

Annual Report

PHYTOMER
Group

2024

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Introduction

A Word from Management: Acting Today to Preserve Tomorrow

Established in Brittany for three generations, PHYTOMER GROUP draws on a rich heritage of over 50 years of commitment, innovation, and passion. Since its founding in 1972, the company has extended far beyond its roots in Saint-Malo, driven by a clear mission:

enhancing the skin while preserving the environment.

True to its dual promise—to offer safe, effective, and skin-friendly products, and to protect the sea and nature—PHYTOMER GROUP places responsibility at the heart of its actions. The quality of its active ingredients and skincare products goes hand in hand with deep respect for natural resources, eco-responsible production, and employee safety.

Convinced that everyone has a role to play in addressing environmental and social challenges, the group continues its path toward greener, more thoughtful, and more human-centered cosmetics. This sustainable vision is reflected in concrete commitments: limiting resource use, preserving biodiversity, reducing the environmental impact of its activities, and enhancing quality of life at work.

This second CSR report marks a new milestone. It confirms the actions already taken at our sites and with our partners, while paving the way for new ambitions. It reflects our desire to go further, to innovate responsibly, and to continue to progress in the service of our clients, our teams, our partners, and future generations.

Antoine Gédouin
Président

Mathilde Gédouin-Lagarde
General Manager

Tristan Lagarde
General Manager

A Word from Management: Acting Today to Preserve Tomorrow

Born out of a deep passion for the sea and driven by the desire to share its benefits for the skin, PHYTOMER GROUP has been developing high-end, committed naturalcosmetics since 1972.

A family-run company based in Brittany, PHYTOMER GROUP designs and manufactures exceptional skincare products using natural marine ingredients, grown and extracted at the heart of its laboratories in the Bay of Mont-Saint-Michel. Each product is formulated in compliance with the strictest international quality and safety standards.

A specialist in skincare and wellness, PHYTOMER GROUP creates exclusive protocols for spas and beauty salons. These expert rituals are performed by recognized professionals in more than 10,000 points of sale across 80 countries around the world.

PHYTOMER GROUP has developed four complementary professional skincare brands to address all skin concerns and client needs:

PHYTOMER

One of the leading brands in the spa world. PHYTOMER creates treatments that combine innovation and naturality to maximize beauty and vitality.

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, at every stage of life and through every season.

Phytocēane

PHYTOCEANE brings together all the benefits of nature and its organic, natural ingredients to create wellness treatments that combine expertise, sensoriality, and travel.

Vie COLLECTION

A specialist in dermo-cosmetic products and treatments for spas, VIE COLLECTION is inspired by aesthetic medicine to offer a wide range of solutions for all skin aging concerns.

CODIF Technologie naturelle

The innovative strength of PHYTOMER GROUP is driven by the group's fifth entity: CODIF Technologie Naturelle is dedicated to the research, discovery, development, and commercialization of innovative and distinctive cosmetic active ingredients of marine, botanical, and biotechnological origin.

Our CSR Vision: Balancing Performance, Impact, and Responsibility

Since its founding in 1972, PHYTOMER GROUP has been driven by strong values centered on responsible innovation, respect for nature, and the ongoing search for a balance between economic development and societal responsibility. As a family-owned company specializing in the creation of natural cosmetics, PHYTOMER GROUP has made Corporate Social Responsibility (CSR) a strategic priority. Our commitments go beyond mere regulatory compliance; they reflect a deep determination to be a positive force, both for the environment and for society.

By aligning our growth strategy with our CSR commitments, we aim to become a benchmark in sustainable cosmetics. We firmly believe that long-term success depends on our ability to create value for our customers, our partners, and the planet as a whole. That is why we continue to innovate while remaining true to our values of respect, ethics, integrity, and sustainability.

PHYTOMER GROUP places nature and people at the heart of its development. Its ambition is clear: act today to preserve tomorrow. This is expressed through a global approach, structured around four fundamental pillars.



Our CSR Vision: Balancing Performance, Impact, and Responsibility

1. ENVIRONMENT: PRESERVING NATURAL RESOURCES AND BIODIVERSITY

PHYTOMER GROUP places environmental preservation at the core of its strategy. The company takes concrete action to reduce its ecological footprint by optimizing resource usage, promoting the circular economy (reduce, reuse, recycle), and ensuring production meets the highest environmental quality standards. Committed to the ocean and all living things, PHYTOMER GROUP also works to preserve biodiversity through responsible sourcing and eco-friendly research that safeguards the sustainability of natural resources and ecosystems.

2. SOCIAL: ENSURING HEALTH, SAFETY, AND WELL-BEING FOR ALL

Understanding that people are the foundation of performance, PHYTOMER GROUP implements an ambitious social policy focused on health, safety, and workplace well-being. Concrete actions are taken to improve workstation ergonomics, strengthen skills, and promote access to continuous training. Additionally, the company supports philanthropic projects aligned with its values and local presence to contribute positively to society.

3. RESPONSIBLE PURCHASING: PRIORITIZING TRACEABILITY AND SUSTAINABILITY

PHYTOMER GROUP follows a responsible purchasing policy based on lasting, trust-based relationships with its partners. The company is committed to ensuring traceability throughout its supply chains, sustainable sourcing practices, and close collaboration with strategic suppliers. This collaborative approach enables the co-construction of ethical, resilient, and environmentally respectful supply chains, while ensuring the quality of raw materials used in its products.

4. ETHICS: EMBODYING TRANSPARENCY AND INTEGRITY

Ethics are a fundamental pillar of PHYTOMER GROUP's identity. The company ensures it acts transparently and in full compliance with regulations in France and internationally. It upholds human rights, promotes integrity in all interactions, and trains employees to prevent corruption. This ethical culture runs through all internal and external practices, ensuring the trust of our stakeholders.

Our Stakeholders: Listening, Dialoguing, Building Together

To ensure the reliability and transparency of its approach, PHYTOMER GROUP relies on several internationally recognized standards and frameworks:



EcoVadis

EcoVadis is a globally recognized assessment platform that evaluates CSR performance based on environmental, social, ethical, and responsible purchasing criteria.

The EcoVadis rating places PHYTOMER GROUP among the most committed companies in sustainable development across these key areas. In 2024, PHYTOMER GROUP received the EcoVadis Gold Medal for the sixth consecutive year, achieving a score of 78/100, ranking PHYTOMER GROUP in the 98th percentile of all evaluated companies.



UEBT (Union for Ethical BioTrade)

UEBT is a non-profit association that promotes sourcing practices that respect biodiversity and people.

PHYTOMER GROUP aligns with this approach by ensuring traceability and ethical practices in its natural supply chains. On the one hand, PHYTOMER GROUP supports CODIF Technologie Naturelle's membership in UEBT and the implementation of an improvement and monitoring plan for sourcing practices. On the other hand, PHYTOMER GROUP has commissioned UEBT to assess its priority supply chains based on the UEBT global standard.



ECOCERT / COSMOS

ECOCERT and COSMOS certifications guarantee environmentally-friendly formulations with natural-origin ingredients and controlled production processes. These certifications confirm the company's commitment to organic, transparent, and responsible cosmetics. A number of PHYTOMER GROUP's products and active ingredients are certified.



ISO 14001

The ISO 14001 certification validates the implementation of a structured environmental management system at the production site, aimed at reducing the environmental impact of industrial activities.

PHYTOMER GROUP obtained certification in July 2023, which is valid until 2026 with annual monitoring.



RSPO (Roundtable on Sustainable Palm Oil)

PHYTOMER GROUP supports the production of sustainable, traceable palm oil that respects biodiversity and local communities through RSPO certification.



Global Compact (ONU)

As a signatory of the United Nations Global Compact since 2021, PHYTOMER GROUP is committed to upholding ten fundamental principles relating to human rights, labor standards, the environment, and anti-corruption.

In Figures: Key Commitments of the Period

To better manage our CSR strategy, PHYTOMER GROUP has developed an ambitious roadmap supported by clear performance indicators. We have defined a number of commitments and objectives with associated reporting tools to track their progress over time.

