Sustainability Report

2024



Making everyday life better for everyone
about improving health and well-being for all

MAYOLY
Votre santé nous tient à cœur



“Improving the health and well-being of everyone to offer a better everyday life for all.”

Table of Contents

1. MAYOLY

Profile and key figures P08
Our activities in service of health and well-being P12
A sustainable value creation model P16
A committed leadership team P22

2. Managers and people involved: Four issues for the future

Industrial sovereignty: a strategic ambition P26
Climate: a lever of responsible industrial transformation P30
Access to health and wellness products: a commitment at the heart of our DNA P31
New societal aspirations: an entrepreneurial spirit in a changing world P32

3.Our impact: our commitments and actions

People P38
A sustainable commitment to patients and consumers P46
The Planet P52



2024 A pivotal year!

2024 was a year of strong growth and CSR acceleration for MAYOLY. A look back at 7 iconic news items of this dynamic.

GOVERNANCE

1 Implementation of CSR governance at the group level and definition of our 1st annual roadmap

SOCIAL

2 Launch of the 1st Group engagement survey

3 Our values are deployed around the world







INNOVATIONS

4 Gastro Days is becoming a landmark event at the European level

5 Outstanding growth for our TOPICREM® dermocosmetic brand

SOVEREIGNTY

6 Start of 3 new production lines



ENVIRONMENT

7 SBTI* validation of our decarbonization trajectories

*Science Based Targets Initiative

1

MAYOLY

Profile & key figures



Nicolas Giraud, CEO

MAYOLY, a one-hundred-year-old pharmaceutical and industrial group, is developing a responsible growth model and a broad offering of solutions in the areas of consumer healthcare, prescription, and diagnostics, creating value for all its stakeholders.

Since the beginning, MAYOLY's purpose has positioned the group in a responsible way to address everyday health and well-being challenges. The Group is distinguished by its independence and growth model. It aims to be a global leader in consumer healthcare through its activities.

"Our fundamentals and ambition are clear. Our CSR commitments are powerful levers for business development and shape the future face of MAYOLY."

MAYOLY is present in **21 countries**. The company relies on the expertise and skills of its employees to distribute its health and wellness solutions in **more than 100 countries** and improves the lives of **80 million consumers** every day.

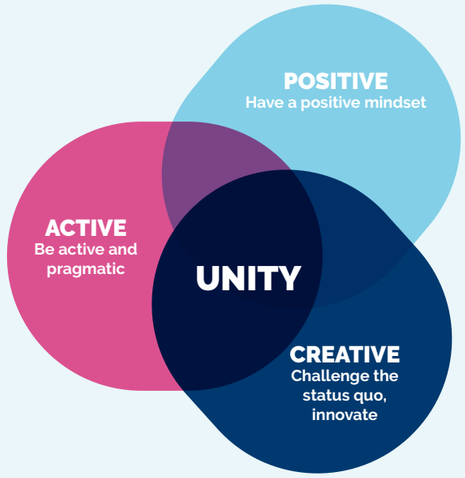
Our purpose

Making everyday life better for everyone by improving health and well-being for all.

Our values

This foundation of values informs our corporate culture. It guides our everyday actions and helps us meet the challenges of tomorrow.

Our Mayoly alchemy





PERFORM DAILY

We are constantly seeking to improve, finding solutions that simplify life, optimize teamwork and drive progress. This approach reflects our past successes and our passion for improving everyone's everyday life.

DECIDE RESPONSIBLY

Each individual contribution shapes Mayoly, in harmony with the people who form its heart.
Everyone acts at all levels, and on a daily basis, for the benefit of the community, patients, consumers, and clients.

SUPPORT CAREFULLY

Support and solidarity are critical to us: they're in our family DNA. We foster mutual support and innovation to create an ambitious collaborative environment where everyone can contribute and grow.

Ethics and compliance at the heart of the Group's governance and commitments

MAYOLY has built on strong ethical principles that guide its development and contribute to its reputation. These principles are the foundation of the Group's culture and its growth model. Leaders and employees of the Group are expected to comply with and apply all of the rules and principles of our Code of Ethics, whether it's fighting corruption, providing accurate financial reporting, or protecting confidentiality.

ETHICAL PRINCIPLES

TRUST
We put trust at the heart of our interactions with our clients, patients, consumers, partners, and employees.

RESPECT FOR EVERYONE
We have respect, dignity, and consideration for all individuals, regardless of their origins, age, gender, beliefs, and lifestyle choices.

TRANSPARENCY
We ensure that our clients, employees, and partners are accurately and clearly informed about our products, services, and activities.

INTEGRITY
We interact with all of our stakeholders, demonstrating the utmost integrity and relying on the merits of our products and services.

Our activities

OUR KEY figures

+2200
employees including 1,100 in France

+5%
growth in 2024

65%
of sales worldwide

108
million units produced in 2024

85%
of products worldwide are manufactured in France

21
subsidiaries

+100
countries where our products are marketed

6
industrial sites, 5 of which are in France

580
million euros in sales in 2024

Our clients

- **Wholesalers** 52%
- **Distributors** 25%
- **Pharmacies** 12%
- **Industry** 7%
- **Miscellaneous** 2%
- **Hospitals** 1%
- **Medical testing laboratories** < 1%

- **Consumer healthcare** €323 million — 57%
- **Prescription** €187 million — 33%
- **Diagnosis** €17 million — 3%
- **Miscellaneous** €36 million — 7%

Our health and wellness activities



Emmanuel Paint, EVP GLOBAL SALES

Through our three activities, MAYOLY contributes to improving employee health and well-being, ensuring that its actions have a positive impact on all its stakeholders, its entire ecosystem, and the planet.

"Our expertise is recognized both in France and internationally.
We are primarily present in Europe, China, Mexico, Russia, South-East Asia. In these strategic regions, we rely on strong, well-established entities and a network of trusted partners.
With this global presence, our influence now extends to more than 100 countries around the world."

A global range of health and wellness solutions and services

Consumer healthcare
- Gastrointestinal health
- Dermocosmetics
- Nutritional supplements
- Mental performance

smecta, Probiolog, forlax, TANAKAN, TOPICREM

Prescription
- Gastroenterology
- Mental performance

MeteoSpasmyl, EZICLEN, fortrans

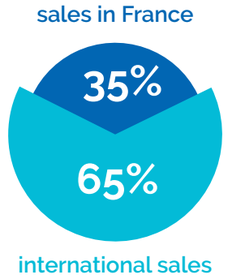
Diagnosis
- Helicobacter pylori
- Medical devices

HELIKIT, kibion, Diabact, HeliCap

"We give our affiliates and regions significant autonomy and responsibility to best meet the needs of their consumers, patients, and healthcare professionals with the necessary agility. We also work closely with many business partners around the world."

