

# MGA



## CSR & Climate Report

2024 - 2025

MAISON MGA





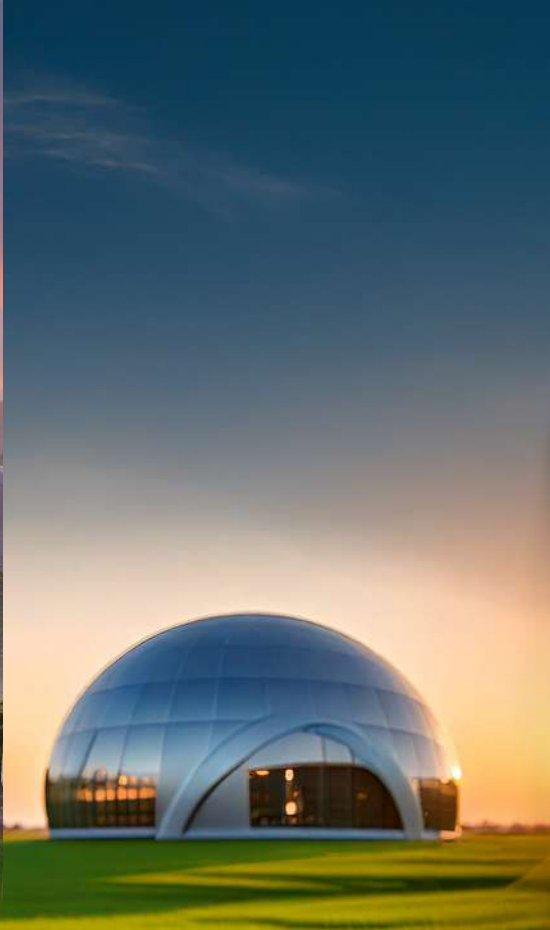
# Summary



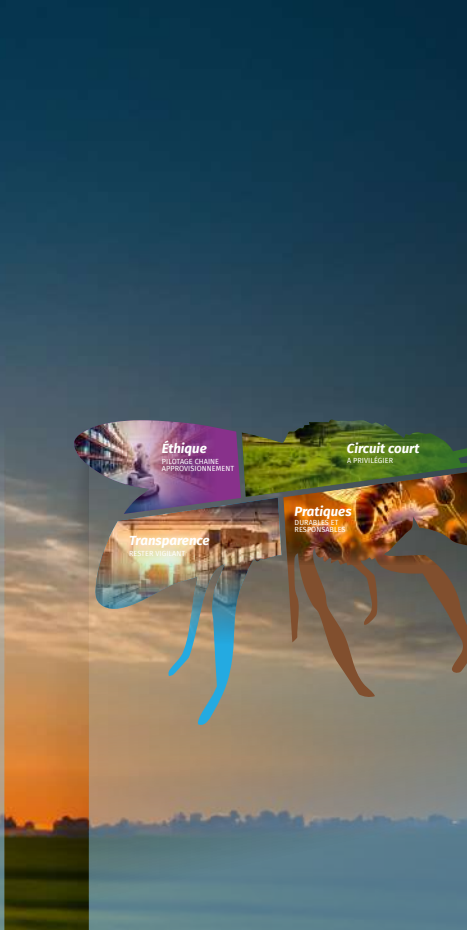
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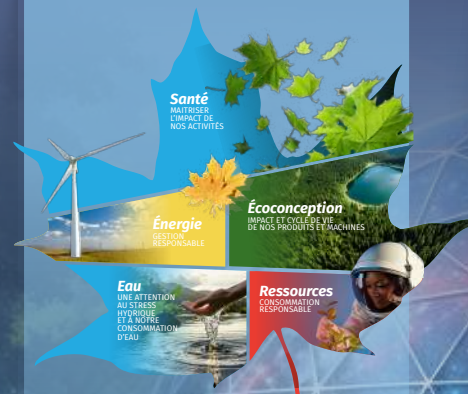
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# Message from the Chairman



## Our CSR and Climate approach is built on three pillars

At Maison MGA, we firmly believe that French industry must be useful, sustainable and inspiring. Our companies : MGA Technologies, MGA MedTech, ATG Technologies, Focussia and Alcym, work every day to design, manufacture and sustain technologies that contribute to health, science and France's industrial sovereignty.

We also believe that industry has a key role to play in the responsible reindustrialization of our country, by combining innovation, impact and pride in manufacturing. As our activities lie at the heart of the ecological, energy and digital transitions, we have made responsibility a driver of competitiveness and collective pride.

This is the purpose of our **Ambition 2028** plan, which brings together industrial performance, business resilience, technological innovation and climate commitment.



In 2024, we reached a major milestone with the implementation of a structured governance framework: a CSR & Climate Committee, internal referents, quarterly monitored indicators, and a roadmap aligned with the United Nations Sustainable Development Goals.

These commitments are not merely a moral requirement. They reflect our vision of an industry reconciled with living systems, capable of combining technological excellence and environmental responsibility. They are also a promise to younger generations, our partners and our territories: the promise of an industry that innovates without renouncing its values.

1

### ACTING FOR PEOPLE

Providing our employees with a safe, fulfilling and meaningful working environment.

2

### ACTING FOR THE PLANET

Reducing our energy consumption, limiting waste, decarbonizing our processes and eco-designing our customers' machines and instruments.

3

### ACTING FOR THE TERRITORY

Training, recruiting, sharing, passing on know-how, and making our sites places of life, pride and inspiration for our ecosystem.

Our objectives are clear and measurable, such as reducing greenhouse gas emissions, strengthening workplace safety and quality of life, supporting training and inclusion, and increasing our positive territorial impact.

This 2024-2025 CSR & Climate Report bears witness to this collective mobilization. It highlights initiatives, progress, and above all the passion that drives Maison MGA. Together, with confidence and team spirit, we will turn our commitments into a lasting reality, serving our employees, our customers and the planet.

