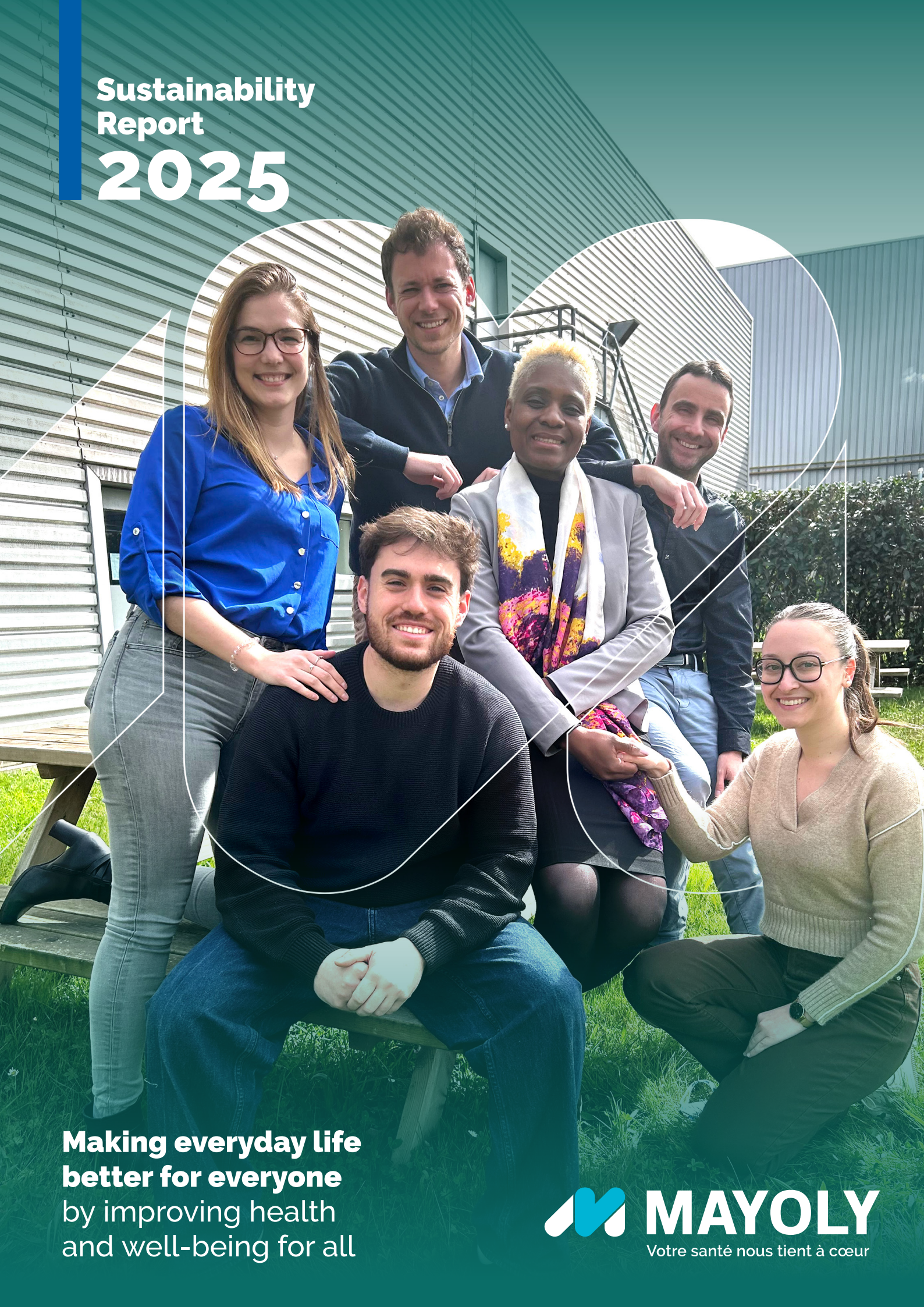
Sustainability Report 2025



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

MAYOLY
Votre santé nous tient à cœur

2025

Key moments



1 INDUSTRIAL SOVEREIGNTY

Visit by Sébastien Martin, French Minister of Industry, to our Dreux site: announcement of government support to reshore the production of colchicine, an essential medicine for treating gout (600,000 patients in France), to France



2 IMPROVING PATIENT CARE

This 4th edition of GASTRO DAYS brought together the best European experts to share the latest advances in gastro-enterology and hepatology: Mayoly's commitment to advancing patient care



3 INAUGURAL OPENING IN CHINA AND VIETNAM

The opening of our new offices in China and Vietnam marks an important milestone in our international development, illustrating our commitment to sustainable growth that is anchored in strong local partnerships.



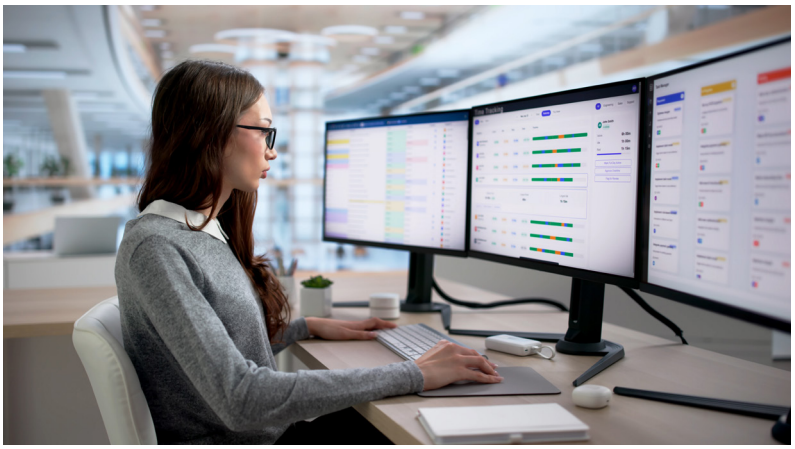
4 INAUGURAL OPENING OF NEW PRODUCTION LINES IN FRANCE

Mayoly opened up two new Meteospasmyl production lines in Dammarie-lès-Lys, representing an investment of €15 million, and one new line dedicated to dietary supplements in L'Isle-sur-la-Sorgue (€1 million investment).



5 TOPICREM & SUN PROTECT

A sun care range launched in 2024 and expanded in 2025 with an innovation in spray form for the whole family. Very high protection, addictive fragrance & pleasant textures. This new range protects & hydrates sensitive sun-exposed skin.



6 A DIGITAL TRANSFORMATION FOR PERFORMANCE

2025 was an intense year, marked by a strong [sic]. One year after the rollout of our new ERP, we have a more reliable and efficient system that simplifies our teams' work, secures our operations, and supports Mayoly's transformation.


933837

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

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1

MAYOLY

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 stands out by its independence and growth model. It aims to be a global leader in consumer healthcare through its activities.

"2025, an intense year

Strengthening dialogue, sharing our vision, and regular communication have fostered employee engagement and ownership of our priorities. This collective momentum allows us to move forward with confidence in Mayoly's transformation, while furthering our strategic projects, including reshoring colchicine, an essential drug in France.

We have consolidated our fundamentals, clarified our priorities, and aligned all sites and countries on the same goals. This momentum affirms our determination to control our trajectory and be fully in charge of our future. Independent and committed over the long term, we are mobilizing our efforts to innovate and create sustainable value for all our stakeholders."



Our purpose

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

Our values

Our value base 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, by finding solutions that simplify life, optimize teamwork and drive progress. This approach reflects our 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.

Our activities

key OUR figures

+2,200
employees including 1,000 in France

+4.5%
growth in 2025

65%
international sales

+117
million units produced in 2025

85%
of products worldwide are manufactured in France

21
subsidiaries

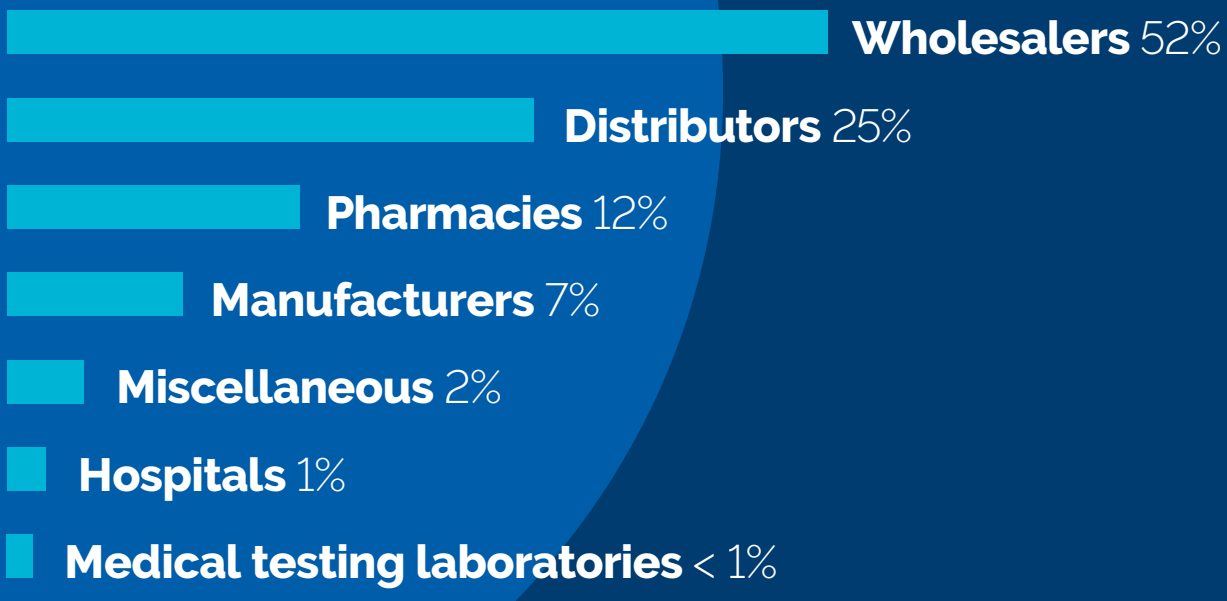
+100
countries where our products are marketed

5
industrial sites, with 4 in France

606

million euros in revenue in 2025

Our clients





Our activities



Emmanuel Paint, EVP GLOBAL SALES

“Our expertise is recognized both in France and internationally.

