



Cédric Marmonier
President

300 YEARS, ALREADY!

"Vision" and "Commitment" – these two words perfectly sum up what drives Medicos. By refocusing in 2018 on our core business of plastic injection molding and glass processing for the Beauty & Food sector, our vision has always been to maintain our independence while pursuing a proactive diversification strategy. We are determined to strengthen our position as Europe's packaging market leader by broadening our scope and adapting to changes in the sector. By maintaining local roots, we will continue to respond to the specific needs of each market while ensuring quality and innovation.

In an ever-changing regulatory environment, we are committed to helping our partners and customers manage future constraints, particularly those related to new regulations. Our expertise enables us to anticipate changes and help them move forward with confidence.

At the beginning of 2025, a (happy!) coincidence will allow us, if we add up the ages of the four industrial units that make up Medicos, to celebrate our 300th anniversary! 100 years for the plant in Izernore (formerly Mino Gaillard), 100 years for the plant in Chassal (formerly Janvier), 60 years for the plant in Milan (formerly CO.VE), and 40 years for the plant in Rombach in Alsace (formerly Dinamic Emballages).

Medicos is first and foremost a group of reactive SMEs, financially independent, efficient, short-circuited through an organization that prioritizes integration, and flexible through its industrial and commercial choices (60% custom products / 40% standard products with minimum production runs from 5,000 units to over a million units). The Group has an advanced industrial strike force, with more than 90 injection molding machines, from 30 to 350 tons, equipped with robots, several rotary machines for the production of glass pipettes, and a host of assembly and finishing machines.

But what has remained important, essential, and forward-looking for the entire team over the years is building a sustainable and responsible future by offering increasingly environmentally friendly packaging solutions.

SUMMARY

P-02 : 40% STANDARD, 60% CUSTOM

- Five "Highlights" developments

P-03 : FOUR COMPANIES, FOUR PRODUCTION SITES!

THE CIRCULAR ECONOMY, DRIVING INVESTMENT AND INNOVATION FOR 22 YEARS!

Eco-design, sustainable sourcing, recycling optimization, responsible production... all within the framework of a policy that was, at the start, voluntary and which later became mandatory in terms of social and environmental responsibility, without forgetting the implementation of an essential risk management program. The Medicos teams are focused on proactivity and customer satisfaction.

Denis Moiraud, Site Manager, gives us an update.

An everyday job !

Denis Moiraud : Here, as elsewhere, there is no room for error! The beauty industry is increasingly adopting sustainable innovations. At Medicos, the implementation of recyclability and circularity principles in our design processes is an essential approach to create products that can be reused or effectively recycled at the end of their life cycle, in particular through the RecyClass label.

We rely primarily on laws and regulations concerning packaging (PPWR, SUP guidelines,...).

We strive to create minimalist packaging. This means reducing weight and thickness, designing packaging using recycled, recyclable, refillable, and reusable materials, and assessing the



Denis Moiraud

overall footprint of products by taking into account the different stages of the life cycle.

We are also working on sustainable decoration solutions to minimize their environmental impact.

We seek to offer packaging that is more virtuous, desirable, and responsible, without compromising on ease of use.

A policy that naturally includes procurement.

Denis Moiraud : Of course! Our goal is to move towards 100% recyclable or reusable packaging, reduce the use of fossil materials, develop the use of bio-based materials, promote local sourcing (materials, tools...), and generalize the signing of a code of conduct with our suppliers.

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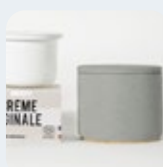
A PIONEER IN BOTTLE REFILLS



Plastic jar refills since 2007. All plastic packaging



Porcelain jar refills since 2015
Underlid, threaded ring, and porcelain inner jar support



Concrete jar refill since 2020
Inner jar free refills



Glass jar refills
First delivery in July 2022

40% STANDARD, 60% CUSTOM

Medicos currently sells around 3200 product references per year, 35 million droppers, 40 million perfume caps, 14 different jar formats with a wide range of customizations, and... around 300 new products. Exports represent 25% of sales. The product offering is equally balanced between standard and custom products. But Medicos is above all about innovative products.

Prune Thevenin, Sales Director, tells us more.



Prune Thevenin

Is innovation one of your hallmarks?