2024 STATUS OF OUR CSR COMMITMENTS

GREEN ENERGY

100%

Commitment
100% OF ELECTRICITY CONSUMPTION
FROM RENEWABLE ENERGY SOURCES BY 2025

WATER

100%

Commitment
TO REDUCE WATER CONSUMPTION BY 5% PER
QUANTITY PRODUCED BY 2025

RECYCLING

75%

Commitment
80% OF WASTE RECYCLED, REUSED BY 2025

PACKAGING

32%

Commitment
TO USE 100% RECYCLED OR BIOSOURCED
PLASTIC IN PACKS PRO AND CTN BY 2030

VALUE CHAIN

17%

Commitment
100% OF PRIORITY ALGAE AND PLANT VALUE
CHAINS AUDITED BY 2030

GOOD PRACTICES

65%

Commitment
100% SEAWEED & PLANT SUPPLIERS TO SIGN GOOD
PRACTICE CHARTERS BY 2027

PARITY

100%

Commitment
30% OF KEY POSITIONS HELD BY WOMEN BY 2025

TRAININGS

5.6H

Commitment
15H TRAINING ON AVERAGE PER YEAR/EMPLOYEE

ANTI-CORRUPTION

95%

Commitment
100% OF EXPOSED EMPLOYEES TO RECEIVE
ANTI-CORRUPTION TRAINING BY 2025

RESPONSIBLE PROCUREMENT

55%

Commitment
100% OF SUPPLIERS TO SIGN THE CSR APPENDIX
SUPPLIER COMMITMENT IN THE CHARTER BOOK

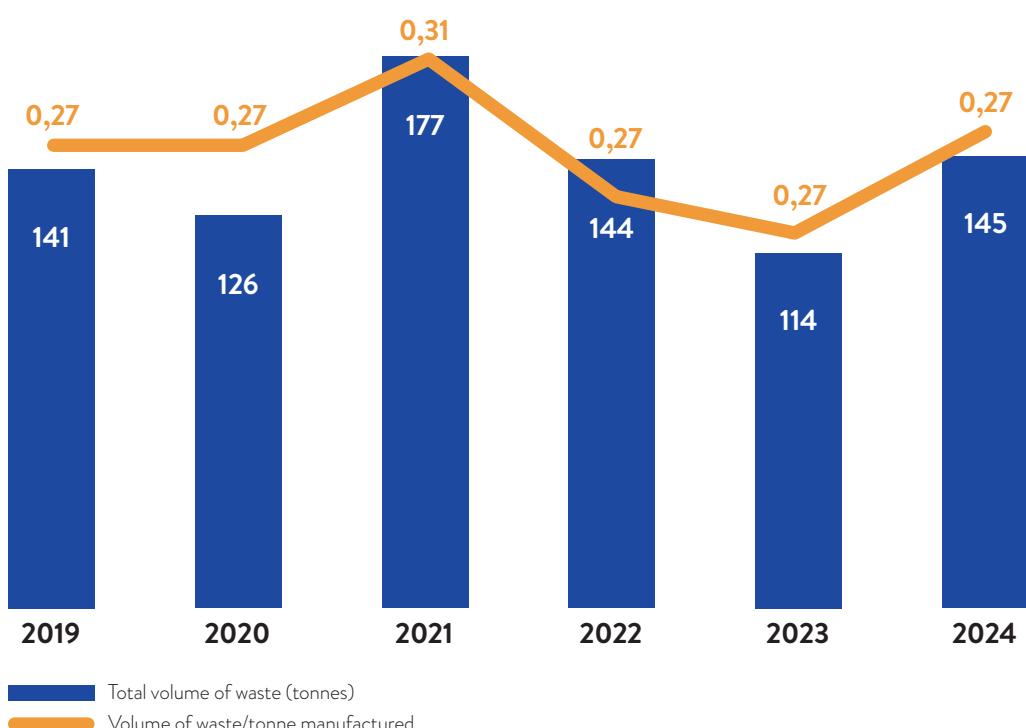
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Preserving Our Planet:
At the Heart
of Our Environmental Responsibility

1.1 Reduce, Reuse, Recycle: Towards a More Circular Production Model

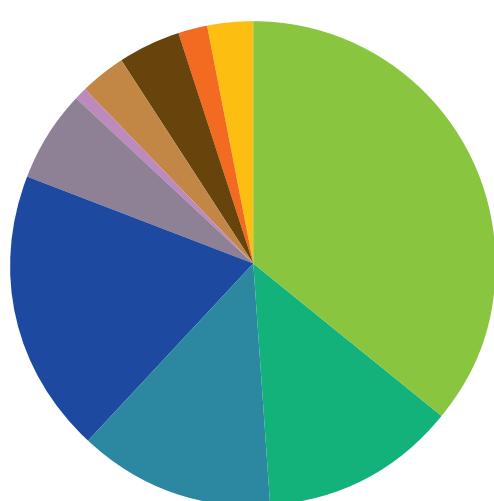
RESOURCE OPTIMIZATION AND WASTE REDUCTION

At PHYTOMER GROUP, combating wastage and limiting refuse production are not optional—they are priorities. In a context where the circular economy is becoming a necessity, we have embarked on a **transformation of our industrial practices by promoting source reduction, material reuse, and waste recycling**. The figures presented here reflect the efforts made to embed our activities within a sustainable and resource-efficient framework.



Since 2021, the group has been working on resource optimization and reducing the refuse produced.

Our ratio of waste volume generated per ton of products and active ingredients manufactured has been reduced by 14% compared to 2021.



In 2024, the amount of waste we generated increased. Part of this rise is linked to the increased volumes of algae required for the production of active ingredients (+18 tons in 2024). Note that once the elements of interest are extracted, the algae are sent to a composting center.

Other factors contributing to this increase include: the destruction of paper archives (3.7 tons in 2024) and a significant one-time destruction of cosmetic waste (11.5 tons).

- Algae / Plants: 36%
- CIW: 13% (e.g. filters, raw materials, non-recyclable packaging, etc.)
- Cardboard: 13%
- Cosmetic waste: 19% (e.g. rejects, discontinued references, etc.)
- Hazardous waste: 6%

- Metals: 1% (e.g. raw material drums)
- DASRI : 3%
- Empty plastic packaging: 4%
- Plastic film: 2%
- Paper: 3%

1.1 Reduce, Reuse, Recycle: Towards a More Circular Production Model

IMPLEMENTATION OF REUSE LOOPS AND PACKAGING RECYCLABILITY

PHYTOMER GROUP recycles and recovers waste across a broad spectrum: paper, cardboard, glass, metal, plastic, etc., as illustrated by the following three examples:

- Recycling of single-use polypropylene lids and buckets used for sampling raw materials, which are transformed into plastic pellets.
- Recycling of packaging drums (from 1 to 30 liters), bulk containers (from 30 to 150 liters), and discarded bottles, also transformed into plastic pellets.
- Recycling of IT equipment in partnership with a local company: computers, monitors, printers, telephony, cables, and peripherals.

Plastic pallets used for transferring ingredients from the weighing area to the manufacturing workshop are cleaned and reused.

Thanks to the protection of a liner, 220-liter plastic drums intended for bulk storage of cosmetics are reused by an external service provider.

1,000-liter tanks that have contained raw materials (seawater, glycerin, etc.) are sold at a reduced price to employees to give them a second life (e.g., as rainwater collectors). Each year, about a hundred tanks are repurposed.

ECO-DESIGN POLICY

Reusing resources is also a crucial issue. The group uses co-products from the extraction process, carried out by HITEM, as mulch for its greenhouses. The use of supercritical CO₂ allows for dry extraction. This enables the remaining algae and plants, once the active ingredients are extracted, to be used as mulch for the 4,000 m² of greenhouse organic plant cultivation. The sea salt contained in these co-products offers a dual benefit: eradicating weeds on the one hand and providing essential nutrients for plant growth on the other.

Similarly, **100 % of the algae cultivated in the group's photobioreactors has a second life after the active ingredients are extracted**. It is composted. PHYTOMER GROUP collaborates with a local company that collects the co-products and transforms them into compost for various uses, such as garden fertilizer, for local businesses.

Furthermore, PHYTOMER GROUP has implemented a customer refill system for certain product lines packaged in glass jars.

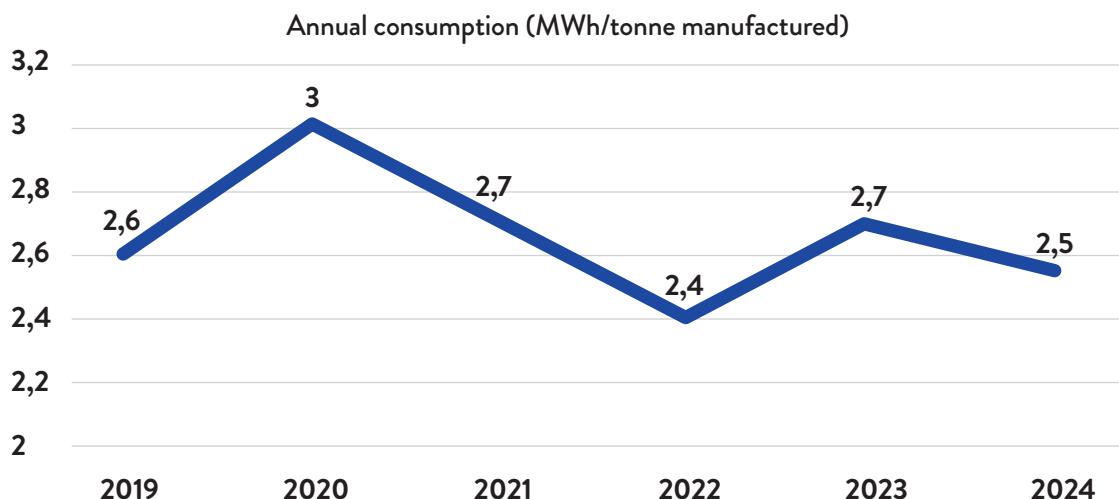


1.2 Consume Less, Consume Better

Energy transition is imperative for all companies. Facing climate challenges, PHYTOMER GROUP has set ambitious goals regarding energy consumption and water management. This subsection presents our concrete actions to reduce our energy impact, prioritize renewable energies, and control our water consumption, all while ensuring a high level of industrial performance.

RENEWABLE ENERGIES AND ENERGY CONSUMPTION CONTROL

For many years, PHYTOMER GROUP has held a green electricity contract with EDF, and **100% of the energy used across all sites and reinjected into the electrical grid is of renewable origin**.



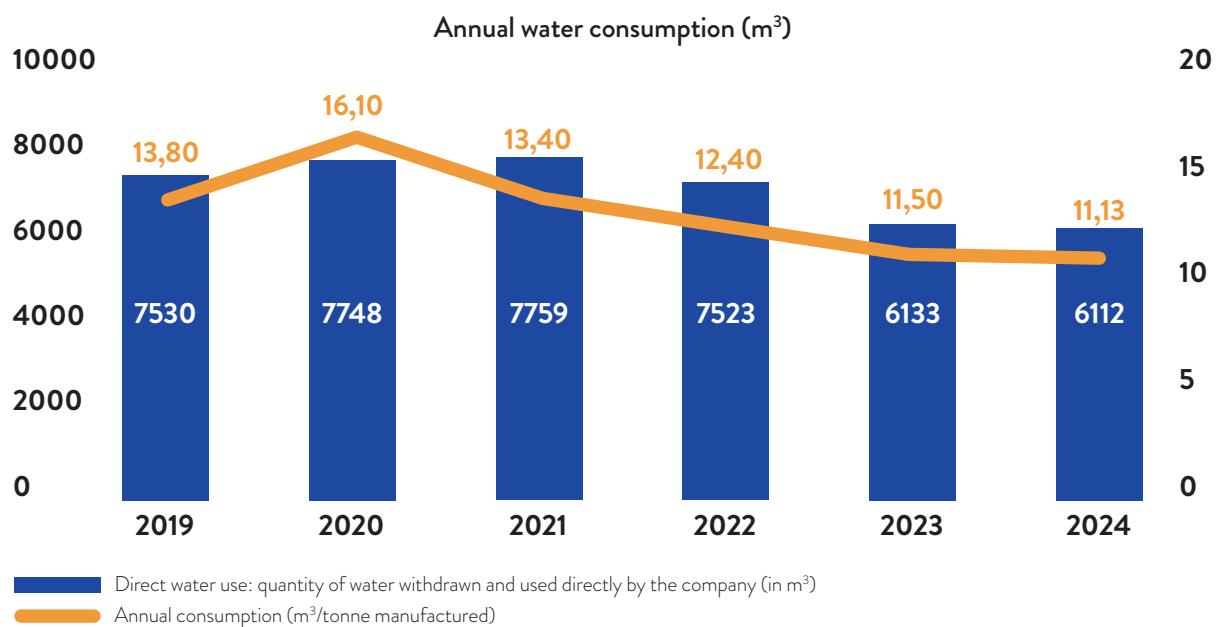
We have also held a green gas contract since November 2021. This applies to the administrative sites, the training center, and the spa located in Saint-Malo, totaling three buildings.

