

CSR Report 2025 / 2026



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Editorial

A word from the President

In 14 years, **PHARMA & BEAUTY** has become an internationally renowned group and a leading partner for large companies and start-ups working in beauty, wellness and health.

This success is rooted in a unique alliance that forms the very identity of the company: the desire to innovate constantly, a taste for authenticity, team spirit, whose collective energy drives everyday life, and the desire to create health and beauty products for the benefit of as many people as possible.

By choosing to take over companies in difficulty, preserve jobs and then create new ones, I wanted to put people at the heart of my project. By deciding to grow the company within local communities, sometimes in areas affected by deindustrialisation, I wanted to restore their dynamism and give them new impetus.

In this same spirit, it matters greatly to me that **PHARMA & BEAUTY** reconciles economic performance with human values. To achieve this, every day we do everything we can to develop quality products that respect the environment, relying on lasting partnerships with our suppliers and partners. We also strive to develop employee wellbeing and put our capacity for innovation at the service of solidarity and impact-driven projects.

It is my responsibility to move our companies forward by embracing the full economic and environmental complexity, with ever greater respect for our living environment. This means making complex decisions in an unstable geopolitical environment, aiming for a better future for your children, making the right decisions while believing in the stability of the world in the medium term. Believe in the future while steering the present.

The loyalty of our employees is also a great source of daily inspiration. I want everyone to see themselves in the company's values. I also want everyone to grow through a win-win relationship, with a fair return for their efforts. I love and respect my employees; they should be happy in what they do, at every level. Recognition of their work is also my motivation, and it is a joy to see them overcome challenges every day. The future of the Group will therefore rest on the human pillar, built on respect and recognition, and will be part of a sustainable economy.

Always strive for excellence and build a future full of promise together: this is the mission of **PHARMA & BEAUTY** and each of its employees.



Laurent Dodet

Founder & President,
PHARMA & BEAUTY GROUP

Our identity and commitments

OUR VALUES

INNOVATION

Think further, act better, create what does not yet exist.

AUDACITY

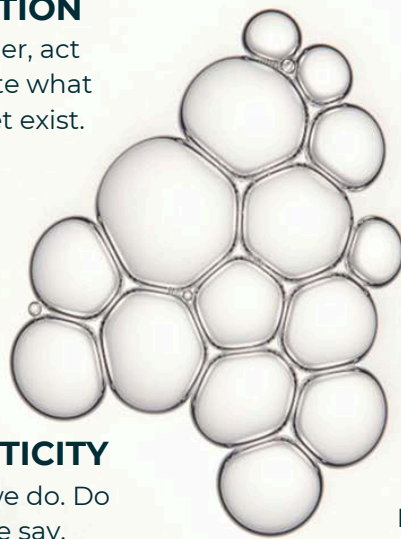
Break out of the mould, imagine differently, dare to do things differently.

AUTHENTICITY

Say what we do. Do what we say.