We operate according to a strong entrepreneurial model, one that is backed by commercial and marketing excellence and based on well-established entities and a trusted network of partners.

This sustainable model supports our development in more than 100 countries and reinforces our ambition: to make consumer healthcare accessible to as many people as possible.”

A global range of health and wellness solutions and services

Consumer healthcare

- Gastrointestinal health
- Dermocosmetics
- Nutritional supplements
- Mental performance

smecta
Probiolog
forlax
TOPICREM

Prescription

- Gastroenterology
- Mental performance

MeteoSpasmyl
EZICLEN
fortrans
TANAKAN

Diagnostics

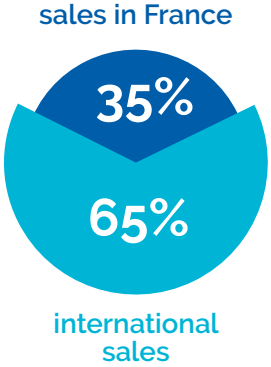
- Helicobacter pylori
- Medical devices

HELIKIT kibion
Diabact HeliCap

"Present in 21 countries, MAYOLY relies on the expertise and skills of its employees to distribute its health and wellness solutions in more than 100 countries and improve the lives of 80 million consumers every day."

Our key regions

65% of revenues are generated internationally and are distributed primarily across 5 key regions or countries: Europe, China, Southeast Asia, Latin America.





Alexandre Fuzier EVP STRATEGY, INNOVATION AND BUSINESS TRANSFORMATION

Growth momentum driven by responsible innovation and a successful transformation to consumer healthcare

MAYOLY's performance is part of a profound strategic transformation that is marked by a gradual refocusing toward consumer healthcare. This evolution addresses major challenges: better supporting the expectations of patient-consumers, increasing the accessibility of healthcare solutions, and aligning with fast-growing prevention and well-being practices.

At the heart of this transformation, innovation plays a structuring role. Driven by an ambitious and responsible approach, it aims to offer effective, safe solutions that are tailored to new market needs, while ensuring a high level of scientific rigor.

This momentum is built on foundational work undertaken over several years. In 2025, nearly 60 launches happened in both healthcare solutions and dermocosmetic segments. This intensity of innovation reflects the vitality and continued expansion of the portfolio, with confirmed acceleration in 2025.

In this context, innovation is established as a strategic pillar, with approximately 10% of revenue invested each year. This sustained commitment reflects a strong desire to offer solutions that are increasingly effective, safe, and tailored to the needs of patients and consumers.

"Our long-term vision for innovation ensures the consistency and sustainability of our investments. This approach allows us to focus our efforts on high-impact brands while supporting sustainable growth."

60 launches in 2025





Vincent Bercovici, EVP DERMOCOSMETICS

Building the future: a robust innovation pipeline

"In 2025, TOPICREM achieved strong growth of +13% compared to 2024, confirming the relevance of our innovation strategy in a highly competitive and highly innovative market. In this constantly accelerating environment, our ability to stand out through product quality is critical. This performance confirms the strength of our strategy, as well as the excellence of the TOPICREM range, designed and manufactured at our factory in Dammarie-lès-Lys, France."



Roberto Nakahara, EVP GLOBAL MARKETING

Building the future: a robust innovation pipeline

"We make innovation and anticipation key levers to build a robust pipeline and ensure a sustainable model. Our commitment: to develop increasingly relevant, accessible, and responsible consumer healthcare solutions every year."

Production in France and industrial excellence



An independent French group with an international reach:
21 subsidiaries and a distributor network covering more than 100 countries



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



ISO certifications for Mayoly industrial sites

Mayoly industrial sites rely on a strong foundation of certifications covering the three pillars of EHS and CSR policy: environment (ISO 14001), health and safety (ISO 45001), and energy performance (ISO 50001).

This structured approach to continuous improvement, risk control, and compliance with international standards is deployed across all our sites.

The Dreux site, with its long-standing certifications for these three standards, illustrates the maturity of our industrial organization and thus serves as a model for our other sites. In 2025, the Tianjin (China) site will align with the group's EHS and CSR standards, having recently obtained ISO 50001 certification to complement its ISO 14001 and ISO 45001 certifications.
Our commitment is also reflected in the long-standing environmental and safety certifications of the L'Isle-sur-la-Sorgue site.

Finally, the Dammarie-lès-Lys site stands out for these certifications (ISO 22716 and ISO 22000), thus strengthening food safety and the quality and safety of the cosmetic products manufactured.

Industrial establishments

1 head office in France
and 5 industrial sites, including 4 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



L'Isle-sur-la-Sorgue
50 people
3,500 metric tons/year



Dreux
300 people
63 million units/year



Tianjin (China)
50 people
28 million units/year



Dammarie-lès-Lys
Pharmaceutical site
150 people - 9 million units/year
Dermocosmetic site
50 people - 7 million units/year

Our sustainable value creation model



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

MAYOLY is 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.



Our strengths

PEOPLE PILLAR

Attracting, developing, and engaging talent in an inclusive, responsible, and sustainable environment.

- 2,200 employees in 21 countries
- High engagement rate: 8.7/10
- High diversity: 63% women, 41% of whom are in top management
- Culture based on accountability, ethics, and integrity
- Group independence, which ensures a long-term vision

PUBLIC PILLAR

Ensuring the accessibility, quality, ethics, and positive impact of our products in support of health

- Our purpose: ensuring the health and well-being of all
- Presence in 21 countries and distribution in more than 100 countries
- Brands recognized by 80 million patients and consumers
- More than 12,000 healthcare professionals
- Contribution to the economic and social development of the regions
- Addressable market estimated at €170B

PLANET PILLAR

Reducing our carbon footprint, integrating eco-design, and strengthening responsible procurement.

- Eco-design program to reduce the impact of our products
- Decarbonization trajectory validated by SBTi (2024)
- 90% of sourcing in Europe
- 85% of products are manufactured in France

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 employees, clients, 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.

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.

OUR ADVANTAGES

EXPERTISE

RESPONSIBILITY

PROXIMITY

PRODUCTION IN FRANCE

QUALITY AND EFFICACY OF PRODUCTS

AGILITY

KEY SECTOR ISSUES

Population aging

Increased manufacturing costs

Health and industrial sovereignty

Access to healthcare for all

OUR GLOBAL OFFERING

CONSUMER HEALTHCARE

PRESCRIPTION

DIAGNOSTICS

OUR COMMITMENTS

HUMAN CAPITAL

≈ 2,200
employees worldwide, and nearly 1,000 in France

The human engine of **Group sustainable development**

OUR SBTI* COMMITMENTS

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

-55%
by 2030
scope 3 compared to 2019

*Science Based Targets

Working for the **ecological transition**

Sustainably develop our territorial footprint

Promote a strong **societal responsibility culture**

VALUE CREATED FOR OUR STAKEHOLDERS

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

•

60 product launches
in 2025

OUR RESOURCES

INDUSTRIAL CAPITAL & DISTRIBUTION

5
production sites including 4 in France

21
subsidiaries

600
products

90 %
of sourcing in Europe

CLIENTS

606
million euros in revenue in 2025

+117
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 procurements made in Europe

EMPLOYEES

63%
female

37%
male

42 years old
Average age

7 years and 11 months
Average seniority

• **Employee protection in all our subsidiaries and sites**

"Our purpose: Making everyday life better for everyone by improving health and well-being for 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 excellence in the know-how of our manufacturing sites, all the way to distribution in more than 100 countries, for which we rely on a global network of committed subsidiaries and distributors.

Sales & marketing
- Highly qualified scientific, medical and DTC(1) teams
- An international network of local subsidiaries and distributors trusted by patients and consumers

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



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

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

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

Manufacturing
- Agile production line with 4 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


Unleash
true potential.
INTERNATIONAL


Unlea
true potenti
Rea
new heigh
IMPACT
COLLECTIV



2

Governance & performance

A committed leadership team

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

Strengthen the long-term model by building a group of 2,200 entrepreneurs serving patients and consumers;

Cultivating operational excellence and agility, we are grounded in reality, as close as possible to everyone's needs.