In 2025, the company plans to install sensors to precisely measure and understand electricity consumption and optimize our production tools accordingly.

1.2 Consume Less, Consume Better

REDUCING WATER FOOTPRINT: BETTER WATER MANAGEMENT

Relatively stable since 2019, water consumption is mainly due to cleaning of the machines used for manufacturing and packaging cosmetics, a process essential to ensure product safety and compliance. **Since 2021, our water consumption per ton produced has decreased by 17%.**



To reduce its water consumption, PHYTOMER GROUP changed the cleaning method for algae cultivation tanks in 2021. This operation is now carried out with steam, saving 3 m³ per tank, and reducing the use of detergents and other chemicals previously used.

The total annual saving is estimated at 1,000 m³

At the end of 2022, a new cooling unit was installed on a reactor used for hot extraction of active ingredients. These cooling units aim to save water through a “closed-loop” cooling system. The closed-loop involves recirculating the same water within the machine, which generally requires little or no additional water after the system's initial fill.

A second cooling unit was installed in 2024 for the cosmetics division, particularly for cooling the 1-ton planetary mixer used for manufacturing lotions and milks.

The objective for 2025–2026 is to switch to steam disinfection in the cosmetics workshop to reduce the use of chemical disinfectants and limit our water consumption.

1.2 Consume Less, Consume Better

Protecting water resources also means preserving their quality to prevent any pollution of natural water bodies.

Since 2007, downstream of the pre-treatment station, the group has used filtering gardens to decontaminate production water released by the production center. Filtering gardens are landscaped areas dedicated to decontamination by plants, in the form of natural purifying ecosystems. They offer dual benefit; in addition to their wastewater treatment function, they contribute to creating an ecological habitat for biodiversity.

Three types of gardens are present at our production site in Roz-sur-Couesnon:

- 1. Vertical gardens** treat pollutant waste and have a decontaminating effect on nitrogen and phosphorus.
- 2. Horizontal gardens** decontaminate saline-rich waters, potential heavy metals, and hydrocarbons.
- 3. Willow gardens** decontaminate potential heavy metals, nitrogen, and phosphorus, and have a disinfecting power.

To ensure the proper functioning of these filtering gardens, PHYTOMER GROUP conducts monthly measurements of industrial discharges to ensure compliance with the current regulatory decree (Ministerial Decree of 21st July 2015 relating to collective sanitation systems and non-collective sanitation installations). Following these measurements, various corrective actions have been taken: complete overhaul of the filtering gardens in 2020; addition of draining materials for higher water quality; creation of a buffer basin to collect effluents and smooth their flow to the gardens to ensure better treatment by them.

Amount of water treated by the pre-treatment station, then by the filtering gardens in 2024:

8,531 m³



1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

The sea and coastal plants are at the heart of our identity and innovation. Protecting biodiversity is therefore an imperative that guides our sourcing choices and harvesting practices. This section highlights the commitments and initiatives that enable PHYTOMER GROUP to reconcile performance and respect for life, particularly in the sustainable management of our algal and plant sectors.

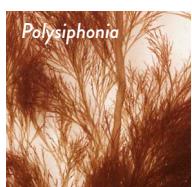
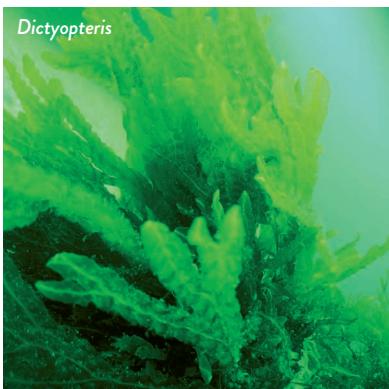
COMMITMENTS TO RESPONSIBLE AND REGULATED HARVESTING

PHYTOMER GROUP has always reflected on how the group can positively contribute to the preservation of biodiversity and the people involved.

Regarding supply chains, PHYTOMER GROUP acts internally through the R&D, Purchasing, and CSR Departments and through the UEBT since 2021. The Union for Ethical BioTrade supports and verifies companies' commitments to sourcing natural ingredients to contribute to a world where people and biodiversity thrive.

On the UEBT level, the group commits in two ways:

- By evaluating its priority supply chains with the help of UEBT evaluators.
- By committing as a company to an action plan developed by the UEBT and adapted to the company's maturity level.



In parallel, we launched a **study project in 2022 on the abundance and impact of three algae of interest** within our activities.

Objective: define the studies to be conducted and the programs to be implemented when developing an active ingredient from a new raw material. The goal is to ensure that harvesting a plant or algae does not impact natural resources or biodiversity. The project, which is to be established over a period of 2 to 3 years, aims to identify new algae harvesting sites

throughout the Brittany region; map the presence of the resource; categorize it as overabundant or not, vulnerable or not; define its impact on biodiversity; and finally choose the supply method, harvesting or cultivation, based on the results obtained.

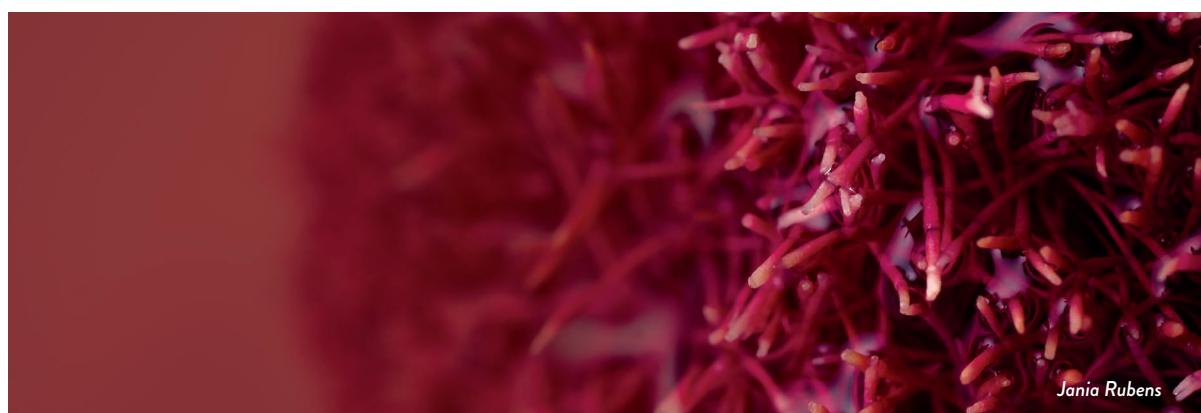
In 2024, PHYTOMER GROUP updated **its sustainable harvesting charter for seaweed and plant suppliers**. This charter is based on recommendations from the AFC (French association of professional wild plant gatherers) and enriched by the internal practices of PHYTOMER GROUP's partners. It sets guidelines for precise botanical identification, the selection of non-sensitive sites, and health assessments to preserve biodiversity. Harvesting pressure is limited to one-third of natural populations, with documented monitoring via a harvesting logbook and regular observations. Techniques must respect plant biological cycles, use appropriate tools, and ensure responsible site management. Harvesters benefit from protective equipment and working conditions that comply with social rights. The charter also promotes responsible relations with landowners and encourages continuous training for stakeholders. It ensures the economic viability of the activity by incorporating all associated costs. By committing to this charter, suppliers actively contribute to **resource preservation and ecosystem protection for future generations**.

1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

RESEARCH AND INNOVATION THAT RESPECTS LIVING ORGANISMS

PHYTOMER GROUP is committed to responsible cosmetics by prioritizing locally-sourced ingredients from Brittany, cultivated with respect for the sea and surrounding ecosystems. To avoid the impact of wild harvesting, PHYTOMER GROUP has been developing seaweed cultivation programs for several years, directly on its production site.

Alongside innovative start-ups, our team of 30 researchers has developed a unique photobioreactor cultivation process, ensuring the purity and effectiveness of the active ingredients without drawing from natural habitats. This applies notably to *Jania rubens*, a Breton red algae essential to seabed balance but both rare and fragile (it grows only 1 cm in 3 years in the wild). Thanks to our technology, we can cultivate it 20 times faster without depleting the natural resource. Since 2019, **nearly 1,300 kg of dry Jania have been produced, showcasing our ability to combine innovation, cosmetic performance, and biodiversity preservation.**



Reducing the environmental impact of the company requires measuring it—at the level of each active ingredient, product, or the entire group. Firstly, PHYTOMER GROUP conducts ecotoxicity and biodegradability analyses for every active developed, to prevent terrestrial and aquatic pollution and protect the environment overall: **100 % of our actives have passed ecotoxicity and biodegradability tests.** While not currently mandatory, these tests have been carried out by our researchers for the past 5 years, with an annual investment of €150,000.

To gain precise data on the impact of its active ingredients, PHYTOMER GROUP launched a Life Cycle Assessment (LCA) in May 2022 on 7 actives and 1 finished product. Conducted by expert consultants, this LCA allows us to evaluate and improve the performance of these extracts and the finished product through a process of continuous improvement. Since 2023, we have been working on our manufacturing processes, ingredient selection, energy consumption, and even our packaging. We collaborate with our suppliers because many impact reduction opportunities depend on technological solutions (e.g., recycled plastics, low-impact preservatives, etc.).