HUMILITY

Move forward without pretending to know everything. Listen, learn, evolve



OUR MISSION

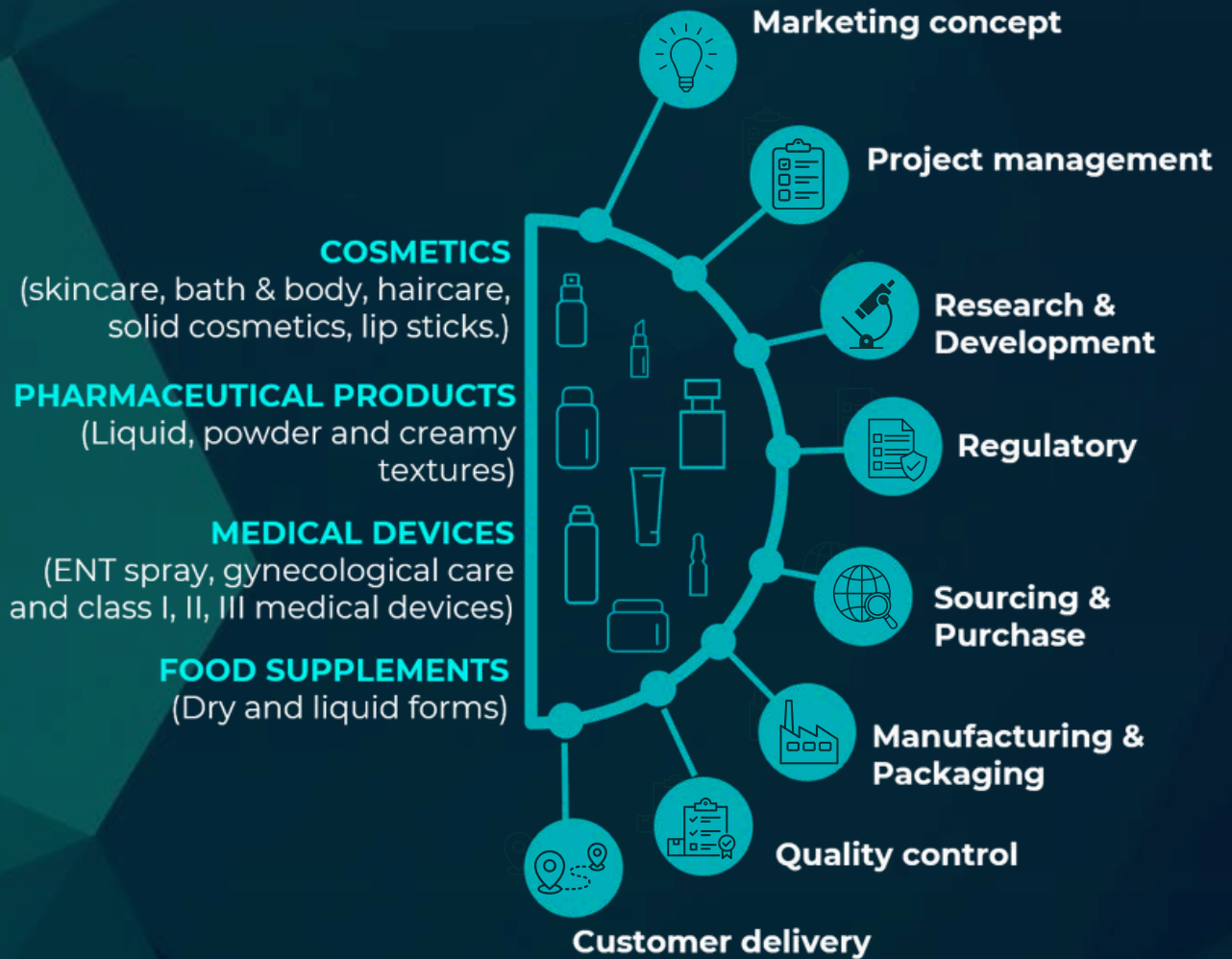
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Designer and manufacturer, for an innovative, eco-responsible and high-performance industry, dedicated to the beauty and health of tomorrow...

”

The P&B Group teams

OUR ACTIVITIES



◇ A virtuous business model for sustainable growth

Our resources



Team commitment

650 employees
320 jobs preserved
+330 jobs created



Scientific expertise

2 R&D laboratories
41 passionate experts



Technical expertise & Industrial excellence

5 production sites in France



Technologies

Tubes, jars, bottles, sticks, doypacks, aerosols, pill bottles, ampoules



Machine fleet

39 mixers + 49 filling machines for small, medium and large production runs



Our offering

Full service or à la carte
100% made in France



Our certifications

ISO 22716 / ISO 13485 /
ECOCERT / ECOVADIS /
SMETA / RSPO

Our value creation



Our 2025 results

€130,000,000 revenue
1,500 formulas developed per year



Our clients' partners

200 brands trust us



Lasting partnerships

Approximately 350 raw material and packaging suppliers



Our innovations

4 innovative and sustainable collections: solid, vegan, local, biotechnology-based



Our breakthrough innovations

Advanced Water S-100 (ionised water)
UHT technology (preservative-free)
Droplet Control (alcohol-free fragrance/nano-emulsion)

◇ The P&B diamond, the facets of our uniqueness



"Innovation is the driving force behind our Group and thus the common denominator between our different business units and services."

Laurent Dodet,
President and founder of P&B

◇ Committed governance at the heart of our CSR strategy

PHARMA & BEAUTY has strengthened the structure of its CSR approach by appointing an **Environmental CSR Director**, creating a **CSR Manager** position and deploying a roadmap to 2030. An **Environmental CSR Committee**, made up of all the Group's QHSE functions, oversees environmental issues, while a **Social CSR Committee**, bringing together all the Group's HR functions, monitors social issues. Led and supported at the highest level of the company, this approach is reflected in particular in the publication of a first **sustainability report**, prepared in accordance with the VSME standard.



