

# CSR REPORT

# 2023-2024

**ANJAC**  
HEALTH & BEAUTY



# Table of Contents

|   |             |
|---|-------------|
| <b>EDITORIAL .....</b>  | <b>p 3</b>  |
| <b>OUR GROUP .....</b>  | <b>p 4</b>  |
| <b>ANJAC HEALTH &amp; BEAUTY: A COMMITTED PARTNER<br/>FOR A MORE SUSTAINABLE INDUSTRY</b> |             |
| <b>OUR GROUP CSR STRATEGY .....</b>   | <b>p 5</b>  |
| <b>AN ENVIRONMENTAL AND SOCIAL APPROACH<br/>TO BENEFIT BOTH PEOPLE AND THE PLANET</b>     |             |
| 1. Our Strategy.....  | p 5         |
| 2. Governance & Ethics.....   | p 6         |
| 3. Responsible Purchasing & Supply Chain.....   | p 7         |
| <b>PILLAR 1 .....</b>   | <b>p 9</b>  |
| <b>INNOVATE TO TRANSFORM AND IMPROVE<br/>THE SUSTAINABILITY OF OUR OFFER</b>              |             |
| 1. Eco-design at the heart of ANJAC's product and packaging innovation.....               | p 10        |
| 2. Products and innovations recognized by the industry and consumers.....                 | p 12        |
| 3. Maison ANJAC: a unique collaborative space dedicated to innovation.....                | p 13        |
| 4. ANJAC, member of the French Gut consortium.....  | p 13        |
| <b>PILLAR 2 .....</b>   | <b>p 14</b> |
| <b>USE RESOURCES RESPONSIBLY AND REDUCE<br/>OUR ENVIRONMENTAL FOOTPRINT</b>               |             |
| 1. Water.....   | p 15        |
| 2. Energy.....  | p 16        |
| 3. Waste.....   | p 17        |
| 4. Greenhouse gases.....  | p 18        |
| <b>PILLAR 3 .....</b>   | <b>p 20</b> |
| <b>PROTECT THE SAFETY OF OUR PEOPLE<br/>AND SUPPORT THEIR DEVELOPMENT</b>                 |             |
| 1. Occupational Health & Safety.....  | p 22        |
| 2. Human Capital & Working Conditions.....  | p 23        |
| 3. Diversity, Inclusion & Societal Engagement.....  | p 24        |
| <b>PILLAR 4 .....</b>   | <b>p 25</b> |
| <b>ADVOCATING FOR HEALTH WITHIN OUR COMMUNITIES</b>                                       |             |
| <b>INDICATORS DASHBOARD .....</b>   | <b>p 26</b> |
| <b>MANIFESTO .....</b>  | <b>p 27</b> |

# Editorial



At ANJAC, we pursue a clear ambition: to act responsibly and contribute, at our scale, to a health and beauty industry that is more sustainable, more human, and oriented towards the future.

Our CSR commitment is solid, tangible, and firmly rooted in our activities. Built together with our companies and enriched by dialogue with our clients and stakeholders, it guides our decisions, inspires our projects, and shapes our contribution to the key challenges of health, beauty, and sustainability.

Our CSR roadmap is built around three core convictions:

- **Being truly sustainable:** we have a responsibility to reduce our environmental footprint. This means testing, learning, and progressing until we achieve results that meet our expectations.
- **Acting with boldness:** beyond our products, our CSR approach runs through the entire company and across all our activities. It is a genuine driver of transformation at the heart of our industrial model, influencing both our manufacturing processes and our daily practices.
- **Looking ahead:** by investing in scientific research, collaborating with health start-ups and biotech companies, exploring new areas such as nutrition and nutraceuticals, and integrating artificial intelligence into our tools, we continue to push the boundaries of our work.

Becoming more sustainable cannot be proclaimed, it's a journey. Day after day, with rigor, commitment, and determination.

**Aurélien CHAUFOUR**  
President - ANJAC Group

# Our Group

## ANJAC HEALTH & BEAUTY, A COMMITTED PARTNER FOR A MORE SUSTAINABLE INDUSTRY

ANJAC Health & Beauty is a French family-owned industrial group and the partner to health laboratories, beauty and wellness brands. We create and manufacture, from raw materials the finished products.

ANJAC brings together **16 expert, complementary companies\***, with 22 R&D and production sites across France, as well as in California, Canada, and Spain: Aircos, Apollo, APR Beauty, Chemineau, Cosmetix West, Eurowipes, Feltor, Innovi, LPEV, Pascual Cosmétiques, Pillar5 Pharma, Roval Cosmétiques, Shadeline, Sicaf, and Stepheid.

In November 2025, the Slovenian company PharmaLinea (HCG) joined the Group, an international reference player in the field of dietary supplements.

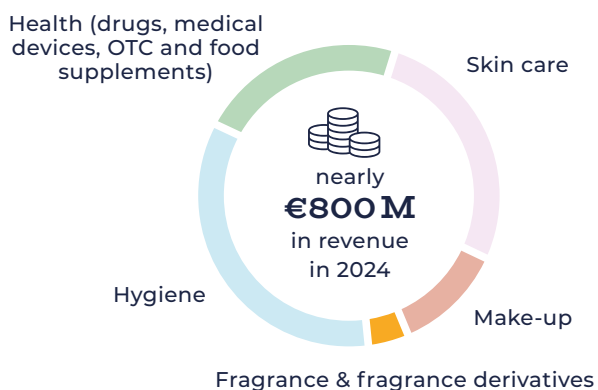
We place Safety, Health and Nature at the forefront, to create products that are high-performing, desirable, and responsible.

We put Safety, Health and Nature first, to create products that are effective, desirable, and responsible. With innovation at the core of our model — supported by 150 people in R&D and continuous investment in technologies, products and research — we are able to offer tailored services, co-creation, and full-service capabilities to our clients.