Our key regions

65% of revenues are generated internationally and are distributed primarily across 5 key regions: Europe, China, Mexico, Russia, South-East Asia





Vincent Bercovici, EVP DERMOCOSMETICS

Production in France and sustained growth in dermocosmetics

"In dermocosmetics, we recorded growth of 19% in 2024. Our products are trusted by consumers, confirming the relevance of our strategy and our ability to meet expectations with constant evolution. All products in the TOPICREM range are designed within our factory & laboratories at Dammarie Les Lys, developing internationally recognized know-how."



Roberto Nakahara, EVP GLOBAL MARKETING

Our solutions are recognized around the world for their quality and efficacy

"We act in every country where we operate to make a real difference in the daily lives of patients and/or people using self-medication and wellness solutions, while supporting healthcare professionals through knowledge sharing, training, and awareness."

Industrial establishments

1 head office in France and 6 industrial sites, including 5 in France

Our sites are recognized for operational excellence and several are certified according to **ISO 14001** (environment), **ISO 45001** (safety and health), **ISO 13485** (medical devices) and **ISO 50001** (energy).



Rueil Malmaison
Head Office
(Ile-de-France - France)
350 people



Dreux
300 people
63 million units/year



Dammarie-les-Lys
Drugs
150 people
9 million units/year

Facial and body care, hygiene
50 people
7 million units/year



L'Isle-sur-la-Sorgue
50 people
3500 metric tons/year



Chatou
52 people
16 million units/year



Tianjin (China)
50 people
28 million units/year



A French group with international reach: 21 locations

ALGERIA
GERMANY
BELGIUM (BENELUX)
BELARUS
CHINA
SPAIN
FRANCE
ITALY
KAZAKHSTAN
LITHUANIA
MEXICO
POLAND
CZECH REPUBLIC
ROMANIA
UNITED KINGDOM
RUSSIA
SINGAPORE
SLOVAKIA
TUNISIA
UKRAINE
VIETNAM

A sustainable value creation model



Our Strengths

A GROUP OVER 100 YEARS OLD, CREATED IN 1909, GUIDED BY A FOUNDING MISSION

- Making everyday life better for everyone by improving health and well-being for all.
- Improving the quality of life of our employees and all those we serve.
- Contributing to economic and social development and environmental protection in the territories where we operate.
- An independent group that ensures a long-term vision.

A GLOBAL PLAYER AND LOCAL PRESENCE

- Present in 21 countries and distributed in 100+ countries.
- Strong brands reaching 80 million patients and consumers.
- Market potential estimated at €170 billion.

COMMITTED EMPLOYEES

- 2200 employees in 21 countries.
- 8.7/10 commitment rate.
- 63% women, 41% of whom are among the Group's top management.

A SUSTAINABLE AND RESPONSIBLE APPROACH

- Ethics and integrity at the heart of our model.
- An eco-design program to reduce the environmental impact of our products
- More than €200 million in annual sales and 90% of sourcing in Europe.
- More than 12,000 healthcare professionals facilitated by MAYOLY.
- An ecosystem of engaged stakeholders.
- A decarbonization trajectory validated by SBTI in 2024.

Controlling risk at the heart of our business

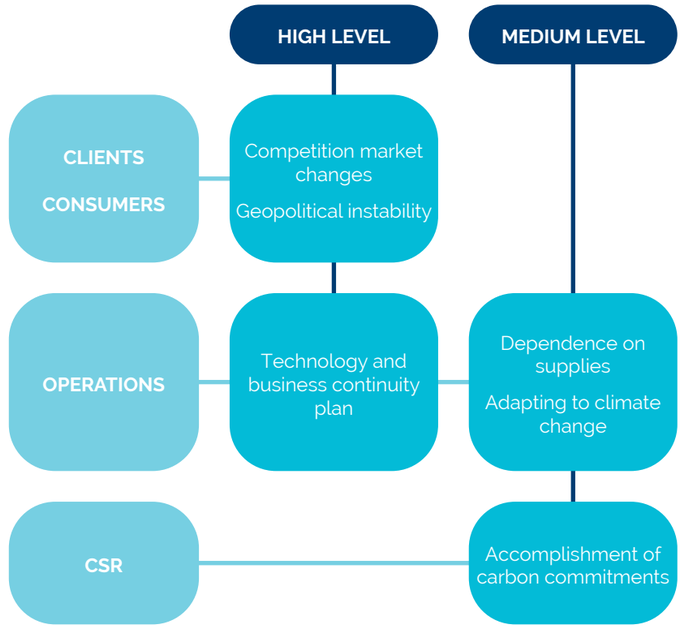


Mayoly operates in an ever-changing environment. To make the best decisions, protect its assets and support its strategic priorities, the Group takes a proactive approach to anticipate and manage these risks.

MAYOLY has a rigorous system in place to identify, assess, and manage risks at different levels of the organization, from its field-based employees to leaders (see diagram). Depending on their nature, the risk management measures identified are applied at the site, job, country, region, or global level. The progress of these action plans is subject to regular monitoring and reporting to leaders.

Each year, a risk profile is established based on assessments made by the management of the entities as well as discussions with the executive committee.

The risk profile (2024)





Business Model

Our business model is based on an in-depth understanding of industry challenges and our distinctive strengths. We are committed to using our resources responsibly to create sustainable value, while meeting the expectations of our stakeholders. We integrate environmental, social, and governance challenges into everything we do, ensuring a positive impact for our clients, partners, and society as a whole.