◆ PHARMA & BEAUTY joins the United Nations Global Compact

A new step to reaffirm our commitment to responsible practices that respect **human rights**, the **environment** and **ethics**.



 **Pacte Mondial Réseau France**

DATE D'ENGAGEMENT AU PACTE MONDIAL DES NATIONS UNIES
8 décembre 2025

ATTESTATION D'ENGAGEMENT POUR 2026 AU PACTE MONDIAL DES NATIONS UNIES

remis à _____
P&B Group

pour son engagement au respect des Dix principes du Pacte mondial des Nations Unies
et plus largement aux Objectifs des Nations Unies.

P&B Group est à ce titre adhérent du Pacte mondial Réseau France,
réseau local officiel du Pacte mondial des Nations Unies.

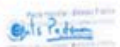
P&B Group devra publier sa Communication sur le Progrès (COP) sur le site du Pacte mondial des Nations Unies,
Pour le 31 juillet 2026

DOITS DE L'HOMME NORMES INTERNATIONALES DU TRAVAIL ENVIRONNEMENT LUTTE CONTRE LA CORRUPTION

Cette attestation est valable jusqu'au 31 juillet 2026

SIGNATURE DE L'ORGANISATION
P&B Group
ZA Les Plaines Sud
13250 SAINT CHAMAS
Tél. : 04.42.46.71.50
SIRET 752 146 696 00030 - APE 9041Z

SIGNATURE ET CACHET PACTE MONDIAL RESEAU FRANCE
Réseau France


PHARMA & BEAUTY's membership in the United Nations Global Compact contributes to the Sustainable Development Goals (SDGs). By committing to respect and promote the Ten Principles of the Global Compact, **PHARMA & BEAUTY** incorporates key issues relating to human rights, labour standards, environmental protection and the fight against corruption throughout its activities.

As a player in the cosmetics industry, we contribute in particular to the SDGs relating to health and wellbeing, equality and decent working conditions, responsible consumption and production, and the protection of natural resources. This commitment is reflected in the implementation of responsible practices throughout the value chain, from ingredient sourcing to the marketing of safe, high-quality products, in a process of continuous improvement and sustainable value creation for all stakeholders.

PHARMA & BEAUTY is committed to 4 key pillars

To formalise its sustainability commitments, **PHARMA & BEAUTY** established a roadmap based on 4 pillars:



PHARMA & BEAUTY chose to use the **EcoVadis** platform to improve its sustainability maturity. In 2026, **PHARMA & BEAUTY** received the **Platinum medal** for all the Group's sites. This result recognises the strong commitment of our teams and our concrete actions to achieve a high level of performance across all CSR pillars.



PHARMA & BEAUTY has 4 of its sites assessed according to the **SMETA** (Sedex Members Ethical Trade Audit) standard. SMETA is an audit methodology that demonstrates our commitment to responsible and ethical practices throughout the supply chain.

**RSPO
certification**

PHARMA & BEAUTY's Sudcosmetics plant is **RSPO** (Roundtable on Sustainable Palm Oil) certified, to promote the use of sustainable palm oil, contribute to protecting the environment and the populations affected by this crop, and guarantee a traceable supply of palm oil.



PHARMA & BEAUTY can manufacture COSMOS-certified products at its 5 sites, certified by ECOCERT Greenlife. This certification guarantees production processes that respect the environment and human health for certified products.



Among the Group's production sites, three factories are ISO 22716 certified, guaranteeing compliance with Good Manufacturing Practices (GMP) for cosmetic products, a mark of quality, safety and traceability at every stage of the process. The other two hold ISO 13485 certification, the international reference standard for medical devices, demonstrating a quality management system that meets high quality, safety and regulatory compliance requirements.



PHARMA & BEAUTY is committed to reducing the environmental impact of its products and packaging

Clean beauty at the heart of innovation

The rise of “clean beauty” in cosmetics echoes responsible fashion and environmentally responsible materials. The innovation strategy promotes natural, organic, vegan and solid formulas. Today, 98% of the formulas developed are of natural origin, reflecting **PHARMA & BEAUTY**’s commitment to sustainable and responsible cosmetics.

