



be **visionary**

# Extra-Financial Report



2026 edition

# Editorial

Xavier Datin

Chairman and CEO



In 2025, we were pleased to see the progress achieved through our determined pursuit of our CSR strategy recognized by the highest distinction awarded by the organization that supports us in measuring our progress year after year: the Platinum rating from EcoVadis, placing us among the top 1% of over 150,000 companies assessed worldwide.

This recognition is shared with the members of our CSR Committee, who are committed on a daily basis to implementing and sustaining responsible practices across the company, in collaboration with all our stakeholders. While continuous improvement is essential to the long-term sustainability of any business, corporate responsibility has become a key driver of development, much like total quality management was in the 20th century.

I also share this recognition with all our colleagues, who are increasingly engaged and proud of our achievements. Those—both internally and among our clients—who once viewed our responsible approach as artificial or purely marketing-driven are now reassured and have become advocates of our practices.

In a challenging economic environment, marked by volatile markets and sudden fluctuations driven by geopolitical uncertainty, our commitment to responsibility remains a source of strategic stability. It is grounded in strong principles that guide our relationships with employees, customers, suppliers, and our broader ecosystem.

A clearly defined purpose—“imaging for the common good”—when genuinely embedded in the company, serves as a powerful source of motivation for our employees and enhances our credibility and legitimacy with clients who share this vision.

Likewise, prioritizing local suppliers has become a key factor in operational performance, ensuring supply chain stability and industrial responsiveness.

We remain convinced that our CSR approach is fully aligned with the evolution of our business, supporting the development of our expertise, strengthening the value proposition of our solutions, and fostering strong relationships with our partners.

For the second consecutive year, we are pleased to share the principles of our responsibility-driven approach, along with an update on our actions and their outcomes, in this extra-financial report for 2025.

Yours sincerely,

**Xavier Datin**  
Chairman and CEO of i2S



## in figures



**1979**

company creation



**47**

years in imaging



**3**

locations in France  
Pessac - Cestas - Toulouse



**81**

employees



“

# Imaging for the **Common Good** ”

Our company is more than just an economic player. We have a collective and responsible project, driven by a clear raison d'être:

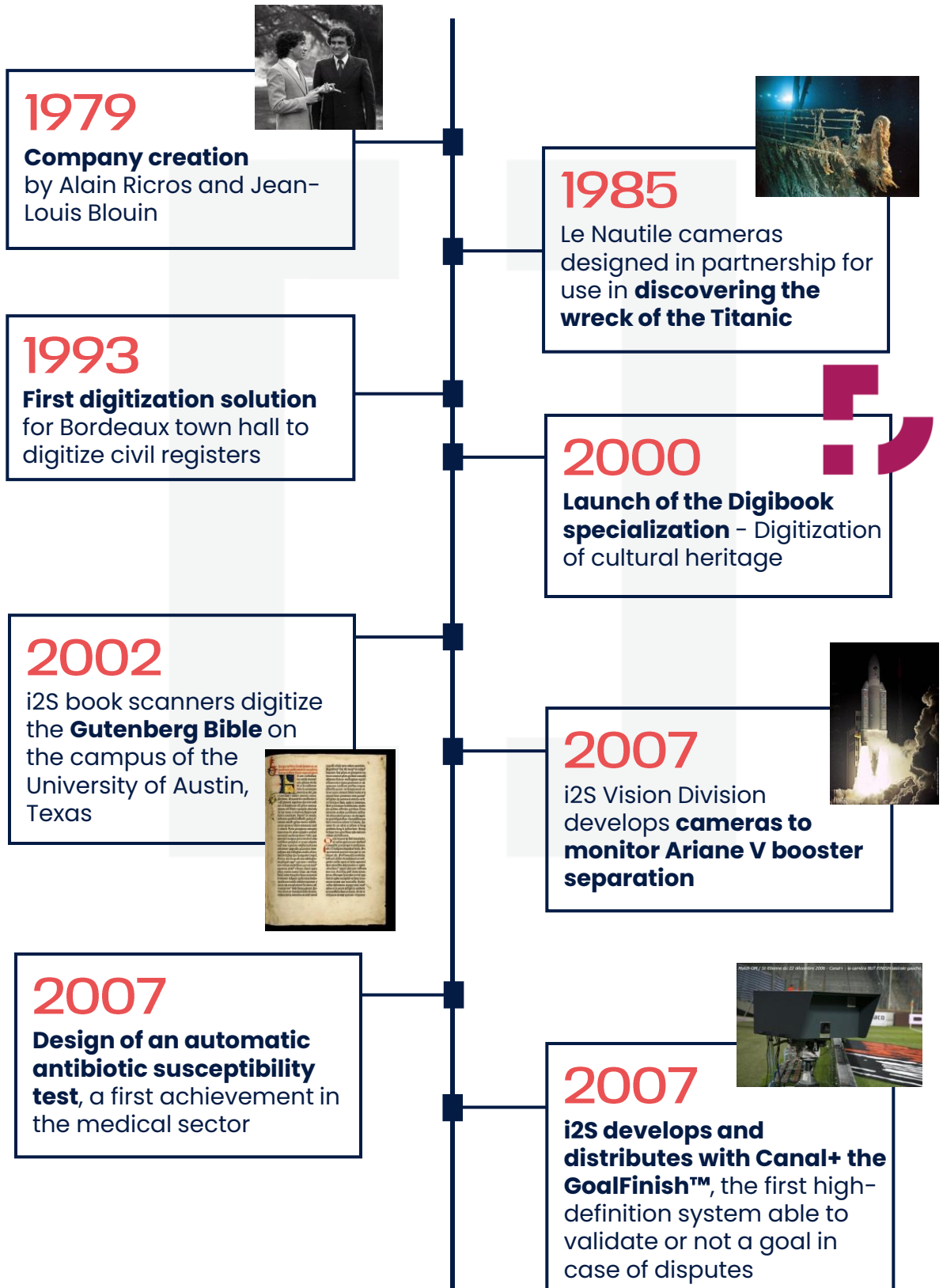
**“Capture, sublimate images and enhance their use to promote knowledge and contribute to our well-being”**

Every day, we are committed to putting this ambition at the service of innovation and progress.

Through our two flagship specializations, we are opening new perspectives. On the one hand, **the digitization of heritage**, to preserve and make accessible the world's heritage. Secondly, **underwater imaging**, to explore and secure maritime infrastructures.

We also design **customized products**, meeting the specific needs of high value-added sectors such as healthcare and agriculture, always with a vision of meaning and sustainability.

# A mission carried on for 46 years





**2019**  
Birth of **MedCare**, the **health and wellness specialization**



**2019**  
Inauguration of the **i2S manufacturing site in Cestas**. Symbol of total mastery of manufacturing and logistics offer



**2021**  
Integration of the new **underwater imaging specialization, Orphie**



**2023**  
Embedded video specialist **Twiga joins i2S**



**2025**  
**Launch of the first performance benchmark for cameras operating in turbid waters.** The visibility performance of Orphie underwater cameras has been validated by Bureau Veritas.



**2026**  
Launch of the **Smart Scanner**. Automatic calibration and quality control for heritage digitization, ensuring **faithful document reproduction accessible to all**.

# 2025 Highlights

## External recognition of our CSR performance



Ecovadis Platinum Medal

**Top 1%**  
of assessed firms

### **Awarded the highest EcoVadis distinction**

Five years ago, following the recommendation of a key client, we initiated an independent assessment with EcoVadis to objectively measure the maturity of our CSR approach.

Our ambition was clear: to gain a structured external perspective and strengthen the credibility of our commitments.

Over time, we have structured our policies, strengthened our governance, and deployed performance indicators across all our activities.

This continuous improvement journey has now been rewarded with the highest EcoVadis distinction.

This recognition confirms the robustness of our approach and encourages us to continue pursuing our path toward excellence.