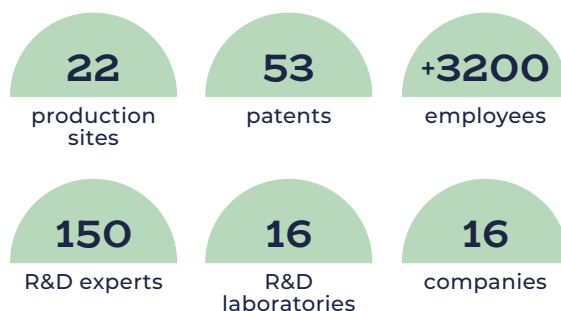
*\* Group composition as of December 31, 2024.*



## ANJAC GROUP REVENUE 2024



## KEY FIGURES ANJAC GROUP 2024



# Our Group CSR Strategy

## AN ENVIRONMENTAL AND SOCIAL APPROACH TO BENEFIT BOTH PEOPLE AND THE PLANET

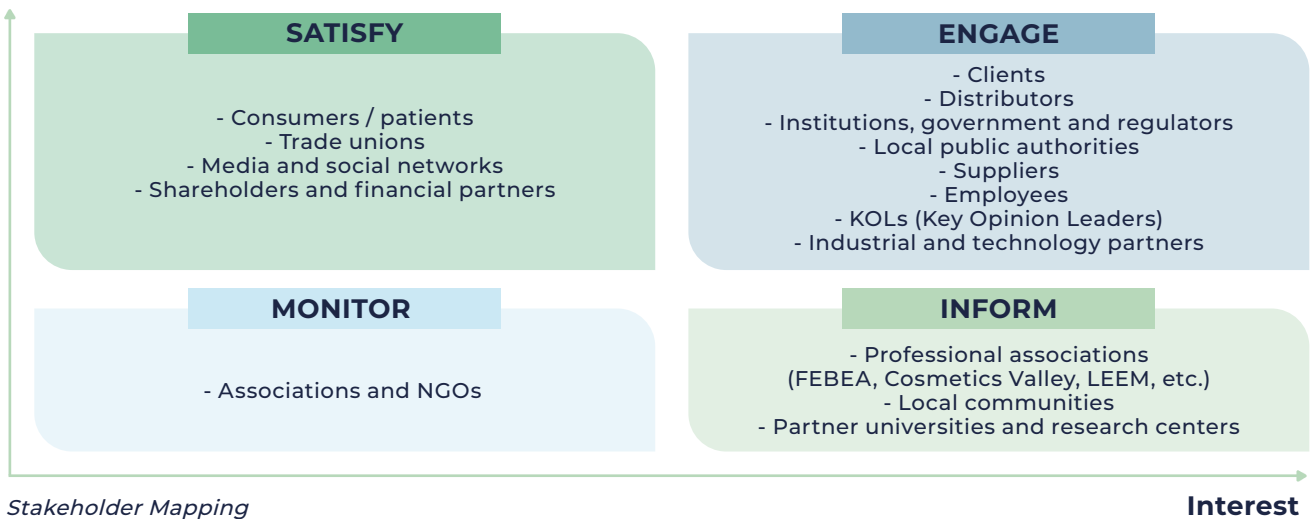
### Our Strategy .....

Aware of the climate and environmental challenges facing our industry, and of the role that health and beauty companies must play, ANJAC has defined a pragmatic and ambitious CSR strategy as part of a five-year plan. This approach was co-built with our companies, drawing on an assessment of key issues, dialogue with our clients, and a review of practices across all Group entities. Our strategy is structured around four major ambitions, each combining environmental and societal objectives:

- 1 **INNOVATE** to transform and improve the sustainability of our offer ;
- 2 **USE RESOURCES RESPONSIBLY** and reduce our environmental footprint ;
- 3 **PROTECT** the physical and mental integrity of our employees ;
- 4 **ADVOCATE FOR HEALTH** within our communities.

We continue to refine our strategy and roadmap by working closely with our clients, suppliers, and committed external partners. Following a continuous improvement approach, we adjust and prioritize our action plan in line with the needs and key impacts identified by our stakeholders.

### Power & Influence



To guide our decisions, we have identified the Sustainable Development Goals (SDGs) on which we believe we can have the most meaningful impact:



The scope of the CSR data presented in this report covers the Group and its companies for the years 2023 and 2024.

## Governance & Ethics .....

ANJAC's CSR performance is built on **strong governance** and **rigorous ethical principles**.

A Group CSR Committee meets quarterly with the Executive Management to oversee the 2021–2026 CSR roadmap. These meetings track key indicators, align strategic decisions related to action plans and KPIs, validate Group-wide policies, and coordinate CSR projects across sites.

At local level, each site drives its own CSR roadmap through dedicated working and follow-up meetings. CSR leads at each site are supported by an ANJAC coordinator in implementing their local actions.

Several internal frameworks have been strengthened to support this governance:

- **An Ethics & Compliance Charter**, applicable to all employees, defines our business conduct principles (integrity, legal compliance, anti-corruption) and includes a confidential whistleblowing mechanism.
- **A Responsible Purchasing Policy** has been formalized and deployed across all subsidiaries.
- **A centralized Information Systems Security Policy (ISSP)** has been introduced to define and secure our IT systems.

Driven by our industrial standards, all Group production sites are certified according to the quality requirements relevant to their activities.

► **For more details, please refer to our comprehensive [Health](#) and [Beauty](#) portfolio brochures.**

Rooted in its regions, the Group manufactures as close as possible to its markets, with production sites in France, Spain, the United States and Canada.



ISO 22716: Good Manufacturing Practices for cosmetics

ISO 13485: Quality management standard for medical devices

COSMOS Organic: European organic and natural cosmetics certification

ISO 22000: International food safety standard

ANSM: Authorization and oversight of health products in France

IFS HPC: Safety and quality standard for home and personal care products

FDA: Compliance with U.S. regulatory requirements

Health Canada: Licensing and regulatory oversight for health and cosmetic products in Canada

## RESULTS 2024

.....