THE SECTOR'S KEY ISSUES

- Population aging
- Increased manufacturing costs
- Health and industrial sovereignty
- Access to healthcare for all

OUR OVERALL OFFERING

- PUBLIC HEALTH
- PRESCRIPTION
- DIAGNOSIS

OUR ADVANTAGES

- EXPERTISE
- PROXIMITY
- RESPONSIBILITY
- QUALITY AND EFFICACY OF PRODUCTS
- AGILITY

HUMAN CAPITAL

≈ **2200**
employees worldwide, and nearly 1,100 in France

OUR SBTI* COMMITMENTS

-50%
by 2030
scope 1 and 2 compared to 2019

-55%
by 2030
scope 3 compared to 2019

*Science Based Targets

OUR COMMITMENTS

- The human engine of **Group sustainable development**
- Working for the **ecological transition**
- **Sustainably develop** our territorial integration
- Promote a strong **societal responsibility culture**

OUR RESOURCES

INDUSTRIAL CAPITAL & DISTRIBUTION

6
production sites including 5 in France

21
subsidiaries

600
products

90%
of sourcing in Europe

VALUE CREATED FOR OUR STAKEHOLDERS

Patient awareness
through the creation of information sites on irritable bowel syndrome

•

45 product launches in 2024

CLIENTS

580
million euros in sales in 2024

148
million units produced/year

85%
of products sold worldwide are manufactured in France

PARTNERS

+200
suppliers (direct procurements)

55%
direct procurements made in France

90%
direct procurement made in Europe

EMPLOYEES

63%
female

37%
male

42 years old
Average age

7 years and 11 months
Average seniority

- **Protection of employees in all our subsidiaries and sites** (mutual and collective agreement of the Pharmacy)

"Our purpose: Making everyday life better for everyone by improving the health and well-being of all."

Value Chain

We are committed to every level of our value chain to ensure the quality and availability of our products around the world. This starts with the careful selection of our suppliers and subcontractors, and the excellence in the know-how of our manufacturing sites, up to distribution in more than 100 countries, for which we rely on a global network of committed subsidiaries and distributors.

Sales & Marketing
- Highly qualified in scientific, medical and DTC(1)˙
- An international network of local affiliates and distributors trusted by patients and consumers

Innovation
- In-house R&D team
- Development of new products and textures
- Technology monitoring on new galenic forms and ingredients



Market Access
- Products available in ~100 countries
- Approximately 800 marketing authorizations worldwide

Suppliers
Selection of raw materials and subcontracting partners with strict quality, environmental, reputation and control criteria

Logistics
- Efficient supply chain monitoring
- Long-standing partnerships with leading logistical stakeholders

Manufacturing
- Efficient production line with 5 plants in France and 1 in China
- Ability to provide a diverse offering and varied dosage forms

Quality & Regulatory Control
- Adherence to a strict preparation charter
- Regulatory personnel

DTC(1)˙: Direct to consumer



A committed leadership team

MAYOLY relies on a **dynamic and committed governance that supports** its sustainable and responsible value creation.

Composition of the Executive Committee



Nicolas GIRAUD
General Manager



Emmanuel PAINT
EVP Global Sales



Sophie DESLOGES
EVP Finance and administration



Sébastien NICOLAS
EVP Industrial Operations



Vincent BERCOVICI
EVP Dermocosmetics



Roberto NAKAHARA
EVP Global Marketing CHC



Alexandre FUZIER
EVP Strategy, Innovation and Business Transformation



Christophe NAPIOT
EVP Human Relations, Communication and CSR



Gaël CHALVON-DEMERSAY
EVP M&A, BD & Alliances

COMEX implements and drives the Group's strategic projects, sets objectives, and decides priorities.
It also monitors the performance and results of the various entities in order to guarantee the proper functioning of the Group.



2

Responsible and committed:
4 challenges for tomorrow

Industrial sovereignty:
a strategic ambition



Nicolas Giraud, GENERAL MANAGER

€400 million in exports in favor of the trade balance.

“Maintaining and developing our industrial sites and skills in France is a concrete act of industrial sovereignty. It is also a responsibility to patients, consumers, territories, and for future generations.”



85%

of our products are manufactured in France, in our factories.

In a context of uncertainty, massive relocation, and vulnerability of supply chains, Mayoly reaffirms its commitment to strong and sustainable industrial sovereignty. We invest in our manufacturing sites, and we put the preservation of know-how and the development of territories at the heart of our industrial strategy.

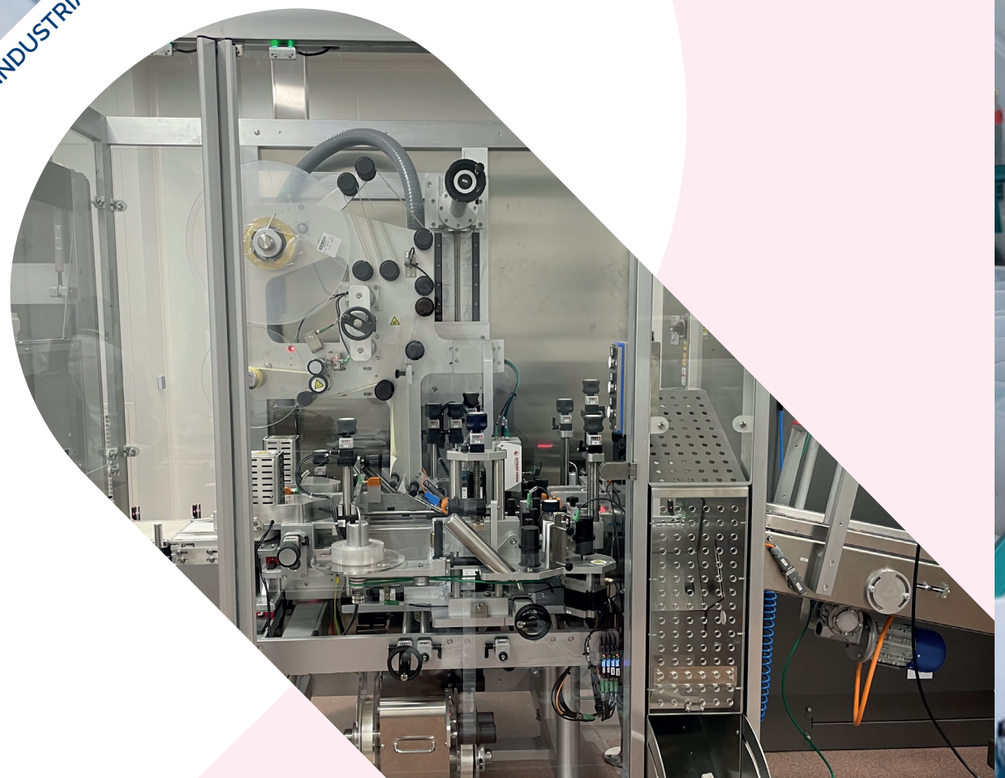
Strengthening our regional roots means first and foremost supporting local employment, promoting French industrial skills, and consolidating dynamic and resilient regional ecosystems. This proximity between our manufacturing sites and the markets they serve enables us not only to increase efficiency and maintain product quality, but also to reduce our dependence on fragile and remote supply chains.