# 2025 Highlights

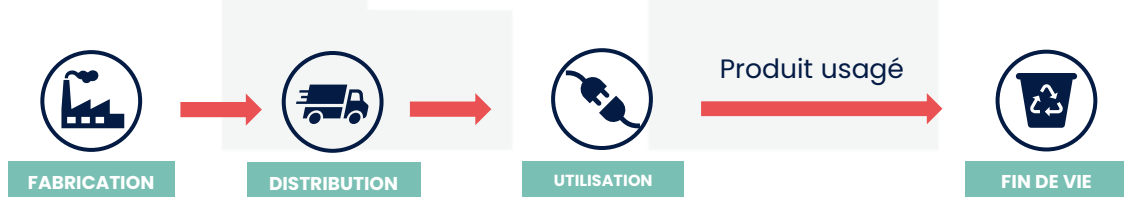
## From intention to measurable product impact

This year, we have structured a circular economy approach driven by indicators covering the entire lifecycle of our products. Our objective is to improve the overall performance of our scanners, from sourcing to end-of-life.

Our approach integrates sustainable sourcing, eco-design, industrial and territorial ecology, product-as-a-service models, responsible consumption, extended product lifespan, and recycling.

The Quartz AI HD scanner serves as our pilot product. We monitor key indicators such as durability and reparability indices, actual repair rates, sourcing locations, service levels, recyclability and recycled material rates, spare parts availability, average lifespan, carbon impact, and energy consumption.

Beyond internal improvement, our ambition is clear: to become a benchmark in this market by making these indicators structuring criteria in our responses to tenders. In doing so, we aim to raise industry standards and encourage the entire value chain to deliver increasingly sustainable and responsible equipment.



# Example of a circular economy product sheet

## Book scanner – Quartz A1

### Circular economy fact sheet

# Quartz A1 HD

**Durability index**

9

/10

Reliability — Repairability

RÉPUBLIQUE FRANÇAISE

9

/10

INDICE DE RÉPARABILITÉ

**Effective repairability rate**

100%

Recyclability rate

85%

Recycled materials content

30%

**Carbon footprint**  
*(10 years)*

1,71 t<sub>CO2</sub> eq

Average lifespan

10 years

Service rate *(over 10 years)*

95%

Purchasing location

99% Europe

87% France

28% Nouvelle Aquitaine

Recyclability of packaging

100 %

Availability of spare parts  
*(after end of product life)*

5 years

# Our CSR commitment: **A voluntary & structured approach**

Initiated in 2021, our CSR approach is steered by **a dedicated committee** and is at the heart of our corporate vision. As an SME, we anticipate regulatory changes and have already drawn up a first version of our double materiality matrix. Convinced that social responsibility is **a lever for innovation and sustainable performance**, we place these issues at the heart of our actions and developments.

Here are **our key commitments**:



This approach guides our decisions and innovations to build a more responsible and sustainable future.



# Governance at the service of CSR

The i2S Board of Directors has encouraged the inclusion of **a societal dimension in the development of i2S** to ensure sustainable growth. This desire has led to the structuring of **a CSR approach** in 2021, to monitor its progress and measure its performance. It also ensures that activities are aligned with **i2S raison d'être**. Finally, it promotes employee shareholding and encourages diversity within teams.

# The impact of corporate governance aligned with the CSR approach in a few figures



6,1%

Own shares held by i2S



24,1%

Ownership of i2S by its employees



1

Women on the Board of Directors



TOP 1%, Awarded the highest EcoVadis distinction

# i2S governance evolves to support the company's CSR approach



## 1. Promoting diversity on the Board of Directors

- **Feminize** the team and welcome **complementary professional** backgrounds (finance, marketing).



## 2. Increase employee share ownership

We want our employees to become shareholders so that they can share in the company's value, develop a culture of investment, including stock market investment, better understand strategic decisions in the light of the company's economic challenges, and benefit financially from its results.

- Maintain a level of **self-control** above **5%** ;
- Allocate part of the company's net income to **free share stocks**.



## 3. Measuring the performance of the company's CSR approach

At the invitation of customers already committed to a CSR approach, we chose to measure the progress of our own approach using the solution developed by Ecovadis.