The Executive Committee



Nicolas GIRAUD
Chief Executive Officer



Emmanuel PAINT
EVP Global Sales



Sophie DESLOGES
EVP Finance & Administration



Sébastien NICOLAS
EVP Industrial Operations



Vincent BERCOVICI
EVP Dermocosmetics



Roberto NAKAHARA
EVP Global Marketing



Alexandre FUZIER
EVP Strategy, Innovation & Business Transformation



Christophe NAPIOT
EVP Human Relations, Communication & CSR



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



Jérôme COUPE
EVP Scientific Affairs

The EXCOM implements and drives the Group's strategic projects, sets goals, and decides priorities.
It also monitors the performance and results of individual entities to ensure the Group's sustainable development in accordance with the company's values and the highest level of ethics. It meets weekly.



The Supervisory Board

defines strategic directions and ensures that decisions are in line with the Group's priorities. It is composed of shareholders, independent directors, and the Group's CEO.

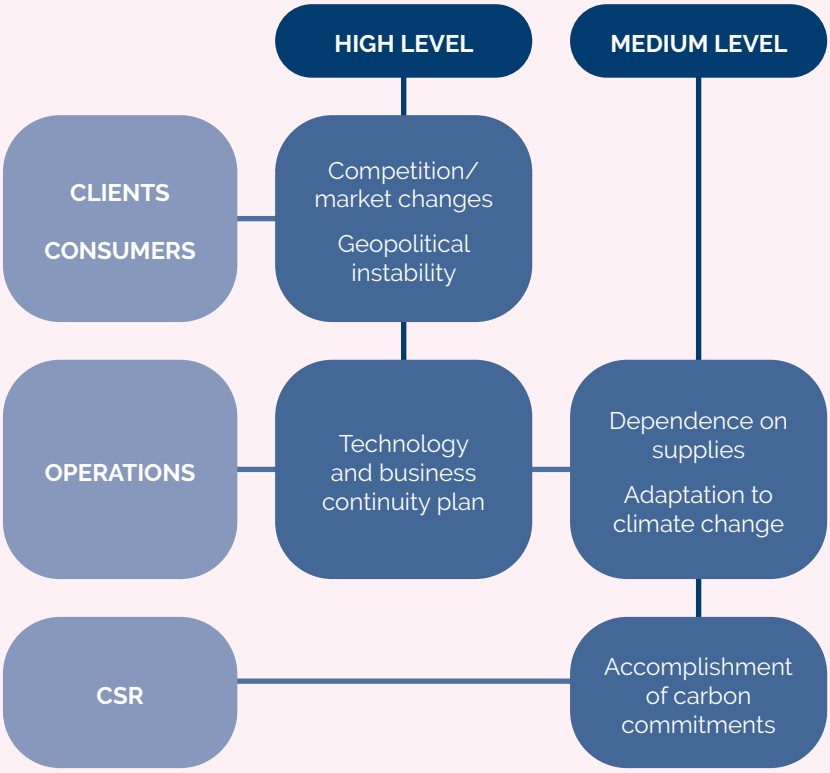
The Investment Committee

analyzes major investment projects. It meets once or twice a month and ensures that investment decisions are aligned with the Group's strategy, assessing their strategic, financial, and operational relevance. It is composed of three members of the Executive Committee: EVP Finance & Administration, EVP Industrial Operations, EVP Industry and EVP Strategy, Innovation, Business Transformation

The Ethics Committee

ensures compliance with the principles of integrity, compliance, and standards of conduct applicable to all activities. It is composed of the Legal & Compliance Director, the EVP HR, COM & CSR Compliance Officer, and meets monthly.

Risk profile

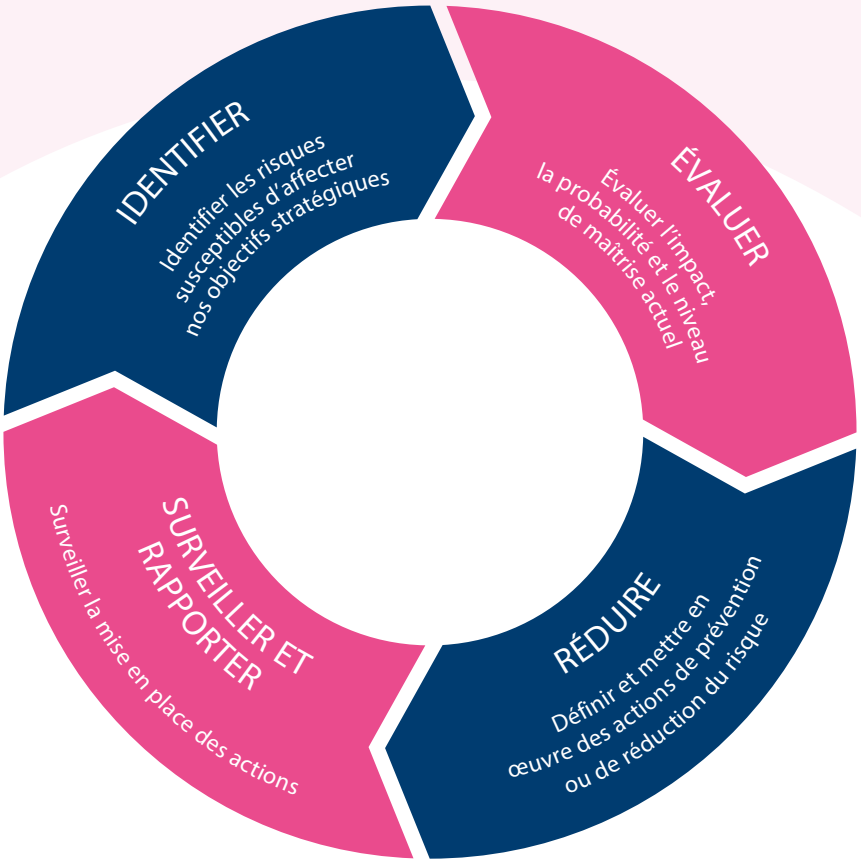


Controlling risk at the heart of our business

Mayoly is developing in an ever-changing environment. To safeguard its decisions, protect its assets and support its strategy, the Group takes a proactive approach to anticipating and managing risks.

A structured system identifies, evaluates, and addresses these risks at all levels of the organization, from field teams to management. The actions implemented are adapted according to their nature and scope: site, function, country, region or global.

These action plans are monitored regularly by management. Each year, a risk profile is established based on entity assessments as well as discussions with the executive committee.



Our performance, our goals



Nicolas Giraud, CHIEF EXECUTIVE OFFICER

In 2025, our CSR approach falls within our continued long-term commitments, with clearly defined goals and concrete results. This year confirms the progress of our actions across our three pillars and in social, societal, and environmental matters, reflecting our willingness to embed responsibility at the heart of our ambition.

*"We believe that a successful industry is grounded in its region. By developing our sites and preserving our know-how, we create the conditions for **sustainable growth**, for the benefit of our stakeholders and local communities."*



MAYOLY performance and industrial commitment: a strategic, state-backed reshoring of colchicine: visit by Sébastien Martin, Minister of Industry, to Dreux in December 2025.

85%

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

With changes in the economic environment and tensions that may affect global supply chains, **Mayoly is moving forward with its strategy to strengthen its industrial operations and local facilities.**

This approach is based on ongoing investments in our manufacturing sites to support their development, maintain key skills, and support the economic activity of the regions. It reflects our desire to balance industrial performance, service quality, and sustainable value creation.

The presence of production sites closest to our markets is also a source of resilience. It promotes greater responsiveness to fluctuations in demand, contributes to control of our industrial processes, and limits exposure to logistical risks. By strengthening this territorial footprint, we are helping to drive local ecosystems while strengthening the sustainability of our activities.



PEOPLE

Group eNPS*

33 (+3 PTS VS. 2024)

*(Employee Net Promoter Score)



Christophe Napiot, EVP HUMAN RESOURCES

*"**We are making listening to and engaging our employees a key lever for sustainable performance**. In an ever-changing environment, we are taking concrete action to deliver a fulfilling, fair, and meaningful work experience that supports our collective ambitions."*



PEOPLE: Develop MAYOLY's attractiveness and employee engagement

A strong commitment:

- major increase in eNPS score (+3 points)
- Engagement rate 8.7/10

1 Improve our teams' health and well-being

PRIORITY	GOALS	2024	2025
Develop and implement a fulfilling employee experience that prioritizes well-being, health, and fairness on a daily basis	Employee experience = or > 8/10	7.9/10	**8.2/10**
	% of women in top management	41%	**47%**

2 Unite our teams

Unite our employees around a common culture that fosters cohesion, pride and adherence to the company's values and goals	Engagement rate = or > 8/10	8.7/10	**8.7/10**

3 Develop our teams' skills and employability

Support our teams throughout their careers by fostering their continued development and career mobility	Hours of training per employee (average)	–	**8 hrs.**
	Internal mobility %	–	**4.9%**



PUBLIC

Industrial Sovereignty

Reshoring of colchicine in France: an investment of

€2.5 million

2 new production lines in Dammarie-lès-Lys

€15M





PUBLIC: Develop access to health and wellness solutions

- Strong presence of our key brands, particularly in pharmacies, in the Group's 4 main countries (France, Mexico, China, Russia).
- Opening of 20,000 new sales outlets
- International development, with the opening of new offices in China and Vietnam.