Nearly **80%**  
of our purchasing  
volume is already  
assessed against  
EcoVadis criteria,  
including:

- **90%** with a **Bronze rating** or higher
- **56%** with a **Gold rating** or higher

## Responsible Purchasing & Supply Chain .....

### Our 2021–2026 Commitments:

- 100% of purchases made with our partner suppliers are covered by a CSR assessment integrated into our Supplier Relationship Management (SRM) system, with a minimum EcoVadis score of 45/100.

Eco-responsibility begins with the choice of raw materials. ANJAC formalized its Responsible Purchasing Policy in 2023, updated in 2025. Signed by all buyers, it sets out the commitments expected from suppliers regarding ethics, environmental protection, working conditions, and regulatory compliance.

It covers in particular:

- 1 sustainable sourcing (RSPO-, FSC-certified, recycled materials, etc.),
- 2 anti-corruption measures,
- 3 biodiversity preservation,
- 4 respect for fundamental human rights.

All ANJAC buyers are trained in these principles through the EcoVadis platform. CSR clauses are systematically included in contracts to ensure their effective implementation.



“Integrating CSR considerations into our purchasing practices has become essential at ANJAC. Since 2023, our Responsible Purchasing Policy has enabled us to align our ethical, social, and environmental expectations with our operational practices. This work is helping us build a more sustainable and resilient supply chain, in line with the growing expectations of our clients and regulators.”

**Nicolas Jung**

Group Purchasing Director, ANJAC

Our Responsible Purchasing Policy is part of a broader Group-wide approach. The performance of the Group and its companies is recognized through EcoVadis assessments and the medals they have received

## GROUP TARGETS FOR 2026

1 ACHIEVE A SCORE OF 65/100

2 MAINTAIN OUR AMBITION TO EARN THE GOLD MEDAL

### STATUS OF GROUP COMPANY MEDALS



# Pillar 1

## INNOVATE TO TRANSFORM AND IMPROVE THE SUSTAINABILITY OF OUR OFFER

Innovation lies at the core of the Group's DNA. We place it at the forefront as a driver for transforming our offer toward greater sustainability, serving the health of both people and the planet.

At ANJAC, innovation runs through all our activities: it is both pragmatic and forward-looking, guided by the concrete needs of our clients and the major transitions shaping our industry.

For us, innovation means a new product, process, technology or service developed by our R&D teams and proactively proposed to our clients. It must offer something rare or unique for the target market, provide real differentiation, and deliver a tangible benefit for both the consumer and the brand.



### KEY FIGURES

2024

16

laboratories

150

people in R&D  
and regulatory affairs

+200

innovations per year

53

patents

15

technology  
platforms

## OUR 2021–2026 COMMITMENTS:

| Commitments   | Indicators   | Deadlines | Governance / Sponsor                             |
|---|--|-----------|--|
| Aim for <b>100% of innovations</b> to include at least one objective sustainable feature <sup>(1)</sup>   | % of sustainable innovations based on the ANJAC measurability grid                         | 2026      | The R&I Committee and ANJAC Executive Management |
| <b>100% of the Group's innovations</b> will be assessed using an eco-responsibility score. For greater transparency, this score will be displayed on the product sheets of ANJAC innovations. | % of ANJAC innovations assessed<br>The different deployment steps are presented on page 11 | 2026      |  |
| <b>Target the integration of 100%</b> of our purchases into a sustainable development approach  | % of purchasing spend with suppliers assessed by EcoVadis                                  | 2026      | Group Purchasing Department                      |

<sup>(1)</sup> In 2021, we began an in-depth effort to define what constitutes a "more sustainable innovation." We identified five key environmental and societal criteria, which we call "objective sustainable features." These criteria are shared openly with our clients. They address formula naturality, water savings, circularity, reduced use of virgin plastics, and the health benefits of innovations.

The next step is to measure them using a dedicated measurability grid.

# ANJAC INNOVATION KPIS:

| Innovation   | 2022 | 2023 | 2024 |   |
|--|------|------|------|---|
| Eligible innovations according to our responsible criteria | 78   | 74   | 80   | ↗ |
| % of innovations assessed with an eco-responsibility score | 50%  | 65%  | 65%  | → |



## Eco-design of Products and Packaging at the Heart of ANJAC Innovation .....

At ANJAC, sustainable innovation is reflected in particular through:

- **Reducing the quantity of raw materials and components** used (formulas and packaging)
- **Selecting natural, sustainable, or responsibly sourced ingredients**
- **Using recycled, recyclable, or lightweight packaging** to limit environmental impact
- **Optimizing formats and logistics** to reduce transport impact
- **Developing innovative and more sustainable processes** that improve product impact throughout their life cycle
- Targeted industrial **investments** to strengthen our sustainable production capacities



Measuring eco-design is a continuous process that evolves over time in line with available knowledge and our own objectives. At ANJAC, this approach has been structured into several phases:

|                               |   |
|-------------------------------|---|
| <b>Phase 1</b><br>(2021-2022) | Launch of the CSR strategy and definition of evaluation criteria as part of the ANJAC Green Attack plan, the Group's eco-design strategy for innovations.   |
| <b>Phase 2</b><br>(2022-2023) | Implementation of a proprietary API with an internal grid allowing us to assign an environmental score to all new innovations.  |
| <b>Phase 3</b><br>(2023)      | <p>Joining the EcoBeautyScore (EBS) industrial consortium — a collective initiative bringing together more than 70 cosmetics players to develop a shared environmental assessment methodology and scoring system, based on the European Product Environmental Footprint (PEF) principles.</p>    |
| <b>Phase 4</b><br>(2024)      | <p>Completion of the operational roll-out of the EBS tool, now capable of assessing the environmental footprint of cosmetic products across 16 key indicators (carbon, water, resources, soil, air) throughout their life cycle for selected product categories.</p> <p>In parallel, ANJAC is the first CDMO to test Fairglow, an AI- and big-data-driven technology platform that enables fast and precise environmental impact analysis, both at product level and across an entire production site.</p> <p>More information on the Fairglow project is available on page 19.</p>  |
| <b>Phase 5</b><br>(2025-2026) | Testing and deployment of the most effective and relevant third-party tool to provide clear guidance to our clients.  |

“Innovation at ANJAC is a global approach, embedded at every level of the Group. It takes shape through concrete solutions designed to address health challenges, sustainability goals, and industrial performance. We are committed to working with the best ecosystem so that we can continue to progress and dare to test new tools and new ways of thinking.”



