

Annual Report

CSR
2022

Step by step, let's take action every day to preserve our environment.
Print this report only if necessary.

Established in Brittany for three generations, PHYTOMER Group celebrated its 50th anniversary in 2022.

Half a century of passion, commitment and innovation, which has enabled the Group to spread its influence from its roots in Saint-Malo to the four corners of the globe.

PHYTOMER Group is 50 years of commitment to the skin, coupled with 50 years of respect for the sea and the environment.

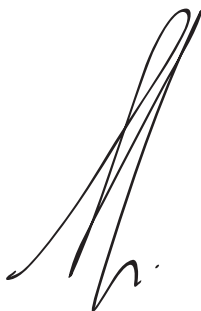
On the one hand, there's our desire to offer customers products and active ingredients of impeccable quality, safe for the skin and with remarkable results, while ensuring the health and safety of our employees.

On the other, there's a sincere and deep-rooted commitment to protecting resources by practicing green and responsible cosmetics, giving priority to natural ingredients and eco-responsible production in order to create high-quality formulas that combine effectiveness and pleasure.

Because the PHYTOMER Group firmly believes that everyone has a role to play in combating climate change, we are committed to minimizing the use of resources and preserving nature and its biodiversity.

The aim of this first CSR report is to formalize and synthesize what is already being done on Group sites and at our partners' premises to protect the environment, preserve biodiversity and respect people.

The list of actions undertaken is already long and at the cutting edge of the cosmetics industry. PHYTOMER Group's ambition is to go even further on all CSR issues. The company owes this to our customers, employees, partners and future generations. As such, this report also presents recent initiatives that will continue to drive the company towards greater performance while protecting available resources.



Antoine Gédouin
President

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PHYTOMER Group

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PHYTOMER Group

1.1. A BRETON FAMILY BUSINESS WITH AN INTERNATIONAL REPUTATION

PHYTOMER Group was born of a passion for the sea and the desire to bring its benefits to everyone, through top-of-the-range natural skin care products to be found in spas all over the world.

Since 1972, the family-owned company has been developing responsible cosmetics and creating high-quality products that are made in Brittany with natural marine ingredients.

In its laboratories in the Bay of Mont Saint-Michel, PHYTOMER Group produces its own ingredients and manufactures all its products, complying with the world's most stringent safety and quality standards.

An expert in skincare and well-being, PHYTOMER Group creates treatment protocols exclusively for spas and institutes. They are practiced by top professionals in over 10,000 spas and 80 countries around the world.

1.2. OUR BRANDS

PHYTOMER Group has developed 4 complementary professional skincare brands to meet every need and desire:

PHYTOMER

One of the world's leading spa brands. Phytomer creates innovative, natural treatments for maximum beauty and rejuvenation.

Fleur's

Fleur's is a brand that capitalizes on the exceptional power of flowers to enhance the beauty and well-being of all women, in every cycle of life and season.

Phytocéane

Phytocéane concentrates all the benefits of nature and its natural, organic ingredients to create wellness treatments that combine expertise, sensoriality and escape.



A specialist in dermo-cosmetic products and treatments for spas, VIE Collection draws its inspiration from aesthetic medicine to offer a wide range of solutions to all the problems associated with aging skin.

Our CSR strategy




02 Our CSR strategy

Our CSR strategy






Constantly guided by its passion for the sea and its infinite possibilities, the company has made the protection of the sea and its natural resources an integral part of its DNA since its creation in 1972.

Company Policy

	Research into new, environmentally-friendly production and extraction methods
	Sustainability of natural resources
	Effectiveness of our products and active ingredients

Strategic objectives:

developing sustainable business models combining economic, social and environmental results

	Continuous innovation: satisfying our customers and developing innovative products
	Virtuous growth: sustainability, dynamism and investment
	Corporate sustainability: strong commitment to stakeholders

Commitment to a virtuous process of environmental protection and respect for people, while ensuring the impeccable quality and safety of our products and active ingredients. The Group's general CSR policy is organized around three major families of commitments, as follows:



Respect for the planet and its natural resources

- Reduce our greenhouse gas emissions
- Limit the use of plastics in our packaging
- Favor local sourcing
- Improve the proportion of recycled waste
- Minimize our water and energy consumption



Respect for people and fair practices

- Promote diversity and professional equality
- Ensure compliance with business ethics rules throughout the supply chain
- Combat all forms of discrimination and harassment in the workplace
- Ensure the health and safety of all employees
- Ensure respect for local communities and fair sharing of benefits
- Promote the co-construction of virtuous supply chains
- Prohibit all forms of forced labor and child labor



Respect for customer and quality requirements

- Ensure compliance with our quality requirements through frequent internal controls
- Continuously develop employees' skills and commitment on a daily basis
- Help to educate consumers about environmentally-friendly consumption and biodiversity
- Ensure the accuracy of our information

BUILDING A LONG-TERM CSR STRATEGY

2022

The creation of a CSR Project Manager position in September enabled us to begin **building an impactful strategy for 2023**. In November, the teams met to brainstorm on the CSR issues to be prioritized. Following this work, the official launch of the PHYTOMER Group CSR campaign will take place in February 2023.

In 2021, when we joined The Global Compact, PHYTOMER Group wished to mark its commitment to CSR by adopting new, longer-term quantified objectives. These objectives, focused on the medium and long term, make it possible to develop more ambitious action and monitoring plans, and to make available all the resources needed to achieve them. They can be summed up in the following 8 commitments:



Commitment 1 *Carbon footprint*

- 2027** | Reduce Greenhouse Gas (GHG) emissions from vehicle use by 30% compared to 2019
- 2030** | Reduce our Scope 1 and 2 GHG emissions by 30% compared to 2019
- 2050** | Zero net emissions



Commitment 2 *Intelligent waste management*

- 2023** | Develop a process for monitoring paper and cardboard consumption in our offices
- 2025** | Reduce paper and cardboard consumption by 25% compared to 2019
- 2027** | Increase to 80% the proportion of our recycled and reused waste and reduce the amount of waste generated per unit produced by 30% compared to 2019



Commitment 3 *Ecotoxicity of active ingredients*

- 2025** | 100% of our COSMOS active ingredients will have passed ecotoxicity and biodegradability tests



Commitment 4 *Sustainable sourcing*

- 2025** | 100% of our suppliers will have adhered to our cultivation and wild harvesting charters



Commitment 5 *Sustainability of cultivation inputs*

- 2025** | 100% of the agro-based nutrients used in the cultivation of our macro-algae and micro-organisms will be sustainable



Commitment 6

Workplace gender equality

2025 | 30% of key positions in the company must be held by women



Commitment 7

Environmental and social impact of our products

2023

Each time we develop a new product, or revamp an existing one, ensure that its social and/or environmental impact is improved through compliance with at least one of the following criteria:

- Reducing its ecological/environmental footprint: reducing emissions linked to the transport of raw materials; reducing water consumption etc.
- Improving its social impact.
- Improving the environmental profile of new packaging.



Commitment 8

Support for suppliers

2023

Engage in multi-year contracts with all our priority suppliers, giving them greater financial visibility and better organization for harvesting periods.

The Group is also committed to respecting the environment, people, and its customers, backed by several certifying bodies



Ecovadis offers a comprehensive CSR assessment service: Environment, Social & Human Rights, Ethics and Responsible Purchasing. Each company is assessed according to its size, location and sector of activity. Gold certification achieved in 2022



UEBT: Union For Ethical BioTrade: Support and verification of companies' commitments to sourcing natural ingredients with the aim of contributing to a world in which people and biodiversity thrive. Membership and workplan to monitor the improvement plan + diagnostics of our supply chains



European organic agriculture certification allows organic products to be marketed in the European Union.



Set up by the United Nations, the aim of Global Compact is to encourage companies worldwide to adopt a socially responsible attitude by committing to integrating and promoting principles relating to human rights, international labor standards, the environment and the fight against corruption. Since 2022, we have been committed to the United Nations through Global Compact. We have targeted 6 Sustainable Development Goals (SDGs) to illustrate our contribution:

- ODD 3: GOOD HEALTH AND WELL-BEING
- ODD 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
- ODD 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
- ODD 13: MEASURES TO COMBAT CLIMATE CHANGE
- ODD 14: AQUATIC LIFE
- ODD 17: PARTNERSHIPS TO ACHIEVE OBJECTIVES

To prove our commitment to the United Nations, we have chosen to include the relevant Sustainable Development Goals at the end of each theme.