Be an industrial reference for our stakeholders

- Reshoring of colchicine production to France (Burgundy)
  With Galien, our industrial partner, an investment of €2.5 million
- Inauguration of the new production lines in Dammarie-lès-Lys and L'Isle-sur-la-Sorgue
- €30 million in planned industrial investments over the next 3 years

Improve patient and consumer health and well-being

PRIORITY	GOAL	2024 RESULTS	2025 RESULTS
Raise awareness and support healthcare professional training	Number of healthcare professionals visited	59,374	**59,969**
Increase access to products	Distribution (in sales outlets) of our key brands in our key subsidiaries	**Strong presence in the top 4 countries. Offices opened in China and Vietnam**	
Develop scientific communities	Gastro Days (participant satisfaction), EADV, JFHOD (Journées Francophones d'Hépato-gastroentérologie et d'Oncologie Digestive [French-Speaking Hepatogastroenterology and Digestive Oncology Days]), TBD*	9.25/10	**9.38/10**

Be a reference for our stakeholders

Develop our suppliers by adopting CSR criteria	80% of our direct procurement expenditures covered by our Responsible Procurement Charter	50% of the target achieved	**82%**
	EcoVadis "certification" or equivalent for 70% of our direct procurement expenditures	65% labeled	**72%**

Access to health and wellness products



Meeting healthcare needs means more than just making products available. Our responsibility is to provide patients and healthcare professionals with reliable, high-quality solutions that are tailored to the realities of each market.

In an environment marked by changing healthcare needs and systems, we ensure that our products are available while maintaining the highest quality and safety standards. This requirement guides our day-to-day actions and helps to strengthen sustainable access to health and well-being.

“We apply our expertise to performance and innovation in order to best support patients, consumers, and healthcare professionals.”



An industrial reference



Sébastien Nicolas, EVP, INDUSTRIAL OPERATIONS

"Every day, our teams build on their expertise and engagement to ensure reliable production that meets the highest quality standards. This industrial mastery allows us to meet the needs of our patients and partners while supporting the growth of our activities."

Inauguration of 3 new production lines

- In 2025, Mayoly inaugurated two new production lines for Meteospasmyl in Dammarie-lès-Lys, representing an **investment of €15 million**
- Inauguration of a new **dietary supplement production line** in L'Isle-sur-la-Sorgue







PLANET

In 2025

-41%

scope 1 and 2 GHG emissions compared to 2019

(2025 carbon footprint assessment)



PLANET: Fighting climate change

- In 2025,
  -41% reduction in our scope 1 and 2 GHG emissions
  (Target validated by SBTi:
  -50% reduction in scope 1 and 2 GHG emissions by 2030 vs. 2019)
  - -18% reduction in water consumption in 2025
  - -6.8% reduction in waste in 2025.



6 Fighting climate change

PRIORITY	GOALS	2024 RESULTS	2025 RESULTS
Reduce our GHG emissions to support sustainable growth	Scopes 1 and 2: -50% by 2030 (compared to 2019)	-45%	**-41%**
	Scope 3: -55% per million euros value added by 2030 (compared to 2019)	-3.7%	**-1.3%**
	Renewable electricity supply for our industrial sites	100%	**100%**

7 Control our consumption and reduce the use of natural resources

Incorporate eco-design principles into our products	100% of new products incorporate eco-design principles	**Goal achieved: criteria defined for each new product, and an eco-design action plan for packaging defined for the entire product portfolio**	
Measure and reduce consumption (water, energy, and waste)	5% reduction in our non-recovered waste	-6.8% (8.41 gr)	**-11.7% vs. 2024, and -27% vs. 2022.**
	10% reduction in our water consumption compared with 2023	-18%	**-23%**

8 Protecting the environment and biodiversity

Create optimal conditions aimed at preserving the environment and biodiversity	50% of our sites are ISO 14001 certified	–	**Goal achieved/ criteria defined: 75%**
	Goal setting and biodiversity action plan	-	**ISS site diagnostic resilience study**

Climate



Decarbonizing is fully integrated into our industrial decisions. Beyond reducing our carbon footprint, our approach aims to sustainably improve the performance of our sites by optimizing resources, enhancing energy efficiency, and developing more frugal solutions throughout our value chain.

This dynamic of continuous progress mobilizes all of our teams and contributes to building a more resilient industrial model that can address environmental challenges while supporting the development of our activities.

"We have chosen French-origin renewable energy, produced in particular from wind farms, under a long-term supply contract (PPA). This commitment helps reduce the carbon footprint of our activities while supporting the development of new renewable energy generation capabilities in France."

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2025 marks a turning point

- **For our Tianjin site in China**

  Driven by the teams' collective commitment, this year saw the culmination of a structuring initiative with the achievement of triple ISO 14001, ISO 45001, and ISO 50001 certification. This is accompanied by major advances in decarbonization, with a 99% decrease in scope 1 and 2 emissions, made possible by the complete elimination of gas consumption and the use of electricity from 100% renewable sources.

  These results reflect the site's ability to turn its ambitions into concrete actions. Above all, they pave the way for a dynamic of continuous improvement, based on energy efficiency, resource optimization, and the sustainable reduction of our environmental footprint.



- **In the same spirit, Mayoly continues to consolidate its energy trajectory.**

  Following the implementation, as early as 2023, of a wind PPA as part of its SBTi commitments, 2025 saw this arrangement evolve into a hybrid model combining wind and hydropower, effective as of January 2026. This evolution strengthens the resilience and stability of our supply, while supporting our goal of a 50% reduction in scope 1 and 2 emissions by 2030.



- **Our transformation approach also extends to biodiversity and the sustainable development of our sites.**

  In L'Isle-sur-la-Sorgue, in continuity with the ecolonomic vision developed for 2034, a project to strengthen ecological corridors has begun. Permeable restoration, concrete removal, revegetation, and restoration of the riverbanks are the first levers of a strong ambition: to create, at the heart of a highly human-influenced environment, a more efficient, resilient industrial site that is fully integrated into its ecosystem.

  This approach illustrates our desire to integrate industrial performance, decarbonization, the preservation of living organisms, and resource savings into a long-term perspective.







3

Acting for a responsible future



Halinh Tran Bréchot, Director of Communication & CSR

“We are all actors in a sustainable and supportive model, where determination and performance come together every day. Aligned with our commitments and fully mobilized to achieve our goals, we are proud to strengthen the trust of each and every one of our stakeholders each day. Halinh Tran Brechot, Director of Communication, Public Affairs & CSR.”

CSR Steering Committee
From left to right, top to bottom:
Pierre Yves Bonhomme (Industrial Sites),
Christophe Devaux (Procurement),
Celine Buffangeix (R&D)
Nathalie Louro (HR),
Anne Pasteur (Procurement),
Edelwiss Bordes (CSR),
Amandine Altura (Topicrem Marketing),
Halinh Tran Bréchot (CSR & Communication).
Not shown in the photo:
Elsa Wagner Pinosa (CHC Marketing),
Denis le Hazif (HSE).



OUR COMMITMENTS

CSR

Sustainably improving health and well-being for all

COMMUNICATION

Since 2024, Mayoly has had a CSR Steering Committee that is responsible for defining and following a dedicated roadmap to accelerate our impact. 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

2026 Roadmap

1

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 8.2/10
- 47% 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 = 8.7/10

3 BONNE SANTÉ ET BIEN-ÊTRE

3

Develop our teams' skills and employability

Priority

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

Indicators

- Number of hours of training per employee = 8 hrs.
- 4.9% internal mobility

3 BONNE SANTÉ ET BIEN-ÊTRE



Employees

In an ever-changing environment, Mayoly puts its employees at the heart of its sustainable performance and acts to provide a fulfilling, fair, and meaningful work experience.

Improve our teams' health and well-being



Mayoly relies on mechanisms to **listen, understand, and act in line with its employees' expectations as much as possible. The MayEngage annual engagement survey** is a central lever for this dialogue.

In 2025, teams continued to be particularly highly engaged with a **participation rate of 84.8%**, reflecting their involvement in building the company project.

The results show a positive trend:

- **Overall satisfaction:** 8.1/10 (+2.5% vs. 2024)
- **Employee experience:** 8.2/10 (vs. 7.9 in 2024)
- **Group eNPS: +33** (+3 points vs. 2024)

Among the dimensions evaluated, several are identified as **structural drivers for the Group**: relationships within teams, management, working conditions, alignment with values, and CSR commitment.

Employee expectations for continuously improving collaboration among teams, as well as career development & mobility opportunities, are subject to specific action plans, particularly in terms of **career development and mobility**, and the sharing of values is subject to specific action plans led at the Group level.

This listening approach results in the **deployment of action plans across all subsidiaries,** strengthening team ownership of the issues.

- **In France,** employees met to celebrate the successes of 2025 and share ambitions and priorities for 2026. An essential moment to look ahead with strong collective energy.



- **In Poland,** the results of the MayEngage 2025 survey led to the implementation of an action plan to strengthen team engagement.