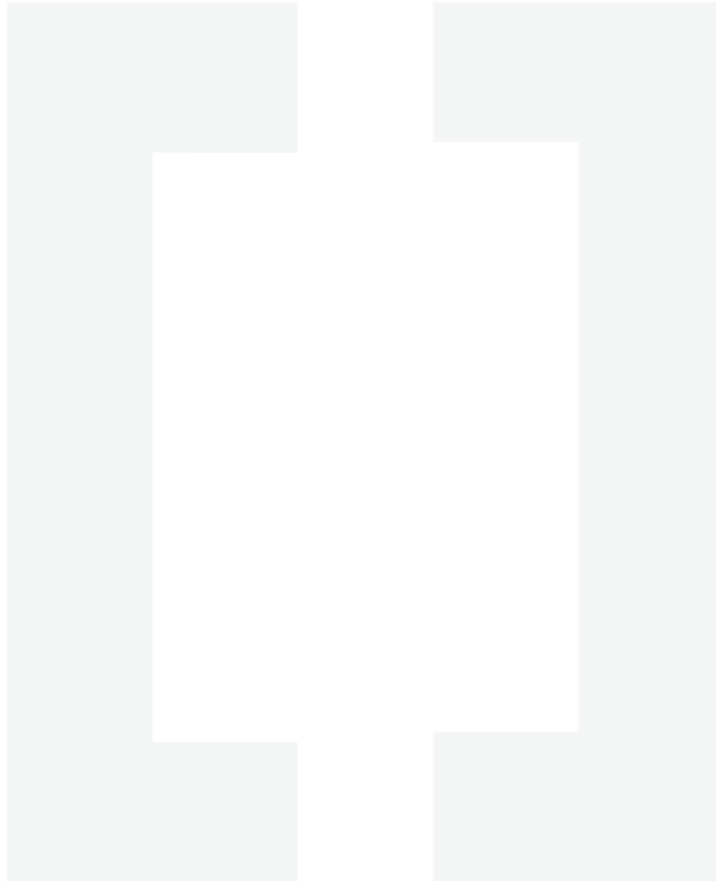
- Maintain **Platinum status** and remain in **the top 1%** of assessed companies.



## 4. Ensure alignment of the company's activities with its raison d'être

To ensure that the development of a new imaging application respects the company's raison d'être, in case of doubt we give the CSR Committee the responsibility of validating it.

Continue to assess the compliance of new applications with the CSR Committee, to be set up in 2024.





# Acting for the environment, a strategic challenge

At i2S, environmental preservation is far more than a regulatory requirement. It is a proactive approach embedded in our overall strategy and our corporate social responsibility.

We implement concrete actions to reduce our environmental footprint while strengthening our market competitiveness.

To bring this commitment to life, we have defined clear objectives and actions across all our activities at our three sites.

# Limiting our footprint, maximizing our positive impact

Once we've defined precise indicators of our environmental impact, we know our starting point and the concrete levers for reducing our footprint



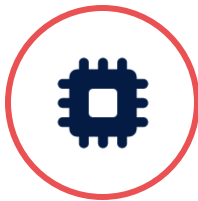
277

Kg CO2e / k€ turnover (\*)



4,7%

Reduction in electricity consumption between 2023 & 2025



10 years

Average lifetime of scanners & upgrade kits



5 years

Availability of spare parts (after product end-of-life)



100%

Breakdowns repaired within 5 years of the date of sale

(\*) La moyenne des entreprises dans le secteur de l'industrie est de 687 Kg CO2e/k€

# Moving from measurement to action: our commitment to reduction

To reflect our commitment, we have defined precise objectives and actions for all our activities at our three sites.



## 1. Reducing our carbon footprint: a concrete challenge

- Reduce scope 1 and 2 GHG\* emissions by **5%** by 2030 compared with 2023;
- Reduce scope 3 emissions by **20%** by 2035;
- Regularly update the carbon footprint for 100% of our sites;
- Encourage eco-design: at least **3 products incorporating a life-cycle analysis** by 2030;
- Work **with local partners**: 70% in France and 85% in Europe.



## 2. Creating products that live up to our commitments: responsible and sustainable

- Implement **a system to track the recyclable content** of our products by 2028;
- Achieve **10% recycled or reused materials** in the manufacture of our products by 2030;
- By 2027, launch **an awareness-raising campaign on the sustainable use** of our i2S-branded products sold directly;
- **Encourage product repair** by providing spare parts and after-sales service for 100% of products;
- Work with 50% of suppliers to adopt **sustainable packaging practices** by the end of 2027.