1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

ACTING LOCALLY TO PROTECT THE SURROUNDING ECOSYSTEM

Since 2021, PHYTOMER GROUP has been privately investing in biodiversity initiatives at its production site located in the Bay of Mont-Saint-Michel.

	<i>Eco-grazing</i>	<i>Soil assessment of greenhouses and meadows</i>	<i>Planting of hedgerows</i>	<i>Ecological assessment</i>	<i>Green space management</i>	<i>Reduction of light pollution</i>	<i>Sowing of wildflowers</i>	<i>Installation of shelters and nesting boxes</i>	<i>Creation of a biodiversity sanctuary</i>
	2021	2022	2023	2024	2025				

TIMELINE

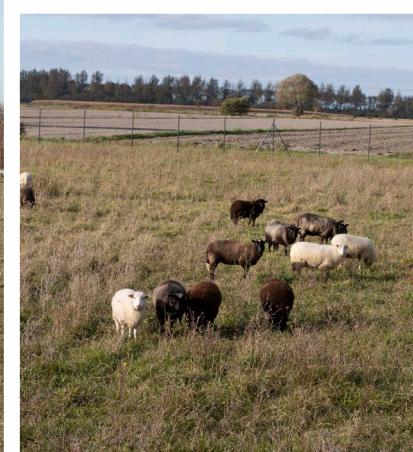
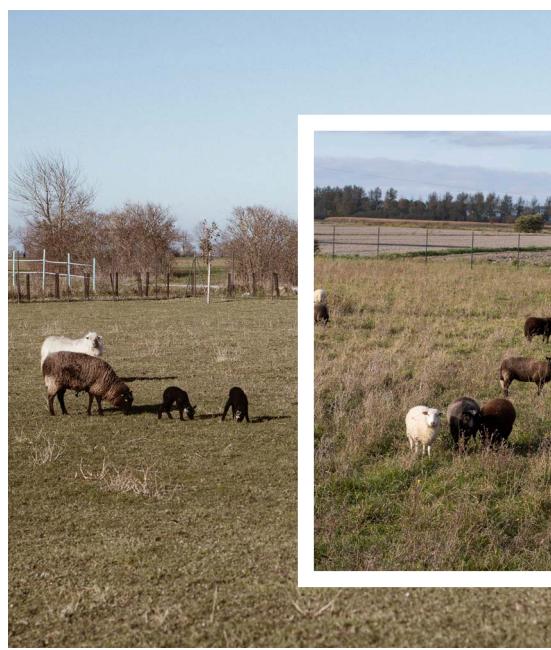
2021 - Sheep at production site

Objective:

Eco-grazing and reducing the company's carbon emissions

Under an annual contract with "Les Moutons de l'Ouest"; the group welcomes about fifteen sheep to the production site to maintain green areas.

The sheep move between two grazing areas spanning over **13,000 m²**. Eco-grazing reduces the number of mowings and brushings per year, thereby lowering CO₂ emissions. This simple and ecological ancestral practice, brought back into use, helps reintroduce declining breeds and improves the work environment for employees.



1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

2022 - Soil studies in the greenhouse and meadows

Objective:

Carry out a pedological assessment to determine soil health and define the fertilization/amendment needs for the current crops.



2023 - Hedgerow planting

Objective:

Provide ecosystem services (habitat for local fauna, replanting native species, carbon storage to limit site impact, windbreak, and climate adaptation asset)

This planting project totals 445 linear meters of double-row hedges, or 577 trees across 5 sections. The species are certified by the “Végétal Local” label, which guarantees indigenous species from Breton seeds.



1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

2023 - Ecological site assessment

Objective:

Inventory biodiversity on and around the production site (study of filtering gardens and the biodiversity developing there, study of soils in the organically cultivated greenhouse plots and surrounding woodlands, meadows, ditches). Study conducted by ecologist Anthony Boureau.



This study included four stages:

Inventory of plant and animal species near the production site and in Roz-sur-Couesnon, with mapping and bibliographic research to evaluate conservation priorities.

- Pedological and microbiological analysis of soil in greenhouse plots and meadows: soil properties, metagenomic analysis of fungi and bacterial populations.
- Evaluation of farming and mowing practices to assess their support of biodiversity development.
- Action plan defined based on result.

This study will be repeated every three years, with the next scheduled for 2026 to monitor our actions and their impact on local biodiversity

2024 - Changes in green space management practices

Objective:

Encourage plant diversity in the organic meadow.

We transitioned from a practice of mulching the meadow to late mowing with removal of plant matter. Mowing helps reduce soil richness, limiting grass dominance and allowing less competitive plants to establish. Residues must be removed to avoid organic matter build-up and to promote plant regeneration. To favor biodiversity, mowing should be done 10-15 cm above the ground.

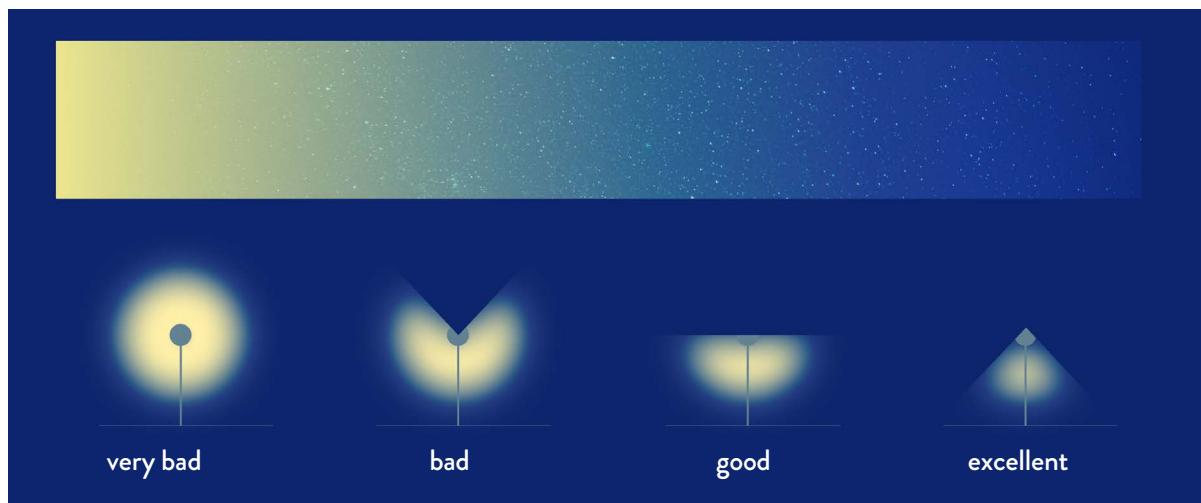
1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

2024 - Reducing light pollution on site

Objective:

Limit disturbance caused by site lighting—avoiding disruption to bats and birds (insect predators) and reducing energy consumption.

The maintenance team worked to reorient floodlights at the factory and set automatic timers to ensure safety without disturbing wildlife. We also reduced the number of exterior lights. Spotlights are gradually being replaced with more suitable low-intensity lighting.



TOMORROW? 2025 - Sowing of local wildflowers

Objective:

Attract pollinators and beneficial insects (near greenhouse), limit pests.



1.3 Preserving Biodiversity: Protecting Our Source of Inspiration

TOMORROW? 2025 - Installation of shelters and nesting box

Objective:

Reduce nuisance insects (e.g., mosquitoes) and attract predator species to naturally regulate rodent populations entering buildings.

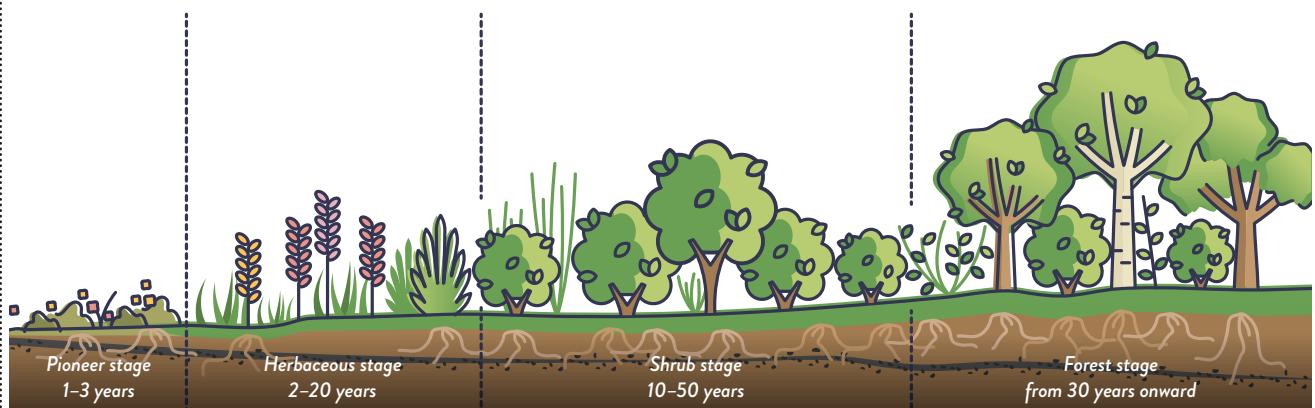
The 2022 ecological assessment identified four species that would benefit: Common pipistrelle (bat), Common swift, Kestrel, and Little owl.



TOMORROW? 2025 - Creation of a biodiversity sanctuary

Objective:

Designate a fenced area without human intervention within one of the eco-grazed meadows. We will install fences to isolate a 200 m² area where nature can reclaim its space. Ecological succession should become quickly visible, allowing observation of spontaneous woodland emergence. We will document this process and identify present species. Once established, the grove will offer multiple ecosystem services: attracting pollinators and birds, pest control, refuge/food area, ecological continuity between forest and hedges, and carbon storage.



