

CSR ESSENTIALS

2023

ANJAC

HEALTH & BEAUTY



Editorial



At ANJAC, we believe in a vision of health that enables as many people as possible to **thrive, live, and age in good physical condition, in harmony with their environment, and that emphasizes prevention as much as treatment**. This is the direction we have chosen to guide our activities and developments.

This vision naturally aligns with the four pillars of our CSR policy: **innovating** to transform and enhance the sustainability of our offerings, **saving** resources and reducing our environmental footprint, **protecting** the safety of our employees and ensuring their personal and professional development, and **supporting** health initiatives in our communities.

The publication of these CSR Essentials is an opportunity to measure and present the results of our actions. Halfway through our five-year plan, we are already seeing significant progress. In line with this momentum, we continue to improve our solutions every day, explore new pathways and contribute to an industry that is increasingly committed to its ecosystem.

Aurélien CHAUFOUR,
President of the ANJAC Group

A handwritten signature in black ink, appearing to read 'A. Chaufour', with a horizontal line underneath it.

Our Group

ANJAC Health & Beauty is committed to and is taking actions for a more sustainable industry

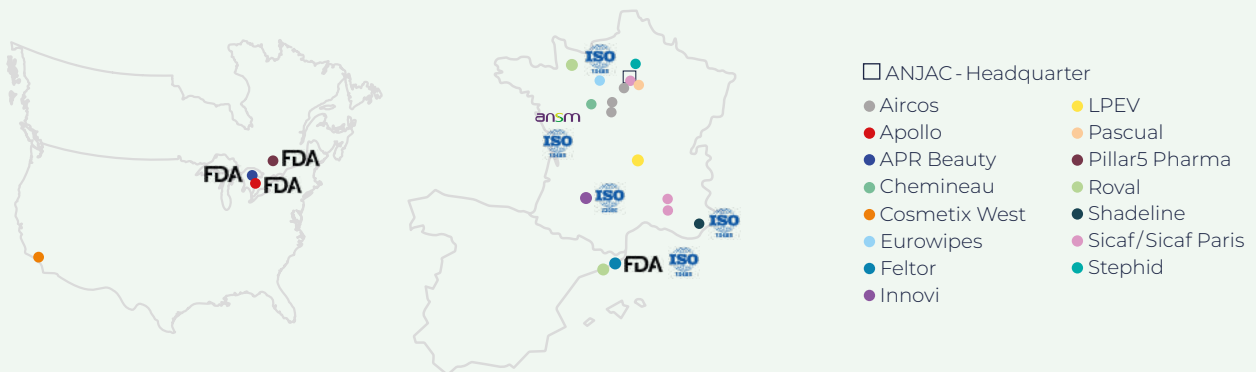
A bold and innovative industrial group

ANJAC Health & Beauty is a French family-owned industrial group and a partner to health laboratories, beauty, and wellness brands.

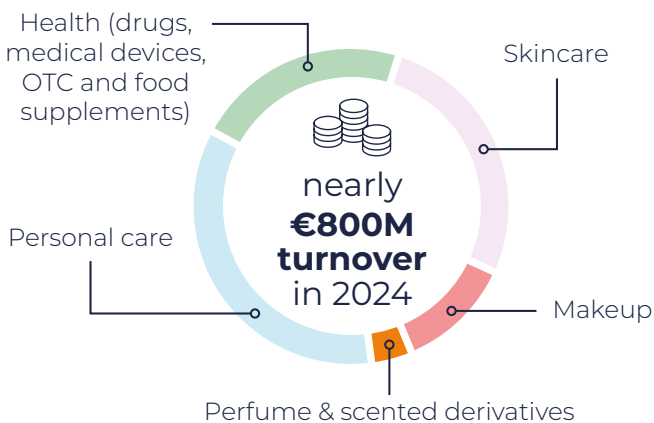
We create and manufacture solutions, from raw materials to finished products. We put Safety, Health, and Nature at the forefront to create high-performance, desirable, and responsible products.

By placing innovation at the heart of our model, with a team of 150 R&D professionals, continuous investments in technologies, products, and research, and expertise in plant-based materials, we are able to offer our customers both tailor-made services and full-service solutions.

Our locations in North America, France, and Spain



TURNOVER* ANJAC GROUP 2024



KEY FIGURES* ANJAC GROUP 2024



*Including 2023 and 2024 acquisitions

Our Group CSR Strategy

A dual environmental and societal perspective to benefit both humans and the planet