Hervé de MALLIARD  
Chairman





Stéphane de SAINT JEAN  
Chief Procurement Officer

A global reference player in in vitro diagnostics, bioMérieux deploys a widely recognized CSR strategy. Maison MGA is proud and pleased to stand alongside you, contributing — modestly yet decisively — to your ambition of becoming a pioneer and leader in sustainable health for all.

TELL US MORE!



Looking ahead to 2028–2030, what is your vision for sustainable impact and how do you imagine your supply chain evolution to reach even far beyond?

VISION & PERSPECTIVES

By 2030, we aim to be recognized not only as a leader in in vitro diagnostics, but also in sustainability. This means a low-carbon value chain, carbon-neutral sites, products designed for durability and recyclability, and full social responsibility in every country where we operate.

We also believe strongly in industrial collaboration to amplify impact. Sustainable innovation never happens alone. With industrial partners such as Maison MGA, we share the same ambition: aligning technological performance with positive environmental and social impact.



Why has social and environmental responsibility become central in the in vitro diagnostics sector?

WHY

At bioMérieux, we believe that our mission — delivering cutting-edge diagnostic solutions — cannot be dissociated from strong sustainability requirements. As a global player present in over 160 countries, we have a responsibility towards patients, communities and the environment. Reducing our carbon footprint, engaging our supply chain, and fighting inequalities in access to healthcare are all dimensions that we systematically integrate into our strategy. We go far beyond compliance: our ambition is to be pioneers in sustainable health.

HOW

Our CSR strategy is built on robust governance: a CSR Committee and a CSR community led by a dedicated department, and a clear roadmap. We validated a double materiality assessment and set ambitious greenhouse gas reduction targets (–13% already achieved between 2019 and 2024 – estimate).

In practical terms, we have deployed responsible purchasing guidelines, trained our distributors in CSR, installed photovoltaic panels on our sites, and embedded sustainability criteria throughout our supplier chain. All parts of the group are mobilized, from R&D to production, from procurement to logistics.



How have you structured your CSR approach, and what concrete levers have you implemented?

CONCLUSION

The strong relationship between bioMérieux and Maison MGA goes beyond a traditional client–supplier partnership to become a model of territorial industrial synergy. Together, our two companies aim to demonstrate that cutting-edge technological performance is inseparable from a positive social and environmental footprint.

The ambition set for 2030 is clear: to transform the entire value chain in order to achieve carbon neutrality and to mainstream eco-design across products and sites. By joining forces, bioMérieux and Maison MGA aim not only to innovate for sustainable health, but also to inspire and mobilize their entire ecosystem towards responsible, committed progress in support of health for all.





Combining precision engineering, innovation and craftsmanship, we support our customers by co-innovating, creating tailor-made instruments and solutions.

Rooted in industrial excellence, we shape the future with boldness and commitment.

This ambition is supported by a strong human foundation, structured around five core values:

**COMMITMENT, HUMILITY, PASSION, RESPECT AND COLLECTIVE INTELLIGENCE.**

The identity of Maison MGA lies precisely in this fusion of innovative industry, humanistic culture and deep societal commitment.

## CSR REPORT INTRODUCTION: THE IDENTITY OF "MAISON MGA"

At Maison MGA, Corporate Social Responsibility goes beyond policy: it is deeply embedded in our identity as a French industrial company whose mission is to combine performance, resilience and positive impact.

Our core business is to design and manufacture advanced technology instruments and machines for demanding sectors such as healthcare and semiconductors.

Our ambition is clear:  
**"To design technologies that will serve future generations."**

This collaborative culture, rooted in our values, enables us to tackle complex challenges and turn ideas into concrete solutions. Our collective intelligence is deeply anchored in our territories.

This is why we strongly advocate for French and European reindustrialization and sovereignty, recently embodied by the selection of our AseptiWeld L sterile connector for exhibition at the Élysée Palace during the "Great Exhibition of Made in France".

This CSR & Climate report is the narrative of that identity in action. It demonstrates how we act, every day, aligned with our commitments and our values.



In 2024, a working group focusing on our management practices and organizational model highlighted the need to revisit our values and translate them into everyday behaviors. We seized this opportunity to involve all teams in a **foundational collective project**.

Working on the Values of Maison MGA means bringing consistency to our daily behaviors, strengthening pride and a sense of belonging, and building a strong collective foundation to support us through times of change.



RESPECT

Listening is the key to mutual respect and optimal collective performance. Respect builds trust and enables everyone to speak freely, without fear of judgement.

We launched a participatory initiative through Coffee talk that brought together around sixty participants and led to the creation of five new team members: our mascots. These mascots now accompany us from the onboarding of new employees through all our business processes.



HUMILITY

Trusting others to find the right solution together. It means accepting mistakes — one's own and others' — and being able to step back when necessary.



COMMITMENT

Mobilizing around a shared objective and taking pride in the outcome. Commitment also means stepping outside one's comfort zone, going beyond formal boundaries, while never compromising on safety, ethics and quality fundamentals.



PASSION

Positive energy in the service of innovative problem-solving. Passion is fueled by learning: daring to learn again and again in order to design and build the finest machines.



COLLECTIVE INTELLIGENCE

Fostering cooperation, grounded in our values, to achieve collective success. Collective intelligence is our key to success, but it requires the right conditions: it emerges from the combination of our core values and reinforces them through a virtuous cycle.



# Ethics and Integrity

## OUR COMPASS >

ethics and integrity — the pillars of our actions — are actively embedded across all themes of this policy, supported by an established and widely disseminated Code of Ethics.