(\* ) GHG = Greenhouse gases



### 3. Acting on energy: efficiency and sobriety at the heart of our commitment

- Carry out **an energy audit** on the Pessac site by 2026 to identify sources of waste and optimize our consumption;
- **Sensitize and train 100%** of our employees in the responsible use of energy, making them agents of change;
- **Reduce total energy consumption by 10% by 2028**, in particular by gradually replacing energy-hungry equipment.



### 4. Conserving water, reducing waste: towards sustainable resource management

- Reduce **waste generation by 10%** by the end of 2026;
- Increase **recycled waste by 15%** by the end of 2026;
- Reduce **water consumption by 10%** by 2030;
- **Ensure “zero water use”** in our production processes.



## Committed to a fair, safe and inclusive working environment

i2S is committed to providing an **inclusive, safe, and engaging** work environment. The health, safety, and skills development of our employees are at the heart of our priorities. We promote **work-life balance** and invest in **training** to support every talent. We foster a workplace that encourages engagement and collective success. In addition, through dedicated procedures and awareness initiatives, we actively involve our stakeholders in the fight against forced labor and child labor.

# Parity, safety, well-being and training: successful initiatives

Our progress in equity, training, and safety encourages us to continue our efforts toward a responsible environment, engaging our entire supply chain.



**98%**  
Gender Equality  
Index



**2**  
Work accidents



**100%**  
Employer-  
sponsored health  
insurance



**57%**  
Women on the  
Executive Committee



**20%**  
of our employees  
are SST referents



**1**  
Average number of  
remote working days  
per week

# Safety, skills, diversity: building a sustainable working environment



## 1. Preventing risks and enhancing workplace safety

We implement concrete actions to minimize risks, promote well-being and guarantee a safe working environment for all our employees.

- Strengthen safety awareness to achieve zero workplace accidents resulting in lost time;
- Ensure that 100% of operational sites have undergone occupational **health and safety risk assessments** by 2026, measured through DUERP (risk assessment documents);
- Maintain **at least 20% of employees certified as Workplace First Aiders** at each site.



## 2. Developing skills and supporting careers

We invest in training to enhance our employees' skills and support their professional development, while meeting the company's strategic needs and developing everyone's potential.

- Maintain **100%** employee participation in performance reviews and regular career development discussions;
- Maintain **equal access to training** between women and men through 2030;
- Implement **"Retex" (feedback/review) assessments** for all training delivered in 2025 to evaluate the relevance of our training initiatives.



### 3. Promoting diversity and equity at the heart of our organization

We are committed to promoting diversity and equity, with key actions aimed at creating an inclusive and respectful working environment.

- Maintain a target of **50% women in leadership teams** in 2026;
- Maintain a score of **at least 90 on the Gender Equality Index** through 2030;
- Maintain **zero confirmed incidents of harassment** through 2026.



### 4. Ensuring safe, balanced and ethical working conditions

We ensure safe working conditions, eliminate child and forced labour, and promote a healthy work-life balance to support the well-being and engagement of all.

- **Maintain a very good eNPS score (+30) through 2030** in the annual satisfaction survey;
- Maintain **flexible working hours** for all employees through 2026;
- Ensure **100% of the workforce is covered by a health and safety management system** by 2026, fully funded by i2S in 2026;
- **Maintain remote working availability for 80%** of employees in 2026;

Regarding child labour and forced labour:

- Maintain zero reported alerts through 2030;
- Deploy and communicate a zero-tolerance policy by 2030 to 100% of employees and suppliers;
- Conduct annual audits of 100% of suppliers by 2030 to ensure compliance with standards across the entire supply chain.



# Building a responsible value chain, from supplier to customer

For several years, we have integrated CSR into our purchasing strategy by prioritizing **local sourcing**, particularly in Nouvelle-Aquitaine, France, and across Europe.

