

2026
OUR COMMITMENTS
CSR

SUSTAINABLY IMPROVING THE HEALTH AND WELL-BEING OF EVERYONE



"We are all actors in a sustainable and supportive model, where determination, boldness, 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
Head of Communications and CSR



PEOPLE

Social Commitment

Create a fulfilling employee experience that promotes equity

AUDIENCE

Societal engagement

Develop Mayoly's contribution to the scientific community and industrial sovereignty

PLANET

Environmental commitment

Preserve our environment, resources, and biodiversity

2026 ROADMAP

1 Help improve our teams' health and well-being

3 5 10

Priority
Develop and implement a fulfilling employee experience that prioritizes well-being, health, and fairness on a daily basis.

Goals
- Employee Experience = or > 8/10
- Maintain a male/female distribution between 45% and 55% within Top Management

2 Unite our teams

3

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

Goal
- Commitment rate = or > 8.5/10

3 Develop our teams' skills and employability

3

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

Goals
- +10% than in 2025 (average number of training hours and average internal mobility rate)

4 Improve care for patients/consumers

3

Priority
Raise awareness and support training for healthcare professionals in order that they are able to provide better care for patients/consumers.

Goals
- Increase the number of medical visits (+5%) and points of sale in key countries
- Increase impact within the medical community

5 Be a reference for our stakeholders

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Priority
- Act ethically, transparently, and in compliance to strengthen stakeholder trust and sustainably support quality of care.
- Contribute to defending health and industrial sovereignty and local roots.
- Develop our suppliers by adopting CSR criteria

Goals
- 100% of employees trained in the Code of Conduct
- 100% of top management trained in corruption prevention
- Participation in Choose France and La Grande Exposition du Fabriqué en France
- 80% of our procurement expenditures covered by our Responsible Procurement Charter

6 Combat climate change

13 7

Priority
Reduce our Scope 3 GHG emissions (purchasing)

Goals
- Scopes 1 & 2: -45% compared to 2019
- Scope 3: define the purchasing action plan with associated costs/CO_2 gains and update the trajectory

7 Control our consumption and the use of natural resources

12 9 6

Priorities
- Integrate and implement the eco-design principles into our products
- Measure and reduce the amount of waste we generate

Goals
- Summary of the integration of criteria and recommendations
- Summary of the CO_2 assessment associated with eco-packaging
- Annual reduction of our non-recycled waste by 5%

8 Protecting the Environment and Biodiversity

15

Priority
- Create optimal conditions aimed at preserving the environment and biodiversity

Goals
- 50% of industrial sites engaged in a biodiversity approach



Announcement of support from the French state to relocate colchicine production to France
Essential medicinal product in France



"Our country remains too dependent on foreign suppliers for certain chemicals. **The relocation of colchicine is fully part of the national industrial recovery strategy."**

Sébastien Martin,
Deputy Minister for Industry of France

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

SCIENCE BASED TARGETS

INTERNATIONAL STANDARDS

Our 9 goals are aligned with the UN Sustainable Development Goals

Priority



Additional