Reducing our environmental impact

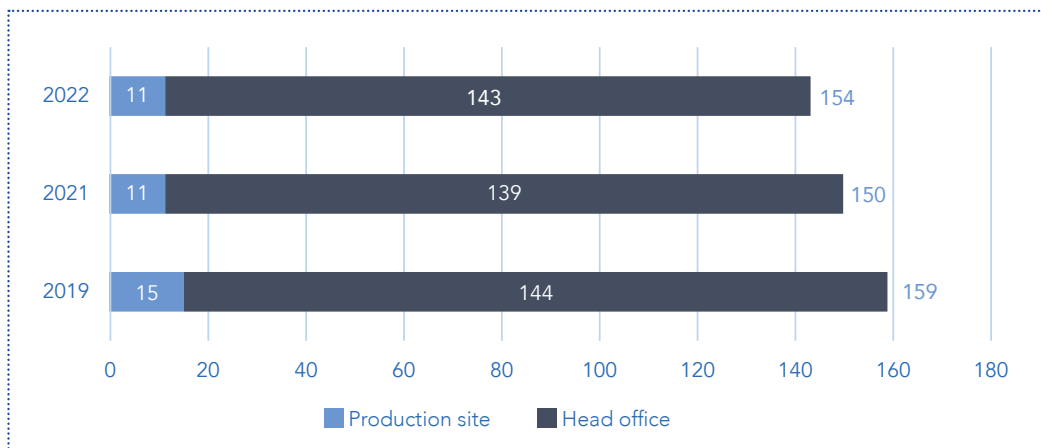
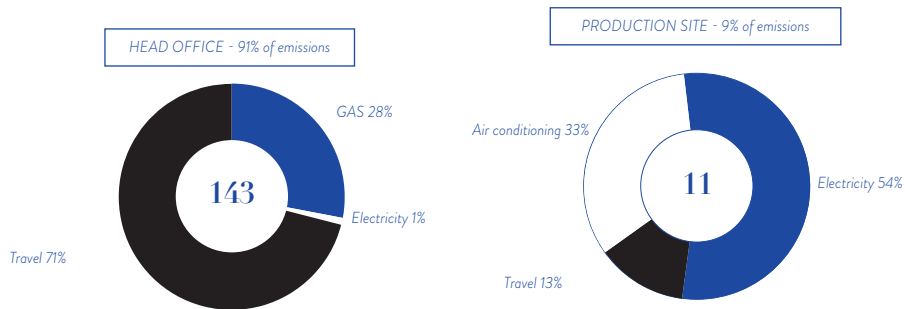
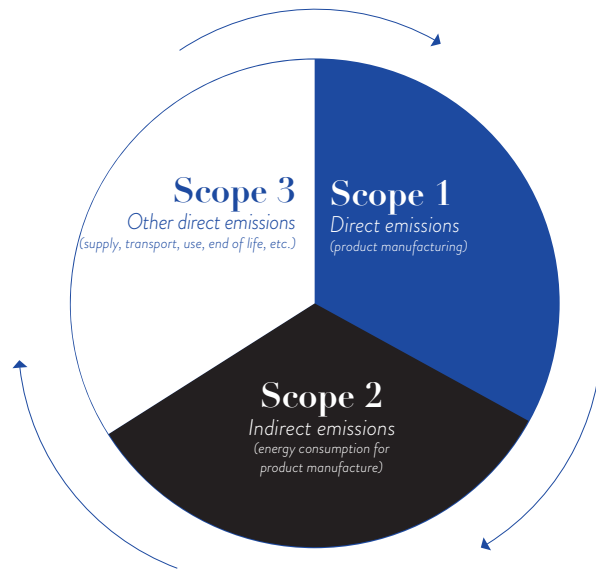
03	Reducing our environmental impact
	3.1 Reducing greenhouse gas emissions
	3.2 Protecting water resources
	3.3 Recycling production waste
	3.4 Limiting our impact on the environment

Reducing our environmental impact

3.1. REDUCING GREENHOUSE GAS EMISSIONS

Since 2021 at Group level, the company has been calculating its Scope 1 and 2 carbon footprint, i.e. direct emissions and indirect emissions linked to energy, using the method proposed by ADEME. Based on the year 2019, which was not impacted by the Covid-19 pandemic, PHYTOMER Group has arrived at an overall result of 159 tons of CO₂ equivalent. The Group has thus been able to identify the main sources of emissions, i.e. those requiring priority action in the longer or shorter term.

Eventually, the aim is to include Scope 3, which covers other indirect emissions throughout the value chain.



PHYTOMER Group carbon emissions between 2019 and 2022 (Scopes 1 & 2 in TeqCO₂)

Define an action plan to reduce emissions

To measure its environmental impact and reduce its emissions as part of a continual improvement process, PHYTOMER Group has established a Quality, Health, Safety and Environment policy based on 5 priority objectives, as follows:

- Reduce our controlled CO₂ emissions by 30% by 2030 compared to 2019.
- Reduce GHG emissions linked to the use of our vehicles by 30% by 2027.
- Achieve 100% low-carbon energy at all our sites by 2025.
- Increase the proportion of our waste recycled or reclaimed to 80% and reduce our waste generation per unit produced by 30% by 2030.
- Reduce our paper and cardboard consumption by 25% by 2025.

This policy is based on concrete examples of action at several levels:

- A green electricity contract signed with EDF several years ago. In 2022, the Group plans to install sensors to accurately measure and monitor the electricity consumption of each building.
- Green gas contract for Head Office (gas boiler supply) since November 2021.

Electricity consumption across all sites in 2022:
1465 MWh or 2.4 MWh/Ton manufactured

Choose energy from
renewable sources

Favor local sourcing in the procurement of various raw materials through our network of local and European suppliers

- In 2022, 70% of the algae producers that the Group worked with were from Brittany, 90% of the plants used in finished products came from Europe, and 60% of suppliers of agro-sourced raw materials (such as glycerine) were European.
- All our packaging is made in Europe.

Encouraging local
sourcing

3.2. PROTECTING WATER RESOURCES

In 2022, the Group consumed 7523 m³ of water in its production processes.

Fairly stable since 2019, water consumption is mainly due to cleaning operations on the machines used to manufacture and package cosmetics, an essential process for ensuring product safety and conformity.



Water consumption at the production site between 2019 and 2022

	2019	2020	2021	2022	Variation 2021-2022
Annual consumption in m ³	7530	7748	7759	7523	-3%
Annual consumption in m ³ /T manufactured (Production site)	13.8	16.1	13.4	12.4	-8%

Lowering our water consumption

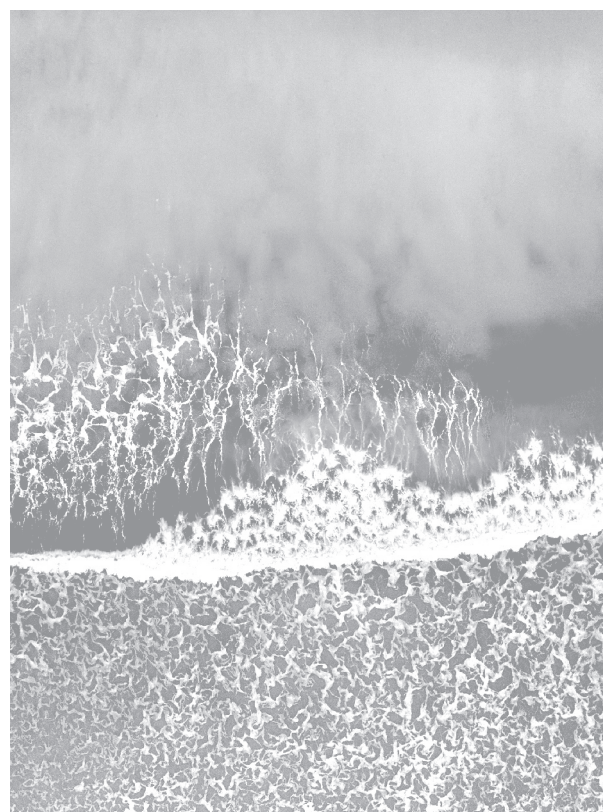
In 2021, to reduce its water consumption, PHYTOMER Group changed the method it uses to clean the tanks intended for the cultivation of algae.

This cleaning is now carried out using steam, saving 3` m³ of water per tank and reducing the amount of the detergents and other chemical products previously used.

An estimated total volume of 1000 m³ of water is saved per year.

A new chiller was installed at the end of 2022 for cooling operations on a reactor used for hot extraction of assets. The purpose of these chillers is to save water by using a closed-loop cooling system. The "closed loop" involves recirculating the same water through the machine, which generally requires little or no top-up water after the initial system load. The replacement of a second chiller, used to manufacture lotions and milks, is scheduled for completion by the end of 2023.

Finally, in 2023 the Group plans to install sensors to accurately measure and monitor water and electricity consumption in each building.



Preserving water quality

Filtering gardens

Protecting water resources means, among other things, preserving its quality to prevent any water pollution in the natural environment.

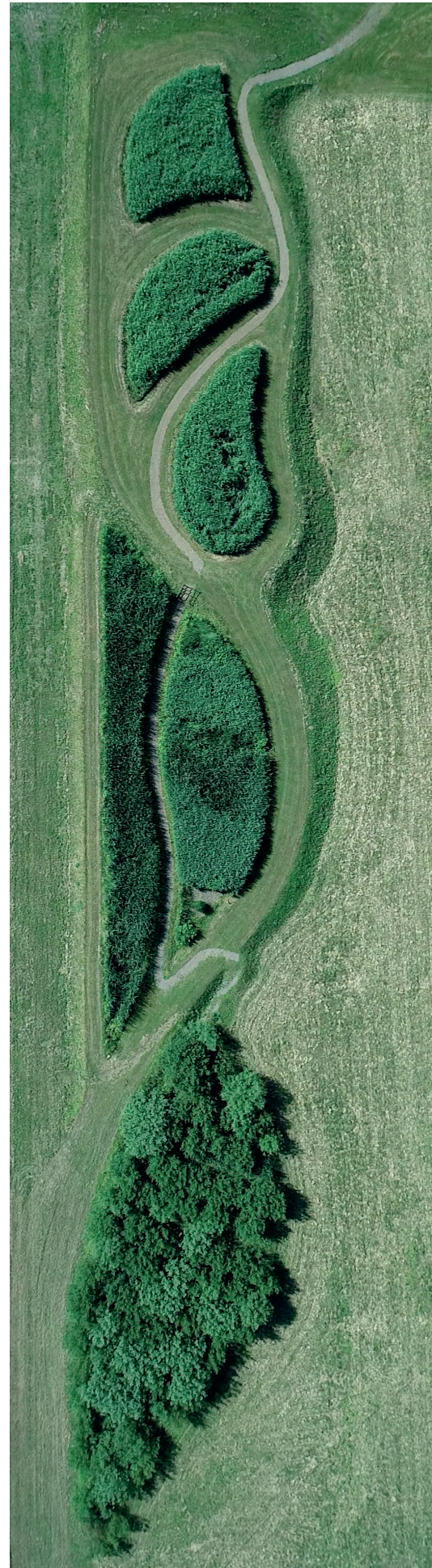
Since 2007, downstream of the pre-treatment plant, the Group has been using the principle of filtering gardens to decontaminate the production water released by the production center. Filtering gardens are landscaped areas in the form of natural purifying ecosystems made up of plants. Their advantages are twofold: in addition to treating wastewater, they help create an ecological habitat for biodiversity.