Prune Thevenin : Absolutely! We have set up a Steering Committee to oversee these innovations. We currently have 25 projects in the pipeline. The steering committee is very attentive to changes in the PPWR and AGEC regulations because some of these innovations are linked to these regulations. I would like to remind you that we have been pioneers in eco-design with the development of our refillable jars since 2007, well before regulations came into force (3 ranges of plastic jars with different designs: Lightéo, LW, and Luxéo. Capacities from 10 to 200 ml, fully customizable in-house). We file an average of three patents per year. These innovations cover both products and manufacturing processes. We are also building strong partnerships with players in the various sectors of the cosmetics industry so that together we can offer our customers innovative or renewed solutions. Our diversification means that we can be a driving force in proposing different gestures for new packaging.

A wide range of jars, lids, roll-ons, droppers, perfume caps and cannulas.

Prune Thevenin : With some strong points, such as our line of proprietary "Re-CLICK" jars. With a capacity of 50 ml, the jar is made of glass (PCR option - up to 40%), and the inner jar, is sealable, made of RPP, PP. The lid is made of RPP, PP, and the lid liner of PE. These three components can be customized (screen printing, hot stamping, and pad printing; lacquered or metalized).

We also offer a range of Roll-Ons (diameters 7.5 and 10 / capacities from 5 to 20 ml). The caps are made of RPP, PP, the ball carrier is made of PE, the ball is made of stainless steel, glass, and the bottle is made of drawn glass or custom-molded glass. All these components can of course be customized with a decoration or finish. Our roll-ons can be disassembled and refilled.

In the field of droppers, we offer a Beauty range with smooth caps and a Health range with ribbed caps for capacities from 15 to 100ml (standard dropper in petro-sourced or sustainable materials with glass pipettes, or in plastic for a fully recyclable dropper in the PP chain). A full-service version is also available with drawn glass, molded glass, or plastic



Personnalisables customisable Roll-Ons

bottles.

Our extensive range of perfume caps boasts more than 30 different references excluding decorations, as well as a variety of perfume sample stoppers. There are many options for customization.

If the customer requires a brand-specific cap, we can produce specific, low-cost versions using in-house tooling.

The same applies to lined caps, with a wide range of caps with rings in smooth or ribbed versions.

We also offer a range of cannula caps and two-piece twist-off caps (various screw-on or snap-on necks, one-piece or two-piece caps). An overcap is available for certain formats.

All these ranges are available with our own products, but our customers also often turn to us for their specific developments, which make up the bulk of our beauty business. The size of our group means that we are recognized for our flexibility and responsiveness when it comes to developments. Our offers always include an eco-designed and sustainable alternative solution.

A proven track record and expertise in the use of sustainable materials!

Prune Thevenin : That is right. For many years now, we have been working closely with many raw material suppliers to test sustainable, recycled, and recyclable materials before they are introduced to the market. We work with them to guarantee reliable results at the industrial production level, while at the same time analyzing our customers' needs to match supply with demand. Our raw material suppliers and our customers are therefore



Cannula-type capsules

very interested in our research and our achievements in this field.

To ensure the best possible traceability of our supplies, we offer ISCC Plus materials. We want our products to be easy to disassemble for easier recycling, and we offer mono-material products wherever possible, depending on the required packaging, to make sorting easier.



14 jar sizes



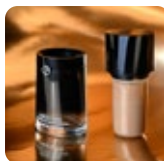
40 million perfume caps

FIVE "HIGHLIGHTS" DEVELOPMENTS



La Roche Posay Roll-On Dropper

This packaging combines two areas of expertise: droppers and roll-ons. Medicos Beauty has used its expertise in dosage to create an innovative gesture. The roll-on tip makes it easy to use, with an integrated cold massage effect.



Armani Refillable Foundation

Thanks to Medicos' expertise, this refillable packaging allows both the glass bottle and the plastic refill to be embellished.

In our factories, the four injected parts are manufactured without carbon black, hot-stamped, and then protected by a varnish.



Melvita Refillable Inner Jar

Melvita has chosen the innovative Re-CLICK refill system, a MEDICOS patent, combined with a refillable glass jar.

The refill system is intuitive and easy to use. This system offers an eco-responsible jar made of sustainable materials.



Perfume cap Roger & Gallet

Instead of a metal insert on the top and a MAC contouring at the bottom of the insert, Medicos proposed an eco-designed solution with an engraved metal insert at the top that protrudes at the top and bottom to visually meet the customer's original brief, with the advantage of one less part.