  Dialogue sessions, team meetings, and recognition initiatives were deployed, contributing to a significant improvement in results between 2024 and 2025.



- **In Romania,** a MayEngage workshop collectively analyzed the 2025 survey results. Employees, gathered in working groups, identified levers for improvement around career development and fulfillment at work, and co-developed an action plan for 2026.





- **In China,** Mayoly modernized its workspaces in Beijing and Shanghai to improve employee well-being, foster collaboration, and reflect the Group's culture.

  This initiative resulted in the creation of ergonomic work environments (suitable seating, adjustable desks), the creation of dedicated spaces, especially for young mothers, as well as the optimization of spaces to better balance collaboration and concentration.

- **In Vietnam,** Mayoly contributed to the launch of the national TNmindTest program, in partnership with the Vietnamese Association for Cognitive and Neurological Disorders (VnADA), to promote early detection of memory and concentration problems.

  Deployed through pharmacies, hospitals, and clinics, this program provides screening tools and educational resources to improve brain health prevention.

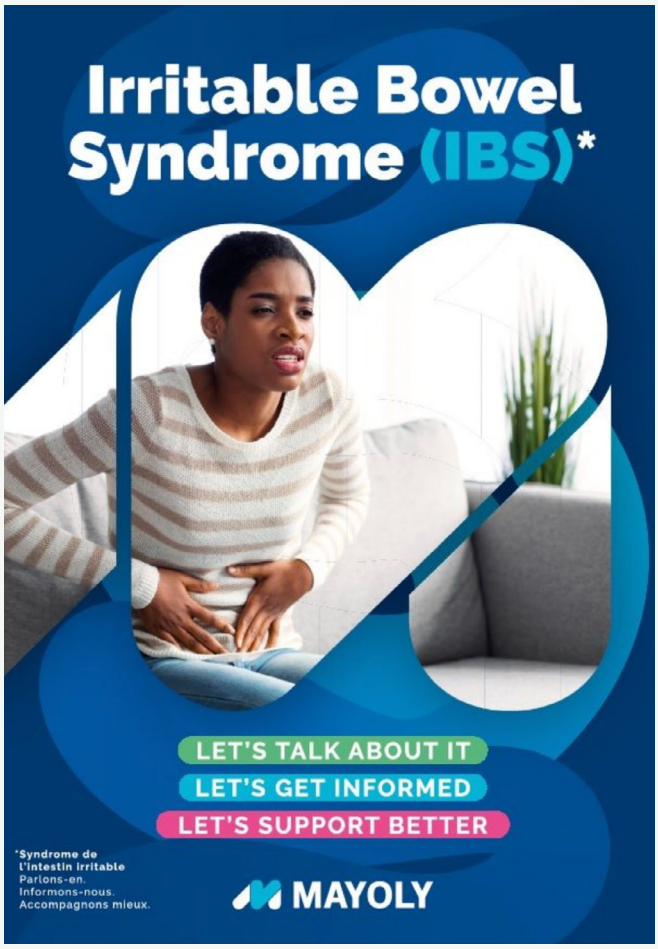


Act for team health and well-being



Because its mission is inherently related to health, Mayoly also acts internally to create a work environment that promotes the physical, mental, and social well-being of its employees.

- **At the Group level and across all countries, awareness and prevention campaigns and actions are deployed on health issues** such as breast cancer, colorectal cancer and irritable bowel syndrome, including **interventions by healthcare professionals,** dissemination of **educational content,** organizing information workshops and **distributing screening tests** when possible.



- **In Dreux, France,** preventive and health monitoring actions have allowed 56 employees to benefit from a health check-up. Furthermore, the act of enhancing safety measures has **more than halved the number of workplace accidents in two years** (15 in 2023 vs. 6 in 2025);
- **In the Czech Republic and Slovakia,** support measures were put in place during the winter periods to support employees and prevent the risks associated with this period.
- **In Ukraine,** a dedicated program allows employees and their families to access psychological, nutritional, and coaching support services, with more than 100 consultations performed.

Promote equity and an inclusive environment

Mayoly ensures a work environment that is based on fairness, respect, and equal opportunity.

In France, the results achieved in terms of workplace gender equality demonstrate the efforts undertaken:

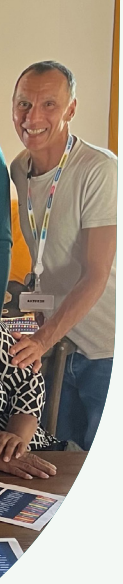
Diversity plays a key role in our success and provides essential complementarity for our development. Today, **in France, women make up 60% of our workforce.**

The Group is also working to improve the representation of women in its management bodies, with **47% of women in top management in 2025 (vs. 41% in 2024).**

Concrete actions are being implemented to promote the inclusion of people with disabilities:

- Workstation accommodations
- Ergonomic studies
- Easier access to remote work
- Inclusive recruitment approaches





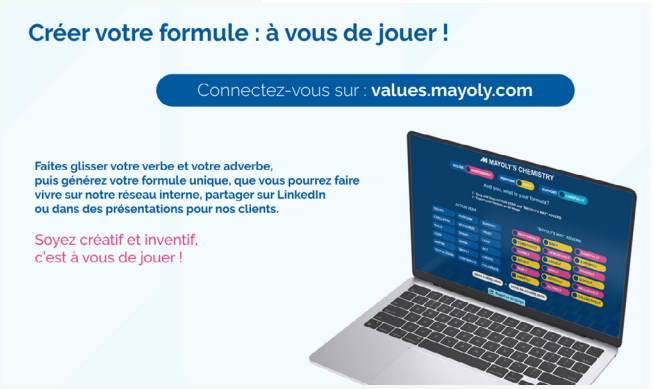
Embracing culture and values

Corporate culture is an essential lever for engagement and cohesion at Mayoly.

In 2025, the Group rolled out a new foundation of values to strengthen team alignment around common values.

Managers and HR teams played a decisive role in this dynamic, by supporting the rollout, facilitating workshops, and embodying these values with the teams.





THESE VALUES ARE REFLECTED IN THE GROUP'S PRACTICES:

DECIDE RESPONSIBLY

PERFORM DAILY

SUPPORT CAREFULLY







Bringing our mission to life through health prevention

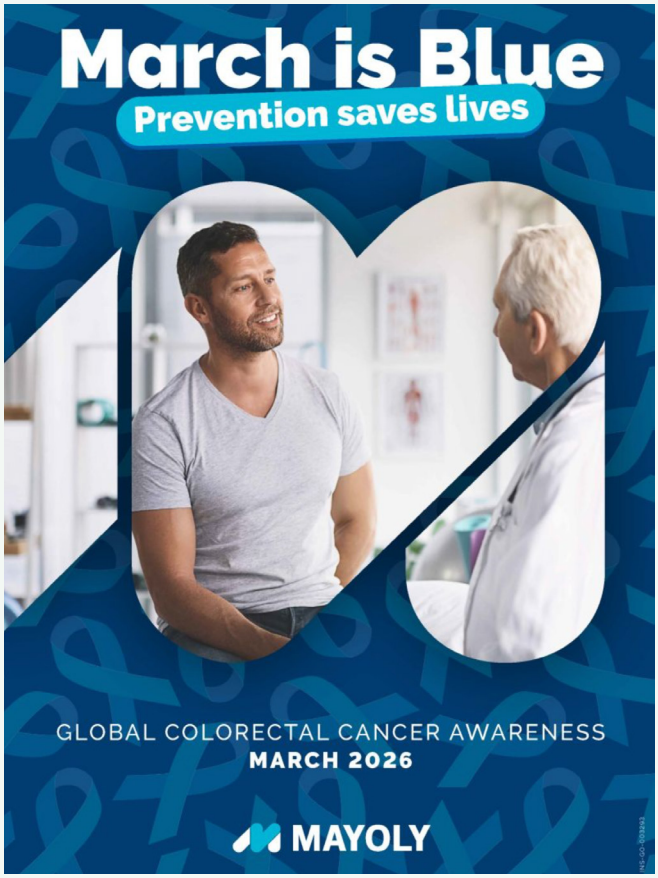
Each year, the Group carries out prevention and awareness-raising actions through group campaigns in connection with international initiatives.

Present in 21 countries, Mayoly mobilizes its teams through awareness-raising actions, information workshops, and solidarity initiatives.

This mobilization has been reflected in particular through the following initiatives:

BLUE MARCH: MOBILIZING TEAMS AROUND COLORECTAL CANCER PREVENTION

In 2025, Mayoly took part in Mars Bleu, a national awareness campaign for colorectal cancer screening.



● **In Romania,** the teams enhanced screening awareness through **discussions with healthcare professionals,** the distribution of educational materials, and the **launch of a colorectal cancer information website,** including a section for healthcare professionals with practical tools to prepare for examinations.

● **In the Baltic countries**, the teams launched an **online training program for healthcare professionals,** focused on the prevention and early diagnosis of colorectal cancer and colonoscopy preparations.
This program aims to train 3,500 healthcare professionals, with 836 participants reached in the first few weeks.



● **In Belgium**, a **partnership with Saint-Jean Hospital** in Brussels helped raise awareness about colorectal cancer screening among a wide audience.

● **In Italy and Poland**, the teams disseminated **informational content and educational resources** to raise awareness of the importance of colorectal cancer screening.