**Anne Rutigliano**  
Group Marketing & Innovation Director, ANJAC

## Products and Innovations Recognised by the Industry and Consumers .....

### ● CONSUMER PANEL AWARDS

Several of our innovations have been recognised by consumer panels, reflecting their effectiveness and impact. Among the awards received:



#### MIYÉ

Massage  
Body Serum  
**Shadeline**



- Nominated in 2023 for the Vénus de la Beauté / Version Femina Awards
- Winner of the **Silver Award** – Cosmétique Mag
  - Voted Best Organic Product 2024 in the “Body Care” category
  - Rated **100/100 on Yuka**, vegan, certified **Cosmetic Bio** and **COSMOS Organic**
- Combines sensorial performance and CSR commitment, with a natural formula designed for women’s well-being and eco-responsible packaging that reduces its environmental impact.

#### LABELL

Shower gel with organic  
almond extract from  
Provence or organic  
apricot extract from  
Southern France

**Roval**



- Awarded at the Victoires de la Beauté 2024–2025
- Rated **100/100 on Yuka**, **COSMOS Organic** certified eco-responsible for its reduced environmental impact.

### ● INDUSTRY AWARDS

#### AQUASTICK

Sheer  
Foundation  
**Pascual**

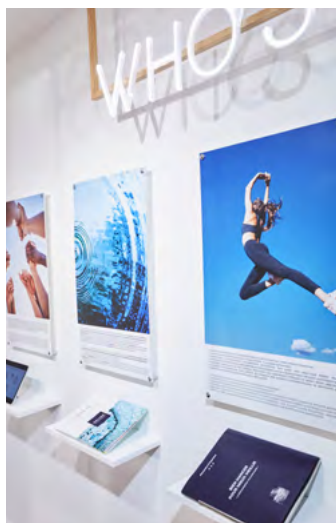


- An innovative stick foundation with more than **40% water**, combining an intense fresh sensation with long-lasting makeup performance.
- A gentle, skin-friendly formula, made with **98% naturally derived ingredients** and **silicone-free**.
- A minimalist composition with fewer than **10 INCI ingredients**

## Maison ANJAC, a Unique Collaborative Space

### Dedicated to Innovation .....

A new eight-floor space, located in a **BREEAM-certified\*** building and opened in November 2024, now brings together all headquarters teams on a single site.



This space was designed as a place **for exchange and co-development**, bringing together a showroom, an innovation gallery, a collaborative hub, and an evaluation laboratory, enabling clients to co-create their health and beauty projects alongside the ANJAC teams.

*\*International standard for assessing the environmental performance of buildings*

More information [here](#)

## ANJAC joins the Le French Gut consortium in 2024 .....



### Innovation in the Service of Science:

Since 2024, we have been a partner of Le French Gut, the national participatory science project on the French gut microbiota, led by INRAE in partnership with AP-HP and numerous public and private stakeholders. This collaboration reflects the Group's commitment to health and nutrition projects.



By investing in research, developing open and collaborative innovation spaces, and participating in collective initiatives, ANJAC reaffirms its conviction: innovation is a key lever for building a more sustainable, more transparent, and more committed industry that serves the health of people and the planet.

# Pillar 2

## SAVE RESOURCES AND REDUCE OUR ENVIRONMENTAL FOOTPRINT

Progress in CSR requires the proactive involvement of industrial players. To create lasting solutions, it is essential to understand and measure the impact of every change. Sustainable development must therefore be part of a long-term vision and a pragmatic *test & learn* approach.

At ANJAC, our actions to reduce resource consumption (water, energy) and waste are part of a continuous improvement process. Pilot projects are carried out locally to precisely

measure the impact of changes before scaling them up more broadly.



| Commitments 2021-2026   | Indicators   | Deadlines | Governance / Sponsor                                 |
|---|--|-----------|--|
| <b>Reduce our water consumption</b><br>-20.0% in m <sup>3</sup> /tonne of bulk <sup>(2)</sup>   | Water consumption per tonne  | 2026      | Group Executive Management and Subsidiary Management |
| <b>Reduce our energy consumption</b><br>-15.0% in kWh/KU <sup>(2)</sup>   | Energy consumption per unit  | 2026      |  |
| <b>Measure and then reduce our greenhouse gas emissions; 2022-2024 assessments and reduction roadmaps</b>                                   | GHG emissions intensity (scope 1, 2 and 3)<br>Reduction of GHG emissions | 2026      |  |
| <b>Define a waste reduction policy</b>  | Quantity of waste generated and recovered per unit of product            | 2023-2026 |  |
| <b>Raise awareness and support teams in the field, and identify one Group production site as a pilot plant serving as an internal "lab"</b> | 1 assessment and a clear roadmap for the pilot site                      | 2026      |  |

<sup>(2)</sup> Reference year 2021

## Water .....

**2021–2026 commitment:** reduce our water consumption (m<sup>3</sup>/tonne of bulk produced) by 20% over five years compared with 2021

Water is one of the most sensitive resources in our industry. We use it both as a raw material and for cleaning purposes. The specific safety and microbiological compliance requirements of our Health and Beauty sectors mean that we must rely on very high-quality water, which can lead to additional consump-

tion (pre-treatment, discharge during water purification processes or system regeneration, etc.), sometimes in contradiction with our efforts to reduce usage.