### INTERVIEW

**Stéphane BUTTIN**

*Deputy Managing Director for Business & Marketing*

#### “ Why is ethics a central issue in MGA’s business conduct? ”

At MGA, ethics are an operational foundation. Our activities, at the heart of healthcare, biotech and critical technologies, require a high level of trust. Transparency, integrity and respect for commitments guide our daily decisions.

#### “ How is the Code of Ethics applied in practice? ”

It serves as a clear reference for our teams, particularly in commercial relationships, conflict-of-interest prevention and compliance with competition rules. It also encourages discernment and dialogue, in line with our values.

#### “ What role do your clients’ requirements play? ”

They reinforce our approach. The high standards set by our clients push us to structure our practices and continuously improve. Ethics thus becomes a driver of credibility, sustainable performance and collective pride.

## Responsibility

GUIDES ALL OUR PROFESSIONAL PROCESSES AND PRACTICES



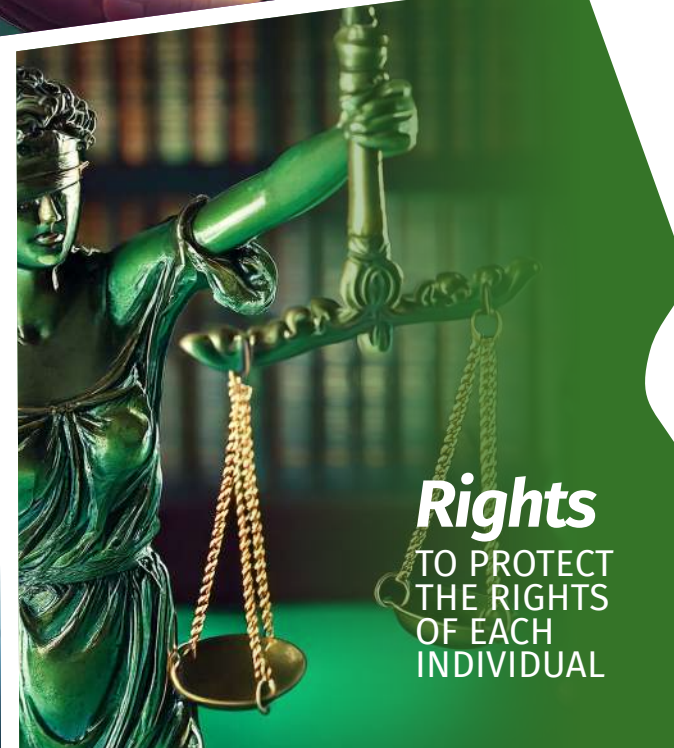
## Respect

ALL RULES AND FOUNDING VALUES OF THE COMPANY



## Rights

TO PROTECT THE RIGHTS OF EACH INDIVIDUAL



## Freedom

TO PROTECT THE FREEDOMS OF EACH INDIVIDUAL



## Security

RESPECT DATA AND CONFIDENTIALITY



## OUR COMMITMENTS

- ✓ Integrity, transparency and responsibility guide all our professional practices.
- ✓ Compliance with the highest ethical standards in our business relationships.
- ✓ Active prevention of corruption, anti-competitive practices and conflicts of interest.
- ✓ A culture of whistleblowing and prevention to protect individual rights and freedoms.
- ✓ Confidentiality and security of information.
- ✓ Compliance with laws, regulations and the company’s core values for every employee.
- ✓ Fulfilment of our commitments towards all stakeholders.



### FOCUS

**100 %** OF TEAMS TRAINED IN CYBERSECURITY RISK AWARENESS.



# Ethics and integrity



## RAISING AWARENESS OF SEXIST AND SEXUAL VIOLENCE IN THE WORKPLACE

Following the election of the first Social and Economic Committee (CSE) at MGA Technologies and the training of its members,

discussions quickly emerged around the risks related to sexist and sexual violence at work. For several years, we have been working to improve gender diversity in teams that remain predominantly male. While recruiting more women into industry is essential, ensuring that they feel safe, respected and fully included is indispensable to the success of this approach.

The CSE and the company's management team jointly committed to combating sexist and sexual violence at work. Awareness sessions were organized to equip everyone with the tools to understand situations, respond appropriately and ultimately change behaviors.

Maxime BERNISSON, CSE representative and harassment referent, and Stéphanie LABOULAIS, Director of Human and Sustainable Development, trained together with the CIDFF Rhône. A company-wide awareness program at Civrieux then helped open dialogue and foster greater awareness of everyday behaviors.

Today, the topic is no longer taboo within the company. Employees know they can find attentive support when facing difficult situations. Women feel safer and supported by clearly identified allies. A whistleblowing procedure has been implemented, and preventive actions have been integrated into our health and safety action plan, in line with company values.

This initiative will gradually be extended across the entire Maison MGA, reflecting our commitment to ensuring a respectful and inclusive working environment for all.

## CODE OF ETHICS

The Maison MGA Code of Ethics defines the fundamental principles guiding the behavior of its employees and partners.

Specialized in advanced technologies, custom instruments and machines, the company commits to complying with laws, human rights and international conventions. Its values include respect, commitment, passion, humility and collective intelligence.

Maison MGA promotes fairness, diversity, and the fight against harassment, corruption and forced labor. It values training, social dialogue and corporate social responsibility, while adopting an eco-responsible approach. Data confidentiality and intellectual property are protected, and political neutrality is respected. This Code serves as a guide to ensure ethical and responsible practices across all company activities.

## CYBERSECURITY

Maison MGA places strategic importance on cybersecurity to protect its activities, data, and those of its clients and partners.

Our policy is based on a comprehensive approach combining prevention, detection and resilience against digital risks. It relies in particular on **backup redundancy and security**, ensuring business continuity and the protection of critical information.

A **Security Operations Center (SOC)** provides continuous system monitoring, incident detection and the deployment of appropriate corrective measures. Cybersecurity is also a **collective responsibility**: all employees receive ongoing training on best practices and cyber risks. Finally, Maison MGA actively contributes to **sharing experience and best practices within the SWARM network**, strengthening its ability to anticipate risks and progress collectively.