In Mexico, the teams organized a **conference dedicated to the prevention and early detection of colorectal cancer,** in partnership with the **FUTEJE Foundation,** with the involvement of a gastroenterology expert. It was complemented by the **distribution of screening tests** and internal awareness-raising actions, including a patient testimonial.





PINK OCTOBER: A COLLECTIVE COMMITMENT TO THE FIGHT AGAINST BREAST CANCER

In addition, Mayoly mobilizes each year as part of Pink October, an international campaign dedicated to the fight against breast cancer.

Several local initiatives illustrate this commitment:

In France, the teams in Dreux and at the headquarters in Rueil mobilized through solidarity events, including group walks and runs (5 km and 10 km), helping to raise awareness among employees and support the fight against breast cancer.





In Ukraine, an internal campaign was rolled out, including the sharing of informational content, the set-up of an office-based awareness-raising booth, and actions encouraging female employees to get screened.





● **In Poland,** a webinar led by healthcare experts was organized to raise awareness among employees about breast cancer-related issues.



IN ADDITION, TEAMS ALSO MOBILIZE THROUGH LOCAL SOLIDARITY INITIATIVES.

● **In France,** employees from several sites (Dammarie, Dreux, Rueil) participated in the Foulées Roses de Chartres on June 28, 2025, a sporting event organized as part of the fight against cancer.

On this occasion, 60 employees took part in a 5 km walk or a 10 km run, combining physical activity, team spirit, and support for a public health cause.



● **In Vietnam,** the team mobilized around Run for Heart, a solidarity event that raised approximately €270K to fund cardiac operations for underprivileged children.



● **In Italy,** teams participate in the Loop Relay, a charity race combining collective commitment and support for social impact initiatives, illustrating the group's willingness to contribute positively to the regions.





Developing our teams' skills and employability

In a context of business transformation, Mayoly makes developing skills and supporting career paths a key lever for sustainable performance. Skill development is a strategic challenge for Mayoly.
With this in mind, the Group relies on MayLearn, its global training platform, to support employee skills development and foster knowledge and best practice sharing.

MayLearn is a true transformational lever that helps to disseminate common ways of working, support the evolution of roles, and strengthen team employability in a changing environment.

Launched in 2024, the platform continued its deployment in 2025, enhancing its content and expanding its use within the Group's various entities.

This was recognized during the Sustainability & Impact Awards organized by CAPZA, where MayLearn was honored in June 2025 in the category of the best CSR initiatives.





In 2025

In 2025, Mayoly launched a pilot mentoring program for its key talents and high-potential employees. Bringing together 20 mentors and 20 mentees, this initiative promotes experience sharing, skill development, and collaboration between teams, thus helping to strengthen career paths and the sustainability of skills.

- *Average of 8 hours of training per employee*
- *4.95% internal mobility*

This ambition takes concrete form in the entities:

● **In Romania,** the Insight Training & Skill Development program trained all employees in communication and collaboration skills, including understanding working styles and inter-team cooperation. **100% of medical representatives** were also trained through a dedicated component, including through field-based scenarios.

● **In the Baltic countries,** training rolled out in August 2025 strengthened employees' skills and understanding of CEE cluster-wide activities;

● **In Mexico,** a leadership program with **16 key managers and talents** helped develop managerial skills. The program achieved a 94% satisfaction rate; Mexico_training

● **In China,** Mayoly rolled out an initiative in 2025 to strengthen employee engagement, team cohesion, and alignment with the Group's culture.

This approach is based on two levers:

- a recognition program for all employees, valuing behaviors that are aligned with the Group's values;
- cross-functional projects that mobilize teams around common goals and foster skill development.




¿Para que se usa?
Reconocer el buen trabajo
Aumentar el cumplimiento de resultados
Motivar a salir de la zona de confort
Beneficios
Refuerza la confianza en el líder y en la tarea
Aumenta el compromiso y motivación.
Promueve el crecimiento personal
Promueve el crecimiento del equipo
Como suena
La estrategia mostró resultados positivos, en la tu tarea establecido.
Con tu potencial podremos alcanzar las metas y nuevos objetivos más retadores
Considero que tus habilidades puedan potencializarse para aportar más a la compañía.
Mayoly: 7
Prom Personal: 8

Public

A sustainable commitment to patients and consumers

Serving as a benchmark for our stakeholders

2026 Roadmap

Societal engagement

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 patient and consumer health and well-being

Priority

Raise awareness and supporthealthcare professional training.

Expand access to products

Develop scientific communities

Indicators

Number of healthcare professionals visited

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

Gastro Days (survey score), EADV, JFHOD, (TBD)

3 BONNE SANTÉ ET BIEN-ÊTRE

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

EcoVadis "certification" or equivalent for 70% of our direct procurement expenditures

12 CONSOMMATION ET PRODUCTION RESPONSABLES





The scientific community, patients and consumers

IMPROVE PATIENT AND CONSUMER HEALTH AND WELL-BEING

True to its mission, Mayoly works to sustainably improve patient and consumer health and wellbeing by expanding access to its products, supporting healthcare professionals, and strengthening its solidarity actions.

RAISE AWARENESS AND SUPPORT HEALTHCARE PROFESSIONALS

MAYOLY plays an active role in supporting healthcare professionals, with a key challenge: contributing to better education and ever more appropriate and effective patient care: Gastro Days, the Mayoly Live training platform for healthcare professionals that brings together 1,400 specialists worldwide, scientific brochures, etc.

INCREASE ACCESS TO PRODUCTS

MAYOLY works to facilitate access to its healthcare solutions by developing its geographic presence and strengthening its distribution channels.

The Group is therefore continuing to improve its pharmaceutical accessibility, with its key brands having a strong presence in the pharmacy networks of major countries.

This momentum also falls within an international expansion strategy, as illustrated by recent establishments and openings, particularly in China and Vietnam, which help expand access to products in new markets.

At the same time, Mayoly is developing a **Group-wide product donation policy** to meet the needs of the most vulnerable populations.

Several initiatives demonstrate this commitment:

- Donations of **pharmaceutical products** made in partnership with **the Tulipe Association** and the Franco-Asian Medical Association, to **support the people of Myanmar following the March earthquake**
- Donations **of dermocosmetic (hygiene, care) products** made in Île-de-France, in partnership with **Dons Solidaires, Pharma Green, and the Paris Île-de-France Food Bank,** for the benefit of vulnerable communities.





In total, over €40,000 worth of products were donated in 2025





DEVELOP THE SCIENTIFIC COMMUNITY AND STRENGTHEN DIALOGUE WITH HEALTHCARE PROFESSIONALS

Mayoly continuously interacts with healthcare professionals to help disseminate medical knowledge and improve clinical practice.

To do so, the Group participates in leading congresses and organizes international scientific events, in line with its areas of expertise.



AN ACTIVE PRESENCE AT LEADING SCIENTIFIC CONGRESSES

In 2025, Mayoly strengthened its presence at major medical gatherings as a way to share its expertise and support healthcare professionals.



EADV: Contributing to knowledge sharing within the dermatology community

As part of the EADV 2025 congress in Paris, TOPICREM reaffirmed its commitment to evidence-based dermatology focused on the well-being of its patients. This major event showcased our recognized expertise to the international dermatology community, by highlighting our products developed on the basis of robust clinical studies.

Our innovations, namely in the areas of hyperpigmentation and acne-prone skin, illustrate our ability to offer products with both proven effectiveness and high tolerability, meeting the specific needs of sensitive skin. Interactions with healthcare professionals have strengthened the legitimacy of our approach, which is focused on sustainably improving the quality of life of patients and thus their daily wellbeing.

Participation in the EADV is fully in line with our continuous improvement approach, by which we aim to disseminate scientific expertise for the broader purpose of more human, accessible, and responsible dermatology. This momentum will continue in 2026, with the ambition to continue actively contributing to advances in the dermocosmetics sector.

The booth welcomed **4,301 visitors**, up **23% compared to 2024** (3,497 visitors).

The visit rate reached **21.5%** (vs. 20% in 2024), reflecting interest in the content offered.



FOCUS – TOPICREM:
SCIENCE FOR SENSORIALITY AND CARE

Topicrem reached an important milestone with the publication of its first-ever scientific study in the Journal of Cosmetic Dermatology. This scientific recognition highlights the brand's expertise in dermatology and confirms the performance of its products, including the Lipid-Replenishing Cleansing Oil and the DA PROTECT Emollient Balm.

Used daily, these products help strengthen the skin barrier, improve hydration, and support patient well-being. They also tangibly improve the quality of life of people with atopic dermatitis.

This progress illustrates the Topicrem teams' commitment to scientific rigor, dermatological effectiveness, and sensoriality in developing high-value products that are centered on patients' needs.