“

At P&B Research and Innovation, clean beauty is a true driver of innovation. Our development strategy favours formulas that are more respectful of health and the environment, using ingredients of natural origin, local sourcing and eco-designed formats, particularly solid formats.



Beyond naturality, our R&D teams rise to the challenge of reconciling creativity and responsibility every day. As part of our collections and innovations, we have sought out cosmetic concepts with highly impactful visual effects, traditionally achieved with less natural formulas. Our teams have successfully recreated them while meeting our high naturality requirements, demonstrating that performance, sensoriality, aesthetics and environmental commitment can be combined. This exercise fully illustrates our ability to innovate differently.

”

Géraldine Perez

R&D, Innovation and Regulatory Director
PHARMA & BEAUTY GROUP

Droplet Control Technology



Droplet Control Technology is a breakthrough innovation that enables **alcohol-free fragrance formulation**. This technology operates at **moderate pressure and room temperature**, without requiring complex cooling or extreme compression. In contrast, traditional high-pressure processes require much higher pressures and a continuous cooling system, resulting in higher energy consumption and the use of gases with a high environmental impact. Thanks to its simpler operation, DCT **limits energy consumption** and does not use refrigerants, **reducing indirect emissions** and contributing to a **more environmentally friendly process**.

Carbon Neutral Serum

From our 'Ready to Wear' collection, developed by our R&D team, the Carbon Neutral Serum is an ultra-sensory hydrating and purifying serum, with **80%** of its ingredients (excluding water) obtained through **low-carbon-impact processes** and sourced from **upcycled ingredients**:

Bois tonic Nat fragrance

Atlas Cedar essential oil comes from waste generated by the joinery and cabinetmaking industry (sawdust and wood shavings). The wood used comes from end-of-life trees or trees felled to allow young trees to grow. Upcycling this material reduces tree felling, optimises greenhouse-gas emissions from transporting logs to sawmills, and reduces all emissions arising from processing. Greenhouse-gas emissions are therefore reduced in the production of the essential oil.

FiberDesign® Citrus

Texturiser obtained from recycled citrus peel fibres, achieving an almost zero-waste level. Valorisation of lemon and lime: 96%.

PRIMALHYAL® 50 Life (Givaudan SA)

Hyaluronic acid obtained through precision fermentation. According to Givaudan (LCA 2023), this process can reduce environmental impact by up to 91% vs. PRIMALHYAL® 50.

Bio-based emulsifier

Derived from the valorisation of Sargassum algae.

AlgaPūr™ HSHO oil

Biodegradable, obtained by fermenting microalgae through a low-environmental-impact process.

Plantasens Olive Squalane

Upcycled ingredient after olive oil refining.

Phytessence Pink Pomelo EC

Active ingredient derived from upcycled grapefruit.

Eco-designed packaging

This product is also being developed with **Zero.In.Pack** packaging (EuroVetrocap), designed to minimize its environmental impact: it is made from 60% post-consumer recycled (PCR) glass and features a monomaterial pump designed for recycling.



Advanced Water S-100

At **PHARMA & BEAUTY**, we favour clean and innovative technologies that respect the environment and living beings. Laboratoires M. Richard have therefore developed a 100% natural ionic solution based on Advanced Water S-100®, offering a non-medicinal alternative to relieve the symptoms of allergic rhinitis.

Anhydrous formulas

Anhydrous formulas help reduce the environmental footprint of products by lowering their weight, which optimises transport and limits associated emissions. Their concentrated format also reduces the need for packaging materials, promoting more efficient use of resources.



PHARMA & BEAUTY is committed to reducing the environmental impact of its activities