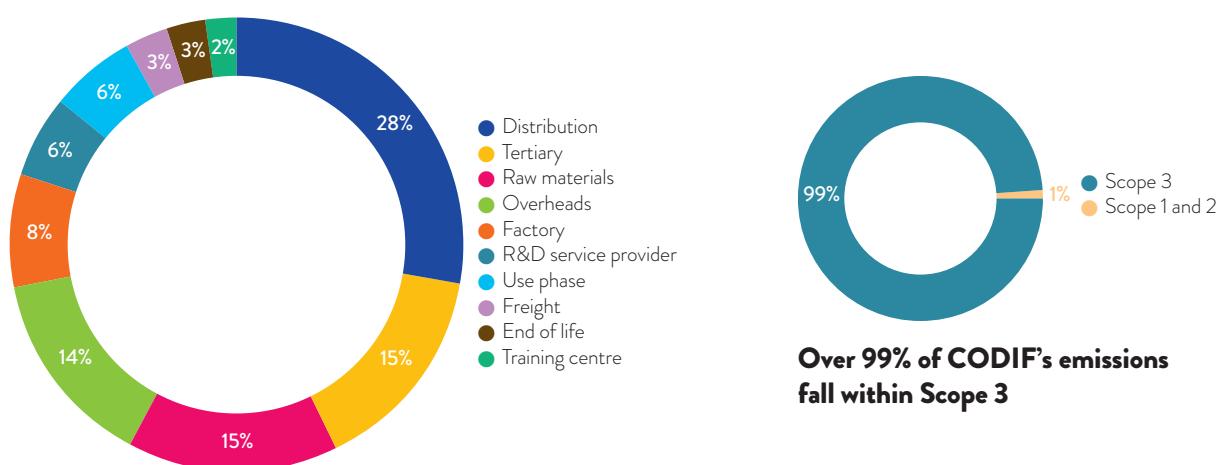
1.4 Environmental Quality Serving Performance

At PHYTOMER GROUP, environmental quality is a core component of overall performance. Our production site is ISO 14001 certified, and our processes are regularly audited. This section outlines the standards we follow, the indicators we track, and the actions implemented at all organizational levels.

CARBON FOOTPRINT: MEASURING TO BETTER ACT

In 2023, PHYTOMER GROUP took a significant step in its climate strategy by conducting a carbon footprint assessment for the 2022 fiscal year, supported by a specialized consultancy. The calculation followed the GHG Protocol standard. The scope included: all PHYTOMER GROUP-related activities, its four cosmetic brands, PHYTOMER GROUP, administrative buildings, the Saint-Malo spa, and the Roz-sur-Couesnon production facility. We covered scopes 1, 2, and 3.

This comprehensive analysis showed emissions totaling 5,950 tons of **CO₂ equivalent (t CO₂e), across all categories.**



The assessment revealed that product distribution alone accounts for 28% of our total emissions, making it a key focus area for decarbonization. This is especially important since it largely depends on the transportation choices made by our clients. Air shipments represent 97% of this category, even though they account for only 38% of distributed products. Air freight has 21 times the carbon intensity of road transport and more than 200 times that of maritime shipping.

The two next largest contributors, each representing 15% of our impact, are:

- The tertiary sector, primarily business travel,
- Raw materials, with most impact coming from ingredients used in our cosmetic products (glycerin, fatty acids, vegetable oils).

In contrast, our production site is a very low emitter, at just 60 t CO₂e.

This figure highlights the efficiency and resilience of our industrial facility, optimized to consume little and produce cleanly, in line with best environmental practice.

1.4 Environmental Quality Serving Performance

In 2024, PHYTOMER GROUP launched an ambitious climate action plan based on this diagnostic. Our strategy aims to reduce emissions from the most impactful sources while engaging our entire ecosystem in a transition. We seek alignment with SBTi reduction targets, aiming for a 6% annual emissions reduction.

We have initiated dialogue with our clients to raise awareness about transport choices, encouraging the use of maritime freight over air freight.

In parallel, many complementary actions are underway. These include optimizing business travel, eco-design and ingredient selection for our products, supplier and subcontractor selection, and internal team awareness on decarbonization.

By precisely measuring our footprint, setting clear targets, and engaging all stakeholders, PHYTOMER GROUP is taking proactive steps to reduce greenhouse gas emissions and contribute to international climate goals.

CERTIFICATIONS, STANDARDS AND MONITORING INDICATORS

Designing safe, natural, and committed products to ensure quality, traceability, and compliance is a key issue for customer health and safety.

To ensure continuous improvement of its quality approach, the group's Quality, Health, Safety, and Environment policy defines four priorities, as follows:

- Evolve our quality system toward a pharmaceutical culture of risk management while remaining pragmatic.
- Ensure the highest possible customer satisfaction while guaranteeing full traceability of our production.
- Develop employee skills and engagement through continuous training.
- Strengthen interactions with our clients and suppliers for improved responsiveness.

At PHYTOMER GROUP, quality goes beyond the effectiveness of our products. It encompasses all our industrial, environmental, and social practices. In this regard, we have chosen to rely on rigorous, internationally-recognized standards that guide our actions, structure our continuous improvement, and ensure transparency in our commitment.

1.4 Environmental Quality Serving Performance

To guarantee impeccable product quality, PHYTOMER GROUP strictly adheres to the “Good Manufacturing Practices (GMP) for cosmetic products” defined by ISO 22716, an international quality standard. GMP guidelines ensure the reproducibility and quality of cosmetic product manufacturing. These required measures cover all stages from production processes to control, storage, and shipping of cosmetic products. Since 2012, the company has been one of the first cosmetic firms recognized for its good manufacturing practices according to ISO 22716. Since then, the production site has been audited and certified annually by the independent third-party organization DEKRA. It is worth noting that this audit is not mandatory but rather a voluntary choice by the group, reflecting our commitment to transparency.

The ISO 14001 standard defines the framework for setting up our environmental management system. In July 2023, the production site in Roz-sur-Couesnon was certified ISO 14001. This certification testifies to our ability to ensure the performance of our system by integrating our environmental actions into a global, cross-functional approach, and to identify, control and reduce our environmental impact while complying with the regulations in force. It involves constant evaluation of our consumption, emissions, and environmental risks, and aligns with a logic of continuous improvement.

The quality and safety of the group's products are based on rigorous scientific standards, from raw material selection to market release. All our formulas are developed in compliance with the strictest European regulations, notably REACH and EU Cosmetic Regulation No. 1223/2009, ensuring human health protection, ingredient transparency, and risk management related to chemical substances.

Every ingredient and finished product is evaluated by an international panel of experts (toxicologists, dermatologists, biologists, etc.) through a series of tests validating their safety, efficacy, and tolerance—even when not required by regulation. This voluntary approach applies to all new launches and reformulations.



1.4 Environmental Quality Serving Performance

We also apply a demanding formulation policy:

- 95% of our catalog is vegan-friendly,
- No animal testing is conducted, in line with our values and European regulations,
- Our ingredients are predominantly marine and natural in origin, and the synthetic ingredients we use meet three strict criteria: scientifically-proven efficacy, validated safety, and guaranteed purity.

Finally, three complementary mechanisms ensure quality monitoring and ongoing transparency with our stakeholders:

1. Cosmetovigilance, which monitors and addresses any adverse reactions related to the use of our products.
2. The “sensitive questions” process, dedicated to handling specific customer inquiries (naturalness, efficacy, allergens, recyclability, etc.).
3. Complaint management, which centralizes non-compliance reports and initiates corrective actions when necessary.



1.4 Environmental Quality Serving Performance

All levels of the company are involved in guiding our actions, adjusting our practices, and reinforcing our quality and continuous improvement approach.

Innovation and R&D	<ul style="list-style-type: none">◦ Technical expertise of ingredients: safety, analytics, microbiology◦ Safety and tolerance of formulas, cosmetovigilance◦ Formula–packaging compatibility testing◦ Technical monitoring of packaging and ingredients
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Regulatory Affairs	<ul style="list-style-type: none">◦ Regulatory compliance of ingredients, formulas, and products◦ Compliance of product claims◦ European and international regulatory watch
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Purchasing and Sourcing	<ul style="list-style-type: none">◦ Ingredient approval process◦ Supplier evaluation◦ Component quality control
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Production	<ul style="list-style-type: none">◦ Compliance with “Good Manufacturing Practices” standards defined by ISO 22716◦ Quality control of bulk and finished products
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Distribution	<ul style="list-style-type: none">◦ Service quality across distribution networks◦ Monitoring and processing of customer complaints◦ Product approval by local authorities

INTERNAL AWARENESS AMONG EMPLOYEES

At PHYTOMER GROUP, the success of our CSR strategy relies on the support and involvement of all employees.

In 2023, all staff members were informed about the key pillars of our CSR approach, with a particular focus on the actions already implemented-and those to come-in favor of biodiversity, the climate, and reducing our environmental footprint.

In 2024, this momentum grew with the participation of 45 volunteer employees in the “2 Tonnes Workshop”, an immersive and participative experience aimed at understanding both individual and collective levers to achieve the Paris Agreement targets. By projecting participants into various action scenarios through 2050, the workshop encouraged cross-functional dialogue and sparked ideas to accelerate our low-carbon transition.

In 2025, a review of the CSR initiatives will be presented during the inauguration of the new spa and training center, celebrating our progress and further embedding CSR into our corporate culture.



2

Putting People First: A Strong and Tangible Social Commitment

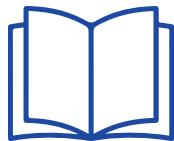
2.1 A Healthy and Safe Work Environment

The well-being and safety of our employees are fundamental. In a sector where industrial rigor is essential, PHYTOMER GROUP ensures a healthy, safe, and adapted working environment. This section outlines the measures implemented to prevent risks, protect staff, and improve working conditions.

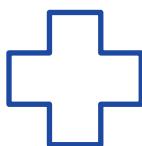
HEALTH AND SAFETY POLICY: ANTICIPATING RISKS, PROTECTING TEAMS



Since 2021, the company has had two full-time employees dedicated to Safety and Environment (SE). The health and occupational safety management system aims to improve risk management and the effectiveness of prevention and employee awareness campaigns. This includes better risk management and proactive prevention efforts with staff. The goal is to identify risks as early as possible—physical and mental health, worker safety—in order to implement mechanisms that improve working conditions and reduce accidents and occupational illnesses.