Amount of water treated by the pre-treatment plant and then by filtering gardens in 2022: 7872 m³

There are 3 types of gardens on the production site:

- 1. Vertical gardens** treat waste pollutants and have a depolluting action on nitrogen and phosphorus.
- 2. Horizontal gardens** have a depolluting effect on salt-rich water, and on any heavy metals or hydrocarbons.
- 3. Willow gardens** have a depolluting effect on heavy metals, nitrogen and phosphorus, as well as disinfectant properties.

To ensure that these filter gardens are working properly, PHYTOMER Group conducts monthly tests on industrial effluent to ensure regulatory compliance with the decree in force "Arrêté Ministériel du 21/07/15 relative aux systèmes d'assainissement collectif et aux installations d'assainissement non collectif". Following these tests, various corrective actions have been carried out: a complete overhaul of the filter gardens in 2020; addition of draining materials to improve water quality; creation of a buffer basin to collect effluent and smooth its discharge into the gardens to ensure better treatment by the latter.



1

2

3

3.3. RECYCLING PRODUCTION WASTE

Recycling waste and optimizing its management are priorities for the company. In 2022, it produced 143 tons of waste, corresponding to 0.24T/ton manufactured, i.e. 23% less than in 2021.

In 2022, 77% of the waste it produced was reutilized through mulching, composting or recycling.

Quantities of waste (in tons) produced and recovered by the company between 2019 and 2022

	2019	2020	2021	2022	Variation 2021-2022
Total quantity of waste produced	142	128	176	143	-19%
Recovered waste quantities (mulching, composting, recycling)	101	82	134	110	-18%
Quantity of waste / Quantities manufactured	0.27	0.27	0.31	0.24	-23%
Quantity of waste recovered / Quantities manufactured	0.19	0.18	0.23	0.18	-22%

PHYTOMER Group recycles and reuses a wide range of waste:
paper, cardboard, glass, metal, plastic, etc.



- Recycling of single-use polypropylene lids and buckets used for the harvesting of raw materials; they are converted into plastic granules.

- Recycling of packaging drums (1 to 30 liters), drums containing bulk materials (30 to 150 liters) and discarded bottles, which are converted into plastic granules.



- Recycling of IT equipment in partnership with a local company: computers, monitors, printers, telephones, cables and peripherals.



- Composting of vegetable waste by a partner company creating **53.8 tons** of garden fertilizer.

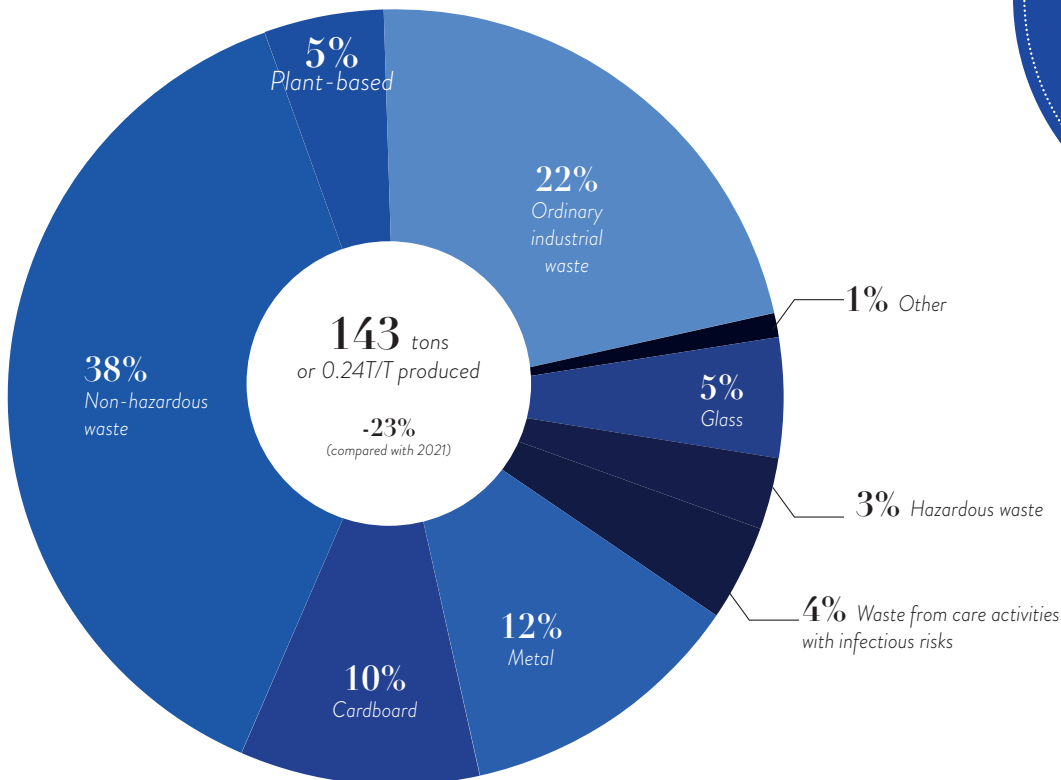
- Salicornia residues after Supercritical CO₂ extraction process are transformed into mulch for our greenhouses: **8.8 tons**.

Waste generated on the production site in 2022



99 tanks

1000L raw material tanks (seawater, glycerine) resold to employees to store rainwater.



Recycling waste

PHYTOMER Group favors the **reuse of resources** in order to recycle the waste produced. For example, the company uses by-products from Hitex's extraction as mulch for greenhouses. The use of supercritical CO₂ enables dry extraction. This means that, once the active ingredients have been extracted, the remaining algae and plants can be used as mulch for the 4,000 m² of organic plant cultivation in greenhouses.

The sea salt contained in these by-products has a dual benefit: eradicating weeds and providing plants with essential nutrients.

100% of cultivated seaweed has a second life once its active ingredients have been extracted: **compost**. PHYTOMER Group works with a local company that harvests the by-products and recycles them into compost, which can be used for a variety of purposes, such as garden fertilizer, for local businesses. In parallel with various actions to reduce the raw materials used, PHYTOMER Group strives to reuse resources wherever possible. For example, the Group has rethought certain operations at the cosmetics manufacturing stage. Plastic pallets are now used to transfer ingredients from the weighing area to the manufacturing workshop, after which they are cleaned and reused.

Similarly, the 220L plastic drums used to store bulk cosmetics are reused by an external service provider.

PHYTOMER Group is working on a **refill system** for products packaged in glass jars or bottles for professional use. Depending on the results of an impact study based on consumer feedback and the management of refills, the system could be extended.

3.4. LIMITING OUR IMPACT ON THE ENVIRONMENT

To reduce the company's environmental impact, it must first be measured at ingredient, product and whole Group levels. Firstly, PHYTOMER Group carries out **ecotoxicity** and **biodegradability** analyses for each of its active ingredients, in order to avoid any form of terrestrial or aquatic pollution, and more generally to protect the environment.

100% of our active ingredients have passed ecotoxicity and biodegradability tests.
 Not mandatory for the moment, these tests have already been **carried out by our researchers for 3 years**, at a cost of €150,000 per year.

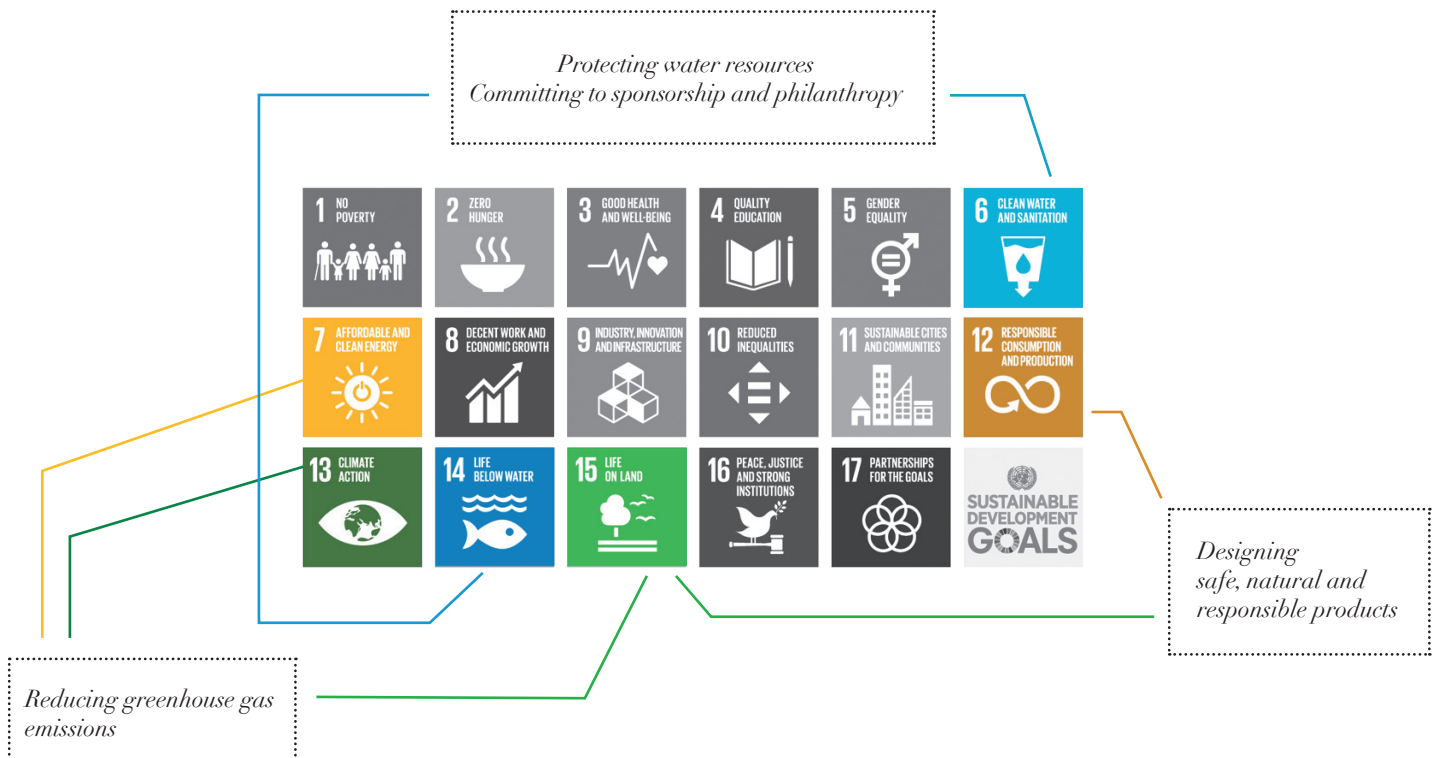
To go even further, the Group also calculates the environmental impact of its priority active ingredients at the manufacturing stage.