Sébastien Nicolas, EVP, INDUSTRIAL OPERATIONS

“Our strength lies in our industrial capacity”

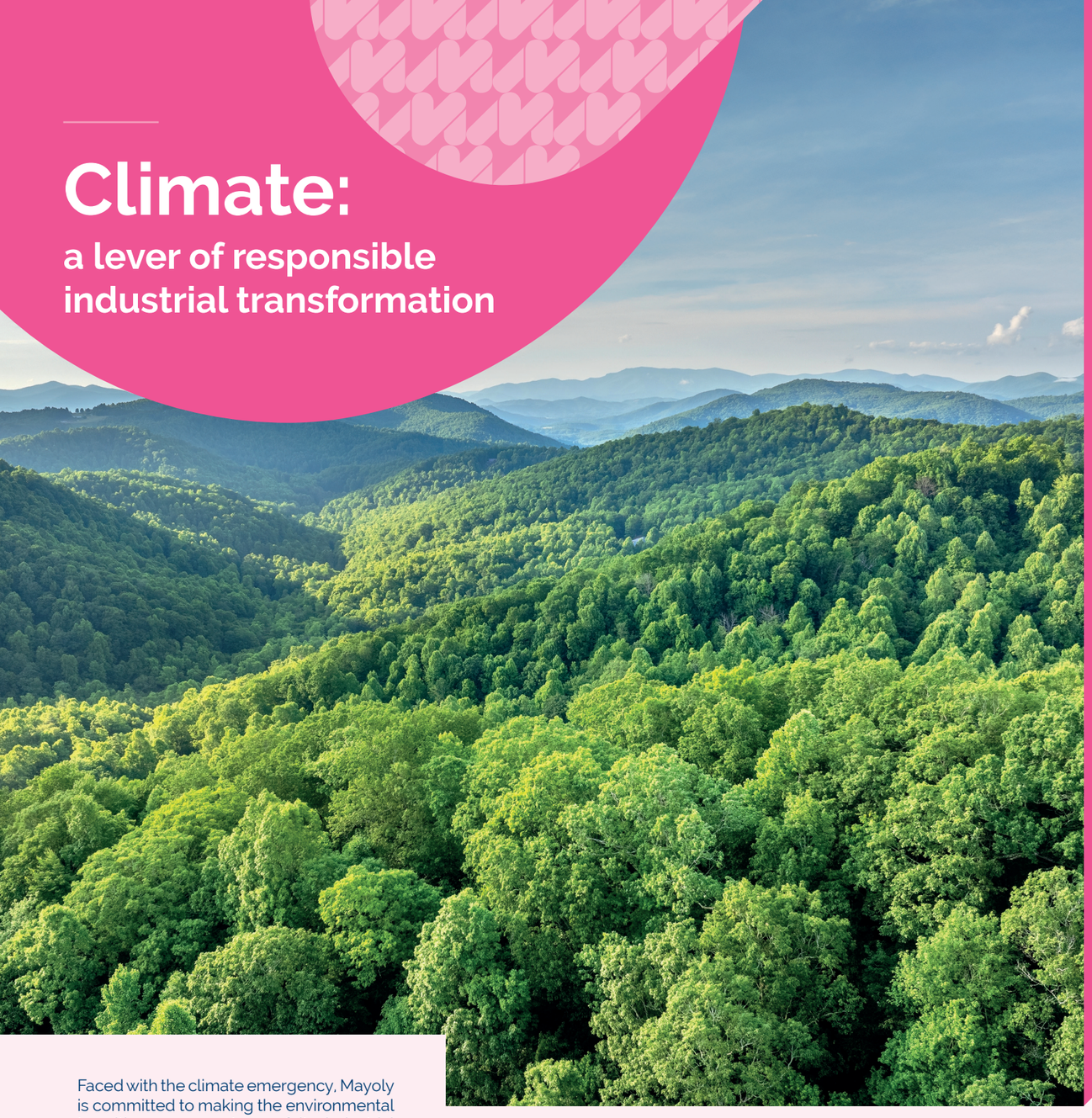
With 5 production sites, Mayoly ensures efficient, controlled, and high-quality production. With our advanced expertise and technologies, we manufacture more than 100 million units a year, tailored to the needs of patients and healthcare professionals.”





Climate:

a lever of responsible industrial transformation



Faced with the climate emergency, Mayoly is committed to making the environmental transition a cornerstone of its industrial strategy. We see decarbonization not only as an ecological necessity, but as a driver of performance, resilience, and competitiveness for our industry.

Our ambition is clear: to significantly reduce our carbon footprint, at all stages of our value chain. From production to distribution, rethinking our industrial practices in depth. This translates into continuous optimization of our energy efficiency, increased use of renewable energies, waste reduction, and the integration of eco-designed processes.

"In 2024, we reached a major milestone: our carbon emission reduction goals were met and validated by SBTi. This recognition formalizes our low carbon trajectory and supports our role as an industrial player committed to combating climate change."*

*Science Based Targets

Access to health and wellness products:

a commitment at the heart of our DNA



Access to quality medicines and wellness products should never be a privilege, but a fundamental right. Loyal to our mission to support healthcare professionals, we are committed to ensuring the availability and effectiveness of suitable effective solutions to a large audience.

Faced with the current healthcare challenges and recent crises, we act decisively to ensure continuity of supply, putting quality and safety at the center of everything we do. We adapt our products to meet the specifics of local populations, convinced that every patient deserves effective and appropriate care.

This strong commitment exemplifies our social responsibility: to reduce inequalities in access to health and wellness, to support professionals who work every day, and to promote health and wellness for all, without compromising on quality.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

"We act every day to make essential health and wellness products accessible to everyone, where they are needed, by supporting healthcare professionals, patients, and consumers."

New societal aspirations:

an entrepreneurial spirit in a changing world



Christophe Napiot, EVP HUMAN RELATIONS, COMMUNICATION AND CSR

“Women and men are and will remain at the heart of MAYOLY's project. This means welcoming everyone in their diversity and uniqueness, offering them the conditions for their growth, to grow together.”



