

OUR COMMITMENTS

CSR

OUR MAJOR COMMON COMMITMENT

Support self-improvement despite difficulties or disease



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Our CSR commitments demonstrate the ongoing efforts of all teams and **our company's sincere motivation to do better, more, and enjoy doing so.**

Halinh Tran-Bréchet,
Group Communication
& CSR Manager

Our TEAMS are and will continue **to drive our development aimed at building a sustainable and responsible future.**

Christophe Napiot,
EVP Human Relations,
Communication and CSR

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INTERNATIONAL STANDARDS

Our 9 goals are aligned with the UN Sustainable Development Goals.

Our decarbonization trajectory aimed at reducing our GHG emissions by -50% by 2030 is validated by the SBTi



SCIENCE
BASED
TARGETS

COMMITMENTS

Sustainably improve everyone's health and well-being



PEOPLE

Social Commitment

Create a fulfilling employee experience that promotes equity

Improve employee experience (greater than or equal to 8/10)



PUBLIC

Societal engagement

Build trust around Mayoly

Expand our reach with HCPs, patients and consumers



PLANET

Environmental Commitment

Preserve environment, resources and biodiversity

Reduce our GHG emissions by 50% by 2030 compared to 2019

2025 ROADMAP

1 Improve our teams' health and well-being

3
5
10

Priority

Develop and implement a fulfilling employee experience that promotes well-being, health and equity daily.

Goals

- Employee Experience = or > 8/10
- % of women in top management

2 Engage our teams

3

Priority

Unite our employees around a common culture that fosters cohesion, pride and adherence to the company's values and ambition.

Goal

- Commitment rate = or > 8/10

3 Develop teams' skills and employability

3

Priority

Support teams throughout their career by fostering their continued development and career mobility.

Goals

- Number of hours of training per employee
- Internal Mobility %

4 Improve patients' and consumers' health and well-being

3

Priorities

- Raise awareness and support HCPs' training.
- Increase access to products
- Develop dialogue with HCPs, patients and consumers

Goals

- Number of HCPs visited
- Distribution (at points of sale) of our key brands in our key subsidiaries
- Total social media impressions and events audience

5 Be a reference for our stakeholders

12

Priority

Develop our suppliers by adopting CSR criteria.

Goals

- 80% of our direct procurement expenditures covered by our Responsible Procurement Charter
- 70% of our direct procurement expenditures certified by Ecovadis or equivalent

6 Combat Climate Change

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7

Priority

Reduce our GHG emissions to support sustainable growth.

Goals

- Scopes 1 & 2: -50% in 2030 (compared to 2019)
- Scope 3: -55% per million euros of added value by 2030 (compared to 2019)
- 100% electricity supply of industrial sites with renewable energy (RE)

7 Manage our consumption and reduce the use of natural resources

12
9
6

Priorities

- Incorporate eco-design principles into our products
- Measure and reduce consumption (water, energy and waste)

Goals

- 100% of new products incorporate eco-design principles by the end of 2025
- 5% reduction in our unused waste
- 10% reduction in our water consumption compared to 2023

8 Preserve Environment and Biodiversity

15

Priority

Create optimal conditions aimed at preserving environment and biodiversity.

Goals

- 50% of our industrial sites certified ISO 14001
- Goal Setting and Biodiversity Action Plan

Priority



Additional