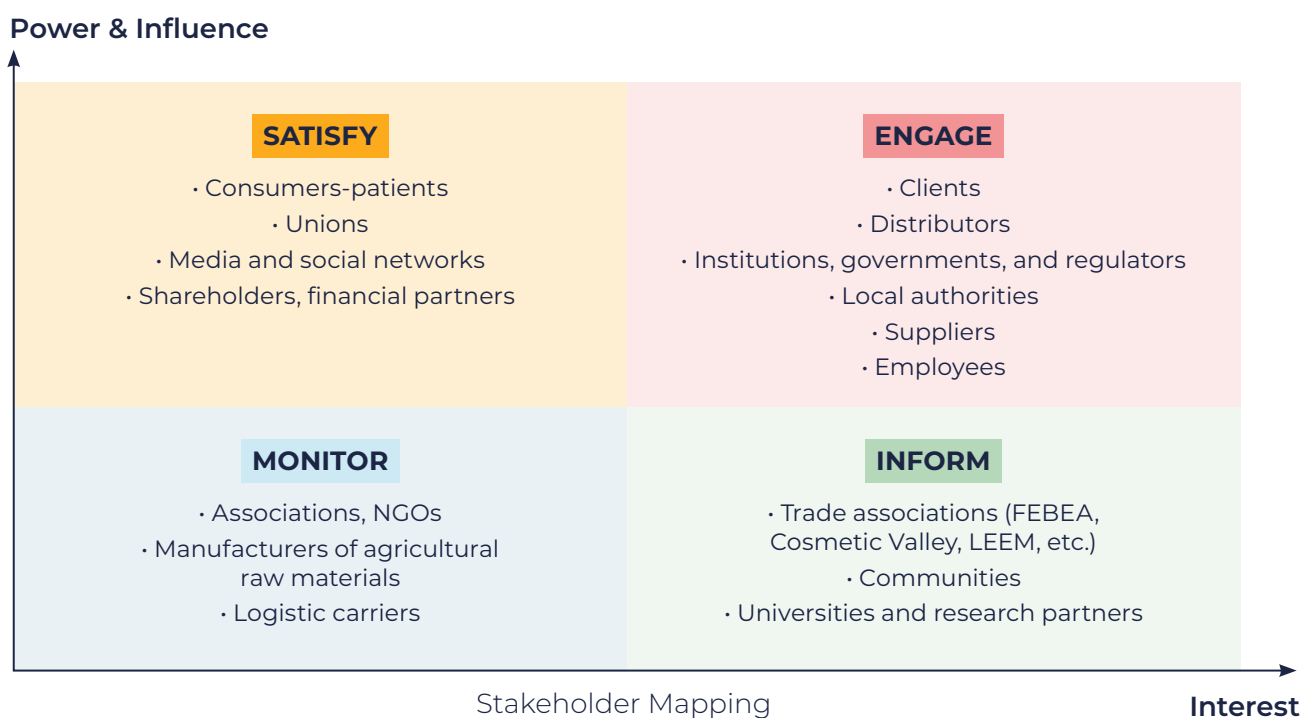
Aware of the challenges of sustainability and the role that the health & beauty industry can (and must) play, ANJAC has expressed its commitment by **defining a bold and pragmatic CSR strategy as part of a five-year plan, from 2021-2026.**

The scope of the CSR figures presented in this essential concerns the Group and its companies in 2023 (excluding Stephid and APR Beauty, integrated in 2023 and 2024 respectively).

The approach was co-constructed with our companies, taking into account the identification of key issues, the dialogue with our customers, **and an assessment of the practices of all the companies within the Group.**

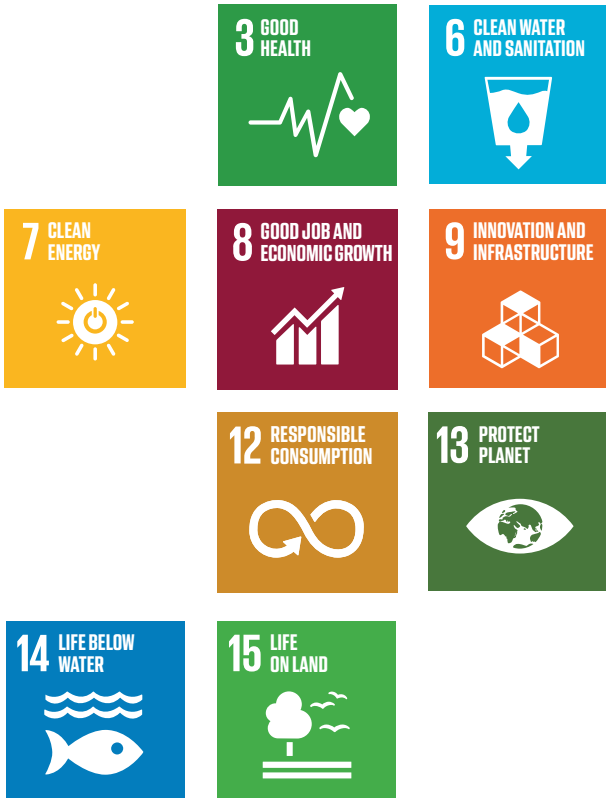
We continue to nurture our strategy and our roadmap, in particular through our customers, our suppliers, and committed third parties.

It is an ongoing process in which we continuously adapt and prioritize our action plan in alignment with the needs and initiatives of our stakeholders.



The Group's ambition is to go further in enhancing environmental sustainability, creating greater value for our clients, supporting consumer health, promoting employee well-being, and contributing to the welfare of our communities.

We believe we are making progress with the following **Sustainable Development Goals (SDGs)**.



The acceleration of the ANJAC Group and its companies in favor of a bold and pragmatic CSR strategy is reflected in the pursuit of its EcoVadis strategy.