We fully integrate changes in societal expectations by valuing equality, diversity, and taking initiative. Our entrepreneurial spirit, creativity and positive dynamics fuel our company culture every day.

We cultivate an environment where collective innovation and individual initiative are encouraged, enabling everyone to be fully engaged, develop their skills and grow professionally. Well-being at work, employee safety and inclusion are the pillars of a rich, motivating and meaningful employee experience.



“We believe that creativity, initiative and a positive mindset are key to building a fulfilling and responsible professional future together.”



3

Our impact: our commitments and actions



Halinh Tran Bréchot, Director of Communication & CSR

“Economic performance and sustainability are inseparable. Every action we take is focused on balancing responsible growth and positive impact, with a common goal of sustainably improving the health and well-being of patients and consumers, both now and in the future.”



OUR COMMITMENTS

CSR

Sustainably improving the health and well-being of everyone

An initial CSR roadmap to structure and accelerate our impact
In 2024, Mayoly set up a CSR Steering Committee responsible for defining and following a dedicated roadmap. This roadmap is a strategic tool that sets the course. It ensures the concrete translation of our commitments into measurable actions, with a clear ambition: to make societal responsibility a lever for sustainable transformation and performance for the entire Group.

-50% scope 1 and 2 by 2030
-55% scope 3 by 2030 compared to 2019

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

PRIORITY



COMPLEMENTARY



SCIENCE BASED TARGETS

People

Social commitment

2025 roadmap

1

Help improve our teams' health and well-being

Priority

To develop and implement a fulfilling employee experience that promotes well-being, health and equity on a daily basis.

Indicators

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

2

Unite our teams

Priority

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

Indicators

- Engagement rate = 8/10

3

Developing our teams' skills and employability

Priority

To support our teams throughout their career by fostering their continued development and career mobility.

Indicators

- Number of hours of training per employee
- % internal mobility





Help improve our teams' health and well-being

MAYENGAGE GROUP'S FIRST ENGAGEMENT SURVEY SUCCESSFULLY LAUNCHED:

The social pillar is at the heart of our CSR strategy, supporting our purpose and driving the overall performance of the Group. It fosters innovation, development of human capital, agility and talent attractiveness while meeting the ethical and societal requirements of our industry. In this dynamic, we conducted the first ever MAYOLY group-wide engagement survey, with a remarkable response rate of **85.8%**. The results reflect a strong collective commitment, with a commitment score of **8.7/10**, an employee experience of **7.9** and a positive e-NPS (employee net promoter score) of **30**, indicators that confirm the quality of our approach and our ability to build a stimulating and caring work environment.



Concrete actions to support employees



- **In Algeria,** annual medical consultations are offered to all employees, with an agreement offering free or discounted consultations. This program covers 100% of the workforce and is part of a sustainable prevention approach.
- **In Ukraine,** an employee assistance program has allowed everyone unlimited access to online consultations with psychologists, coaches, or psychiatrists. In 2024, more than 100 consultations were conducted, showing a real need and commitment from the Group to support employees, especially in sensitive contexts.
- **In the Czech Republic and Slovakia,** a "wellness bonus" is given to all employees during the winter period, to cover health-related expenses: medical products, health checks, glasses, etc. This concrete assistance aims to strengthen vigilance and prevention during a more sensitive period in terms of health.
- **In France (Dreux),** an inspiring project was led by an employee with a disability, who traveled 440 km by tricycle to raise awareness of overcoming obstacles. This challenge, punctuated by school and business interventions, was supported by Mayoly, who participated in acquiring the necessary materials. A concrete illustration of our commitment to inclusion and health through sports.



A new foundation of culture and values aligned with our ambition



For six months, the HR, Communications and CSR teams have led an ambitious project: to evolve the Mayoly culture to better reflect who we are today. Workshops have brought together teams representing all businesses and countries, with a clear purpose: jointly building a foundation of strong values, unifying and aligned with our ambition, becoming an international leader in consumer healthcare. This collective effort marks a key milestone and lays the foundations for a shared culture that supports our performance, our appeal, and our long-term development.

DECIDE RESPONSIBLY

PERFORM DAILY

SUPPORT CAREFULLY

Unite our teams

PINK OCTOBER: A GROUP RALLY AGAINST BREAST CANCER



- **In Ukraine,** an internal campaign to reiterate the importance of fighting breast cancer.



- **In Kazakhstan,** a conference to share the importance of prevention, screening, and emotional well-being. Testimonials from Survivors, Q&A session, and distribution of educational materials completed the program. Employees were also asked to wear pink and register for check-ups.



A new foundation of culture and values aligned with our ambition

- **France and Mexico:** giant photoshoot of employees and donations given to the association Vivre Comme Avant and LIVE TALK, employee testimonial.



- **Dreux,** the employees were asked to get involved by sending a picture of themselves dressed in pink. For each entry, a €15 donation was made to the Vivre Comme Avant association, which supports women affected by breast cancer in their post-treatment journey. At the same time, about 30 employees took part in the locally organized "Pink Walk", reinforcing the initiative's visibility and demonstrating a strong collective commitment.



CHARTRES "PINK STRIDES"

- In parallel with the Pink October campaign, the teams at the Dammarie, Dreux, and Rueil sites gathered to participate in the Chartres "Pink Strides". This active solidarity event offered a 5 km walk or a 10 km race to raise money for cancer care. This event brought together 60 participants and shows the involvement of employees in meaningful causes.



RECOGNITION AND TRANSMISSION

- Valuing long-term transmission and engagement. The transmission of the knowledge and loyalty of teams is at the heart of our corporate culture. Each year, the Seniority Awards reward employees for their commitment. This recognition symbolizes our attachment to collective memory, acquired expertise, and the human wealth that makes the Group strong.



CHINA: BEST WORK PLACE

- In 2024, Mayoly was recognized among the "Best Workplaces™ in China" as well as in the category Best Workplaces™ for Women in Greater China. With a 98% participation rate and an engagement index reaching 97%, this double recognition highlights the quality of work life, inclusiveness, and collective team engagement.

Inclusion and solidarity

Our teams are committed every day to putting into practice the values of solidarity, inclusion, and social responsibility in their territories. These complementary initiatives, carried out by the employees themselves, help anchor the Group's societal commitment as close as possible to local realities.