Maxime BERNISSON



FAB



# Environment: towards a virtuous industry

OUR COMPASS >  
actively contributing to  
the transition towards a  
low-carbon industry that  
is resource-efficient and  
respectful of  
living systems.



TESTIMONIAL  
**Jeff VIGNERON,**  
IT engineer and cycling  
ambassador for MGA  
Technologies

“ I joined MGA Technologies in Civrieux-d’Azergues  
in 2021 during my final-year engineering internship.

Comme j’habite à proximité du site,  
As I live close to the site, I have always commuted on foot or  
by bicycle. It therefore felt natural for me to take on the role of  
Cycling Ambassador for the site in 2023.

The first step was to install the basic facilities and a bike shelter  
worthy of the name. Very quickly, management then suggested  
that I work on obtaining the “Employeur Pro Vélo” label.

It was a small challenge, as I manage this  
alongside my day-to-day mission,  
but it is truly motivating to lead this kind  
of project and promote sustainable mobility  
within one’s company.

In October 2025, we achieved the Silver Label, and we will  
continue our initiatives to encourage cycling among our teams:  
repair and maintenance workshops, road safety awareness,  
collaboration with the local authority, ideas are plentiful to keep  
moving forward!



## OUR COMMITMENTS TO THE PLANET AND FUTURE GENERATIONS

- ✓ Contribute to a more life-respecting industry and limit the environmental footprint of our activities.
- ✓ Manage energy, resources, waste, and direct and indirect emissions responsibly, and continuously reduce our environmental impacts, including at the end of the life cycle of the products, instruments, machines, and consumables delivered to our clients.
- ✓ Raise awareness among our teams and stakeholders of environmental issues and our impacts.
- ✓ Integrate pollution prevention, eco-design, environmental risk management, attention to water stress and water consumption into our activities, while promoting the health and safety of our clients and users.

**Health**  
MANAGING  
THE IMPACT  
OF OUR  
ACTIVITIES

**Energy**  
RESPONSIBLE  
MANAGEMENT

**Eco-design**  
IMPACT AND LIFE CYCLE OF OUR  
PRODUCTS AND MACHINES

**Water**  
ATTENTION TO  
WATER STRESS  
AND WATER  
CONSUMPTION

**Resources**  
RESPONSIBLE  
CONSUMPTION



IN NOVEMBER 2025,  
THE MGA CARPOOL TEAM  
BREAKS RECORDS IN CIVRIEUX!  
**381** TRIPS (VS. 261 IN OCTOBER,  
ALREADY 2.3× BETTER THAN SEPTEMBER)  
**504** KG OF CO<sub>2</sub> AVOIDED (VS. 356 KG)

WHAT  
A GREAT  
TRAJECTORY!



# Environment: towards a virtuous industry



## CARBON FOOTPRINT ASSESSMENT

The fight against climate change is one of the pillars of our CSR & Climate policy, and the completion of our carbon footprint assessment is a central component.

Aware of the importance of accurately measuring our impacts in order to reduce them effectively, we conducted a comprehensive assessment covering scopes 1, 2, and 3 for MGA Technologies. This holistic approach provides a complete picture of our emissions and clearly identifies the most relevant levers for action.

- Scope 1 covers our direct emissions, notably those linked to operational activities.
- Scope 2 relates to indirect emissions associated with the consumption of electricity, heat, or cooling.
- Scope 3, the most significant, encompasses the entire value chain: purchases, transport, business travel, waste, as well as upstream and downstream impacts of our activities. This work enabled us to map our emissions precisely and better understand the interactions between our industrial, logistical, and energy choices.

SUSTAINABLE MOBILITY  
Sustainable mobility allowance, enhanced coverage of public transport for apprentices

Emma HUBERT,  
Contributor to our first carbon footprint with Wecount

This assessment was a structuring exercise for our organization. It highlighted our main emission sources while also showcasing the progress already made. Today, it informs our strategic thinking and guides our priorities: reducing travel-related emissions, optimizing logistics flows, strengthening energy sobriety, and improving the durability of our machines.

Because measuring once is not enough, we have chosen to embed this process over time. From this year onward, we are renewing our carbon footprint assessment to monitor emission trends, assess the real impact of implemented actions, and adjust our strategy if necessary. This next step will also extend the scope to MGA MedTech, strengthening the coherence and completeness of our environmental approach across the entire Maison MGA.

### CARBON FOOTPRINT 2023

Civrieux (completed in 2024)

SCOPE 1&2  
= 71 tCO<sub>2</sub>e

SCOPE 3  
= 2030 tCO<sub>2</sub>e

## OGRE WORKSHOP

Each summer, the entire Maison MGA gathers for a day dedicated to work and exchange. This year, we chose to focus on climate challenges.

We organized the participation of our 150 employees in the OGRE workshop, dedicated to understanding orders of magnitude in energy consumption and production.

The workshop fosters rapid awareness without inducing guilt. The objective is clear: to better understand environmental challenges and give meaning to the actions undertaken daily by Maison MGA.

Throughout the day, participants explored the real impacts of their own consumption, grasped the importance of energy sobriety, and worked with simple data and visual comparisons to make abstract concepts tangible.



This day marked a key milestone in our overall approach: strengthening internal climate culture, developing more sustainable reflexes, and empowering everyone to contribute — at their own level — to the transition we must collectively achieve.

Thanks to this workshop, we move forward together, better informed, more engaged, and better equipped to meet the challenges ahead.

## SOLAR ENERGY PRODUCTION

Our sites in Mably and Civrieux d’Azergues now generate electricity from solar energy.