Helena Rubinstein Pipette

Based on a brief for a dosing syringe for healthcare purposes, this packaging was customized for the brand.

The production, decoration, and assembly of the 8 pieces was done locally to reduce the carbon footprint. Special attention was paid to the beauty gestures to ensure a delicate product delivery.

FOUR COMPANIES, FOUR PRODUCTION SITES!



Elodie Perrot

Medicos is the result of the merger of four SMEs and four areas of expertise. The whole process took only twenty-two years. The result is a turnover of 40 million euros and 150 employees.

Elodie Perrot, Site Manager, looks back on this extraordinary industrial adventure.

What are these four trades?

Elodie Perrot : First and foremost, plastic injection molding, with more than 92 injection molding machines ranging from 30 to 350 tons equipped with robots. They are either electric presses or hydraulic presses for mono or bi-materials. They are equipped with modules to improve the quality of injected parts (Active Flow Balance, Active Protect, sequential closures), multi-cavity molds (cap mold closures for service capsules, multiple sequence unscrewing, and indexed unscrewing). We roll out processes to implement the In Mold Labeling process (IML).

Our second specialty is the production and processing of drawn glass at our plant in Italy. This complex know-how is the result of many years of specific development of our processing machines, which are adjusted to control the thickness of the glass and the shapes. The manufacturing process requires the development and adjustment of highly specific tools for the calibration of the nozzles and the perfect control of the volume/pumping ratio. All our machines are equipped with a vision camera and the feeding of the glass tubes is fully automated to ensure optimum quality and cleanliness, in line with the requirements of the cosmetic and pharmaceutical sectors. The third activity is decoration, with a good command of the various types of finishing. Decoration can be done on finished parts: natural, mass-colored, metallic, galvanized, and lacquered. There is, of course, screen printing (flat and UV contouring on shaped parts (oval, square, round...), hot stamping (stamping, rolling, and contouring on shaped parts (oval, square, round...), pad printing, laser engraving, IML..., not to mention automated UV lacquering and varnishing machines. With or without in-line injection molding and final assembly. Last but not least, screen printing on glass pipettes for graduation or text marking.

The fourth line of business is automation!
And this is where Medicos has something really special to offer.

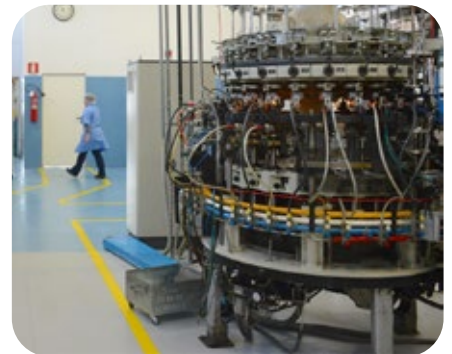
Elodie Perrot : Indeed, we have an extensive development program for our automated machines, which we carry out in-house. We are constantly on the lookout for the latest technological advances in machine equipment (TWINS cooperative robots, widespread use of our automated machines with 6-axis robot equipment, freedom of development, design and high output, machines equipped with machine vision/camera control, ultrasonic welding, UV gluing with automatic glue application by Cartesian robot). We incorporate the latest technological innovations in our processes:

- IV4 vision sensor: AI-enabled sensors that leverage all the measurements taken during production to improve process accuracy.
 - The latest generation V50 camera, which delivers three times the resolution of standard vision sensors, with a resolution of 5 million pixels.
 - 3D printing has been an integral part of the Group since the early days of the technology and has revolutionized our approach to development. It allows:
 - Freedom of design: and greater scope for the creativity of engineering teams. Complex shapes and intricate designs are now possible and being used.
 - Cost savings: Reduced material wastage compared to machining complex parts or developing prototype injection molds.
 - Rapid prototyping: We can move quickly from design to real-world prototype, accelerating the development of a product or machine. We can deliver the first iteration parts to our customers within a week.
 - Customization: Our machines are unique. Our latest 5-material 3D printing equipment gives us the ability to develop parts for high-performance automated machines using new-generation materials that can withstand heavy use. We manufacture our own automated assembly machines for our droppers, roll-on ball carriers, and complex parts, as well as our automated lines for indexed decoration and the assembly of our jars and inner jars.
- It is important to understand that we operate in four sectors. "Beauty", of course, but also "Health", "Agri-food" and "Technical Parts". Among our recent investments, it is worth mentioning that our Medicos Chassal site has

launched an expansion program of more than 800 sqm. for 2025, in order to maintain our in-house development of special machines and to offer industrial production solutions that are as close as possible to our customers' needs and dedicated applications. It should be noted that we also have two dust-free rooms.