All our sites are firmly committed to protecting water resources.

| Environment  | 2021 | 2022 | 2023 | 2024 | Unit                  | Scope  |
|--|------|------|------|------|-----------------------|--|
| <b>Average water consumption per tonne of bulk</b> | 3.6  | 3.4  | 3.6  | 3.5  | m <sup>3</sup> /tonne | France (excluding Stephid), Spain, United States |

In 2023–2024, we implemented specific actions to reduce our water consumption, achieving significant reductions at local level:

- When purchasing new industrial equipment, environmental impact is now part of the selection criteria, notably through the integration of Clean-In-Place (CIP) systems. This approach has been applied at the SICAF site and at Shadeline, where cycle optimization has reduced the volume of water required, as well as on Roval's packaging lines.
- In Spain, where water management is a major challenge, the Feltor site carried out a full mapping of its water consumption, installed 11 additional meters, and optimized several processes (including cleaning and vacuum pumps), resulting in a 34.7% reduction in water consumption per tonne produced between 2021 and 2024.

In parallel, ANJAC is exploring solutions for reusing treated wastewater through biological treatment and ultrafiltration.

- At its Flers site, Roval Cosmétiques launched **an industrial pilot** in partnership with Ovine. This unit can process up to 1.5 m<sup>3</sup> of effluent per hour, with an average recycling rate of 60-65%\*.



\*Study carried out with the financial support of the Seine-Normandie Water Agency

Other subsidiaries are also assessing the feasibility **of reusing process water**:

- At Sicaf, an on-site wastewater treatment plant already handles all of the site’s effluents, and tests are underway to redirect part of this treated water to the cooling circuits. These efforts support **a circular approach to water management**, reducing pressure on local resources — an increasingly critical issue in light of recent drought episodes in certain regions.

**Energy** .....

**2021–2026 commitment:** reduce our energy consumption by 15% in kWh per unit produced, over five years compared with 2021

| Environment   | 2021 | 2022 | 2023 | 2024 | Unit   | Scope  |
|---|------|------|------|------|--------|--|
| <b>Average energy consumption per unit produced</b> | 80   | 80.7 | 78.2 | 78.8 | kWh/kU | France (excluding Stephid), Spain, United States |

Energy consumption management is another key factor in reducing our climate impact. This challenge is intensified by rising global energy demand and ongoing geopolitical tensions.

Our factories are working on improving equipment, processes and methods used to formulate, manufacture and more broadly serve our clients and end consumers in cosmetic and pharmaceutical products.

After an initial stabilization phase, our energy consumption began to decrease in 2023, driven by energy-saving measures implemented across all sites.

- Local technical actions were also launched, such as installing higher-efficiency compressors and ventilation systems at Roval, Sicaf and Aircos.
- On the renewable energy side, the Eurowipes site has installed photovoltaic panels that now cover a significant share of its electricity needs (around 20%), helping the site diversify its local energy sources.
- Energy-saving measures are also applied in office environments, particularly regarding tertiary uses: LED lighting, switching off workstations outside working hours, and awareness initiatives to reduce office-related energy consumption.

## Waste .....

Reducing waste at the source and improving waste recovery are key drivers of continuous improvement within the ANJAC Group. Our objective remains to reduce waste generation upfront and refine sorting practices to increase recovery rates.

- The Vouvray site of Laboratoires Chemineau recovers its industrial waste, including recycling cardboard, plastics and metals, as well as energy recovery from solvents and methanization of sludge from production. This performance is supported by a dedicated organization and strong technical support from partner Suez.
- Eurowipes sorts its production waste into seven distinct streams (plastics, paper, cellulose, etc.). Additional improvement avenues are being explored, particularly for lotion residues used in wipe manufacturing.
- At SICAF, the installation of a compactor has significantly reduced waste volume and, consequently, the number of truck rotations required for transport.
- The Roval site operates an internal sorting center. It has also invested in PET cycle-froid technology, enabling the on-site blow-molding of bottles containing up to 100% recycled material (R-PET), in close collaboration with our partner clients.

Local awareness initiatives on waste sorting are conducted with production teams to improve practices and develop new waste streams adapted to each site's specific needs.

“Our performance is no longer defined solely by efficiency or compliance: it now fully integrates energy sobriety. Progress is not always spectacular, but it is tangible. It relies on a better understanding of our industrial footprint, efficiency gains, targeted investments, and the increased expertise of local factory teams. At this pace — demanding but realistic — we are transforming our sites towards greater resilience and responsibility...”



**Philippe de Fougerolle**  
Group Industrial Director, ANJAC

## Greenhouse Gases (GHG) .....

Reducing the Group's GHG emissions — while taking into account the diversity of our sites and technologies — is a central challenge for all of us and a strong expectation from our stakeholders.

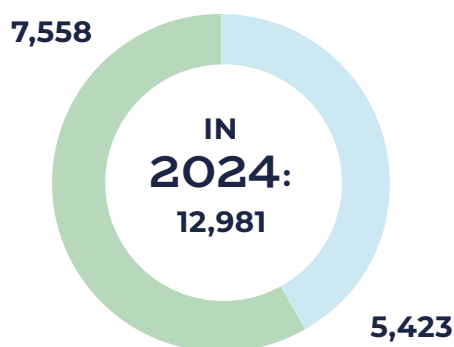
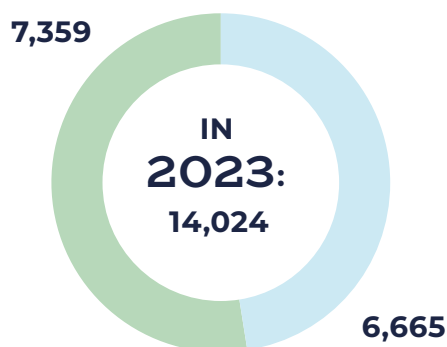
In line with our commitment to transparency and continuous improvement, we are publishing for the first time this year our greenhouse gas emissions for Scopes 1 and 2.

This marks an important step for the Group and reflects our intention to measure, monitor and reduce our environmental impact.