In Dreux, several actions have been taken in relation to professional inclusion, solidarity, and awareness of diversity issues:

- Pharmaceutical Industry Job Week. Job dating: job applicants were invited to the site to learn about jobs and the company environment. Hands-on workshops assessed the technical and interpersonal skills of the participants, while facilitating their professional integration.





- Charity food collection in Dreux: in partnership with the Dreux local social action center, the site's employees organized a food collection for the local foodbank. This initiative helped to collect 86 kg of products, facilitating weekly access to grocery shopping at an affordable price for beneficiaries.



- Women's Day. On International Women's Day, we hosted a class of 20 students in the professional qualification in BioQuality from Rotrou High School for half a day of discussions on equality, diversity, and career opportunities in the pharmaceutical industry. A total of 10 speakers took part, including 9 site employees and 1 Polepharma representative, to share their background and promote an open, mixed, and engaged industry.



- In Mexico, teams collaborate with civil associations to give medicines close to their expiry date a second life. This initiative, implemented with several associations, helps to meet urgent healthcare needs while preventing waste.



Developing our teams' skills and employability

Developing our employees' skills is a strategic challenge. That's why we are deploying MAYLEARN, the Group's new training platform, to support upskilling around the world.

MayLearn embodies our drive to transmit knowledge and best practices, while fostering educational innovation and inclusion globally.
Our platform was awarded during the Sustainability & Impact Awards organized by CAPZA in the category of the best CSR initiatives in June 2025.

- Poland: Strengthening skills in commercial negotiation. A targeted program has been deployed for our sales force in Poland to improve their negotiation techniques. This training has enabled our sales representatives to gain confidence and efficiency in their interactions with clients.

- Mexico: Leader training and management development. We've rolled out a comprehensive course to support new managers, equipping them with the tools to successfully transition to the team leader role. The program covers the manager's role, talent management, performance evaluation and employee development. A team workshop has also been organized to reinforce cohesion, clarify strategic objectives and encourage agility through methods such as the "Stop – Start – Continue" principle, thus promoting collective efficiency and change management.

Public

A sustainable commitment to patients and consumers

Be a reference for our stakeholders

Societal engagement

2025 roadmap

We put the health and well-being of patients and consumers at the heart of our mission.

Our commitment goes well beyond drug manufacturing: it relies on a relationship of trust, proximity and exchange with healthcare professionals and communities.

4

Improve patients' and consumers' health and well-being

Priority

Raise awareness and support the training of healthcare professionals.

Develop access to products

Develop dialogue with HCPs, patients and consumers

Indicators

Number of HCPs visited

Distribution (point of sale) of our key brands in our key subsidiaries

Total social media impressions and audience at events

3 GOOD HEALTH AND WELL-BEING

5

Be a reference for our stakeholders

Priority

Develop our suppliers by adopting CSR criteria

Indicators

80% of our direct procurement expenditures covered by our Responsible Procurement Charter

70% of our procurement expenditures "certified" by Ecovadis or equivalent

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Patients and consumers are at the heart of our approach



SUPPORT HEALTHCARE PROFESSIONALS through training, educational content and reference scientific events (Mayoly Gastro Days, JFHOD, EADV, ESGE Days, etc.). These exchanges promote the dissemination of best practices and the improvement of patient management.

As such, the 3rd edition of Mayoly Gastro Days, held on December 13-14, is a perfect example of our commitment. This international forum on advances in gastroenterology promotes the sharing of best practices and medical education, in partnership with expert hepatogastroenterologists. It demonstrates our drive to provide patients with reliable, innovative and accessible healthcare solutions on a large scale.

Mayoly's active presence at medical conferences, such as JFHOD 2024 (the largest medical conference in France) or ESGE Days 2024 in Berlin, also illustrates our continued commitment. These events provide a space for direct exchange with healthcare professionals, promoting the dissemination of the latest scientific advances, and build trust through our ethical and transparent approach.

In September 2025, we attended the European Dermatology Forum (EADV) in Amsterdam, a major event that enabled us to meet more than 16,000 healthcare professionals. This meeting was an opportunity to showcase our Well-Being Dermatology approach and present our dermatological solutions that help improve patients' quality of life.



DEPLOYING CONCRETE ACTIONS ON THE GROUND, in connection with local needs. In China, Algeria, or Ukraine, we help train caregivers, reduce healthcare access inequalities, and raise awareness of prevention issues (Spark Plan, IBD campaigns, colorectal cancer screening, etc.).

- In Algeria, medical training sessions have been organized to strengthen the clinical skills of physicians, training them in the latest scientific advances.
- In China, the Spark Plan, developed in partnership with local health authorities, aims to reduce regional disparities in gastroenterology. Through four online conferences, over 40,000 physicians have benefited from the expertise of national and international opinion leaders, contributing to the harmonization of medical practices across the territory. Furthermore, an additional device was deployed in the Sinopharm pharmacies to support the development of pharmacy teams. In one month, 28 training sessions were held at more than 1,200 sales outlets, enabling 3,000 employees to better understand gastrointestinal disorders and improve their ability to advise and support patients on a daily basis. Digital tools also support these teams in their mission.

- In Europe, we participated in the ESGE DAYS, a symposium rich in technical advances in gastrointestinal endoscopy led by 3 European experts: Thierry Ponchon, Maria Pellisé Urquiza, and Barbara Bastiaansen.
- In Ukraine, we supported the "Improving IBD Awareness" campaign, held on World IBD Day, to raise awareness of these conditions and encourage better patient care.

We also published an article on colorectal cancer screening awareness, accompanied by an educational campaign for general practitioners and family doctors.

This initiative was aimed at promoting early screening, raising awareness of free treatment, and mobilizing healthcare professionals around prevention issues.

EXPANDING ACCESS TO PRODUCTS

Ensuring equal access to essential medicines is to defend a fundamental right to health, reduce inequality, and contribute to more fair, resilient, and supportive care systems. It's also acting concretely for a positive, sustainable, and humanly-responsible impact.

Our commitment to patient access to healthcare products translates into a broad global footprint:

- We operate across 21 subsidiaries worldwide
- Our products are distributed in more than 100 countries, in partnership with local distributors
- We offer a portfolio of 600 products that cover a wide range of therapeutic and dermocosmetic needs

We are amplifying our impact by accelerating the growth of our digital distribution, a key strategic lever to ensure broad access to our products. We focus our efforts on developing our key brands within our four core subsidiaries, while escalating our e-commerce channels, particularly in China and Russia, where this buying style is deeply rooted in patients' habits.