Our carbon assessment

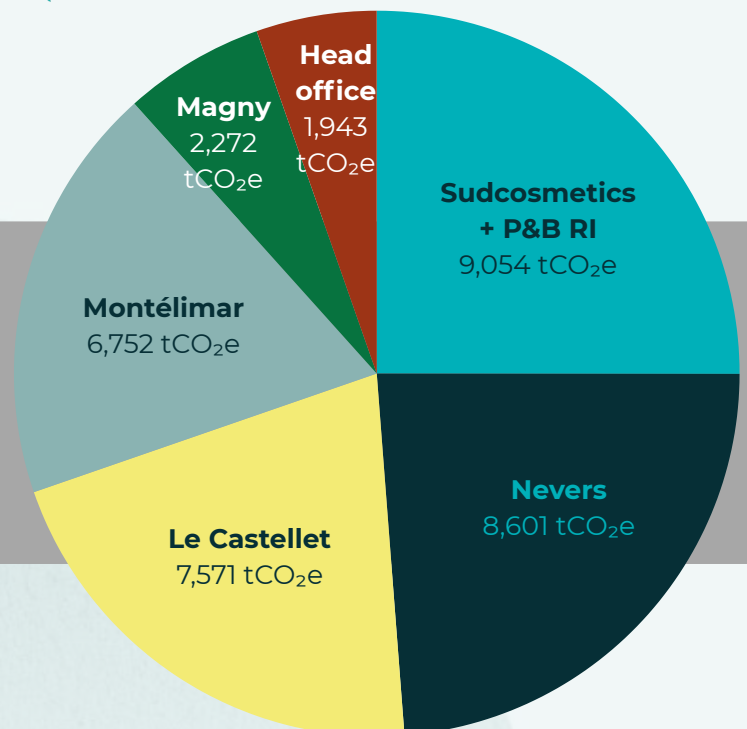


Saint-Chamas is the main emitter, due to the high number of FTEs based there and because it brings together both Sudcosmetics' activities and PBRI, our research and development centre.

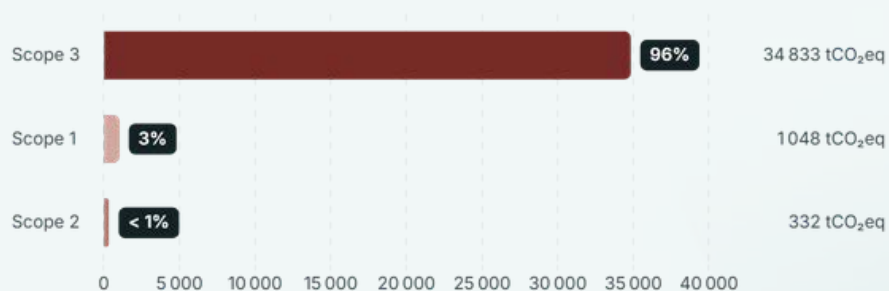
Measuring our carbon footprint

With a view to undertaking a comprehensive and structured approach to reducing its CO₂ emissions, the Group carried out its carbon assessment for 2024, the reference year, including Scopes 1, 2 and 3.

Wherever possible, we prioritised **primary data** (in kgCO₂e) and **physical data** (kg, kWh...), using monetary data only at the margins. Monetary data represent **9%** of the data collected for this carbon assessment.