Definition of scopes:

- **Scope 1:** direct emissions from the combustion of fossil fuels at our sites (e.g. natural gas).
- **Scope 2:** indirect emissions linked to electricity consumption.

### 2023 & 2024 RESULTS (IN TCO<sub>2</sub>e)



#### Group Scope

- Scope 1: Natural gas + fuel oil / diesel
- Scope 2: Electricity

#### What's next?

Extension to Scope 3 from 2025 onward thanks to new LCA tools.

**Our reduction levers:** LED lighting, heat pumps, heat recovery, green electricity, energy committee...

### KEY OUTCOME

- Natural gas emissions (Scope 1) remain at a comparable level, highlighting the need to accelerate the transition to low-carbon alternatives for heating and industrial processes.



The CDP (Carbon Disclosure Project) is an international and globally recognised organisation that evaluates companies on their environmental transparency (climate, water, forests). It is a framework increasingly used by major clients and contracting authorities.

ANJAC participated in the CDP for the second consecutive year. The scores obtained in 2024:

Climate: **C**    Water: **C**

These results encourage us to continue on this path and to further strengthen our environmental transparency so that we can progress again in future evaluations.



#### FAIRGLOW: artificial intelligence supporting the reduction of environmental footprint

In 2024, ANJAC became the first CDMO to test Fairglow, a tool designed specifically for the cosmetics and family health industries. Drawing on algorithms and specialized data on cosmetic ingredients, Fairglow measures and analyzes the environmental footprint of 100% of a product portfolio within a few weeks, from formulation through the entire product life cycle (LCA). All this is done while ensuring highly secure information confidentiality, as the system is ISO 27001 and SOC 2 certified.

Thanks to artificial intelligence and big data, it identifies improvement levers for eco-design, calculates customized emission factors at both product and production-site level, and automatically produces carbon assessments covering scopes 1, 2 and 3.

Certified by KPMG and currently undergoing certification by Bureau Veritas for ISO 14040-44-67 standards, this tool provides greater agility and accuracy in impact assessment and serves as an operational resource for R&D teams by integrating its results directly into their ecodesign processes.



“In our industry, Fairglow represents a powerful lever: it allows us to evaluate our practices with accuracy, measure the footprint of our products, and design solutions that are increasingly responsible and sustainable. ANJAC is the first CDMO in the sector to deploy this innovative tool. Reliable and tailored to the demands of our activities, it strengthens our agility, accelerates development, and opens new perspectives for sustainability.”

**Jean-Louis Roussel**  
CEO, ANJAC Group

# Pillar 3

## PROTECT OUR EMPLOYEES AND SUPPORT THEIR DEVELOPMENT

ANJAC is above all a human adventure. Every day, our employees help shape the future of health and beauty. Their safety, well-being, and development — both personal and professional — are at the heart of our priorities.

At Group level, three pillars guide our actions:



**Health and Safety  
at Work**



**Human Capital  
and Working Conditions**



**Diversity, Inclusion  
and Societal Engagement**

Between 2023 and 2024, ANJAC strengthened its social policies at Group level while supporting local initiatives within its subsidiaries. Social indicators show tangible progress, particularly in training and talent retention.

In parallel, priority topics — workplace safety and gender balance in top management — are the focus of reinforced action plans.



## Indicator Table .....

| Indicator Title   | 2021 | 2022  | 2023  | 2024  | Variation<br>year-on-year<br>(n / n-1) | Units   | Scope  | GRI                   |
|---|------|-------|-------|-------|--|---------|--|-----------------------|
| Average annual headcount (including fixed-term contracts and temporary workers) |      | 2,030 | 1,752 | 2,029 | +15.5%                                 | FTE     | World / France (excluding Stephid, incl. HQ) | GRI 2-7               |
|   |      |       |       | 3,200 |  | FTE     | World  |                       |
| Share of women in the workforce   |      | 57.1% | 57.7% | 58.3% | +0.6 pt                                | Percent | World / France (excluding Stephid, incl. HQ) | GRI 405-1             |
| Percentage of employees on work-study or apprenticeship contracts               | 4%   | 4.1%  | 4%    | 3.7%  | -0.3 pt                                | Percent |  | GRI 404-1             |
| Average number of training hours per employee                                   | 9.3  | 9.8   | 29    | 6.9   | -76.1%                                 | Hours   |  | GRI 404-1             |
| Turnover rate   |      | 20.9% | 23.4% | 15.4% | - 8 pt                                 | Percent |  | GRI 404-1             |
| Absenteeism rate (excluding planned absences)                                   |      | 7.4%  | 5.3%  | 3.9%  | -1.4 pt                                | Percent |  | GRI 403-6 / GRI 403-2 |
| Average seniority   | 10   | 10.2  | 7.5   | 8.1   | +0.6                                   | Years   |  |                       |



## Health and Safety at Work .....

Health, Safety and Environment (HSE) are central to our industrial activities, particularly in the pharmaceutical and cosmetics sectors. Protecting everyone — employees, temporary workers, interns and apprentices — remains a constant priority.