Each new hire receives job-specific safety training (e.g., procedures for machine use to prevent accidents, chemical hazards, etc.). After any work-related accident, PHYTOMER GROUP investigates the cause through a follow-up document. This document also tracks the implementation of corrective actions such as purchasing additional equipment or reorganizing workstations. This serves as a reminder that safety protocols must be continuously reinforced.



PHYTOMER GROUP also trains its employees in first aid. Workplace First Responders (SST) are staff members identified by a logo on their uniforms at the Roz-sur-Couesnon site and via the display board and internal phone list at the Saint-Malo site. Their role is to provide first aid in the event of a workplace accident and to contribute to risk prevention. There are 16 SST-certified employees at the Saint-Malo site and 22 at the Roz-sur-Couesnon site. Training sessions are scheduled every two years.



PHYTOMER GROUP annually evaluates its performance in health and safety as part of the ISO 22716 standard. ISO 22716 certification ensures the quality and safety of cosmetic products within the European Union. Since 2013, all cosmetic products placed on the European market by the company comply with this standard, which governs production, quality control, packaging, storage, and transport. In addition to ISO 22716, since 2021 the company has adopted an integrated Quality, Health, Safety, and Environment (QHSE) policy.

2.1 A Healthy and Safe Work Environment

WORKPLACE ERGONOMICS: COMFORT IN SERVICE OF EFFICIENCY

Since 2016, the group has implemented risk prevention workshops aimed at avoiding musculoskeletal injuries. A physical therapist and an ergonomic consulting firm were engaged for repetitive-motion jobs to train employees on proper warm-up routines and recommended movements to prevent injury. The actions taken are listed below.



Year	Facilitator	Action Description
2016	Physical Therapist Posture Trainer	Posture and Movement Training: 3 sessions (July / October / December). Implementation of warm-up and stretching sessions (with exercise posters). Posters in workshops showing correct lifting techniques
2017	Physical Therapist Posture Trainer	Posture and movement training + “Health Management for Estheticians/Trainers” session.
2019	Ergonomic Consulting Firm	Ergonomic assessments to improve workstations for <ul style="list-style-type: none">• Active ingredient packaging• Laboratory tasks• Active ingredient order preparation• Cosmetic ingredient weighing
2024	Physical Therapist 20 participants (Packaging & Office groups)	PAMAL Program (Prevention of Locomotor System Accidents and Illnesses). Objectives: <ul style="list-style-type: none">• Help participants preserve their musculoskeletal health, reduce personal physical risks, and improve workplace quality of life• Help the employer reduce employee physical strain by improving high-risk situations and professional practices

2.2 Developing Talent to Build the Future

Skills development is a driver of employee retention, personal fulfillment, and competitiveness. In a rapidly evolving world, continuous learning and upskilling are central to our HR strategy. The following figures illustrate PHYTOMER GROUP's commitment to investing in human capital.

TRAINING PLAN: SKILL DEVELOPMENT AND EMPLOYABILITY

At PHYTOMER GROUP, professional training is a key lever to ensure employability, adaptability, and the growth of every employee's skills. It supports career progression through the acquisition, enhancement, or recognition of competencies—whether for advancing in one's current role, transitioning to a new position, or pursuing a career change.

In 2024, total training hours amounted to 869 hours, averaging 5.57 hours per employee, down from 2023 (1,779.5 hours / 11.32 hours per employee). This decrease is largely due to a high volume of regulatory training and certifications completed the previous year, which reduced training needs in the current year.

For 2025, training efforts will focus on key operational tools such as the Microsoft Office suite (Excel), COPTIS software, and the company's ERP system, with the aim of supporting productivity and interdepartmental collaboration.

PHYTOMER GROUP also ensures regular monitoring of employee development:

- Every 2 years, a career development meeting is held between each employee and their manager to discuss growth opportunities and training needs. In 2024, 60% of employees participated in these meetings.
- Every 6 years, a comprehensive review is conducted to ensure everyone has access to a minimum level of training in line with legal requirements and our HR commitments.

2.2 Developing Talent to Build the Future

INTERNAL MOBILITY AND CAREER SUPPORT

In 2024, PHYTOMER GROUP welcomed 19 new employees, strengthening its teams in a context of managed growth. Recognizing that loyalty is built on successful onboarding and career prospects, the company closely monitors its turnover rate—an essential indicator of social stability.

To support new hires from day one, a structured and supportive onboarding process has been implemented. It includes a personalized welcome booklet adapted to each worksite (headquarters or production site), containing all practical and safety guidelines—parking access, work attire, personal protective equipment (PPE), fire procedures, and chemical handling rules.



TROMBI NOSCOPE



To strengthen internal cohesion and improve awareness of each team member's role and background, PHYTOMER GROUP has introduced a company directory. Regularly updated, this tool offers a clear overview of the organisation, its departments, and the people within them. It helps to integrate new employees, encourages cross-functional collaboration, and supports internal mobility by highlighting the skills and expertise available across the company. As a practical and people-focused resource, the directory fosters connection, promotes talent, and contributes to a strong collective dynamic.

Beyond integration, PHYTOMER GROUP actively promotes internal mobility and professional development by fostering an environment that encourages long-term engagement, upskilling, and talent recognition.

2.3 Promoting Well-Being and Fulfillment at Work

Beyond technical aspects, we cultivate a people-first corporate culture. Quality of work life, work-life balance, and recognition are central dimensions of our approach. This section highlights the indicators reflecting our commitment to a positive and fulfilling work environment.

INITIATIVES SUPPORTING QUALITY OF WORK LIFE

In 2023, we launched several tangible initiatives:

Fitness classes

Weekly fitness classes (yoga, mobility, Zumba) were offered on-site, promoting relaxation, team bonding, and physical wellness.



Nature outing

A nature outing was organized in partnership with the Maison de la Baie du Mont-Saint-Michel. This guided walk allowed participants to explore the bay's unique ecosystems—salt meadows, mudflats, sandbanks, and the hermelle reef, Europe's largest animal bioconstruction. The guides raised awareness about local biodiversity, tidal dynamics, and the importance of preserving this fragile environment.



In 2024, we deepened our local engagement and our commitment to sustainable health:

Partnership with local organic farmers

A partnership with local organic farmers from the Bay of Mont-Saint-Michel was established to provide employees with weekly baskets of fresh, local vegetables, encouraging healthy eating and supporting regional agriculture.



2.4 Local Engagement, Collective Action

Our company draws its strength from its Breton roots. That is why we support sponsorship initiatives and local partnerships aligned with our values. The following examples illustrate our social contributions through solidarity, environmental, and educational projects. Whether through philanthropy, non-profit collaborations, or regional engagement, our efforts support individuals and initiatives built around two key goals:

PROMOTING WELL-BEING FOR ALL



SOCIAL ESTHETICS:

PHYTOMER GROUP donates cosmetic products and treatments to support women who are ill or victims of domestic violence.

SIMON DE CYRÈNE :

This association creates shared housing between able-bodied and physically disabled individuals. PHYTOMER GROUP is supporting the construction of several residences in the Paramé district of Saint-Malo.



EMERAUDE VOILE SOLIDAIRE :

In 2024, PHYTOMER GROUP renewed its support for this association, which organizes sailing outings for vulnerable individuals (disabilities, mental health challenges, social exclusion, illness)

MARIE SARAH BARRÉ-RUELLAN, PARA-EQUESTRIAN:

Starting in 2025, we will support Marie Sarah Barré-Ruellan, a local athlete from Saint-Malo and Vice World Champion in individual para-dressage (F.F.S.A 2024). PHYTOMER GROUP is proud to accompany her in the pursuit of her athletic goals.

PROTECTING MARINE BIODIVERSITY



LUCIE BELBEOCH – WINDSURFER:

Throughout the year, PHYTOMER GROUP proudly supports Lucie Belbeoch, 2023 IQ Foil Windsurfing Vice World Champion. A passionate advocate for biodiversity, gender equity in sports, and environmental preservation, we back her sporting journey and mission.

THE CORAL PLANTERS :

Since 2022, PHYTOMER GROUP has supported this association whose mission is to protect marine ecosystems through awareness campaigns and coral reef restoration.

In 2024, our partnership helped fund:

- 164 coral fragments planted
- 4 coral reefs deployed, totaling 15 m² of reef restored
- 300 educational booklets printed
- Educational materials and event participation
- Employment support for the association's team



3

**Smarter Purchasing to Sustainably
Transform the Value Chain**

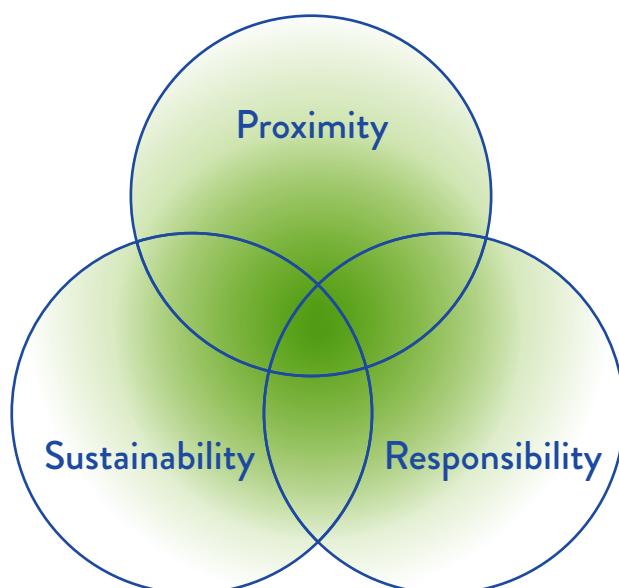
3.1 Building Long-Term Relationships with Our Partners

The performance of our value chain depends on the strength of the relationships we build with our suppliers. PHYTOMER GROUP adopts a responsible purchasing policy based on transparency, fairness, and trust. This section introduces the contractual commitments, charters, and evaluation criteria established to build long-lasting partnerships.