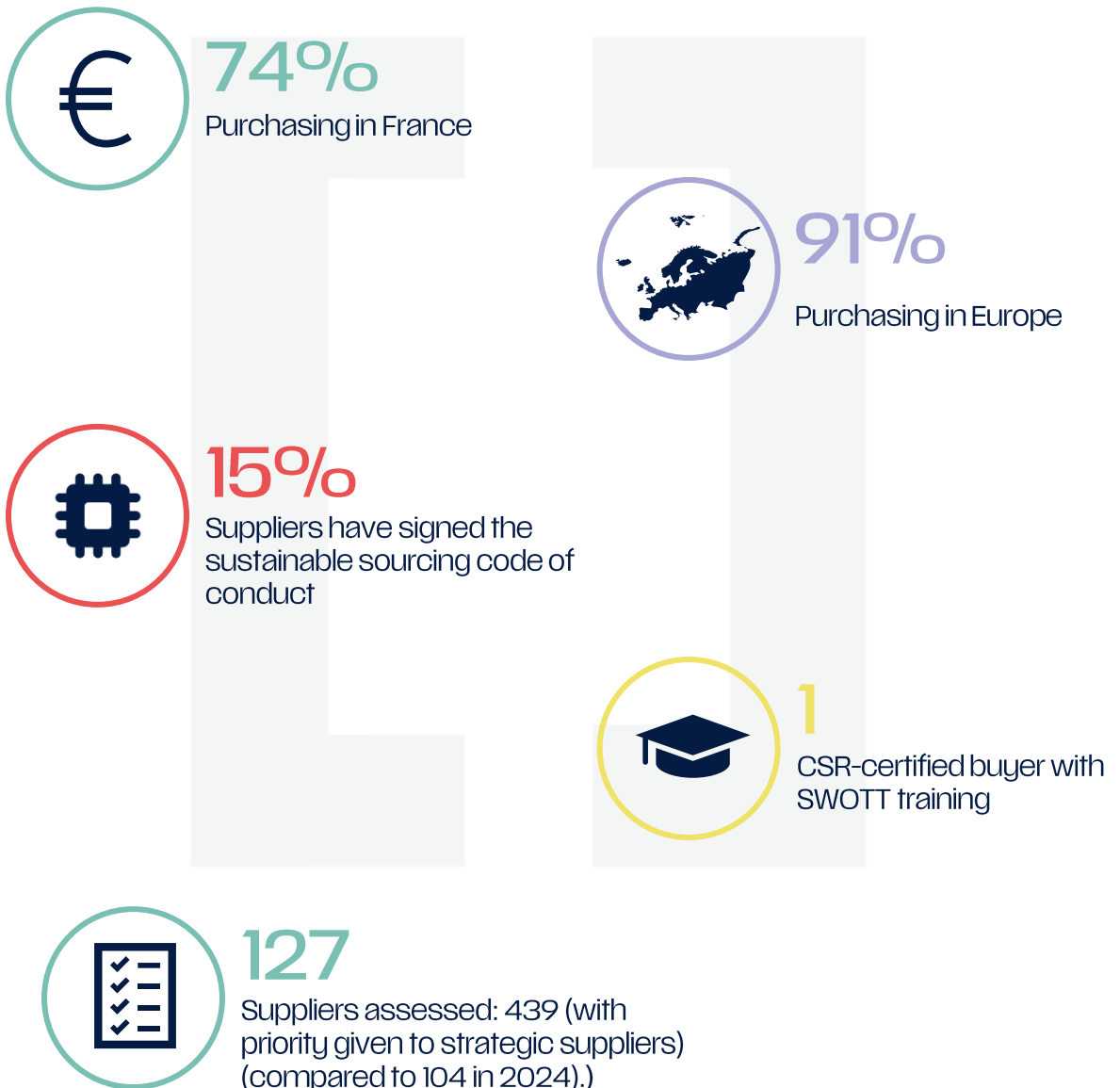
We maintain supplier audits and encourage our partners to source traceable, bio-based raw materials.

This approach is supported by commitments such as adherence to our Code of Conduct and requirements related to conflict minerals.

Purchasing is at the heart of our eco-design strategy, playing a key role in the sustainable development of our products throughout their entire life cycle.

# A committed value chain, locally-based purchasing

We are strengthening our local roots and working closely with our suppliers to build a sustainable and responsible supply chain.