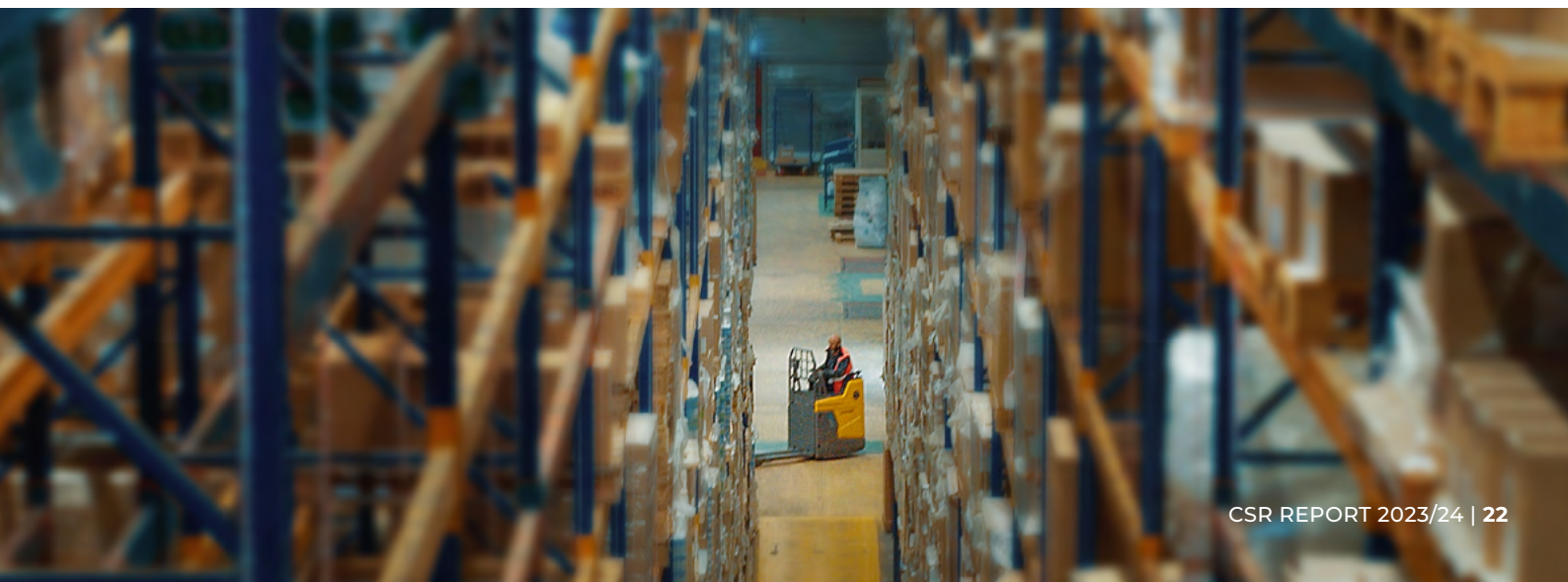
Each Group company has an HSE organization adapted to its size and activities, with one or several designated HSE leads. Since 2024, an HSE France Committee has regularly brought these leads together. Each meeting includes:

- A half-day on site, with an HSE activity providing added value to the host location (in 2024: Eurowipes and Roval)
- A half-day of collective work dedicated to sharing best practices and addressing common challenges

Training is a key lever: regulatory certifications (electrical safety, chemistry, equipment operation, ergonomics) as well as modules dedicated to safety culture. Local initiatives have been implemented, tailored to each site's specific risks.

- **ROVAL:** Since 2023, all ExCom members, managers and team leaders have completed a “safety shock” training cycle. A new cycle planned for 2025 will aim to strengthen vigilance and encourage a proactive attitude toward risk prevention. In 2025, a Prevention Day was organized with thematic workshops for all employees — including temporary workers and interns — in the original format of “HSE Olympics” to fully engage teams.
- **Eurowipes Health & Safety Week:** Held annually, it covers topics such as fire extinguisher use, nutrition, road safety, sophrology, life-saving gestures, and visual fatigue awareness, helping raise employees' awareness.

These initiatives strengthen HSE culture, actively involve employees, and embed risk prevention as a shared responsibility.



## Human Capital and Working Conditions ······

Skills development remains a priority. Technical, regulatory and safety training is widely deployed, particularly for production teams and managers. Work-study programs are also encouraged across the Group.

Well-being and quality of life at work continue to improve thanks to new initiatives launched since 2023:

- **Health prevention:** dedicated health days organized at Feltor, Roval and Eurowipes.
- **Individual support:** at headquarters, employees can access sessions with therapists.
- **Physical activity:** at Chemineau, the “Move@Work” program combines financial support for sports memberships with initiatives that encourage daily exercise.

Work organization is also evolving to support a better work-life balance:

- **Flexible remote work**
- **Variable working hours**
- **Individual schedule adjustments**, for example to support the return from maternity leave or facilitate childcare arrangements

·····

“The merger of AIRCOS and PASCUAL into a single team in 2023 marked an important milestone in our shared history.

By bringing our strengths together, we have created a richer environment where diverse expertise becomes a source of innovation and collective progress.

This transformation required careful support to accompany everyone throughout the transition. Today, it opens up greater development opportunities, encourages knowledge sharing and strengthens team cohesion.

Together, we are moving forward to build a forward-looking company driven by shared values: trust, collaboration and commitment.”

**Nathalie Alonso**

Human Resources Director, Aircos Pascual



## Diversity, Inclusion and Societal Engagement .....

Diversity, equity and inclusion are essential drivers of development for ANJAC.

- In France, all subsidiaries publish their Gender Equality Index, in accordance with legal requirements.
- In 2024, a coordinated action plan was launched: manager training on discrimination prevention, integration of equality criteria into HR processes, and implementation of reporting channels for inappropriate behavior.
- Subsidiaries such as Sicaf, Eurowipes and Roval collaborate with ESATs or adapted companies, particularly for subcontracted activities such as packaging and green space maintenance.
- Also in 2024, ANJAC took part for the first time in DuoDay, welcoming interns with disabilities across its subsidiaries and at headquarters — an initiative the Group intends to continue in the coming years.



# Pillar 4

## ADVOCATING FOR HEALTH WITHIN OUR COMMUNITIES

In line with our activities and in support of our values, we continue to act for global health and for causes that matter deeply to our teams. We focus on three major areas directly connected to our activities:

- **Fighting cancer in children and adults**
- **Access to essential hygiene**
- **Women's health and well-being**



We commit to:

- **Building** long-term relationships with partner associations
- **Providing** product donations and financial support
- **Offering** employees gradually the opportunity to contribute individually



**GUSTAVE ROUSSY Hospital (since 2018):** Europe's leading center for pediatric cancer. Donations and collaboration between ANJAC experts and the hospital's scientific teams help establish partnerships and the potential sharing of innovative solutions and products.