This assessment considers 8 criteria broken down into 5 impact categories: water; electricity; greenhouse gas emissions; end-of-life; effluents. The ultimate aim is to screen all assets, without exception.

The environmental impact of **52% of priority active ingredients** was assessed in 2022.

Thirdly, in order to obtain the most complete and accurate analysis possible, PHYTOMER Group launched in May 2022 a Life Cycle Assessment (LCA) on 7 actives and 1 finished product. Carried out by environmental consultants, this LCA will enable us to assess and improve the performance of the extracts and finished product in question. The results are expected in the first half of 2023 and should enable us to launch a continuous improvement process to enhance our manufacturing processes.

PHYTOMER Group Actions & Link with UN Sustainable Development Goals (SDGs)



Promoting biodiversity

04 Promoting biodiversity

4.1. Joining the UEBT

4.2. Sustainably managing green spaces on the production site

4.3. Limiting the environmental impact of production

Promoting biodiversity



The fight against climate change cannot ignore aspects relating to biodiversity. That is why PHYTOMER Group takes action to help protect animal and plant species.

4.1. JOINING THE UNION FOR ETHICAL BIOTRADE (UEBT)

The Union for Ethical BioTrade (UEBT) is a non-profit association which promotes respectful procurement.

The UEBT supports and verifies companies' commitments to sourcing natural ingredients to contribute to a world in which people and biodiversity thrive.

As part of its UEBT membership in 2021, PHYTOMER Group is committed to evaluating how the Group can contribute positively to preserving biodiversity. The work consists of carrying out an audit of the company and establishing a workplan to focus on key drivers for action. It is based on seven principles aimed at respecting biodiversity and local communities.



UEBT
CERTIFIED
SOURCING
WITH RESPECT

JOINED
2021

To make a positive contribution to the preservation of biodiversity and respect for human rights, the Group is doubly committed:

- it audits its main supply chains with the help of UEBT assessors
- as a corporate citizen, it is committed to delivering an action plan that has been developed by the UEBT and is in line with the company's degree of maturity

2022

In 2022, in a private capacity, the company conducted a survey of biodiversity both on its production site (evaluation of the impact of the filtration beds on biodiversity in the area, study of the soil in the organic greenhouse plot) and in the surrounding area (woods, meadows, ditches). This survey was broken down into four stages:



1. Inventory of the plant and animal species found in the vicinity of the production site and in the municipality of Roz-sur-Couesnon, mapping work, and bibliographical research to study the relevance of preserving these species.



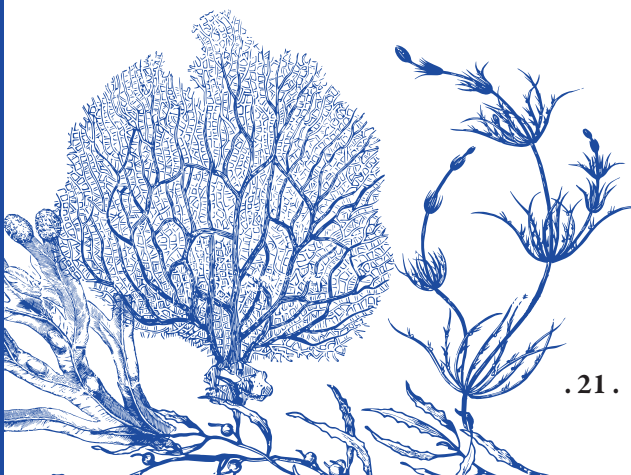
2. Soil and microbiological analyses of greenhouse and grassland soils: soil properties and metagenomic analyses of fungal and bacterial populations.



3. Evaluation of farming and mowing practices to determine whether they foster the development of biodiversity.



4. Definition of an action plan based on the results



January 2022

Abundance and harvesting impact studies launched on 3 seaweeds used.

Objective: Check that there is no impact on biodiversity and natural resources.

Duration: 3 years

4.2. SUSTAINABLY MANAGING GREEN SPACES ON THE PRODUCTION SITE

Planting hedgerows

Following these nature diagnoses, PHYTOMER Group decided to plant hedgerows on the production site.

This represents 445 linear meters of double-row hedges, i.e. a total of 577 trees on 5 sections. The tree species come from the Végétal Local label, which is committed to supplying native species from Breton seeds.

Planting is scheduled for early January 2023.

This project has several advantages:

- Habitat for the local fauna
- Replanting of local species
- Carbon storage to limit the site's overall impact
- A windbreak and an asset in a context of climate change

577
trees

26
species

450m
linear m

3.6 T/CO₂
stored
/ year

Eco-pastures for our green spaces

Since May 2021, as part of an annual contract with the company "Les Moutons de l'Ouest", the Group has played host to around 15 ewes on the production site to maintain the outdoor areas.

The sheep roam between two grazing areas covering more than **13,000 m²**. Eco-pasturing reduces the number of mowings and mulchings over the year, thereby cutting CO₂ emissions. Simple and ecological, this ancestral practice has been revived to encourage the reintroduction of breeds in decline, and also improves the living environment for employees.



4.3. LIMITING THE ENVIRONMENTAL IMPACT OF PRODUCTION

PHYTOMER Group is committed to responsible cosmetics; whenever possible, it uses local ingredients that are sourced in Brittany and processed in a way that respects the sea and producers. The idea is to develop cultivation methods when the impact of wild harvesting is too great. For several years now, the Group has been investing in research to develop cultivation methods for certain algae. Indeed, the harvesting of certain resources in the natural environment can be harmful to the ecosystem.

We have therefore decided to develop the cultivation of algae on our production site.



Our team of **some thirty researchers**, in collaboration with ultra-innovative start-ups, develops exclusive algae cultivation programs.

These programs guarantee optimum levels of purity and efficiency for the algae, without extracting them from their natural environment.



Such is the case with **Jania Rubens**, a red seaweed from Brittany that is exceptionally rich in calcium and plays a vital role in maintaining biodiversity.

However, it is a rare resource that takes **3 years to grow 1 cm** in its natural environment.

To preserve the resource and optimize its development, the PHYTOMER Group laboratory cultivates Jania in photo-bioreactors: a unique process that took the scientific teams 5 years to develop.

This process makes it possible to use its cosmetic benefits without extracting it from its natural environment, thus preserving marine biodiversity.

Moreover, Jania cultivation is faster and more productive than harvesting. - 1 cm in 1.5 months - thus avoiding depletion of the natural resource. By way of example, in 2022 the quantity of dry Jania cultivated will amount to 300 kg for 249 crop cycles.

The company's commitment to developing respectful growing methods has long been anchored in its production principles.

This commitment to biodiversity and ethics also includes compliance with the Nagoya Protocol, which concerns in particular access to genetic resources and the fair and equitable sharing of the benefits arising from their use.

More specifically, the Protocol establishes an international legal framework based on three pillars:

- Improving access to genetic resources and associated traditional knowledge with a view to their use;
- Fairer and more equitable sharing of benefits;
- Compliance between stakeholders. More concretely, when using a genetic resource, the Group must comply with the biodiversity laws in place in the country where it is sourced. This involves researching the documents to be completed and the steps to be taken with the governments of the country in question, then ensuring compliance from an administrative and legal point of view. The challenge for PHYTOMER Group is to conduct its business in a way that respects communities and their knowledge of the resources used by the Group.

PHYTOMER Group Actions & Link with UN Sustainable Development Goals (SDGs)



Acting with respect for people

05 **Acting with respect for people**

- 5.1. Well-being at work for employees
- 5.2. Choosing responsible suppliers
- 5.3. Ensuring customer safety

Acting with respect for people

5.1. WELL-BEING AT WORK FOR EMPLOYEES

Engaging employees means promoting an ethical, fair and respectful working environment.

To this end, the Group respects the right of employees to form and join representative groups and trade unions established in accordance with the legal and regulatory provisions in force. Likewise, PHYTOMER Group encourages constructive social dialogue that respects all and promotes the freedom of expression of each and every employee.

In order to create a safe working environment and guarantee fair and ethical working conditions, PHYTOMER Group has established a number of principles formalized in various documents and charters that employees undertake to respect.