RESPONSIBLE PURCHASING POLICY: VISION, COMMITMENTS, AND TOOLS

PHYTOMER GROUP's responsible sourcing strategy is built on three major pillars. This policy is reviewed every three years and integrated into a comprehensive document management system. PHYTOMER GROUP places great importance on raising awareness among its suppliers and employees about sustainability and social responsibility issues.

- 1. Favoring geographical proximity.** PHYTOMER GROUP prioritizes Breton and European suppliers to limit environmental impact and support the regional economy. Close proximity also fosters trusted relationships.
- 2. Working to ensure the sustainability of raw materials** including seaweed, plants, and other inputs used in the manufacturing process. This involves the progressive replacement of synthetic molecules where possible, the development of new organic formulas, and the use of more eco-friendly packaging. PHYTOMER GROUP also works with the UEBT (Union for Ethical BioTrade) on ethical bio-sourcing issues. Since 2021, PHYTOMER GROUP has been a member of the UEBT and has key supply chains assessed by the organization. Each evaluation leads to the implementation of work plans and the continuous improvement of supplier practices.
- 3. Respecting human rights and promoting responsible practices:** PHYTOMER GROUP prohibits all forms of corruption, forced labor, and child exploitation, and ensures proper working conditions. Supply chain traceability is enforced through contractual agreements, CSR questionnaires, and regular internal audits. A supplier rating system is used to assess social and environmental performance, influencing whether a supplier remains in or improves their status within PHYTOMER GROUP's portfolio. At-risk suppliers are supported through meetings, audits, and personalized follow-up.



3.1 Building Long-Term Relationships with Our Partners

To ensure compliance with its Responsible Purchasing Policy, PHYTOMER GROUP has implemented several tools:

Document traceability: monitoring supplier signature of key documents (CSR Annex to Specifications, Best Practice Charter, CSR Questionnaire).

Supplier evaluation: based on CSR and Purchasing rating grids.

Audits and internal controls: prioritizing supply chains, monitoring high-risk suppliers, and supporting those in difficulty (Verification internal audits or via UEBT).

Since November 2024, PHYTOMER GROUP has set the following goal: **“100% of our suppliers must sign our CSR Annex to the Supplier Specifications by 2027”**. As of the date of this report, **55,2% of suppliers have signed the CSR Annex**. The aim is to continue working with those who have not yet signed to reach full compliance. This is an ambitious internal target.

SUPPLIER SELECTION BASED ON CSR CRITERIA

PHYTOMER GROUP enforces its Responsible Purchasing Policy to ensure supply chain sustainability, ethical practices, and respect for human rights. Supplier selection prioritizes local sourcing—especially in Brittany and across Europe—to reduce environmental impact and support regional economic activity. Suppliers must adhere to best practice charters and a comprehensive CSR specifications document.

Every year, the group evaluates its suppliers to ensure reliable sourcing aligned with our values. In 2024, 181 suppliers were evaluated by the Purchasing Department. This includes suppliers of natural raw materials, commodities, packaging, promotional items, and more—assessed using the same scoring scale.

99% of PHYTOMER GROUP's suppliers are considered responsible.

Only three suppliers scored below standard. Depending on the case, actions may include reducing the number of references purchased or sourcing a new alternative supplier. In one case, the supplier holds a monopoly on the raw material in question, making replacement impossible. The Purchasing Department continues to monitor closely.

In 2024, the company evaluated 90 suppliers on CSR issues. This internal assessment is primarily based on the CSR Questionnaire sent to suppliers, with scoring on topics such as their CSR approach, certifications and labels, and the location of production/harvest sites (country risk). On average, scores reflect good practices among suppliers. Underperforming suppliers are identified, monitored, and either supported in their improvement or investigated to understand their results.

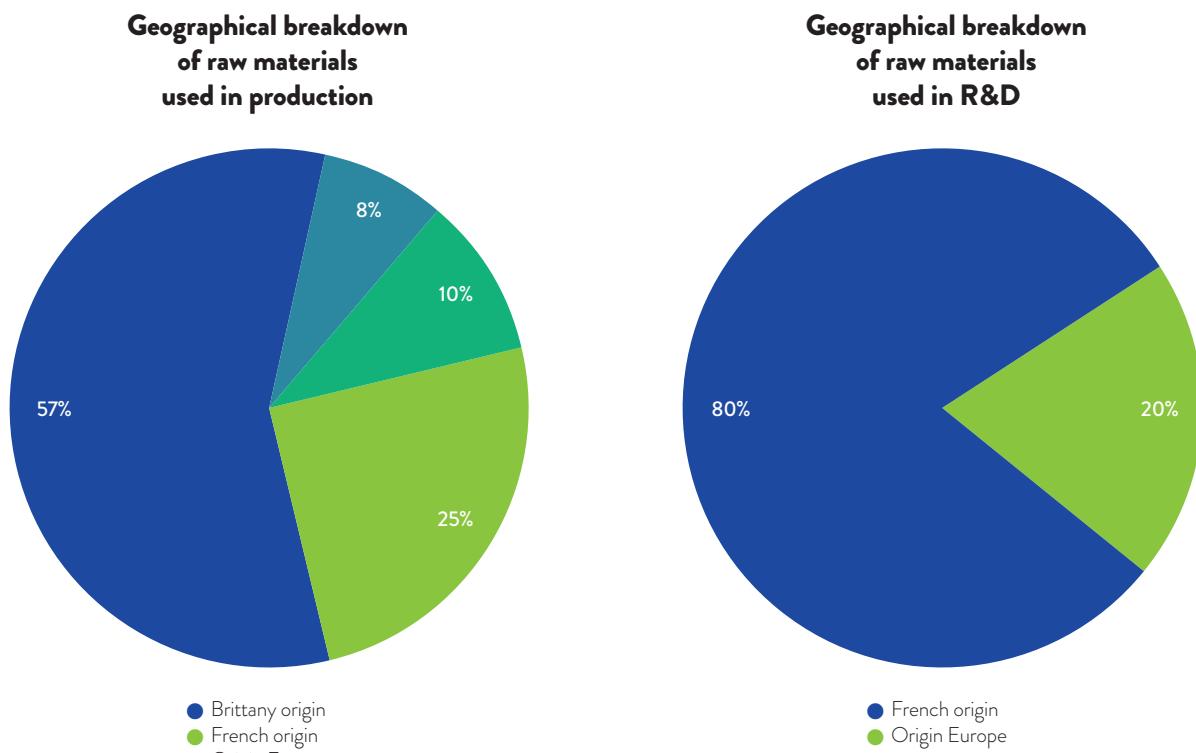
Additionally, the company uses a supply chain prioritization grid, developed by PHYTOMER Natural Technology, to target key natural raw material supply chains for evaluation. Each February, the Supply Chain Committee meets to define the year's audit plan, conducted either internally or via UEBT through verification assessments. Since 2022, the company has audited eight of its key supply chains.

3.2 Promoting Proximity and Traceability

As part of our commitment over our supply chains, we prioritize local or traceable sourcing channels that ensure quality and responsiveness. This section outlines the actions we have undertaken to secure our strategic supply chains while minimizing the environmental impact associated with transportation.

LOCAL SOURCING AND SHORT SUPPLY CHAINS

PHYTOMER GROUP prioritizes suppliers located in Brittany and across Europe to reduce transportation-related emissions and support the regional economy. PHYTOMER GROUP has always maintained strong, trusting relationships with its suppliers.



Note:

- Raw materials used in production: Plant-based raw materials (algae or plants) used in the production of CTN or branded ingredients (ALG), or for new product launches planned in 2024.
- Raw materials used in R&D: Plant-based raw materials (algae or plants) currently being researched by the R&D department (ongoing lab studies)

In 2024, 92 % of the plant-based raw materials used came from local suppliers.

PHYTOMER GROUP has funded several initiatives to strengthen local sourcing, particularly through the development of strategic partnerships with algae and plant producers in France and Portugal, as well as by supporting local suppliers in the continuous improvement of their practices.

3.3 Co-Constructing with Our Partners

The sustainability of the raw materials we use is a top priority. This requires regular dialogue with our producers. PHYTOMER GROUP believes that performance is inseparable from cooperation. We actively involve our suppliers in our CSR efforts and share with them tools, standards, and ambitions. This section highlights the collaborative actions we have initiated with our partners to make collective progress.

RAW MATERIAL TRACEABILITY: FROM RESPONSIBLE HARVESTING TO THE FINISHED PRODUCT



PHYTOMER GROUP encourages its producer partners to adopt sustainable harvesting methods that protect ecosystems and guarantee fair working conditions.

Through verification assessments conducted with UEBT, the group promotes responsible sourcing of natural resources, ensuring respect for biodiversity and the rights of local communities. Its specifications require rigorous traceability from the resource to the final product and mandate environmentally and socially-responsible practices.



The UEBT standard also encourages dialogue with local communities, fair benefit-sharing, and continuous improvement of practices. This commitment aligns us fully with an ethical biotrade approach and with the Sustainable Development Goals, helping to provide our clients with traceability, safety, and ethical assurance of our raw materials.

CODES OF GOOD PRACTICES



The company has developed a sustainable harvesting charter based on AFC recommendations (French Association of Wild Plant Harvesting Professionals) and enhanced by the internal practices of its partners.



This charter regulates precise botanical identification, selection of non-sensitive sites, and health assessments to preserve biodiversity. It limits harvesting pressure to one-third of natural populations and requires documented monitoring through a harvest logbook and regular observations. Harvesting techniques must respect the plants' biological cycles, using appropriate tools and sound site management. Harvesters receive protective gear and work under conditions compliant with social rights. The charter also promotes responsible relationships with landowners and encourages ongoing training of stakeholders. It ensures the economic viability of the activity by incorporating all costs.

By committing to this charter, suppliers actively contribute to resource preservation and ecosystem protection for future generations.

4

Acting with Integrity: Ethics at the Heart of Our Practices

4.1 Transparency and Compliance: Our Fundamentals

Regulatory compliance and the transparency of our practices are the foundation of our legitimacy. In a complex and ever-changing regulatory environment, PHYTOMER GROUP acts rigorously to ensure the integrity of its operations. The following elements reflect our efforts to strengthen a culture of compliance.