Access our study on improving quality of life and emotional well-being in patients with atopic dermatitis: clinical evidence of a lipid-replenishing dermocosmetic regimen

https://mayoly.com/wp-content/uploads/2026/03/J-of-Cosmetic-Dermatology-2026-Gaudin-Enhancing-Quality-of-Life-and-Emotional-Well%E2%80%90Being-in-Atopic-Dermatitis.pdf

Check for updates

ORIGINAL ARTICLE OPEN ACCESS

Enhancing Quality of Life and Emotional Well-Being in Atopic Dermatitis Patients: Clinical Evidence of a Dermocosmetic Lipid-Replenishing Regimen

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Keywords: atopic dermatitis | lipid-replenishing regimen | pruritus relief | quality of life | SCORAD | skin barrier function | well-being

ABSTRACT

Background: Atopic dermatitis (AD) is a chronic inflammatory skin disorder characterized by impaired skin barrier function, xerosis, and pruritus, significantly affecting quality of life (QoL). Effective dermocosmetic strategies are needed to alleviate symptoms and improve well-being.

Aims: This study assessed the efficacy of a lipid-replenishing dermocosmetic regimen, including a cleansing oil and emollient balm (Topicrem, Laboratoires NIGY, France), in adults with moderate to severe AD.

Patients/Methods: A 4-week clinical study was conducted under dermatological supervision on 21 adults with moderate to severe AD. Patients applied the DA PROTECT Replenishing Cleansing Oil and Emollient Balm (Topicrem) once or twice daily. Efficacy was evaluated via TransEpidermal Water Loss (TEWL), corneometry, SCORAD (SCORing Atopic Dermatitis) index, and patient-reported outcomes. The impact on QoL was assessed using the Dermatology Life Quality Index (DLQI).

Results: After 4 weeks, TEWL decreased by 27%, and skin hydration increased by 89% indicating a reinforced skin barrier and improved moisturization. The SCORAD index improved by 27%, pruritus decreased by 61%, and sleep quality improved by 62%, reflecting reduced disease severity. The DLQI score improved by 68%, demonstrating a strong correlation between the dermocosmetic regimen and enhanced QoL, particularly in items related to symptoms, sleep, social life, and emotional well-being. Patient satisfaction was high, with 81% rating efficacy as "good to very good" and 90% approving cosmetic acceptability.

Conclusion: The investigational lipid-replenishing regimen significantly improved skin barrier function, hydration, pruritus relief, and QoL in patients with moderate to severe AD. These findings highlight the importance of dermocosmetic interventions in AD management, reducing discomfort, and enhancing patient well-being.

1 | Introduction

Atopic dermatitis (AD) is more than a chronic inflammatory skin disease. It is a daily burden that goes beyond the visible manifestations of xerosis, erythema, and intense pruritus. Affecting approximately 10% of adults and up to 20% of children worldwide [1], AD results from a multifactorial interplay between genetic predispositions, epidermal barrier dysfunction, immune dysregulation, and environmental influences [2].

Despite well-documented clinical features, the psychosocial dimension of AD remains insufficiently addressed. The persistent itch-scratch cycle, sleep disturbances, and social embarrassment contribute to a significant decline in quality of life (QoL), often comparable to that observed in chronic conditions such as diabetes or depression [3]. Recent insights from the Global Report on Atopic Dermatitis further underscore the systemic impact of the disease, highlighting its effects on psychological well-being, school and work productivity, and social relationships [1].







MAYOLY GASTRODAYS:
A LEADING INTERNATIONAL SCIENTIFIC EVENT



Mayoly GastroDays is a major annual scientific event that brings together hepato-gastroenterologists to discuss advances in gastroenterology and hepatology. They address a key issue: strengthening the sharing of scientific knowledge and supporting the evolution of medical practices for the benefit of patients.

Deployed in Europe, APAC, and Mexico, they mobilize local teams, which adapt the content to the specificities and challenges of each region, while being part of a common scientific dynamic across the Group.

These meetings promote the dissemination of updated data, encourage exchanges between healthcare professionals, and directly contribute to the continuous improvement of clinical practices. In 2025, 113 healthcare professionals attended these events.

Through GastroDays, MAYOLY affirms its commitment to supporting healthcare professionals and tangibly contributes to better patient management through quality scientific information shared internationally.

ON-THE-GROUND INITIATIVES
TO BOLSTER DIALOGUE WITH HEALTHCARE PROFESSIONALS

- **In Poland,** Mayoly attended the Top Medical Trends Congress in Poznań, a leading event dedicated to general practitioners, bringing together more than 3,000 participants. POLAND – CONGRESS

For this event, the teams hosted several scientific conferences on gastroenterology (irritable bowel syndrome, functional constipation, colorectal cancer screening) and interacted with healthcare professionals occasions, helping to enhance the visibility and sharing of the Group's medical expertise.

- **In Romania,** several initiatives have helped strengthen interactions with healthcare professionals and pharmacists:

  - An e-learning program dedicated to pharmacists, supported by medical experts, has reached approximately 6,100 professionals through digital formats and content validated by Key Opinion Leaders

  - Qualitative studies conducted with physicians have helped better understand practices and adapt management approaches, particularly in the field of irritable bowel syndrome.



JFHOD:
SHARING OUR EXPERTISE IN GASTROENTEROLOGY

In the field of gastroenterology, Mayoly participated in JFHOD 2025, the first French-speaking congress dedicated to digestive diseases, bringing together more than 4,000 healthcare professionals.

The scientific session organized by Mayoly brought together 116 participants around the first recommendations on exocrine pancreatic insufficiency.

Industrial sovereignty

In light of the challenges of securing supplies and accessing essential medicines, Mayoly is contributing to strengthening healthcare and industrial sovereignty and investing in its production and supply capabilities.

MAYOLY is committed to securing the availability of essential medicines and strengthening its industrial footprint to ensure sustainable access to care and to support the resilience of healthcare systems.



In 2025, this ambition resulted in concrete actions:

the reshoring of colchicine production to Bourgogne, thereby helping to secure the supply of an essential medicine in France and Europe.





- an investment plan of €30 million over the next two years, aimed at strengthening the Group's industrial capabilities



- the development of new production lines in Dammarie-lès-Lys and L'Isle-sur-la-Sorgue, in order to support growth and employment in the regions/

An active contribution to French healthcare and industrial sovereignty





VISIT BY THE MINISTER OF INDUSTRY TO THE DREUX SITE

In 2025, Mayoly welcomed the Minister of Industry, Sébastien Martin, to its Dreux site, following the announcement of state support for the project to reshore colchicine, an essential medicine in France.

This visit helped highlight

- a strong industrial footprint, with 85% of products manufactured in France
- an international presence in more than 100 countries
- and a significant contribution to the French trade balance, with more than €400 million in exports

The Minister's visit led to exchanges with teams and sector stakeholders on the key challenges of the pharmaceutical sector:

- securing mature drugs
- support for industrial investment and local employment
- and strengthening criteria for territoriality and CSR in public procurement policies





Choose France™

RECOGNITION OF MAYOLY'S INDUSTRIAL STRATEGY

Mayoly attended the 2025 Choose France Summit, illustrating the recognition of its investment strategy and its industrial footprint in France. On this occasion, the Group reaffirmed its commitment to producing in France, strengthening its industrial capabilities, and contributing to the excellence of the healthcare sector. Worthy of note is participation in the roundtable on the attractiveness of the regions, of which MAYOLY is an example.

Planet

Environmental commitment

2026 Roadmap



6

Combat climate change

Priority

Reduce our GHG emissions to support sustainable growth

Goals

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



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)

Goals

100% of new products will incorporate the principles of eco-design by the end of 2026

5% reduction in our non-recovered waste

10% reduction in our water consumption vs. 2024



8

Protecting the environment and biodiversity

Priority

Create optimal conditions to protect the environment and biodiversity

Goals

50% of our sites ISO 14001 certified

Definition of goals and biodiversity action plan



In 2025, the Group's greenhouse gas emissions amounted to **91,283 tCO2e**, down compared to 2024 (-1.7%) in a context of strong growth in the Group. This represents a -41% reduction in scope 1 and 2 GHG emissions vs. 2019



Denis Le Hazif, HSE Director

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

- 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.

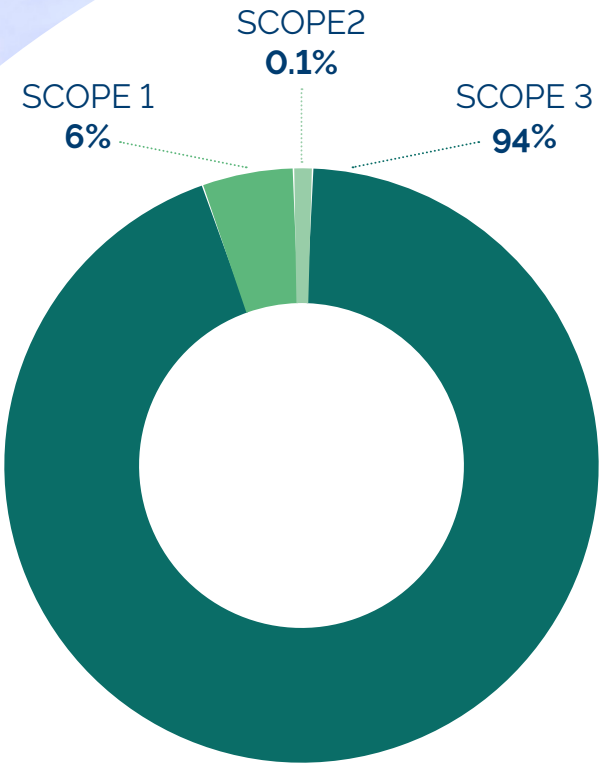
The emissions structure remains unchanged, with a predominance of scope 3 (94%), mainly related to the purchase of goods and services as well as transportation.