Code of conduct

Signed by all employees, this code defines the standard of conduct applicable to all Group employees in their day-to-day professional activities. It details the ethical values that are important to the company and sets out the rules and principles to be followed by all stakeholders. As such, it is addressed to all Group employees and managers, as direct recipients, but also to the various stakeholders who must or may be informed of it.

The code of conduct invokes 5 principles, detailed in the document in question, as follows:

- Compliance with legislation
- Respect for the individual
- Customer respect
- Respect for the environment
- Integrity in the conduct of professional activities

Anti-harassment charter

By adopting this charter, signed by all employees, the Group wishes to demonstrate its commitment to ensuring that no employee is subjected to any form of harassment, whether moral or sexual, in the workplace.

The company ensures that all employees are attentive to the prevention of harassment and violence. It is everyone's duty to take care of their own health and safety, and that of others affected by their actions or omissions. The Group is also committed to ensuring that no employee is punished, dismissed or subjected to discrimination for having reported or denounced acts of harassment within the company.

At the same time, PHYTOMER Group implements tools to raise awareness of the risks of harassment and violence in the workplace. These tools are made available to all company employees.

Anti-discrimination charter

By adopting this charter, signed by all employees, the Group wishes to demonstrate its commitment to fighting all forms of discrimination, whether based on gender, age, state of health, sexual origin, family situation, political opinions or religion.

In addition to combating discrimination, the Group wishes to demonstrate the importance of the principles of diversity and equal employment opportunity.

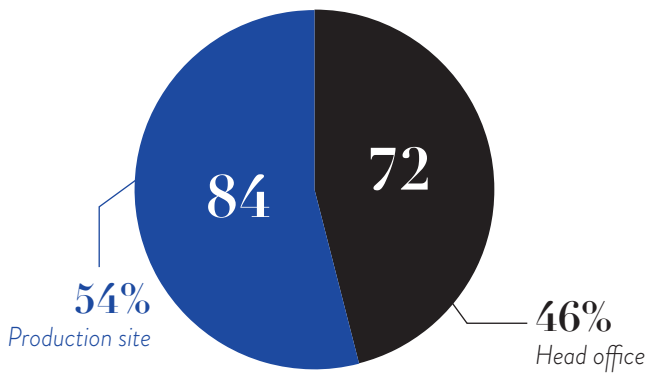
Under this charter, PHYTOMER Group undertakes to:

- Raise awareness of non-discrimination and diversity issues among all company employees, so as to eliminate any prejudices and barriers, and ensure the successful integration of all employees.
- Respect and promote the application of the non-discrimination principle in all its forms in all stages of human resources management.

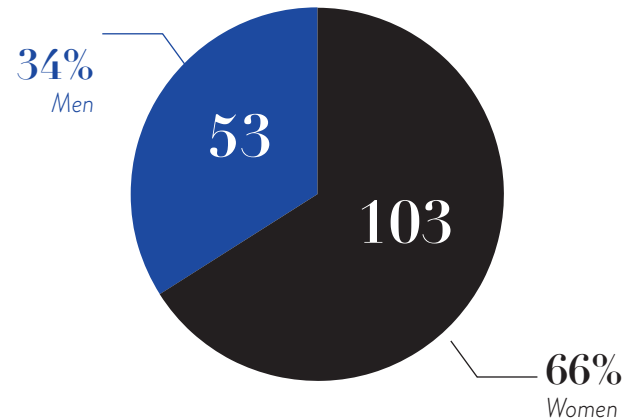
In practice, this principle involves a number of commitments concerning recruitment, remuneration, career development and working conditions.

Well-being at work means building employee loyalty and retaining talent within the company. Based in Brittany, the Group creates value locally and contributes to the development of the Breton economy, as the following figures illustrate.

Breakdown of workforce by site



Breakdown of male and female employees



PHYTOMER Group favors long-term collaborations based on training and then hiring employees, with the aim of guaranteeing stable jobs.

In 2022, **93%** of hires have been on **permanent contracts**.

In addition to comprehensive training (hygiene, quality, administration, etc.), the Group has set up a mentoring program to facilitate integration. As a result, each new employee joining the production site is supported by a more experienced employee who has been with the company for several years, to help them with their first tasks.

There are many examples of long-standing collaboration within the Group; employees are attached to the family business.

In 2022, **32%** of employees had been with the company for **10 years or more**.

PHYTOMER Group is committed to retaining its employees' know-how and skills. In order to monitor staff turnover, the company calculates its turnover rate each year. The turnover rate corresponds to the percentage of employees who leave the company over the course of a year. According to INSEE, an average turnover rate is between 5% and 15%. Above this level, turnover is considered high.

In our case, by 2022, we will be at **20%**, which is above the threshold recommended by INSEE. This high staff turnover is due mainly to changes among the sales teams. The Group has taken the initiative of implementing a strategy to limit the turnover of Phytomer sales teams by improving their working conditions.

To develop their skills and encourage professional development, PHYTOMER Group offers them training tailored to their profession, so that they can update and even broaden their range of expertise.

Under the responsibility of the Safety/Environment Officer and the Production Site Manager, all new arrivals in the production and quality departments are systematically given safety and chemical risk training in line with the cosmetics industry. Various training courses were also taken by employees in 2022, depending on the needs of their position: metrology, Kobido massage for trainers, English, Halal certification, FEBEA webinar for regulatory purposes, electrical accreditation, etc.

Positions filled internally between 2019 and 2022

	2019	2020	2021	2022
Percentage of management positions filled by promoting existing employees	2.47%	1.28%	4.08%	7.24%

Finally, because PHYTOMER Group wishes to guarantee the health and safety at work of its employees, every year since 2012 the company has assessed its safety performance, in particular within the framework of the ISO 22716 standard. Since 2021, the Group has implemented a Quality, Health, Safety, Environment policy that sets out several objectives with a view to continuous improvement.

Tangible objectives:

- Working towards "zero accidents" and "zero occupational illness".
- Reduce risks at workstations, in particular by improving ergonomics.
- Provide a healthy working environment for all employees, preventing all forms of harassment and discrimination.
- Respond to any internal alert launched via the associated procedure within a maximum of two months.
- Ensuring work-life balance for all employees.

This policy has produced encouraging results, thanks to a range of informative actions, training courses and awareness-raising days on a variety of themes.

The tables below summarize work-related accidents at our two sites since 2019.

Production site - Roz-sur-Couesnon

	2019	2020	2021	2022
Workforce	87	90	84	84
Hours worked	153662	133999	150751	152541
Total number of accidents	3	5	2	2
Number of musculoskeletal injuries	1	1	2	1
Severity rate	0.34	0.13	0.14	0.38
Frequency index	34.5	33.3	23.8	23.8

Head office - Saint-Malo

	2019	2020	2021	2022
Workforce	76	72	66	72
Hours worked	130160	101659	116004	124874
Total number of accidents	0	1	0	0
Number of musculoskeletal injuries	0	0	0	0
Severity rate	0	0.01	0	0
Frequency index	0	0	0	0

5.2. CHOOSING RESPONSIBLE SUPPLIERS



The main guidelines for supplier relations are the **responsible purchasing policy** defined by the Group; focused on the following five points:

- Respect for Human Rights
- Relationships and working conditions
- The environment
- Fair practices and integrity
- Consumer issues

While this policy is valid for all suppliers - whether from Brittany, France, Europe or elsewhere - it raises different issues depending on the location of the supplier in question. Wherever possible, PHYTOMER Group favors collaboration with local players to ensure a responsible supply chain and regular dialogue.



PHYTOMER Group prohibits all forms of forced labor and child labor across its range of activities. This also applies to all its suppliers, who are bound by supply contracts requiring that they scrupulously respect these commitments upstream of production, on their own behalf. In parallel, the Group's specifications for suppliers reinforce this commitment by including an ethics charter that addresses these issues.

The Group also asks all its employees, particularly in the regulatory and purchasing departments, to exercise the utmost vigilance in this area, and to report any breaches immediately.

More generally, all employees are encouraged to activate the confidential whistle-blowing procedure set up by PHYTOMER Group in the event of suspected unethical conduct.

To ensure the commitment of selected suppliers, the Group has drawn up **strict specifications** that must be signed before collaboration with the supplier is possible. An ethics charter is also included to ensure that the supplier is committed to respecting the rights of its employees. PHYTOMER Group refuses all forms of child or forced labor. Each supplier undertakes to provide its employees with safe and healthy working conditions, and to pay them a decent wage. The Group makes it a point of honor to ensure that the partner company prohibits any form of harassment or discrimination.

Lastly, suppliers' commitment to local communities is valued if it is in place. PHYTOMER Group is committed to promoting its suppliers' ethical certification initiatives, such as the Fair-Trade Max Havelaar label.

To underline its **commitment to fighting all forms of corruption, PHYTOMER Group has drawn up an anti-corruption** charter based on the SAPIN II Law and the United Nations Convention against Corruption.

The Group makes it a point of honor to combat all forms of corruption, both active and passive, and ensures that all employees respect the relevant rights and regulations. To this end, the company is committed to raising awareness, on a regular basis, among all employees of the dangers of corruption, and of how to deal with situations likely to give rise to such practices.

Any employee with knowledge of the existence of conduct or situations that could be qualified as acts or attempts of corruption may refer the matter to the person designated under the Group's whistle-blowing procedure.

5.3. ENSURING CUSTOMER SAFETY



Designing safe, natural products with a **commitment to quality and traceability and product conformity** are key issues in terms of customer health and safety.

The table below sets out the various actions taken by the company to ensure the quality of its products.