90 injection moulding machines



Automatic vertical machines for manufacturing drawn glass

3200 REFERENCES SOLD PER YEAR	300 NEW PRODUCTS PER YEAR	18 DISTRIBUTORS WORLDWIDE	60 % CUSTOM PRODUCTS 40 % STANDARD PRODUCTS
25 % EXPORT SALES 25 INNOVATION PROJECTS IN THE PIPELINE	68,45% 14,28% 10,90% 6,37% • Pièces techniques • Cosmétique • Santé • Agri-alimentaire		32 MILLION DROPPERS 40 MILLION PERFUME CAPS 14 DIFFERENT JAR FORMATS

THE CIRCULAR ECONOMY, DRIVING INVESTMENT AND INNOVATION FOR 22 YEARS!

(Continued from page 1)

What about recycling?

Denis Moiraud : Incorporating recycled materials into our production process is an essential step towards reducing plastic waste and developing the circular economy.

We also offer a wide range of chemically recycled materials that combine all the advantages of standard resins, without the disadvantages usually associated with mechanical recycling.

This also means producing responsibly!

Denis Moiraud : To achieve this, we work to ensure that our production processes are both environmentally friendly and economically profitable. We manage our energy consumption to avoid waste, and we also manage our raw materials to reduce waste and reintegrate scrap into the processes. All of this is supported using more sustainable materials wherever possible (recycled or bio-based materials instead of virgin materials).

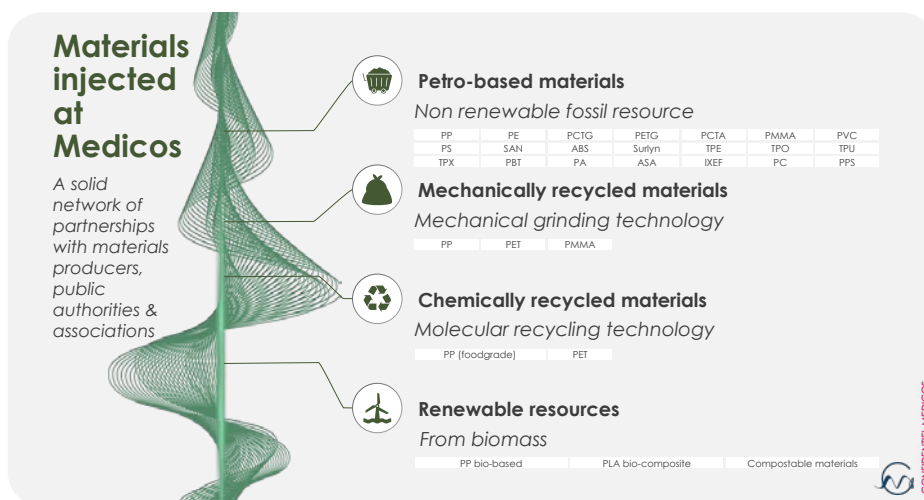
We have partnerships with raw material producers and distributors, who call on us to test materials under development and learn from our results, as do the beauty brand owners we serve.

Controlling our purchases is also important, with more than 80% sourced locally, as well as controlling our flows, all of which is consolidated in our climate change mitigation strategy.

An active social and societal CSR policy!

Denis Moiraud : In addition to our environmental and economic commitments, we are also working on our social responsibilities.

Our commitments, which are clearly defined in our charter, emphasize the importance of people. We want our employees to feel part of our strategy, to work in a safe environment, and to be able



to realize their potential through personal and professional development.

We are also committed to the development of the local economy. Medicos aims to play an active role through exchanges and partnerships with communities, professional associations, and schools.

Finally, we are involved in biodiversity conservation projects that contribute to the protection and sustainable management of France's natural heritage.

Not forgetting risk management!

Denis Moiraud : Medicos has a Business Continuity Plan (BCP) and crisis management procedures.

Risks are assessed every six months and this BCP is shared with the Executive Management Committee (assessment of supplier risks, assessment of natural, health, and environmental risks, and assessment of technological risks and accidents).



Part of
**PARIS
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