**CEW Beauty Centers (since 2021):** providing one hour of socio-aesthetic care to 110 cancer patients. ANJAC is a CEW France "Benefactor Company".



**EPIC Foundation (since 2018):** donations supporting initiatives to eradicate violence against women and children and to protect young people's mental health.



**Princesse Margot Association (since 2022):** participation in the "Course des Héros" charity race, helping fund hospital equipment and outdoor activities for children with cancer.



**Donations of hygiene products** to the French Federation of Food Banks and various other local and national associations.



**La Maison des Femmes (since 2020):** financial support and donations of hygiene and makeup products.

# Indicators Dashboard

| Intitulé de l'indicateur  | 2021 | 2022  | 2023  | 2024  | Variation n / n-1 | Units                  | Scope  | GRI                   |
|---|------|-------|-------|-------|-------------------|------------------------|--|-----------------------|
| Average annual headcount (including fixed-term contracts and temporary workers) |      | 2,030 | 1,752 | 2,029 | +15.5%            | FTE                    | World / France (excluding Stephid, incl. HQ)     | GRI 2-7               |
|   |      |       |       | 3,200 |                   | FTE                    | World  |                       |
| Share of women in the workforce   |      | 57.1% | 57.7% | 58.3% | +0.6 pt           | Percent                | France (excluding Stephid, including HQ)         | GRI 405-1             |
| Percentage of employees in work-study or apprenticeship                         | 4%   | 4.1%  | 4%    | 3.7%  | -0.3 pt           | Percent                |  | GRI 404-1             |
| Average number of training hours per employee                                   | 9.3  | 9.8   | 29    | 6.9   | -76.1%            | Hours                  |  | GRI 404-1             |
| Employee turnover rate  |      | 20.9% | 23.4% | 15.4% | -8 pt             | Percent                |  | GRI 404-1             |
| Absenteeism rate (excluding planned absences)                                   |      | 7.4%  | 5.3%  | 3.9%  | -1.4 pt           | Percent                |  | GRI 403-6 / GRI 403-2 |
| Average seniority   | 10   | 10.2  | 7.5   | 8.1   | +0.6              | Years                  |  |                       |
| Average energy consumption per unit produced                                    | 80   | 80.65 | 78.15 | 78.8  | +0.8%             | kWh/ kU                | France (excluding Stephid), Spain, United States | GRI 302-1 / GRI 302-3 |
| Average water consumption per ton of bulk product                               | 3.6  | 3.41  | 3.58  | 3.49  | -2.5%             | m <sup>3</sup> / tonne |  | GRI 303-5             |
| Percentage of purchasing spend included in EcoVadis                             | 90%  | 80%   | 78%   | 77.4% | -0.6 pt           | Percent                | France, Spain, United States                     |                       |
| % of purchasing spend with Bronze medal or higher                               | 95%  | 97%   | 93%   | 90%   | -3 pt             | Percent                |  |                       |
| % of purchasing spend with Gold medal or higher                                 | 51%  | 54%   | 53%   | 56%   | +3 pt             | Percent                |  |                       |
| Eligible innovations for assessment   |      | 78    | 74    | 80    | +8.1%             | Number                 |  | GRI 3-3               |
| % of innovations assessed with an eco-responsibility score                      | 90%  | 50%   | 65%   | 65%   | 0 pt              | Percent                |  |                       |

In accordance with the GRI Standards, issued by the Global Sustainability Standards Board (GSSB).

# Manifesto

## ANJAC: PREVENT, CARE, EMPOWER

Since its creation, the ANJAC Health and Beauty Group — partner to pharmaceutical laboratories and beauty and wellness brands — has made it its mission to actively contribute to **a complete and long-term approach to health.**

We believe that the health of tomorrow will depend as much on prevention as on treating disease, so that as many people as possible can be born, grow up, live and age in the best possible conditions, in harmony with their environment.

This particular vision of health guides our day-to-day activities and our strategic choices, driven by four key principles:

### 1 COVER THE FULL SPECTRUM OF HEALTH AND WELL-BEING

We are convinced that health and beauty, together, help shape the health of tomorrow. This is why we choose to bring together — without preconceived ideas — all solutions that can contribute to well-being.

Because medicines heal, hygiene products protect, nutrition preserves our health, and cosmetics help build self-esteem, we choose to explore openly every solution that can help people live better.

### 2 INNOVATE TO ADDRESS PUBLIC HEALTH CHALLENGES DIFFERENTLY

Research and science are at the heart of our priorities. We actively invest in the knowledge that will shape the health of tomorrow through numerous projects, including antibiotic resistance, the links between the nasal sphere and the brain, nutrition and more.

This work takes place in our laboratories and in collaboration with specialist physicians, pharmacists, veterinarians — as well as startups and biotech companies. We also take part in scientific ecosystems such as INRAE's French Gut consortium, whose ambition is to improve the prevention and treatment of chronic diseases by accelerating research on the microbiota.

### 3 CREATE SYNERGIES BETWEEN HEALTH, HYGIENE AND COSMETICS

ANJAC brings together dual expertise in beauty and health — two sectors that are both different and complementary. Whether in ingredients, galenic forms or technology, we stimulate the most advanced synergies across health, cosmetics and hygiene to offer our clients enhanced solutions in terms of performance and experience.

### 4 PRODUCE BETTER TO PROTECT NATURAL RESOURCES

By applying eco-design principles to our products for many years, maintaining constant vigilance over regulations and scientific recommendations, proposing alternatives to controversial raw materials, and reducing our consumption of water, energy and waste, we work to ensure that our industry limits its impact on the planet.

# ANJAC

HEALTH & BEAUTY

Aircos  
Pascual

APOLLO

APR  
BEAUTY

CHEMINEAU

Cosmetix West

eurowipes

LABORATORIS  
FELTOR

LABORATOIRES  
innovi

LPEV  
Laboratoire

pharmaline  
unique in private label

PILLAR5  
PHARMA

ROVAL

LABORATOIRE  
SHADELINE

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