In Mably, photovoltaic panels installed on the sawtooth roof are south-facing on the sloped side to ensure optimal performance year-round. This configuration also benefits workshop teams: soft, stable northern light enters the space without glare, ensuring high working comfort.

In addition, photovoltaic carport structures in the parking area increase energy production capacity while optimizing land use.

The Civrieux site has also been equipped with rooftop panels to ensure partial self-consumption and decarbonize energy use.

This renewable energy production, largely exceeding our own needs, reduces our carbon footprint and supports alignment with climate challenges. Beyond figures, it represents a strong corporate commitment: preparing for the future, acting concretely, and giving meaning to our investments.



### PHOTOVOLTAIC PANELS

Total installed capacity:  
= 515 kWhp

Total surface area:  
= 2,635 m<sup>2</sup>



# Social and Human Rights

OUR COMPASS >  
developing a humane,  
inclusive, learning-oriented,  
and safe corporate culture.



TESTIMONIAL  
**Sarra CHOUANA,**  
Continuous Improvement  
Engineer – MGA MedTech

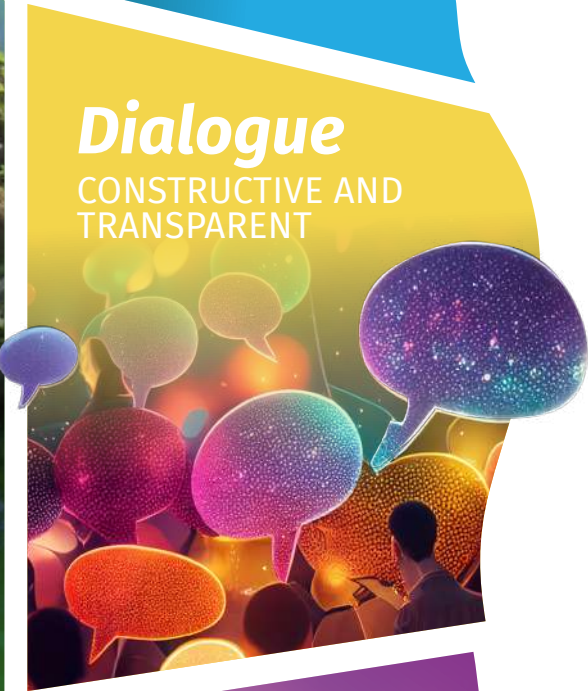
“ I started at MGA as an intern in continuous improvement, then worked on stock organization and the implementation of internal procedures.

I continued as an apprentice in a Master’s degree with broader responsibilities, particularly securing stock flows between two automated systems. Today, I am employed on a permanent contract as an Operational Excellence Engineer.

I work on production reorganization and the deployment of KPIs such as 5S line tools, kanban, and takt time. I truly appreciate the working environment and can clearly see the concrete impact of my actions.

Throughout my experience at MGA, I received strong support from HR and my manager, with regular check-ins to understand how I was feeling within the company. MGA is growing, offers exciting projects, and that is why I wanted to stay. I know I can continue to grow, both in my role and within the organization.

The company genuinely trusts young professionals, and that makes a real difference, I started as an intern, and here I am today as a permanent employee!



## OUR COMMITMENTS

- ✓ Place respect for human rights and social development at the heart of our priorities.
- ✓ Measure and improve health, safety, quality of life, and working conditions for all employees.
- ✓ Support skills development and career paths.
- ✓ Promote diversity and inclusion and ensure equal treatment for all.
- ✓ Maintain constructive and transparent social dialogue.
- ✓ Prevent any form of discrimination, harassment, child labor, or forced labor, and respect human rights across our entire value chain, all our ecosystem, partners, clients and suppliers.



FOCUS  
**3,800** HOURS OF  
TRAINING, AVERAGING  
25 HOURS PER PERSON  
IN 2025



# Social and Human Rights

## FOSTERING CROSS-FUNCTIONALITY

The organization operates on a horizontal model that promotes cooperation rather than hierarchy.

This approach brings decision-making closer to the field, strengthens team autonomy, and values collective intelligence. Each employee is encouraged to take initiative, share ideas, and actively contribute to shared projects.

This model did not emerge overnight; it required gradual change management and dedicated support for managers. We also actively foster cross-functionality between the companies of the Maison. Annual professional days are organized to strengthen mutual understanding, share best practices, and leave with a shared action plan.



Karim BEN HASSAN & Philippe ÉLOI  
Project Managers – ATG Technologies

### INTERVIEW

Karim BEN HASSAN & Philippe ÉLOI,

Project Managers, ATG Technologies

Sharing experience about a special day organized for fostering collaboration and best practices.



The June 2025 working day was a genuine moment of exchange between business managers and project leaders.

Sharing experience about a special day organized for fostering collaboration and best practices.

Outside the usual pace, everyone was able to explain their approach, constraints, and what truly facilitates cooperation.

We quickly realized how complementary our roles are. Concrete ideas emerged, misunderstandings were clarified, and listening across teams was strengthened.

This moment reminded us of what makes Maison MGA strong: the ability to unite expertise and move projects forward collectively.

## SOCIAL BAROMETER

Second social survey conducted in November 2024 across the entire Maison (every 18 months)



- Working conditions & environment
- Job content
- Professional development & recognition
- Engagement at work
- Values
- Vision & strategy
- Social climate
- Work-life balance
- Remote work

Overall satisfaction score: 7.4 / 10

### Key motivations at work

- A collaborative and caring working environment.
- Diverse, innovative, and meaningful projects.
- Opportunities for professional growth, learning, and technical challenges.
- Recognition of work and contribution.
- Balanced working conditions aligned with personal values.



## WELCOMING YOUNG PEOPLE AND DISCOVERING INDUSTRIAL CAREERS

The company affirms its commitment to younger generations through a proactive internship and apprenticeship policy.