The group's efforts since 2022 to reduce the impact of our energy consumption through the widespread use of renewable electricity have been successful. Scope 2 emissions are down 96% vs. 2019.

Conversely, scope 1 emissions appear higher due to methodological changes compared to 2024 and improved accuracy of our data for certain items.

Emissions related to the procurement of goods and services as well as transportation are increasing compared to 2024 (due to our growth); the amount of accurate and detailed information obtained from our suppliers is improving very significantly. At present, 20% of our suppliers provide us with the emissions of goods delivered, thus contributing to the robustness and accuracy of our carbon footprint.





Total emissions in 2025
91,283 metric tons CO2eq.

Scopes 1 & 2: 5,719 metric tons CO2eq.

Scope 3: 85,564 metric tons CO2eq.

Decarbonization trajectory validated by SBTi

By 2030.

-50%
scope 1 and 2
compared to 2019

-55%
scope 3
compared to 2019

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.



Scope 1 & 2 decarbonization levers

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

Investments made between 2020 and 2024 have resulted in a **significant reduction in scope 1 and 2 emissions** (-41% in 2025 vs. 2019), particularly due to changes in energy supply methods and facility optimization.

In 2025, this trajectory marked a stabilization phase, before the deployment of new investments with high expected impacts from 2028 onward.

In 2025, **the Group's greenhouse gas emissions totaled 91,283 tCO2e, a level that was stable overall compared to 2024** (-1.7%) in a context of strong growth for the Group.

The emissions structure remains unchanged, with a predominance of scope 3 (94%), mainly related to the purchase of goods and services as well as transportation.

The group's efforts since 2022 to reduce the impact of our energy consumption through the widespread use of renewable electricity have been successful. Scope 2 emissions are down 96% vs. 2019.

Conversely, scope 1 emissions appear higher due to methodological changes compared to 2024 and improved accuracy of our data for certain items.

While emissions related to the procurement of goods and services as well as transportation are increasing compared to 2024, the amount of accurate and detailed information obtained from our suppliers is improving very significantly. At present, 32% of our suppliers provide us with the emissions of goods delivered, thus contributing to the robustness and accuracy of our carbon footprint.

Scope 3 decarbonization levers

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

After making progress on direct emissions, Mayoly is also focusing its efforts on **scope 3**, which represents the majority of its carbon footprint.

Several actions have been taken:

- testing lower-emission transportation alternatives, deployed in several countries (Poland, Romania, Italy, Russia)
- **the gradual integration of eco-design features into new products and packaging,** to reduce the impact of products over their entire life cycle
- **working with suppliers to:**
  - collect environmental data
  - evaluate their commitments
  - identify levers for reduction

Managing our resource consumption

Mayoly is continuing its efforts to improve the efficiency of its industrial operations and reduce its resource consumption.

In 2025, industrial sites reported:

- a **19% reduction in water consumption per box produced** (vs. 2024)
- a **15% reduction in waste generated per box produced** (vs. 2024)

These results reflect the teams' ability to continuously improve the sites' environmental performance.

Our eco-design program

Mayoly's eco-design program is part of the Group's overall decarbonization strategy and helps reduce environmental impacts across the entire product life cycle, namely in terms of biodiversity preservation.

Looking ahead to 2030, the eco-design actions deployed across the product portfolio aim to contribute to achieving the Group's goal of a 55% reduction in greenhouse gas emissions compared to 2019.

In 2025, a key milestone was reached with the definition of an eco-design criteria reference framework. This methodological framework is intended to be systematically integrated into the development and acquisition processes for new products starting in 2026.

With this in mind, Mayoly has undertaken an environmental analysis of its portfolio, based on assessing the environmental impact of the main products in each category (medicines, dietary supplements, and dermocosmetics). This analysis helped establish a diagnosis of the products that contribute the most and identify priority levers for improvement.





Dermocosmetics

Initiatives have been deployed to reduce the environmental footprint of packaging, namely through:

- the integration of eco-refill solutions (e.g., Ultra Moisturizing Milk, Shower Oil, Lipid-Replenishing Shower Gel)
- increasing the share of recycled materials in packaging (e.g., Sun Protect)
- Replacing materials with recyclable packaging (e.g., lipstick)









Health solutions

A structuring project has been launched to transition blister packs to recyclable solutions.

Blister packs, used for the packaging of solid forms (tablets, gel capsules, capsules), are a key issue for the pharmaceutical sector because of the associated technical and regulatory constraints.

In this context, Mayoly was selected as a winner in a call for projects led by Adelphe, a French eco-organization specializing in packaging management and recycling.

It concerns three medicines representing nearly 70% of the volumes of blister packs marketed in France.

The work undertaken in 2025 will continue through 2026 and 2027 and focuses on:

- material selection and testing
- conducting industrial trials
- conducting product stability studies

These developments constitute a first phase before a possible larger-scale deployment, which is subject to validation of the technical, industrial, and regulatory performance of the selected solutions.







Preserving biodiversity and building resilience

IN 2025, MAYOLY ROLLED OUT BIODIVERSITY INITIATIVES AROUND TWO AREAS:

- a **climate resilience analysis,** aimed at assessing the exposure of sites and key suppliers to risks related to climate change
- the development of a **pilot biodiversity corridor project** at the L'Isle-sur-la-Sorgue site, with actions in favor of ecosystems and quality of life at work. This highly unifying approach has mobilized local teams as well as stakeholders in the region, including the **League for the Protection of Birds (LPO, *Ligue pour la Protection des Oiseaux*)**, stakeholders in the Sorgue basins and the area.

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, in an area that is 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 L'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, re-treat 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 means we can reduce our consumption to the bare essential and promotes a more responsible and circular use of water.

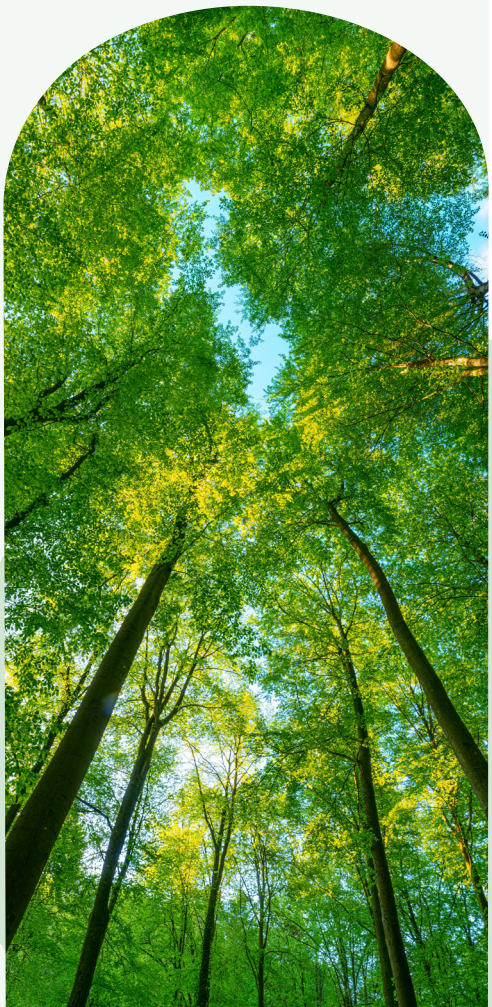




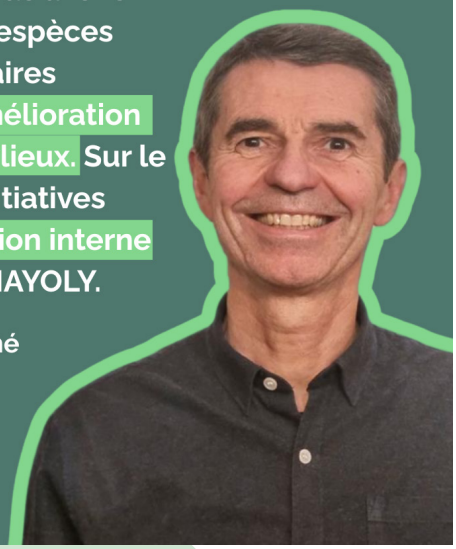
Contribution to FEBEA (*Fédération des entreprises de la beauté* [Federation of Beauty Businesses]) sector work on biodiversity

Mayoly is part of the sector's collective efforts to preserve biodiversity and contributes to sharing concrete practices.

In this context, Pierre-Yves Bonhomme (technical director) presented the initiatives implemented at the Dreux production site, in connection with the Group's CSR strategy, in the biodiversity guide issued by FEBEA, a professional organization representing cosmetics companies in France.



> **Les bénéfices sont avant tout écologiques et humains. Sur le plan écologique, nous avons observé le retour d'espèces aquatiques et rivulaires sensibles et une amélioration de la qualité des milieux. Sur le plan humain, ces initiatives renforcent la cohésion interne et l'attractivité de MAYOLY.**
>
> **Pierre-Yves Bonhommé**
> ***Directeur technique***





















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