<p>INNOVATION AND R&D</p>	<ul style="list-style-type: none"> • Technical expertise on ingredients: safety, analytical, microbiology • Safety, formula tolerance, cosmetovigilance • Compatibility tests of formula to packaging • Technical monitoring of packs and ingredients
<p>REGULATIONS</p>	<ul style="list-style-type: none"> • Regulatory compliance of ingredients, formulas and products • Regulatory compliance of claims • European and international regulatory monitoring
<p>PROCUREMENT AND SOURCING</p>	<ul style="list-style-type: none"> • Ingredient approval process • Supplier evaluation • Component quality control
<p>PRODUCTION</p>	<ul style="list-style-type: none"> • Compliance with ISO 22719 "Good Manufacturing Practice" standards • Quality control of bulk and finished products
<p>DISTRIBUTION</p>	<ul style="list-style-type: none"> • Quality of service on distribution networks • Follow-up and processing of customer complaints • Product approval by local authorities

To guarantee the continuous improvement of its quality approach, the Group's Quality, Health, Safety and Environment policy defines 4 priority objectives, as follows:

- Move our quality system towards a pharmaceutical risk management culture, while remaining pragmatic.
- Ensure the highest possible level of customer satisfaction while guaranteeing full traceability of our products.
- Develop employees' skills and commitment through ongoing training.
- Strengthen interactions with our customers and suppliers to improve responsiveness.



To ensure **impeccable product quality**, PHYTOMER Group scrupulously complies with the "Good Manufacturing Practices (GMP) for cosmetic products" defined by ISO 22716, an international quality standard. GMPs are guidelines for ensuring the reproducibility and quality of cosmetic products. The compliance measures apply equally to production processes, control, storage and shipment of cosmetic products.

Since 2012, the company has been one of the first cosmetics companies to be recognized for its good manufacturing practices under the ISO 22716 standard. Since then, the production site has been audited and certified annually by the independent third-party organization DEKRA. It should be noted that this audit is by no means compulsory, but rather a choice on the part of the Group, and a guarantee of transparency.

In 2022, the quality department inspected 7064 batches. There were 13 internal audits, 3 customer audits, 5 supplier audits and 5 official audits.

In 2022, the quality department inspected **7064 batches**.
There were **13 internal audits**, **3 customer audits**, **5 supplier audits** and **5 official audits**.



The raw materials used by the PHYTOMER Group laboratory are all selected in compliance with:

- The European Union's REACH (Registration, Evaluation and Authorisation of Chemicals) Regulation, which aims to better protect human health and the environment against the risks associated with chemical substances. It also promotes alternative methods for assessing substance hazards.
- Regulation (EC) no. 1223/2009 of the European Parliament and of the Council of November 30, 2009 on cosmetic products, which aims to ensure the protection of human health and the provision of information to consumers, particularly with regard to the composition and labelling of products, taking into account the latest technological developments, including the use of nanomaterials.

In addition, each ingredient and finished product manufactured by the company is evaluated by a precise series of tests, defined in agreement with experts (safety assessors, toxicologists, dermatologists, biologists, etc.) and in line with international recommendations. Each battery of tests results in a conclusion by the evaluator as to the safe use of the ingredient or finished product in question. PHYTOMER Group is therefore able to meet the standards of the world's most demanding regulatory authorities, in terms of tolerance, safety and quality.

Every year, several active ingredients and finished products are systematically evaluated by these experts when a new product is launched. Although these tests are not compulsory for active ingredients, the Group applies the same approach to product launches and reformulations. All test results are summarized in a final report that meets the highest standards. In the case of a product reformulation or update of any kind, the Group relies on expert advice as to whether or not further testing is necessary. This consultancy is made up of an international team of 50 experts in the fields of cosmetics, pharmacology, chemistry and toxicology.



At PHYTOMER Group, we take great care to ensure the **conformity of our products**. Over 95% of the catalog is vegan-friendly, no animal testing is carried out in accordance with the Group's convictions and strict European regulations on the subject, and all formulas use marine ingredients of natural origin. The company uses high-quality synthetic ingredients when they provide additional benefits in terms of pleasure of use and beauty results. In this case, they must systematically meet 3 major requirements:

EFFECTIVENESS: using reference molecules with scientifically proven benefits.

SAFETY: backed up by tolerance tests, these molecules are often used in pharmacy and medicine.

PURITY: they contain no toxic substances.

Although product quality and skin safety are paramount, the Group has three monitoring and transparent communication procedures **to ensure interactions with stakeholders**.

“**COSMETOVIGILANCE**” identifies any adverse effects linked to the use of cosmetics by customers. Each request then triggers a specific procedure, handled by a dedicated team, which includes sending a questionnaire to the complainant to gather as much contextual information as possible, and a set of corrective actions (withdrawal from the market, reformulation, stop-sale) if necessary.

The “**SENSITIVE QUESTIONS**” process consists of a document that lists questions asked by customers that require a specific response. Operated by a dedicated team, this process aims to ensure transparent communication and better information. A number of topics are addressed, such as the naturalness, efficacy or recyclability of products, the choice of ingredients, potential allergic reactions and so on.

The “**CLAIMS MANAGEMENT**” procedure is used to consolidate complaints associated with non-conformity of a finished product. It provides both an appropriate response to the customer and the implementation of a corrective action launched in quality if necessary.

Of the total number of products sold by the Group to customers and professionals in France and worldwide in 2022, the Group has received an extremely limited number of complaints concerning cosmetics (finished and bulk products).



PHYTOMER Group Actions & Link with UN Sustainable Development Goals (SDGs)



Eco-design of our products

06	Developing the eco-design of our products
	6.1. Selecting sustainable raw materials
	6.2. Developing eco -responsible packaging

Eco-design of our products

6.1. SELECTING SUSTAINABLE RAW MATERIALS

A guiding principle for our procurement teams, the responsible sourcing strategy defined by PHYTOMER Group is based on 3 major pillars:

PROXIMITY

Give priority to geographical proximity with our suppliers in order to limit environmental impact and support the national or even regional economic fabric.

In practice, this means examining opportunities to source from local or Indigenous suppliers and, where possible, engaging with the supplier in the sustainable development of the communities identified in the supply chain.

QUALITY LABELS

We use quality labels to guarantee the sustainability of our purchases, both of the algae and plants at the heart of our expertise, and of the inputs used in our manufacturing processes. This means progressively replacing synthetic molecules wherever possible, developing new organic formulas and using more eco-responsible packaging.

SUSTAINABLE DEVELOPMENT

To conduct our activities in accordance with the philosophy and fundamental principles of sustainable development, such as long-term vision, sustainability of natural resources, preservation of biodiversity and respect for people.



To implement its commitment to responsible purchasing, PHYTOMER Group has introduced a number of monitoring and evaluation tools, which also help to mobilize suppliers on a number of social and environmental issues:

- Suppliers sign all the required **documents confirming their ethical commitments**: specifications, ethics charter, cultivation or harvesting charter, and sustainability questionnaire. Note that these documents may vary depending on the category of supplier.
- A **supplier rating system** takes account of the sustainability of suppliers' practices and, more generally, their involvement in social and environmental considerations, based on a CSR questionnaire tailored to their area of activity.
- **The Group's main suppliers** (algae and plants, agro-based raw materials) are assessed on an annual basis.



In return, the Group supports suppliers and encourages them to develop by sharing best practices designed to guarantee decent working conditions, preserve resources and thus practice sustainable business.

These good practices take the form of charters, which differ depending on the supplier concerned:

- Charter of good harvesting practices for shore algae: specifies the precautions to be taken to ensure renewal of the algae.
- Charter of good practices for wild harvesting: specifies the precautions to be taken to respect property and natural resources.

Ingredients and raw materials form the basis for the manufacturing of products. It is therefore essential to select them with the greatest care and rigor to ensure impeccable quality, absolute safety, and optimum eco-responsibility. **That is why PHYTOMER Group chooses local, wild and eco-friendly ingredients and favors short supply chains.**

To select these ingredients, the Group has drawn up a questionnaire for the evaluation of suppliers (algae and plants, biotechnologies and extraction of active ingredients) containing a number of criteria that have proven decisive in its choices...

These criteria concern the sustainability, traceability and CSR commitment of the supply chain. Each raw material/supplier pairing is evaluated according to commercial and CSR criteria, guiding the Group in its selection process.

The three most decisive criteria before making any purchase are as follows:
Commercial evaluation - traceability - ethics questionnaire

This evaluation questionnaire is coupled with a sustainability questionnaire, systematically sent to suppliers to ensure that the raw material is neither overexploited nor threatened with extinction. These questions consider the characteristics of the resource, the certification of the supply chain, the harvesting or cultivation method, water management, the presence of treatments, and the CSR strategy in place.

Percentage of algae and plant suppliers completing **the sustainability questionnaire in 2022: 98%**

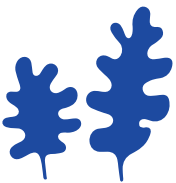
PHYTOMER Group also considers a number of criteria (product positioning, market trends, etc.) when choosing quality labels for the sourcing of raw materials. Below are a few examples of the labels favored by the Group to develop safe, natural and responsible products.

ECOCERT COSMOS (COSMetic Organic and natural Standard): guarantees production and transformation processes that respect the environment and human health, as well as the responsible use of natural resources.

FOREST STEWARDSHIP COUNCIL (FSC) and **EUROPEAN FOREST PROGRAMME CERTIFIED (PEFC)**: guarantee raw materials from sustainably managed forests.

ROUNDTABLE ON SUSTAINABLE PALM OIL (RSPO): certifies sustainable palm oil through the promotion of various practices: reduction of deforestation, preservation of biodiversity, respect for the livelihoods of rural communities...

AGRICULTURE BIOLOGIQUE (AB): quality label based on the ban on the use of products derived from synthetic chemistry.