Each year, we welcome a large crew of young people into our teams, combining knowledge transfer, training, and preparation for employment. Apprentices represent around 10% of our workforce on average.

Our apprenticeship campaigns are aligned with operational needs and identified opportunities, with a constant objective: train young talents to recruit them sustainably. This follows a long term vision for our development and our talents acquisition strategy.

In parallel, we maintain a structured internship policy, from middle-school discovery placements to six-month final-year internships focused on high value-added missions.



# Society and local roots

OUR COMPASS >  
strengthening our local presence and positive contribution to the territory.



**Training**  
TO SPARK  
PASSION



**Insertion**  
PROFESSIONAL  
INTEGRATION AND  
CAREER TRANSITION

## OUR COMMITMENTS TO OUR TERRITORY

- ✓ Collaborate with schools, high schools, and universities in the Lyon and Auvergne-Rhône-Alpes region to train future talents and spark passion for technology and industry.
- ✓ Support professional integration and career transition pathways.
- ✓ Participate in local innovation and responsible industry networks.
- ✓ Assess annually the relevance and impact of our actions to ensure alignment with our RSE & Climate strategy.



TESTIMONIAL  
**Ramzi ABBES,**  
Director – SWARM  
Campus Région du  
Numérique



**Industrialization**  
ENHANCING THE VALUE  
OF INDUSTRIAL PROFESSIONS



**Ecosystem**  
ACTIVELY ENGAGED

- “ **What is the position of Maison MGA in your collaborative dynamics ?**
- Maison MGA plays a key role in our collaborative ecosystem. With its expertise in Industry 4.0 technologies, MGA enriches workshops and concrete use cases, experiments, prototypes, and shares real-world feedback, actively contributing to collective progress.
- “ **What brings the SWARM ecosystem to industrial companies ?**
- SWARM is a space for inspiration and co-creation, accelerating the transition toward a sustainable and responsible industry. Integrating members like MGA in the team, is bringing a practical approach to new technologies from digital to robotics integration. It embodies any company interested in progress for productivity, agility and robustness in its processes and business model. Joining SWARM is the path towards acceleration for an industrial company.

FOCUS  
**1750** VISITORS IN  
ALL OUR MAISON MGA SITES  
IN 2025



# Society and local roots



## MAISON MGA'S COMMITMENT TO SWARM AND THE TERRITORY

**Maison MGA** is deeply committed to **SWARM**, a collaborative innovation platform co-founded with Visiativ at the **Campus Région du Numérique** in Charbonnières-les-Bains. A true **living laboratory for industrial transformation**, SWARM embodies a strong conviction championed by Hervé de Malliard, **co-President of SWARM**: the transition towards a sustainable and sovereign industry cannot be decreed, it must be built collectively, through the sharing of experience and the implementation of concrete actions that drive transformation.

**SWARM** acts in a very practical way by positioning itself as **a collaborative and pragmatic laboratory**, where industrial players do not merely reflect on or envisage change, but take decisive action.

**SWARM's initiatives are structured around four major transformation pillars:**

1

### INDUSTRIAL COMPETITIVENESS,

exploring how to produce better, faster and with fewer resources through simulation, optimization and digital Lean approaches.

2

### RESPONSIBLE IMPACT,

where eco-design, responsible purchasing and circularity guide practices.

3

### DATA SECURITY AND CIRCULATION,

to build connected, sovereign and cyber-secure industrial infrastructures.

4

### BUSINESS MODEL TRANSFORMATION,

through the experimentation of new value-creation models such as Manufacturing as a Service and collaborative approaches.

# SWARM

## IPCEI

**Maison MGA** actively contributes to THE DRUG CELL project, a new French alliance aimed at industrializing cell therapies and making these innovative treatments accessible to the widest possible number of patients.

Alongside major partners such as **EFS, I-Stem, Carroucell, GPI, Université de Montpellier, EverZom, and the University Hospitals of Montpellier and Rennes**, **MGA** brings its unique expertise in robotics, automation and precision engineering to design instruments and processes capable of scaling from the laboratory to clinical production.

This strategic project, supported by France 2030, marks a decisive milestone for European health sovereignty. By integrating cutting-edge technologies such as digital twins, **artificial intelligence and digital manufacturing**, **THE DRUG CELL** aims to build a flexible, safe and sustainable bioproduction model, emblematic of a French industry that innovates for the health of all while anchoring its value creation within France.



**Pascal RONZIÈRE**  
President of the  
Villefranche Beaujolais Saône  
Urban Community

**Jean-Marc GALLAND**  
Deputy Prefect of  
Villefranche-sur-Saône

**Hervé de MALLIARD**  
President of Maison MGA

## TERRITOIRES D'INDUSTRIE

**Maison MGA** plays a leading role in the **Territoires d'Industrie program in Beaujolais**, which it co-pilots alongside public and economic stakeholders of the region.

This commitment reflects its determination to bring French reindustrialization to life at ground level, by federating companies, elected officials and institutions around a shared ambition: to build a sustainable, innovative and locally anchored industry.

Through its industrial investments in **Civrieux-d'Azergues and Mably**, **Maison MGA** embodies this balanced development model, rooted in innovation, skills development and territorial cooperation.

Under the impetus of Hervé de Malliard and Pascal Ronzière, co-leads of the program, **the Territoire d'Industrie Beaujolais** deploys concrete actions across four key areas: ecological transition, innovation, skills and land use with initiatives such as industrial networking events, energy efficiency workshops and the Industry Week dedicated to young people.

Through this active involvement, **Maison MGA** reaffirms its conviction that industrial sovereignty is built collectively, by valuing local expertise and creating the conditions for sustainable employment in the Auvergne-Rhône-Alpes region.



# Responsible procurement

OUR COMPASS >  
engaging our value chain  
in a shared responsibility  
approach.