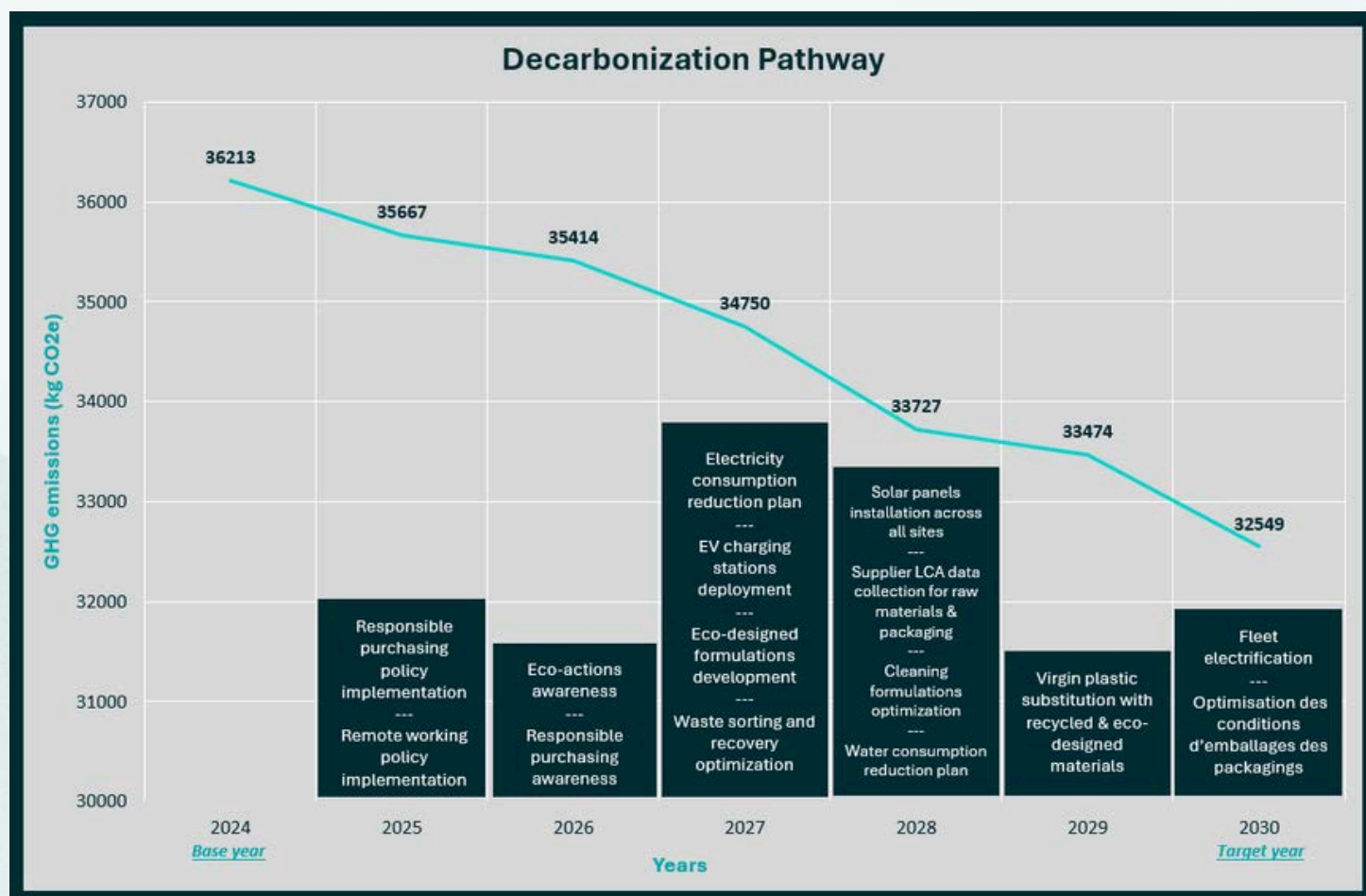
Our emissions assessment



Scope 3 represents more than 90% of the carbon assessment, which is common for a company in the cosmetics and pharmaceutical sector. We must therefore focus our efforts on Scope 3 emission sources in order to reduce GHG emissions as effectively as possible.

Réduire notre impact

In 2025, **PHARMA & BEAUTY** developed its first reduction action plan, linked to its decarbonisation trajectory:



The reduction targets are **3%** for **Scope 1**, **44%** for **Scope 2** and **10%** for **Scope 3**.

◇ Waste management



We raise our employees' awareness of responsible waste management

80%

of waste from our production sites is recovered



We are committed to directing all our waste streams to appropriate treatment channels

+37%

of waste recovered over the last 3 years



We are constantly monitoring the identification of new recovery channels.

31%

of the ratio of Non-Hazardous Industrial Waste (NIW) quantity / volume produced

◇ Preserving the natural environment

Committed to preserving biodiversity, **PHARMA & BEAUTY** continues its partnership with local beekeepers by installing around twenty beehives at its sites. The honey harvested is then packaged and distributed to employees every year.

In 2026, this approach was enhanced by the creation of an **educational trail** around one of our apiaries. It highlights the essential role of wild and honey bees in maintaining biodiversity and helps raise visitors' awareness of their preservation.





PHARMA & BEAUTY is committed to its employees

Convivial events

Every year, we organise convivial events.

In 2025, we organised a barbecue, with a Western atmosphere including mechanical bull rodeo, DJ and dance floors, pétanque tournaments, karaoke, and more. Fun and convivial moments to connect, strengthen our bonds and enjoy good times together!

In 2026, we organised Family Day, a unifying family event where employees invited their loved ones to discover the company behind the scenes: factory and R&D laboratory tours, fun workshops, a beekeeping discovery stand, treats and activities for young and old alike! A warm and convivial day filled with good spirits!



QWL team

To ensure our employees' quality of working life, we have formed a QWL team made up of committed employees. Throughout the year, it organises convivial events and activities that promote wellbeing, cohesion and awareness.

In 2025, we took part in a breast cancer awareness day, with self-examination workshops and interactive quizzes. We also offered the "Perfect Formula Mission" escape game, a fun and collaborative activity that strengthened team spirit while allowing everyone to share a convivial moment.