Group objectives in 2026:

- obtain a score of 65/100;
- maintain the ambition of obtaining the gold medal.

Medals of the Group's companies in 2023

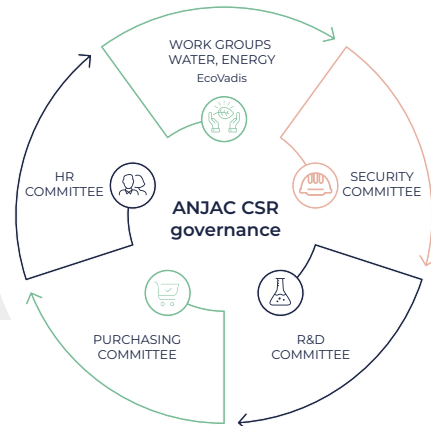


In 2023, ANJAC received a B- score from the Carbon Disclosure Project (CDP), a globally recognized authority on carbon emissions.



Our commitments and the progress towards our 2026 roadmap are upheld by the governance in place, driven by both ANJAC Group management and local CSR representatives.

Management tools are integrated in the field and we continue to strengthen our teams.



Our 4 Pillars

Over the 2021-2026 period, we address the main environmental, social, and societal issues through 4 major ambitions, thus defining a global policy that covers all aspects of CSR.

These ambitions are based on the ANJAC assessment developed in 2021, using a common internal evaluation grid with around 40 key themes that cover environmental, social, and societal performance, as well as governance issues.

1. INNOVATE

to transform and improve the sustainability of our offer

100% of innovations feature at least one objective sustainable characteristic.

100% of the group's innovations assessed on an eco-responsibility score.

100% of our purchases integrated into a sustainable approach will be evaluated on an eco-responsibility score.



2. SAVE

resources and reduce our environmental footprint

-15% of our energy consumption in KWh/KU, i.e., the consumption of 4,500 French homes in the years 2021-2026.

-20% of our bulk water consumption in m³/ton by 2026, i.e., 1.3 million 1.5 liter bottles on an eco-responsibility score.

Measuring and actively reducing our greenhouse gas emissions.



3. PROTECT

the safety of our employees and ensure their personal and professional development

Zero Accident POLICY:

4 values shared by 3,200+ employees:

- human adventure;
- pragmatic and bold innovation;
- industrial requirement;
- applied agility.



4. BRING

the "HEALTH" cause to our communities



- fight against cancer;
- access to basic hygiene measures;
- women's health and status.



Table of Indicators 2023

Indicators	2022	2023	N / N-1 variation	Units	Scope	Reporting standard
Social and Human Rights						
Average annual workforce (including fixed-term and temporary)	2,030	1,752	-13.7%	FTEs	France (excluding Stephid, including headquarters)	ESRS S1-6 (a)
Number of permanent hires for the year (new hires & replacements)	282	311	+10.3%	Number		-
Net change in number of full-time employees (FTEs) (compared to N-1)	126	Unknown	Unknown	FTEs		-
Percentage of women in the workforce	57.1%	57.7%	+1.1%	Number		ESRS S1-6 (a)
Percentage of employees in work-study or apprenticeship programs	4.1%	4.0%	-2.4%	%		-
Average number of training hours provided per employee	9.8	29.0	+196.8%	Number		ESRS S1-13 80 (b)
Turnover rate	20.9%	23.4%	+12.0%	%		ESRS S1-6 (c)
Absenteeism rate	7.4%	5.3%	-28.0%	%		-
Average tenure	10.2	7.5	-27.0%	Years		-
Environment						
Average energy consumption per unit produced	80.65	78.15	-3.1%	kWh/kU	France (excluding Stephid), Spain, USA	-
Average bulk water consumption per ton of bulk	3.41	3.58	+5.0%	m ³ /ton	France (excluding Stephid), Spain, USA	-
Responsible purchasing						
Percentage of purchasing expenditure included in EcoVadis*	80.0%	78.0%	↘	%	France, Spain, USA	-
% purchasing expenditure of bronze medal or higher*	97.0%	93.0%	↘	%	France, Spain, USA	-
% purchasing expenditure of gold medal or higher*	54.0%	53.0%	↘	%	France, Spain, USA	-
Innovation						
Number of innovations	78	74	↘	Number		
% of innovations evaluated on an eco-responsibility score	50.0%	65.0%	↗	%	-	-

*The new EcoVadis medal distribution rules lower the scores for all stakeholders involved. ANJAC will review its supplier approval rules in 2024. On January 1, 2024: Platinum = score > 80, Gold > 72, Silver > 64, Bronze > 56.

For more information on our CSR approach, indicators, and calculation methods, please contact: communication@anjac.fr



Aircos
Pascual

APOLLO

APR
BEAUTY

CHEMINEAU

Cosmetix West

eurowipes

LABORATORIS
FELTOR

LABORATOIRES
Innovi

LPEV
LABORATOIRE

PILLAR5
PHARMA

Roval

LABORATOIRE
SHADELINE

sicaf

Stephid

ANJAC 20 rue de la Banque 75002 Paris
www.anjac.com
T. +33 1 53 45 94 49 communication@anjac.fr