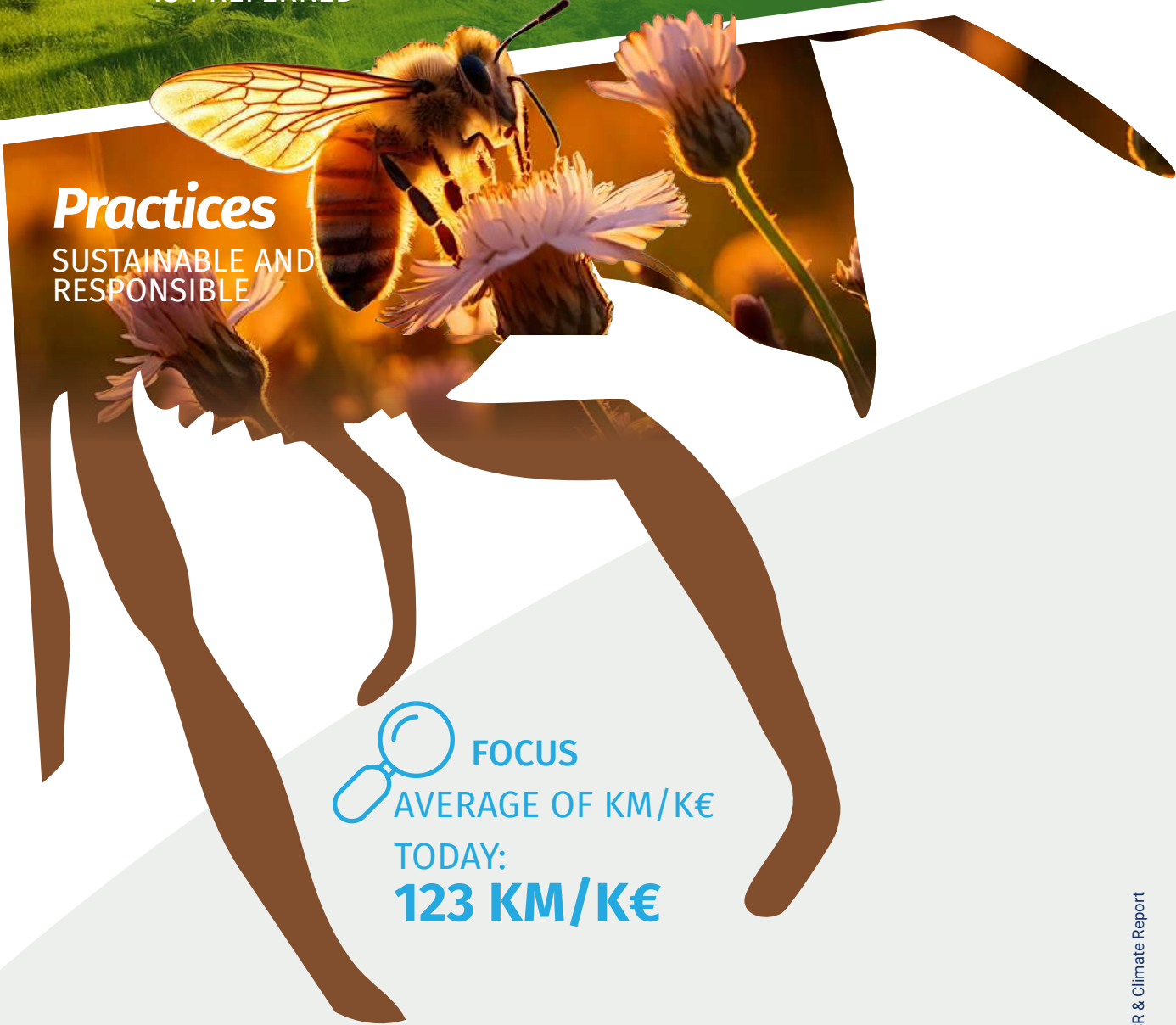
INTERVIEW  
**Jacques DUPENLOUP,**  
Director, Robotics Division  
France – STÄUBLI

“ What defines the relationship between STÄUBLI and Maison MGA?

The relationship with Maison MGA is built on a long-term partnership, founded on trust, transparency and technical excellence. In the pharmaceutical, biotech and semicon sectors, expectations in terms of quality, compliance and reliability are particularly high. Our regular exchanges with MGA teams make it possible to co-develop robotic solutions tailored to real operational uses, while integrating criteria related to sustainability, energy performance and maintainability.

“ How does this collaboration illustrate responsible procurement?

STÄUBLI designs and manufactures robust, durable and repairable robots, engineered for long life cycles. The collaboration with MGA prioritizes short supply chains, Made in France, a responsible supplier relationship and a clear sharing of CSR commitments. This approach fosters a high-performing, sustainable industrial ecosystem aligned with the requirements of end customers.



## OUR COMMITMENTS IN TERMS OF RESPONSIBLE PROCUREMENT

- ✓ Integrating social, environmental and ethical criteria into the management of our supply chain.
- ✓ Prioritizing short supply chains in our purchasing decisions.
- ✓ Remaining vigilant with regard to transparency, assessment and selection of our suppliers, based on their CSR commitments and performance, within a continuous improvement approach and a positive contribution to our entire ecosystem.
- ✓ Promoting sustainable and responsible practices among our suppliers and partners, ensuring that our CSR requirements are shared, understood and applied throughout our business relationships.

FOCUS  
AVERAGE OF KM/K€  
TODAY:  
**123 KM/K€**



# Responsible procurement



## SHORT SUPPLY CHAINS, A CATALYST FOR INNOVATION AND PROTOTYPING

At Maison MGA, innovation is built as close as possible to the field. Short supply chains in design and prototyping are a strategic asset: they reduce distances, shorten lead times and enhance the quality of interactions.

