addition to our long-standing partnerships with **Basket Pays de Lunel**, **Gallia Club** (football) and **Rugby Olympique de Lunel**.



local economic development

We are continuing our partnership with **Initiative Hérault Est (IHE)**, which supports business start-ups and takeovers through interest-free loans in the **Lunel Agglo** and **Pays de l'Or** urban areas.

health, solidarity and inclusion

- A renewed commitment during Pink October through the **funding of a charity mural** by the artists **SanckoBlack** on the façade of the Via Domitia clinic.
- Ongoing support for **inclusive employment** by entrusting the monthly maintenance of our green spaces to the **ESAT** (Establishment and Service for Assistance through Work) in Lunel.



education and the future of young people

As a partner of the **Lycée Louis Feuillade** in Lunel, we regularly host BTS classes and take on numerous work experience students within our teams. Furthermore, our involvement with **UIMM Occitanie** enables us to play an active role in training the next generation of talent in the metalworking industry.



+16

trainees in 2025

SDGs

Sustainable Development Goals (SDGs) targeted:

Target 17 : "Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development."

17 PARTNERSHIPS FOR THE GOALS





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