# Responsible purchasing for a sustainable supply chain

Our responsible purchasing approach is based on three pillars: strengthening our suppliers' CSR commitments, co-innovating for sustainable solutions, and securing our supplies with greater traceability and resilience.



## 1. Committing our suppliers to a responsible supply chain

- By the end of 2026, achieve a rate of **30%** of suppliers having signed the **code of conduct**, focusing on key suppliers (i.e. 80% of total purchases);
- By 2026, include **environmental and social clauses** in the contracts of **30% of suppliers** in categories identified as priorities, to ensure a more responsible supply chain;
- Carry out **on-site CSR audits** by 2027 for at least **10% of suppliers** identified as having a high sustainability risk and initiate corrective action with non-compliant suppliers.



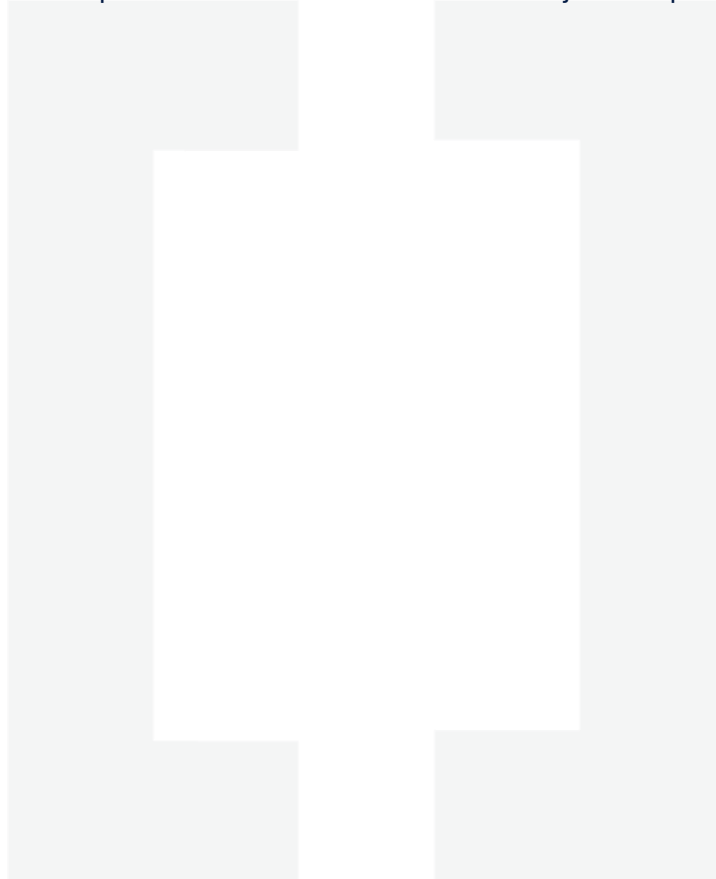
## 2. Ensure optimized management of resources and costs while fostering innovation

- Encourage **co-innovation** with our partners for **5% of our projects** by the end of 2026, in order to integrate new technical solutions that improve both performance and environmental impact;
- Encourage suppliers, through specifications included in tender documents, to adopt **circular economy** practices, including the use of recycled or bio-based materials, and to document **the origin of raw materials**;
- Integrate **eco-design criteria** into the selection of purchased products and services, in order to reduce environmental impact throughout their entire life cycle.



### 3. Securing our supplies with transparency and responsibility

- Maintain **a local approach to purchasing**, giving priority to the Nouvelle-Aquitaine region, with France at over **70%** and Europe at over **85%**;
- Develop **traceability tools** by 2028 to guarantee transparency in the supply of raw materials and critical components;
- Draw up **a continuity of supply plan** for **50%** of our critical purchases by 2028 to prevent interruptions in the event of a crisis or major disruption.





# To be a very active player in regional development

The development of local communities is at the heart of i2S's CSR commitments.

While we export **70% of our revenue**, our local roots enable us to **source 30% of our materials in the Nouvelle-Aquitaine region and 74% in France**.

i2S is fully integrated into its ecosystem and actively contributes to the development of the Nouvelle-Aquitaine region across various dimensions.