CSR GOVERNANCE AND OVERSIGHT

PHYTOMER GROUP enforces a stringent ethics policy based on three core pillars: integrity, transparency, and accountability.

- **Fighting corruption:** The company applies a zero-tolerance policy toward all forms of corruption (active, passive, public, or private). Gifts and invitations must remain reasonable and never influence a business decision. A confidential whistleblowing system is in place so that anyone can safely report suspicious behavior.
- **Compliance with competition laws:** PHYTOMER GROUP is committed to adhering to antitrust regulations and strictly prohibits any anti-competitive practices. Agreements with competitors are tightly regulated and only permitted under legal exceptions. Regular training raises awareness among employees on these issues.
- **Data protection and confidentiality:** The company ensures the security of personal data in compliance with the GDPR and applicable regulations. Protecting sensitive information is a priority, and all data processing is carried out with transparency and consent.

To guarantee the enforcement of this policy, PHYTOMER GROUP conducts recurring training, carries out internal audits, and requires every employee to uphold these principles in their daily work. A complaint reporting system is also available to ensure appropriate follow-up in case of any breach.

REGULATORY COMPLIANCE: A CLEAR AND CONTROLLED FRAME

As a family-owned company based in France, PHYTOMER GROUP operates in strict compliance with national and European legislation and regulations. Regulatory compliance is central to our governance: it relies on a thorough understanding of the legal framework, constant vigilance, and the involvement of all employees.

In its supplier relations, the company has implemented a structured control and commitment framework. Each supplier signs an agreement included in PHYTOMER GROUP's specifications, covering environmental protection, anti-corruption, respect for human rights, and ethical business conduct.

Internally, each employee is made aware of these commitments upon arrival, by signing documents relating to human rights, ethics, and expected workplace behavior. An anonymous internal whistleblowing system is also available to report any abusive or unethical conduct.

ANTI-CORRUPTION AWARENESS MEASURES

In 2021, all employees received training on human rights, anti-discrimination, corruption prevention, and how to use the whistleblowing system. This training was renewed in 2023, alongside a dedicated anti-corruption session.

4.2 4.2 Respecting and Promoting Human Rights

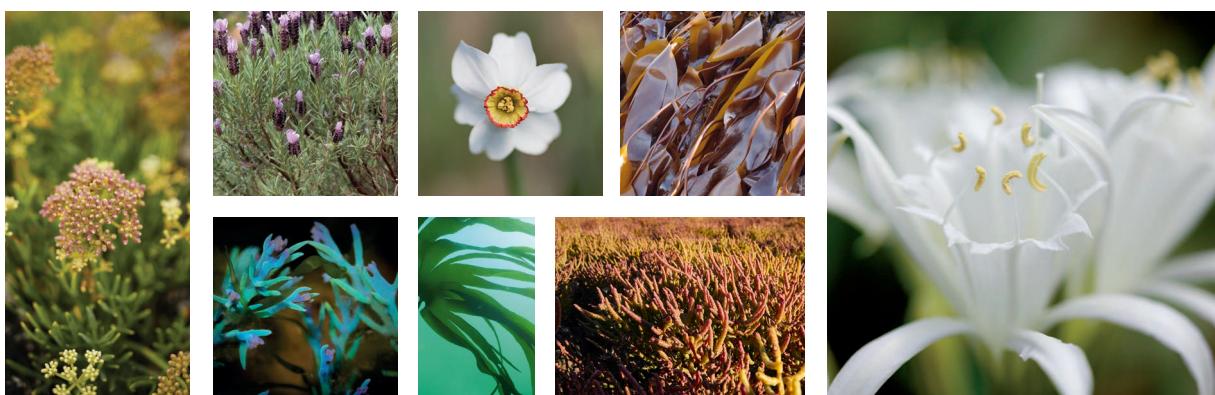
PHYTOMER GROUP is fully committed to respecting fundamental rights wherever we operate. This is reflected in internal policies, international commitments, and concrete prevention measures. This section introduces the monitoring indicators related to human rights within our operations and value chains.

INTERNATIONAL COMMITMENTS AND DUE DILIGENCE FRAMEWORK

PHYTOMER GROUP complies with the Nagoya Protocol and has implemented a procedure to ensure access to genetic resources and/or associated traditional knowledge, as well as the fair and equitable sharing of benefits derived from their use. This procedure applies to the R&D and Regulatory departments. The R&D team initiates the procedure and ensures the collection of all necessary information so that the Regulatory department can complete the required legal steps.

To date, PHYTOMER GROUP has complied with laws and regulations concerning indigenous peoples and reports no incidents of rights violations.

No major risks have been identified. All PHYTOMER GROUP employees are based in France, and the vast majority of suppliers are located in France or elsewhere in Europe, significantly reducing the risk of non-compliance on this topic.



FIGHTING DISCRIMINATION AND PROMOTING EQUAL OPPORTUNITY

At PHYTOMER GROUP, diversity and equal treatment are core values.

In 2024, 69% of employees were women.

Our commitment to human rights is reflected in a strong policy to raise awareness of non-discrimination, which begins with onboarding.

Every employee agrees to combat all forms of discrimination (gender, age, origin, health status, religion, sexual orientation, etc.). **by signing specific charters. Anti-discrimination and anti-harassment charters, developed in 2021, provide a clear and mandatory framework for all personnel.**

PHYTOMER GROUP has established a confidential whistleblower process to report any situation that goes against the company's values (discrimination, harassment, corruption, etc.). The company ensures confidentiality, respects individual rights, and takes corrective action if needed. This system, overseen by an ethics committee, aims to create a healthy, inclusive, and respectful work environment, where everyone can grow freely and safely.

5

Conclusion

Achievements and Outlook

WHAT WE'VE ACCOMPLISHED, WHAT WE AIM FOR

This second CSR report reflects the path PHYTOMER GROUP has taken **to structure, strengthen, and manage its commitments to social responsibility**. The results shown highlight **tangible progress, driven by a clear strategy and measurable objectives** across environment, working conditions, responsible purchasing, and ethics.

But this is not an end in itself: these actions are only one step on a continuous improvement journey that we will pursue with rigor and transparency. In the face of climate urgency, growing social expectations, and the need to evolve production models, **PHYTOMER GROUP is determined to go further, faster, and with greater impact.**

OUR CSR ROADMAP TO 2030

To address the environmental, social and ethical challenges of our time, PHYTOMER GROUP is committed to a long-term, structured approach to sustainable transformation. In order to give visibility to our actions and define a clear direction, we have established an ambitious CSR roadmap looking ahead to 2030, aligned with the United Nations Sustainable Development Goals (SDGs).

This strategy is built on four key pillars that reflect our values and priority areas:

SOCIAL

Strengthen our HR policy to improve quality of life at work, ensure continuous training, promote gender equality, and foster inclusion. We aim to provide every employee with a fulfilling, fair, and safe workplace that supports skills development and long-term engagement.

ENVIRONMENT

Accelerate the transition to a low-carbon, circular model that respects ecosystems. This involves reducing greenhouse gas emissions, expanding eco-design, increasing waste recovery, preserving natural resources, and protecting biodiversity—the core of our business.

RESPONSIBLE PURCHASING

Co-develop local, traceable, and sustainable supply chains with our partners, aligned with our environmental and social commitments. This means applying strict supplier selection criteria, maintaining open dialogue, and promoting responsible practices throughout our value chain.

ETHICS

Reinforce our culture of integrity, transparency, and respect for fundamental rights through clear policies (anti-corruption, non-discrimination, ethical alert systems), regular training, and exemplary governance.

These priorities are broken down into measurable objectives, tracked and evaluated annually, to assess progress, identify improvement areas, and ensure consistency in our trajectory. We will transparently share these developments with all stakeholders—employees, customers, suppliers, institutions, and local communities—to foster a constructive and lasting dialogue.

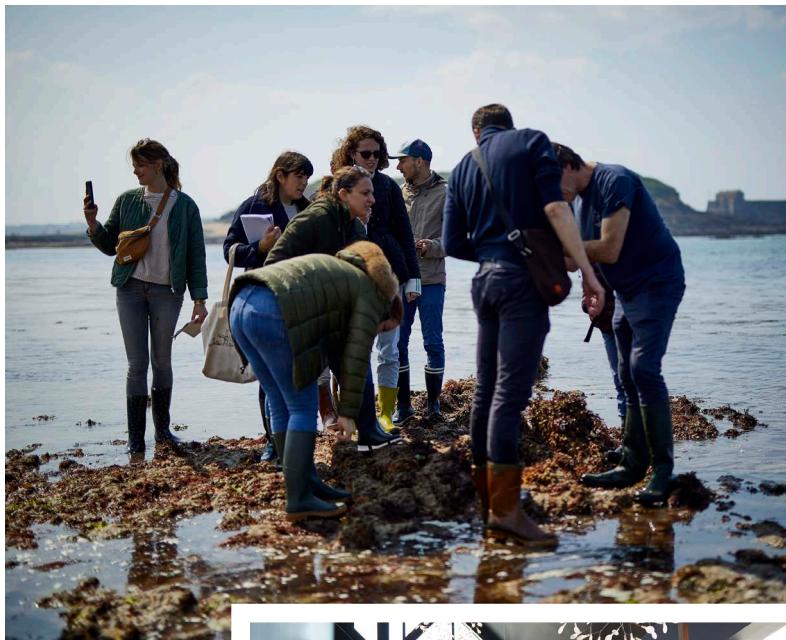
Achievements and Outlook

COLLECTIVE COMMITMENT: A MOVEMENT LED BY EVERYONE

None of this would be possible without the collective commitment of our employees, who bring our CSR strategy to life each day through their actions. Their dedication, expertise, and sense of responsibility are the real driving forces behind this transformation.

We sincerely thank all those who contributed to the creation of this report, as well as the teams who embody our values through concrete actions each day.

Because CSR is everyone's business, we remain open to dialogue and constructive feedback. Your comments, ideas, and suggestions are essential for improving our approach and building a more responsible future-together.



PHYTOMER
Group

2024

*CSR
Annual Report*