6.2. DEVELOPING ECO-RESPONSIBLE PACKAGING



Reduce footprint by opting for alternatives to plastic

Reducing the Group's environmental footprint also means opting for a circular economy based on the reduction, reuse and recycling of raw materials used or products manufactured.

This is why, in 2022, PHYTOMER Group initiated the creation of a dedicated packaging committee at the production site. The aim of this committee is to identify the critical points linked to packaging management, from the receipt of raw materials to the dispatch of finished products.

It has already generated a great deal of thought and questioning and given rise to several projects currently underway or scheduled for the coming months.

We favor the use of plant-based and recyclable materials and limit the use of plastic:

- Tubes made of **recyclable plant-based material**
- Boxes made of natural paper from **sustainably managed forests**
- **Recyclable and refillable glass jars**
- Bottles made from **recyclable plant-based materials**

Examples (to go further):

- Packaging: jars in **recycled glass**, tubes in **bioplastics** (sugarcane waste), sleeves **without aluminum coating** in FSC recyclable paper, use of **vegetable-based inks**, replacement of PVC by PET on sleeves.
- Promotional items / gifts: giving preference to cardboard packaging, **doing away with film around cardboard packaging**, spatulas, and reducing the use of plastic on protective packaging.
- Order preparation: use paper inserts or **biodegradable film**



Informing customers and promoting responsible consumption

As customers increasingly expect clean beauty - in other words, beauty that is better tolerated by the skin, safer for the health, and more respectful of the environment - PHYTOMER Group is committed to ever greater transparency in product communication.

In order to encourage clients and customers to make informed choices, a great deal of information can be found on the pack and/or the brand's website, for each product. The cosmetics sector is one of the industries where the most information is communicated to consumers.



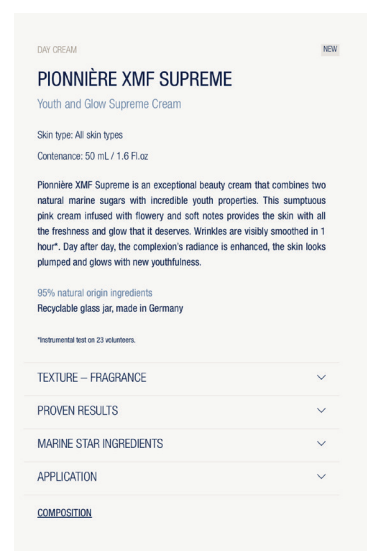
INFORMATION ON PACKS

- **Characteristics** (translated into 7 languages: French, English, German, Spanish, Italian, Dutch and Portuguese)
- **Composition according to INCI nomenclature** (International Nomenclature of Cosmetic Ingredients, in compliance with European and American versions), including the possible presence of nanoparticles
- **Country of origin**
- **Shelf life or period after opening (PAO)** in compliance with European regulations

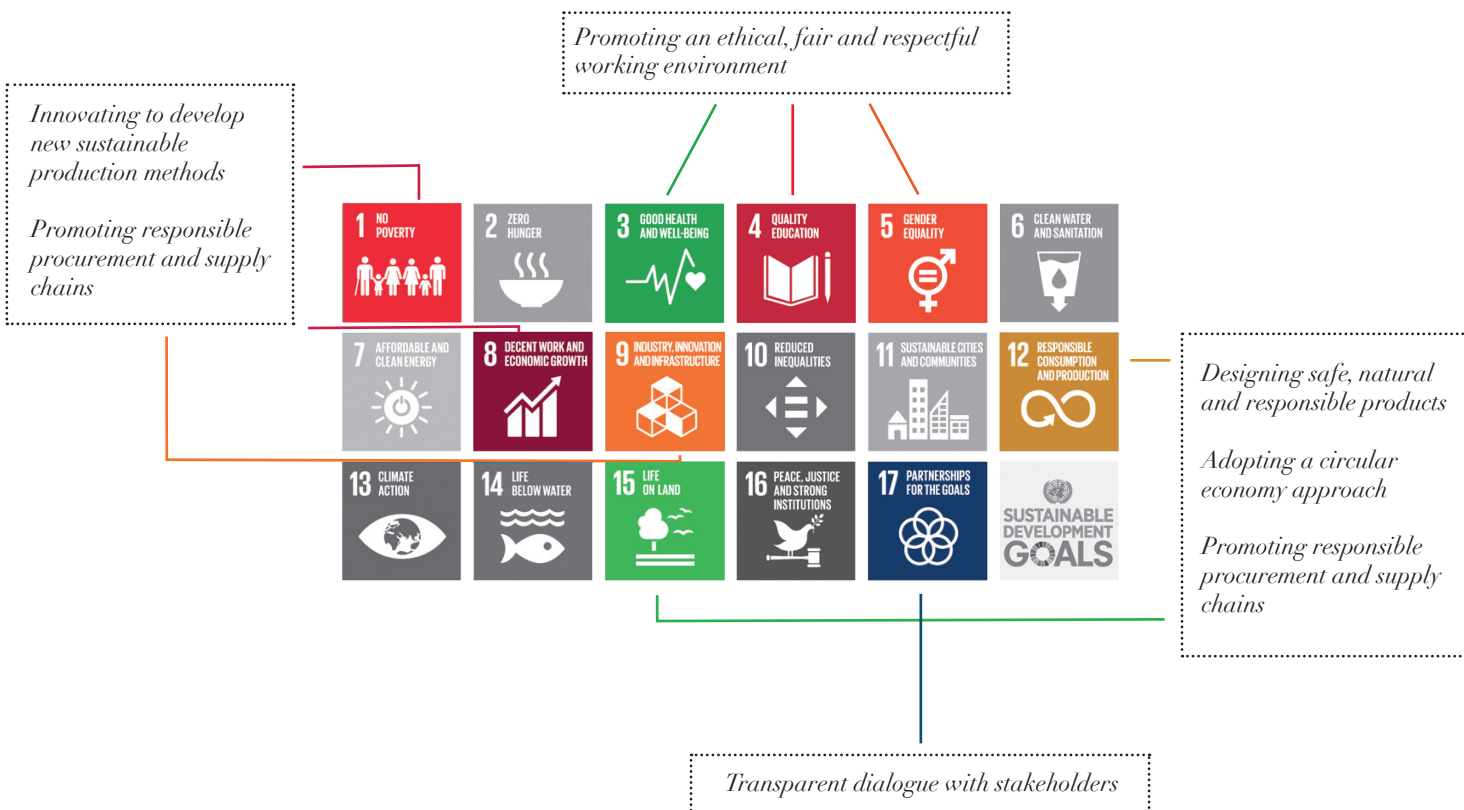


INFORMATION ON THE WEBSITE

- **A glossary of ingredients**
- **Precautions** for use linked to each product
- **Justification of advertised performance results** (numerous efficacy and satisfaction tests carried out with consumers)
- Any substances classified as **endocrine disruptors** (in line with the new requirements of the French AGEC law)
- **Useful and practical information** (product texture and fragrance, instructions for use and waste disposal)
- **General terms and conditions of sale** (total price, taxes, terms and conditions, delivery charges, etc.).



PHYTOMER Group Actions & Link with UN Sustainable Development Goals (SDGs)



Supporting forward-looking initiatives

07	Supporting forward-looking initiatives
	7.1. Investing in research and innovation
	7.2. Committing to sponsorship and philanthropy

Supporting forward-looking initiatives

7.1. INVESTING IN RESEARCH AND INNOVATION

Focusing on eco-design and creating specific ranges

Creating safe, natural products also involves eco-design and the systematic integration of environmental aspects into product design and development.

To this end, each year the Group publishes a document for its formulation and R&D teams, specifying the substances or families of substances to be preferred and those to be avoided, as part of a 'clean beauty' approach. This concept refers to beauty that is better tolerated by the skin, safer for health, and more respectful of the environment. Thus, in 2022, PHYTOMER Group has defined a new general policy on formulation incorporating new objectives to replace molecules that are questionable in terms of health and the environment.



The end of microbeads in products

In accordance with the law in force since January 1st, 2018, the Group has banned microbeads from its products. Present in scrubs, for example, they are accused of polluting aquatic environments and threatening the species that live there. As early as 2016, the teams reformulated all rinse-off products containing polyethylene and nylon microbeads before finalizing them in 2017.

This reformulation required a study of all the natural exfoliants on the market and a selection of the most effective. Finally, the Group opted for natural particles from the plant and mineral world that degrade naturally in the environment. In order to guarantee similar results, the laboratory teams worked in collaboration with the trainers to test the products under real skincare conditions, which resulted in adjustments to formulas and exfoliant combinations until similar exfoliation and equivalent skin beauty results were achieved.



Bioplastic research

In Plouzané, near Brest, PHYTOMER Group supports Polymar in its research to produce bioplastics from Brittany's coastline. The company is one of France's pioneers in the field of polyhydroxyalkanoate (PHA), biodegradable polyesters produced naturally by bacterial fermentation of sugars or lipids. The aim is to develop a plastic packaging based on marine strains, which could eventually be used by the Group as part of its business activities.

Fundamental research has been carried out by the university in Lorient, and the first production trials in Plouzané have been conclusive. To this end, a consortium of five companies from Brittany and Mayenne has been set up, called Nautilus, with the aim of developing an industrial supply chain. In the short term, the aim is to open a factory dedicated to this project in the west of France.

Innovating with local stakeholders

PHYTOMER Group explores, innovates and discovers in partnership with local players. Here are two noteworthy examples of collaboration with Breton start-ups: Hitex and Polymar. Through financial and managerial collaboration, the Group supports their growth while guaranteeing their autonomy and the preservation of their DNA.