## 1. Supporting education and inspiring tomorrow's talent

We maintain close links with the world of education: universities, schools and other types of training.



Active member  
since end 2023 (\*)



8

New higher education interns in 2026  
Hosting of work experience students (secondary school internships)



1

Participation in a school jury

## 2. Recruiting, training and building sustainable employment

Thanks to our sustained growth, we prefer an active recruitment program to short-term recourse to service companies.



4

New permanent positions created every year for the past 3 years



2

Work-study students supported in their career plans

(\*) Skills and aptitudes for 2030: Electronics in New Aquitaine Collaborative project led by the University of Bordeaux to meet companies' needs for training in electronics-related professions.

### 3. Innovating and making technology accessible to all

i2S operates in a highly technological environment and needs to be at the cutting edge of technology to remain competitive.



**CATIE**

Research projects with public laboratories and experts in digital technologies.



**3x**

Board members

**CRT**



centre de ressources technologiques

Support for SMEs and mid-sized companies (ETIs) in their digital transformation.

### 4. Stimulating economic growth and development

To ensure economic growth and contribute to local wealth creation, one of i2S's priorities remains its core business of electronics and optics.

**ALLISNA**

ALLIANCE INNOVATION SANTÉ  
NOUVELLE-AQUITAINE

Members of the  
Board of Directors.



Supporting companies in financing and developing collaborative innovation projects, growth and internationalization.

## 5. At the heart of tomorrow's challenges: exchange, influence, advance

Aware of the social dimension of its role, i2S is also very active in two local employers' organizations.



Participate in major movements related to our businesses.



Vice-presidency of MEDEF Gironde, contributing to economic and societal progress.



# Guaranteeing ethics and safety, **A fundamental commitment**

At i2S, ethics and information security are at the core of our commitments. We apply the highest standards of **integrity, transparency, and respect for human rights**, thereby ensuring responsible conduct across all our activities.

We are also committed to **protecting personal data** by implementing strict measures and regularly training our employees in best practices.

# Data integrity and protection: tangible progress

We already have some initial indicators, but our priority is to go further. By defining clear objectives, we are reinforcing our training, data protection and risk prevention actions, to guarantee an ethical and secure framework.



99,56%

IT service availability rate for employees (\*)



2

Confirmed data security incident



12

Alerts and directives issued related to data security



0

Ethical alert launched over the past 3 years



2

Harassment representatives appointed by the CSE at each site

(\*) expressed as a percentage of annual minutes during which critical services operate at 100% availability

# An ethical framework structured around three priorities



## 1. Protecting personal data in everyday life

We implement strict measures and regularly train our staff to guarantee the security and compliance of personal data.

- Train **80%** of employees on information security risks by 2027;
- Reduce the **number of confirmed security incidents by 30%** by 2026;
- Maintain **a real-time data security notification system** and process **100%** of alerts **within 24 hours**;
- Implement **anomaly detection technology** by 2026;
- **Communicate** regularly on IT risks;
- Improve and test **the emergency response plan** by 2027 to ensure response to major security incidents within **48 hours**, including an annual simulation exercise.



## 2. Fighting fraud: prevention and vigilance

We put in place rigorous measures to prevent, identify and manage all forms of fraud, while raising the awareness of our employees through training in best practices.

- Implement **an internal anti-fraud alert system** by the end of 2026, enabling employees to report suspicious situations;
- **Process 100% of anti-fraud system alerts** by the end of 2026;
- Maintain **0% of confirmed fraud incidents** by 2030.



### 3. Fighting corruption and conflicts of interest: zero tolerance

We apply strict measures to prevent corruption and conflicts of interest, accompanied by regular training to raise awareness among our employees.

- Implement **a monitoring dashboard to detect and manage corruption-related alerts** by 2026;
- Process **100%** of alerts within **30 days** of their reporting;
- Introduce **a compliance anti-corruption background screening process** for 100% of new employees, particularly for management positions;
- **Raise awareness among 100% of suppliers on anti-corruption standards** by 2026;
- By the end of 2027, implement and require signature of **a mandatory declaration procedure for gifts received** above €50 from 100% of employees;
- Train **100% of new employees** by 2027 on ethics and conflict of interest management.



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