This collective and sustainable commitment reflects our ambition: to improve quality of life, wherever needs are present.

Be a reference for our suppliers and stakeholders

“90% of our purchases are made in Europe, a voluntary effort that allows us to both support local economies and foster regional partnerships. This choice also helps significantly reduce our carbon footprint.”

Our responsible procurement policy helps reduce extra-financial risks, improve the traceability and transparency of our supply chain, encourage sustainable innovation, and enhance the trust of our stakeholders (customers, investors, authorities).

In 2024, this process resulted in several structural actions:

- Responsible procurement charter formalized in January 2024 and signed by 47 strategic suppliers, representing 84% of direct purchases (target 80%).
- Supplier CSR assessment: 45 suppliers assessed by EcoVadis, covering 66% of direct purchases (€74M expenditure).
- Systematic integration of CSR clauses into all of our master supplier contracts
- Training of procurement teams on CSR issues specific to our sector (traceability, biodegradability, compliance with international regulations, etc.), in partnership with CEGOS.
- Progressive deployment of a supplier assessment tool, incorporating CSR criteria, in connection with Ecovadis.

We will support our suppliers in continuously improving their CSR performance, particularly in terms of carbon footprint, to strengthen the control of our impact throughout the value chain.

Planet

Environmental commitment

2025 roadmap

6

Combat climate change

Priority

Reduce our GHG emissions to support sustainable growth

Objectives

- Scopes 1 & 2: -50% in 2030 (vs. 2019)
- Scope 3: -55% per million euros of VA in 2030 (vs. 2019)
- Electricity supply to industrial sites at 100% in renewable energy



7

Control our consumption and reduce the use of natural resources

Priority

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

Objectives

- 100% of new products will incorporate the principles of eco-design by the end of 2025
- 5% reduction in our non-valued waste
- 10% reduction in our water consumption vs 2023



8

Protecting the Environment and Biodiversity

Priority

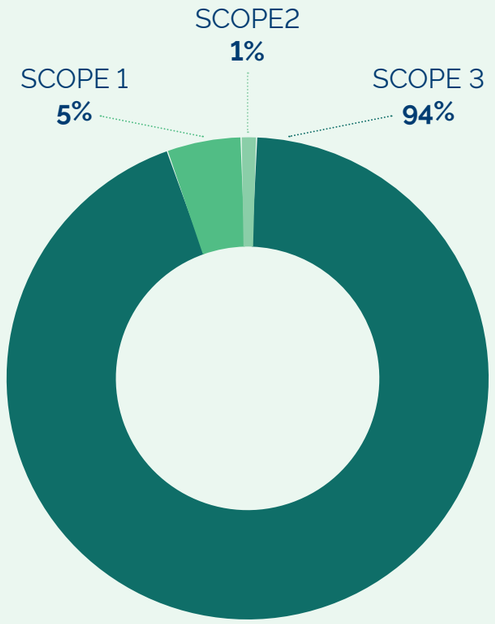
Create optimal conditions to protect the environment and biodiversity

Objectives

- 50% of our sites ISO 14001 certified
- Definition of aims and biodiversity action plan



In 2024 we reduced the emissions of scopes 1 and 2 by **21.5%**compared to 2023 and **-45%** since 2019



Our Commitment to Climate and Biodiversity

Our mission is to improve the health and well-being of everyone. We believe this is also about protecting our planet and living beings. That's why we act at all levels to reduce our environmental impact:

- By reducing our greenhouse gas emissions across our value chain.
- By reducing our consumption of energy, water, and natural resources.
- By incorporating eco-design principles into the development of our products.
- And by actively working to preserve biodiversity.

Our carbon trajectory is validated by the Science Based Targets initiative (SBTi)

In December 2024, our emissions reduction targets were validated by the Science Based Targets initiative (SBTi). This validation proves the seriousness of our approach: our trajectories are aligned with scientific recommendations to limit global warming to +1.5°C, in accordance with the Paris Agreement.

OUR COMMITMENTS:

- To reduce our direct scope 1 and 2 emissions by 50% in absolute value by 2030, compared to 2019.
- To reduce our indirect Scope 3 emissions by 55%, expressed in economic intensity (per million euros of value added), by 2030 compared to 2019.

Total emissions in 2024 92,883 metric tons CO2eq.

Scopes 1 & 2
5,328 metric tons CO2eq.

Scope 3
87,556 metric tons CO2eq.

Scope 1:
direct emissions produced by our sites (e.g., heating, machinery, vehicles).

Scope 2:
indirect emissions related to the energy we purchase (e.g., electricity).

Scope 3:
all other indirect emissions, such as those related to procurements, transportation, contractors, or the use of our products.



Decarbonization trajectory validated by SBTI

By 2030.

-50%
scopes 1 and 2 compared to 2019

-55%
scope 3 compared to 2019



Eco-design program

Our eco-design program helps reduce the environmental impact of our products throughout their life cycle, while maintaining their quality. It is based around four pillars:

1. Packaging: reduction, reuse, recyclability, responsibly sourced materials.
2. Formulas: selection of less controversial ingredients, simplification, responsible sourcing.
3. Manufacturing & transportation: energy performance, choice of more sustainable modes of transport.
4. Societal challenges: integration of environmental criteria into the product strategy.

These commitments are part of our overall goal: to reduce our total carbon footprint by 55% by 2030 compared to 2019, while promoting the preservation of biodiversity.



Decarbonization levers scopes 1 & 2

6% of our emissions come from scope 1 and 2 and are essentially related to our internal industrial needs.

Achievement of our targets to reduce direct emissions passes through two levers, energy efficiency and sparing energy on the one hand, and transition to low-carbon energy on the other.

Key actions:

- Monitoring and steering of an energy sparing roadmap (reduction of consumption with identification of projects and major industrial investments)
- Decarbonization by transforming methods of production, transport, or energy.
- ISO 50001 certification: renewed in 2018, renewed for our Dreux site, ensuring optimized energy management.
- In 2024, 100% of the electricity used at our industrial sites came from local renewable sources (versus 27% in 2019).
- 13% reduction in our electricity consumption and 7% reduction in our overall energy consumption (vs. 2023).
- Near-complete electrification of our Tianjin site, with a 99% decrease in its gas consumption.