Firstly, Hitex specializes in the extraction, purification and fractionation of fluids using supercritical CO₂. PHYTOMER Group has been a partner of Hitex since its creation over 20 years ago. The company uses its know-how to extract and purify its active ingredients. This virtuous technique enables solvent- and chemical-free extraction of active ingredients, guarantees optimum performance, and reduces environmental impact by giving a second life to the CO₂ used in the process.

Secondly, since 2008, Polymar has been discovering, characterizing and selecting innovative molecules derived from marine micro-organisms for various industries. In 2011, PHYTOMER Group decided to take part in the project for its own business needs, with the particular aim of finding an alternative to synthetic polymers, which are known to add creaminess to cosmetic products. This alternative lies in exopolysaccharides, or EPS, developed over 10 years ago. Unlike synthetic polymers, EPS come from Breton micro-organisms, harvested using a virtuous, environmentally-friendly process. In fact, the advantage of this strategy is that it has no impact on biodiversity and ecosystems. On the contrary, it even helps to preserve natural resources.



7.2. COMMITTING TO SPONSORSHIP AND PHILANTHROPY



Social commitment

For the past ten years, the Group has been regularly donating professional products and treatments to local socio-aestheticians working in Brittany's hospitals, enabling them to offer a wellness break to vulnerable patients. To extend this care experience at home, patients are also offered PHYTOMER brand products.

PHYTOMER Group also offers women victims of violence gift vouchers for skincare experiences.

In the United States, our teams take part in the [Wellness for Cancer](#) program set up by the eponymous charity, which works to raise awareness of cancer by offering wellness experiences for all. The program, aimed at beauticians, consists in detecting signs and taking into account the disease from an emotional point of view, as well as establishing a care protocol adapted to cancer sufferers. It takes the form of a training module, which PHYTOMER Group runs in conjunction with the Wellness for Cancer association.

Commitment to the ocean

In parallel with this social commitment, PHYTOMER Group is committed to supporting associations and projects related to the environment. Thanks to its two core businesses - finished products and active ingredients - the Group is able to participate in a variety of ways, reaching out to different target groups. Two examples of actions carried out are noteworthy:

PHYTOMER x Time for the Ocean:

Since 2018, PHYTOMER has partnered with Time for the Ocean, an association that supports and implements artistic projects to protect oceans and coastlines. Its aim is to awaken the general public to the importance of protecting the oceans via the lens of contemporary art. To this end, the Group provides financial support for the SEA ART project, a series of documentary films directed by Maud Baignères, featuring engaged artists closely linked to the ocean.

SEA ART videos supported by Phytomer:

- Jason deCaires Taylor

A highly poetic film that takes us on a journey to Lanzarote to discover the underwater sculptures of this engaged artist.

- Julie Gautier

Freediving dancer Julie Gautier reveals her relationship with the sea, a true source of inspiration for her art.

- Fabrice Hyber

Visual artist Fabrice Hyber invites us into the heart of the ecological commitments that inform his work.

- Bianca Bondi

Artist Bianca Bondi expresses her love of the oceans through poetic & optimistic art that conveys the beauty and fragility of the marine ecosystem.

PHYTOMER also contributes to the organization of the "24 Hours for the Ocean" event, held every year in Deauville by Time for the Ocean. Stretching over 2 days, this gathering targets diverse audiences such as schoolchildren via workshops in partnership with the Tara Océan association, and the general public through the organization of a conference featuring several speakers on the themes of art and the sea. In addition to making a financial contribution, the Group is making its technical skills available to the organizers by producing communication materials for social networks.



Jason deCaires Taylor



Julie Gautier



Fabrice Hyber



Bianca Bondi



PHYTOMER Group x Corail Artefact:

Since February 2021, PHYTOMER Group has been supporting Corail Artefact, a project that brings together art, science and education, and whose aim is to try to find solutions against the degradation and disappearance of coral reefs around the world. Its creator, Jérémy Gobé, has invented a medium to help and accelerate the reproduction of coral reefs.

In 2023, Phytomer is strengthening its commitment to the sea with The Coral Planters association, which works to protect marine ecosystems through coral reef restoration, awareness-raising, education and scientific research. Phytomer is financing the construction of two coral reefs, scheduled to be launched in March and June.

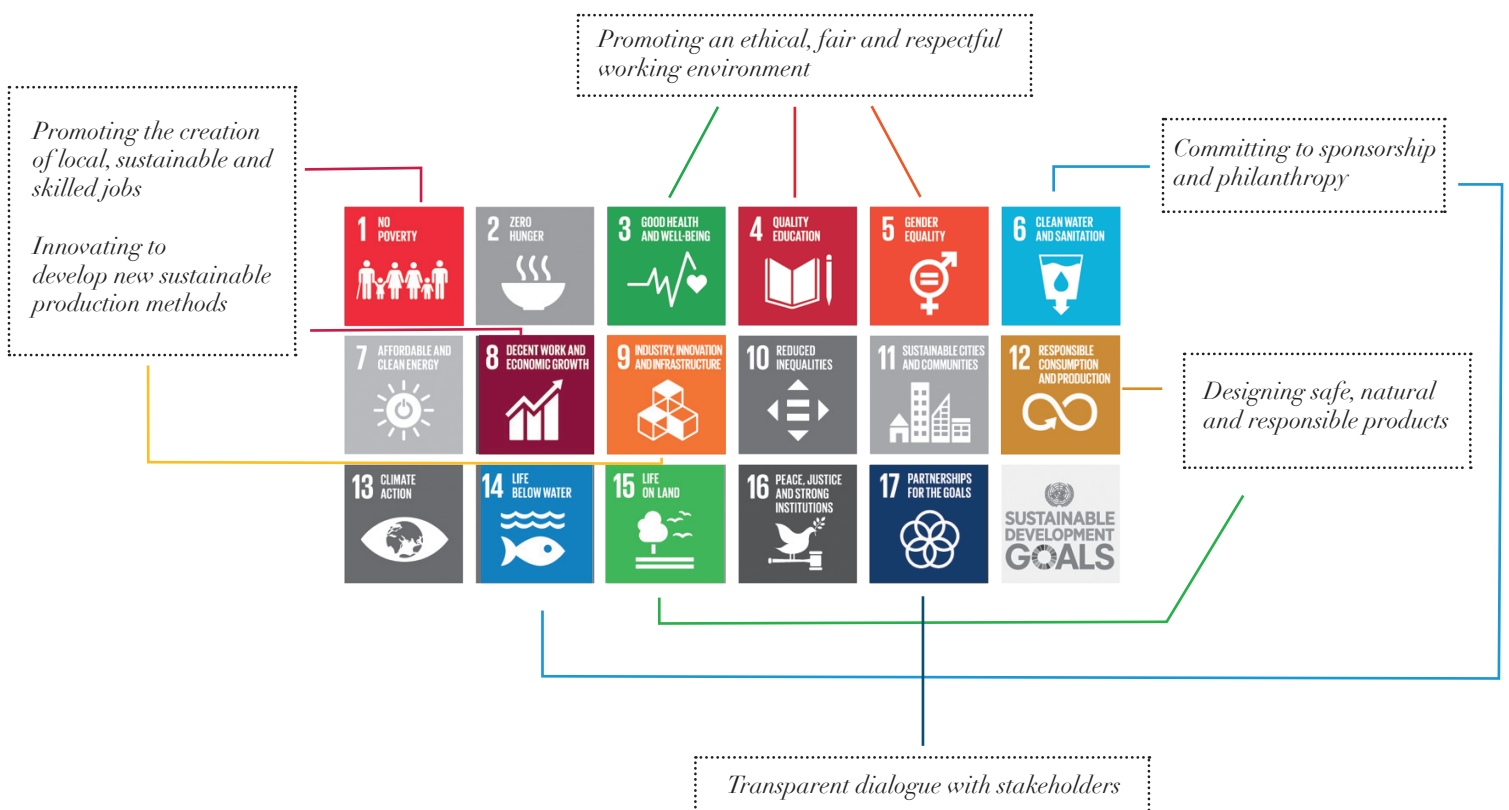


Getting involved with charitable associations

PHYTOMER supports 3 local initiatives in the Saint-Malo region.

- ÉMERAUDE VOILE SOLIDAIRE: Émeraude Voile Solidaire organizes outings at sea for vulnerable people experiencing all forms of suffering: physical handicap, mental disorders, loneliness or exclusion, long-term illness... The aim: to offer a respite to forget their suffering and discover new sensations.
- SIMON DE CYRÈNE: Phytomer supports the Simon de Cyrène association's project in Saint-Malo, which develops and runs shared homes on a human scale in city centers, where able-bodied people live together with people who have become disabled during their lives.
- SOCIO-ESTHETICS: PHYTOMER offers products to care for hospitalized patients and women who are victims of domestic violence.

PHYTOMER Group Actions & Link with UN Sustainable Development Goals (SDGs)



Acknowledgements and conclusion

08 Acknowledgements and conclusion

Acknowledgements and conclusion

Acknowledgements and conclusion

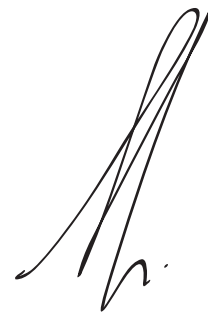
This 2022 CSR Report reflects the company's contribution to sustainable development in three areas: **the environment, social and economic.**

The Group is aiming for continuous improvement and intends to implement new commitments and actions to achieve this.

PHYTOMER Group would like to thank all the employees who made this report possible. Without their commitment and cooperation, data collection and feedback would not have been possible.

More generally, the Group would like to thank all its teams for their commitment and contribution to sustainable development through numerous tangible actions in the field.

Finally, as every report can be improved, PHYTOMER Group welcomes any comments you may have on its content.



Antoine Gédouin
President