Complementing in-house 3D printing capabilities, they enable us to turn an idea into a functional object within a few days, sometimes within just a few hours.

The close proximity between design offices, workshops, partner suppliers and project teams creates **short experimentation loops**. A prototype is printed or manufactured, assembled, tested, adjusted and immediately refined. Iterations are fast, tangible and driven by direct technical exchanges, without intermediaries or inertia. This dynamic improves the relevance of technical choices and limits costly downstream errors.

**Short supply chains** also mean the ability to engage in continuous dialogue with trusted partners embedded in the same industrial ecosystem that we actively support through SWARM, Territoires d'Industrie and La French Fab. Feedback loops are fluid, decisions are shared and solutions are co-developed.

### WE DO NOT SPECIFY REMOTELY: WE ADJUST TOGETHER.

*This approach strengthens our industrial efficiency, secures project timelines and enhances the final quality of the equipment delivered to our customers. By bringing design, prototyping and manufacturing closer together, Maison MGA turns short supply chains into a powerful lever for performance, resource efficiency and industrial agility.*

## MEASURE TO ACT: STEERING OUR PROCUREMENT BY DISTANCE AND IMPACT

At Maison MGA, we are convinced that there can be no responsible procurement strategy without clear, shared, and transparent indicators.

Measuring is not about adding complexity, it is about providing a compass for action. We have chosen to structure our monitoring around **two simple and complementary criteria**.

The first criterion **tracks suppliers by geographic category**, applied across the entire Maison MGA. This straightforward and robust approach allows us to monitor the evolution of our procurement footprint without bias related to the economic weight of each supplier. Suppliers are thus classified according to a common framework:

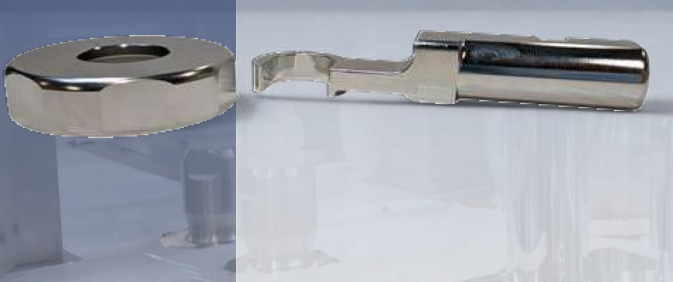
LOCAL (< 100 KM)	REGIONAL (100–500 KM)	NATIONAL (500–2 000 KM)	INTERNATIONAL (> 2 000 KM)
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This indicator provides a global, consistent, and comparable view over time of our ability to favor short supply chains.

The second criterion is more analytical and project-oriented. It applies to machines and instruments within a targeted scope: the top 30 suppliers of our RST category (parts and subassemblies to specification, cabinets and electrical ranges), representing **over 80% of the total in this category**.

We selected a simple and meaningful indicator: the **“kilometers per thousand euros purchased” ratio**. For one particular project, it stood at **605 km/k€**, highlighting the significant impact of certain distant suppliers. As an illustration, removing a single distant supplier would drop this index to **123 km/k€** for this project.

These two indicators are not static observations. They are **decision-making tools**, designed to guide our choices, challenge our habits, and foster dialogue with our teams and partners. Because measuring better is already the first step toward reducing impact.





# Conclusion



## MAISON MGA CSR & CLIMATE

### Industry shapes the world around it in a lasting way..

It transforms materials, structures territories, and engages those who bring it to life.

For Maison MGA, this responsibility is neither abstract nor theoretical: it is expressed every day in our industrial choices, working methods, and relationships with our partners.

### « PRIMUM NON NOCERE »

*Hippocrates – Hippocratic Corpus  
First, do no harm.*

**This principle guides the way  
we produce, design, and act.**

**PRODUCE BETTER.  
DESIGN WITH PURPOSE.  
ACT RESPONSIBLY.**



COMEX and  
CSR & Climate Committee  
of Maison MGA during  
a training seminar at the  
Climate Transformation  
Institute (ECAM & NALDEO)

“ Our CSR and Climate policy is now driven by a structured governance system, with a proactive CSR & Climate Committee orchestrating the deployment of our impact projects.

Convinced that transitions require enlightened leadership at the highest level, we took a decisive step by training our entire Executive Committee at the Climate Transformation Institute. This collective upskilling is essential: it enables us to understand systemic risks, anticipate the concrete effects of climate disruption on our activities, and act in line with the European taxonomy.

From now on, our course is firmly set toward 2028. Guided by strong determination, we implement this strategy through processes aimed at a deep transformation of our model. Our ambition is twofold: to drastically reduce our environmental footprint and actively contribute to building a more resilient and inclusive future.

## A CONCRETE AND COLLECTIVE ACTION

### CSR and Climate are not intentions; they are practices.

They are embodied through structured governance, measurable objectives, shared commitments, and the continuous improvement of our industrial, social, and environmental performance.

This report reflects the collective work of the Maison MGA teams.

It mirrors a dynamic built on trust, transparency, and cross-functional collaboration, serving ambitious, responsible, and sustainable industrial projects.

**EVERY  
ACTION  
COUNTS.**

**EVERY  
PROGRESS  
ADDS UP.**

**EVERY  
EMPLOYEE  
CONTRIBUTES.**

## A COMPASS FOR THE FUTURE

### Industrial transition is a long-term journey.

It requires consistency, humility, and commitment.

Maison MGA continues this trajectory with clarity and determination, faithful to its values and attentive to its impact on future generations.

Rooted in its territories, as exemplified by our Mably plant harmoniously integrated into its environment, Maison MGA advances with the conviction that industrial performance and responsibility go hand in hand.

**THIS REPORT  
MARKS A MILESTONE.**

**THE MOVEMENT,  
ITSELF,  
CONTINUES.**







Thank you!!!

**MGA**

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