Decarbonization levers scope 3

94% of our emissions come from scope 3 and are essentially related to our external needs.

Our main levers of action:

- Responsible procurement: increased dialogue with our suppliers to reduce the carbon footprint of goods and services purchased, and prioritization of those incorporating sustainable practices.
- Eco-design: integrated from the development of new products or during reformulations, taking into account the choice of ingredients, origin of raw materials, and manufacturing processes.
- Transportation: progressive deployment of low-emission alternative fuels (HVO, BioGNV), optimization and rationalization of air transport, transition transportation producing fewer emissions such as boat or train where possible (example: transition in 2024 from road transport to a mixed rail/road transport between Isle-sur-la-Sorgue and Dreux), electrification of our vehicle fleet.
- We are continuing this initiative in 2025. 25% less water in 2025.





Topicrem®

LOCAL PRODUCTION AND RESPONSIBLE FORMULATION
For more than 30 years, Topicrem products have been developed in the Dammarie-les-Lys laboratories and manufactured in France (mostly in our factory in Ile de France). The brand uses a responsible procurement charter to select its ingredients and raw materials. Formulas are deliberately simplified, with only essential ingredients.

ECO-DESIGNED SUN PROTECT SERIES
The new SUN PROTECT range launched in April 2024 combines very high protection for the whole family from 3 years old while committing to reducing its impact*. The formulas exclude mineral and nano filters in favor of our organic sun products and have been designed to limit the impact on the marine environment: tests carried out on 3 species of marine biodiversity - coral, algae, and cnidarians*.

The packaging is eco-designed: the 200 ml tubes contain at least 28% recycled plastic and have been made 4.5 g lighter**, which represents a 21% reduction in plastic per tube, without compromising the quality of the product.

Our spray bottles contain at least 29% recycled plastic and an ultra-practical twist pump with nozzle protection, without a detachable cover so it doesn't get lost in the sand.

**Find out all the details of our commitments and tests on our website. www.topicrem.com*
*** Compared to classic 200 ml TOPICREM tubes*



THE SUN PROTECT RANGE IS COMMITTED TO THE 1% FOR THE PLANET ASSOCIATION
Topicrem donates 1% of revenue from the SUN PROTECT range to environmental protection projects, via the 1% for the Planet collective. In 2024, funds were allocated to the association Rescue Ocean Project, which carried out pollution cleanup and raised awareness among young people. Since 2015, the association has raised awareness among more than 20,000 children and collected 500 tons of waste with the help of 1,500 active members.

PROJECT RESCUE OCEAN

1% FOR THE PLANET

BeauTerra®

NATURAL FORMULATION AND LOCAL MANUFACTURING
BeauTerra products are all designed and manufactured in France (with the exception of Aleppo soap, traditionally manufactured in Syria). More than 95% of our formulas contain more than 90% of ingredients from a natural source. The brand offers a wide range of solid products in body hygiene (soaps) and hair care (shampoo/conditioner) for consumption free from single-use plastic and using less water. Beauterra recently launched 2 lines certified as ORGANIC by COSMOS ORGANIC: intimate hygiene & baby



REDUCTION OF PLASTIC WASTE
Committed for several years to limiting the use of single-use plastic, BeauTerra pursues its actions in favor of more responsible consumption. Following the development of solid products and family formats that optimize transportation, the brand reached another milestone in 2024 with the launch of its eco-refills. Available on the flagship scents of these Marseille liquid soaps and shower gels, these refills are compatible with 1 L bottles (or 300 ml for soaps) and reduce plastic consumption by up to 80% compared to a conventional pump bottle.



PRODUCT INNOVATION
Beauterra also launched a dry shampoo without propellant gas, formulated with 99% natural ingredients. This vegan product, manufactured in France, means that hair can be washed less frequently, thus sparing water.



TRANSPARENCY & TRACEABILITY TOPICREM & BEAUTERRA
Both brands are committed to ensuring safe and respectful products. They apply a strict formulation charter excluding controversial ingredients. BeauTerra goes further by also eliminating all ingredients of animal origin, allowing the majority of its formulas to be VEGAN certified.

To ensure complete transparency, information on the composition and evaluation of products is made available to consumers on the brand websites. This data includes ratings from apps such as Yuka, providing clear, accurate and verifiable information.





Act for biodiversity

Consistent with the national biodiversity strategy, Mayoly is acting concretely to integrate the protection of nature into its activities.

OUR 2025–2030 ROADMAP IS BASED ON THREE PRIORITIES:

- Reducing pollution risks related to our business throughout our value chain,
- Identifying our reliance on natural resources to better protect them,
- Managing our sites sustainably, taking into account local territories and stakeholders.

EXAMPLES OF ACTIONS CARRIED OUT IN FRANCE:

- In Isle-sur-la-Sorgue, following an ecological-economical and biodiversity diagnosis, the "Biodiversity Corridor" project was launched to preserve and improve existing ecological continuities and sustainably register the site as a role model in workplace quality of life, resource utilization, and environment preservation.
- In Dreux, a biodiversity inventory confirmed the benefits of the actions undertaken since 2021, with the support of the Eure-et-Loir Nature association.
- On World Clean-Up Day, our teams in France and Mexico organized waste collection operations to raise awareness of environmental protection.

These initiatives demonstrate our willingness to act locally for a positive global impact on life.

CONSERVING WATER

Responsible water management is key to our industrial operations. In late 2023, we initiated an ambitious restricted water consumption plan for our main production site in Dreux: this plan enables a 25% reduction in our water consumption compared to 2023 [sic: 2022], in an area particularly sensitive to drought in the summer.

In 2025, we are aiming for all of our finished product manufacturing sites to reduce our consumption by 10%. At the Isle-sur-la-Sorgue industrial site, where we produce smectite, the key active ingredient used in the manufacture of our products, we are particularly careful to preserve water. Our site is next to the Sorgue, a unique Vaucluse river to be preserved. The water from the Sorgue is exceptional for treating and purifying clay in our industrial process. We use it, reprocess it, and return it to the Sorgue when it leaves our site, in the same amount and equivalent quality. It is a scarce and unique resource. Our vigilance makes it possible to reduce our consumption to the bare essential and promotes a more responsible and circular use of water.

A team of passionate experts committed to everyday health.


We are proud to make everyday life
better for everyone by improving
health and well-being for all
mayoly.com
Follow us
MAYOLY
Votre santé nous tient à cœur