◇ Sports communities

We encourage the creation of sports communities at our sites to strengthen cohesion among employees, promote wellbeing at work and encourage regular physical activity. These initiatives help create shared moments, develop team spirit and promote a healthier lifestyle.



◇ Working from home

Introducing one work-from-home day per week enables **PHARMA & BEAUTY** to offer its employees greater flexibility, encourage a better balance between professional and personal life and contribute to improved quality of working life.



◇ Value sharing

Through its profit-sharing and incentive agreements, **PHARMA & BEAUTY** associates its employees with the company's performance and results. These arrangements reflect its desire to share the value created, recognise everyone's contribution to collective results and strengthen team commitment.



◇ Skills development

Skills development is a strategic lever for supporting changing professions and driving innovation. **PHARMA & BEAUTY** promotes access to training for all, develops management skills, supports career paths and raises team awareness on health and safety at work, corruption and psychosocial risk prevention.



PHARMA & BEAUTY is committed to society

◇ A model serving society

PHARMA & BEAUTY's societal commitment is at the heart of its development model. Guided by the vision of its founder, Laurent Dodet, the Group makes the reindustrialisation of French regions and the promotion of local know-how levers for sustainable growth.

This ambition is realised through a model based on taking over and relaunching industrial sites in difficulty. By preserving jobs, supporting the vitality of local communities and contributing to the reach of French know-how, **PHARMA & BEAUTY** reconciles economic performance with a positive impact on society.

Continuing along this path, **PHARMA & BEAUTY** is strengthening its commitment to a more inclusive society through high-impact social projects.

In 2025, the Group launched **AURA** (Autism Unity Respect Authenticity), a project developed in partnership with the **VETA** Association (Vivre et Travailler Autrement : Living and Working Differently) to promote the professional integration of adults with autism spectrum disorder and intellectual disability. The programme offers comprehensive support based on 3 pillars: work, living environment and social life.

An initial study phase was conducted at the Sudcosmetics site in Saint-Chamas to assess reception conditions and identify suitable positions. The approach continues in consultation with all stakeholders, with the ambition of creating an environment conducive to lasting inclusion in ordinary employment. Ultimately, the site will be able to accommodate three people through this programme.



On Wednesday 11 March 2026, we were delighted to welcome to **PHARMA & BEAUTY** headquarters the **VETA** Association – Living and Working Differently, the **APAR** Association – Autism Prevention Research Association, **Ms Ramos**, Mayor of Saint-Chamas, and **Didier Khelfa**, former Mayor of Saint-Chamas. This meeting provided an opportunity to present our **AURA** project.

We now hope to mobilise all stakeholders so that this project can become a reality.

AURA

AUTISME UNITE RESPECT AUTHENTICITE

Favoriser la diversité et l'intégration dans l'industrie de la beauté

◇ DuoDay

On 20 November 2025, we took part in DuoDay, a national initiative enabling a person with a disability to discover a profession by forming a pair with a volunteer employee. At the Magny site, we introduced Sébastien, from the ESAT Les Ateliers de Beauregard in La Ferté Macé, to the job of packaging operator.

We plan to extend this participation to the entire Group in 2026.



PHARMA & BEAUTY continues to entrust missions to public-interest organisations (ESATs and the prison administration) to facilitate the professional integration of people with disabilities and/or people in prison.



◇ Group whistleblowing procedure



To create a responsible working framework and enable everyone to play an active role in risk prevention, **PHARMA & BEAUTY** is committed to implementing an alert system to collect reports relating to any behaviour, act or situation that may constitute a breach of the law, applicable regulations, the Code of Conduct or the company's internal policies.

◆ Fighting corruption

In 2025, we structured our anti-corruption approach by appointing an Ethics Committee and an anti-corruption officer, mapping risks and identifying exposed employees. This work led to the formalisation and distribution of our Anti-Corruption Charter to all employees. In 2026, more than one third of the workforce completed anti-corruption training. Business ethics training will soon complement this system.



◆ Awareness and internal communication

In 2025, to embed our CSR approach at every level of the Group, we published quarterly CSR newsletters, distributed by email and displayed at all sites, to inform all employees about the Group's strategic sustainable development projects and ambitions, as well as to communicate ongoing practices, events and improvements at each site.

Employees are made aware of eco-friendly practices through communications encouraging them to use only the resources needed in their daily lives.





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