



Helping individuals shape their well-being

2023

mission report



Our purpose and vision of well-being



Our purpose, enshrined in our mission-driven company bylaws, is to **help individuals shape their well-being**, because we believe that the health and well-being of individuals are inextricably linked to the health of the planet and that companies have a key role to play in its preservation.

The concept of well-being is wide-ranging. It refers both to universal dimensions, shared by most cultures and societies worldwide (physical and mental health, social relations, autonomy, self-actualization) and to unique representations, specific to each individual.

In line with the definition of health proposed by the World Health Organization (WHO), of which well-being is an essential component, the well-being championed by Expanscience is a global well-being, for each person, at each stage of life: beyond the absence of disease, we advocate "a state of complete physical, mental and social well-being".

We want each person to have the means to be autonomous with regard to their well-being. Our approach also commits us to acting for collective well-being, including both that which contributes to the health of the planet and to that of the communities we work with.

For us, this collective health is inseparable from individual well-being. It is also inseparable from the health of the planet, because it is time to no longer think about human health and the health of the planet separately. In speaking of well-being, we also think of the interdependence of humans and the planet, on an individual and collective scale. In the words of Heraclitus: *"The health of man is a reflection of the health of the earth"*.

To translate our purpose into concrete actions, we rely on our statutory objectives and our impACT strategy. This program, co-defined in 2021 with our employees and inspired by the Citizen's Climate Convention, is a continuation of what we began 20 years ago. It also marks a new and very ambitious stage in the evolution of our model, with a trajectory for 2030-2040 to make Expanscience a company with a positive impact and regenerative purpose.

The social and environmental objectives associated with our mission

1

COMMITMENT 1

Design products and services that are useful to well-being, eco-socio-designed and increasingly inspired by nature and living things.

Because we aim to continue developing an increasingly natural approach to health, with products and services that enhance the well-being—whether physical or mental—of those who use them, and that have an increasingly small footprint on the environment (composition, packaging, uses, etc.).

Objectives



1• Apply an eco-social design approach to all our activities



2• Develop naturalness in our offerings



3• Develop our catalog of organic and fair trade products and active ingredients



4• Develop inspiration from living things in our innovations



5• Offer useful products and services that contribute to well-being

2

COMMITMENT 2

Contribute to reaching planetary climate goals and to protecting and regenerating biodiversity.

Because the well-being of individuals is inseparable from that of the planet, we are committed to the fight against climate change, which goes hand in hand with the protection and regeneration of biodiversity.

Objectives



1• Reduce our carbon footprint according to a Science-Based Targets trajectory on scopes 1, 2 and 3



2• Preserve and restore biodiversity in our activities, throughout our value chain

3

COMMITMENT 3

Help our employees take an active part in their personal fulfillment and construct with them a more inclusive and supportive company.

Because we believe that helping individuals shape their well-being commits us first and foremost to our employees. We achieve this through ambitious social policies (health, diversity, inclusion and equity, etc.) and by offering them the opportunity to get involved in the company's projects, in connection with the local communities in the countries in which we operate.

Objectives



1• Implement a global well-being strategy and be exemplary on issues of parenting, occupational health and seniors



2• Define policies and standards to ensure diversity and inclusion for all

4

COMMITMENT 4

Mobilize our communities and ecosystem to build together business models with a positive impact on society, individuals and their environment.

Because we are convinced that open innovation and collaboration with all our stakeholders are key to move forward towards innovative and virtuous solutions that contribute to collective well-being, at a time when social, societal and environmental challenges are only increasing and becoming more complex.

Objectives



1• Embody a new business model



2• Support and mobilize our suppliers for a positive societal and environmental impact



3• Support a major cause related to parenthood



4• Mobilize within our communities and ecosystems

Our mission's governance

All mission-driven companies must establish a Mission Committee, separate from the existing bodies. As the guarantor of the execution of our mission, it is also an Advisory Committee that stimulates us to advance our practices and guides us in the transformation of our activities.

What is the role of the Mission Committee?

- Monitor mission execution.
- Ensure that the company gives itself the means and resources to make progress in its mission.
- To assess the effectiveness of actions taken and the relevance of performance and impact indicators.
- Submit an annual report, attached to the management report, to the meeting responsible for approving the company's accounts.

- Carry out any verifications it deems appropriate and obtain any documents necessary to monitor the execution of the mission.
- The Committee Chairman facilitates the constitution of the collective, ensures the independence of exchanges within the Mission Committee, and oversees the quality of the exchanges and the collegiality of the Mission Committee's decisions.

SOURCE: COMMUNITY OF MISSION-DRIVEN COMPANIES.



Our Mission Committee members

Fabienne Cournarie

Head of Preventive Health,
Multi Prevention,
INTERIALE Group

Hélène Leriche

Doctor of Veterinary
Medicine with a PhD in
ecology, consultant
professor at AgroParisTech

Sébastien Debrock

Managing Director,
Deshidratados Tropicales



Élisabeth Laville

Founder of the Utopies RSE
strategy consulting agency
(French think-tank and
pioneer agency for
sustainable development
strategies and consulting
since 1993)

François Gemenne

Specialist in environmental geopolitics
and migration governance, lead author
for the IPCC, professor at HEC Paris,
FNRS senior research associate at the
University of Liège (Belgium) and Head
of the Hugo Observatory



Angéline Rocherieux

Marketing and Key
Accounts Manager,
Expanscience France

Pierre-Yves Gomez

Economist with a PhD in management
and professor emeritus at Emlyon Business School
(Chairman of our Mission Committee)

Summary table of indicators by objective (1/4)

1

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	ACHIEVED 2022	TARGETS 2023	ACHIEVED 2023	TARGETS 2024	TARGETS 2025
Design products and services that are useful to well-being, eco-social-designed and increasingly inspired by nature and living things	Apply an eco-social design approach to all our activities	% of new cosmetic active ingredients and finished products, designed and manufactured within the year, that follow an eco-social design approach	100%	100%	100%	100%	100% <i>The indicator will change to incorporate the concept of volume/value by 2027</i>
	Develop naturalness in our offerings	% of our cosmetics active ingredients of natural origin	100%	100%	100%	100%	100%
		% of ingredients of natural origin in all Mustela ranges	95%	≥ 95%	96%	≥ 95%	≥ 95% <i>The indicator will change in 2025 to incorporate new developments in Rheumatology</i>
	Develop our catalog of organic and fair trade products and active ingredients	% of certified organic or fair trade or equivalent cosmetic active ingredients	33%	35%	38%	≥ 38%	≥ 38%
		% of Cosmos Organic-certified Mustela formulas manufactured in the year	13%	≥ 13%	15%	≥ 14%	≥ 15%
	Develop inspiration from living things in our innovations	NA – The pilot project will be a Rheumatology project (and Cosmetic Active ingredients, to be confirmed). Start of pilot in 2025 at the latest.					

Summary table of indicators by objective (1/4)

1

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	ACHIEVED 2022	TARGETS 2023	ACHIEVED 2023	TARGETS 2024	TARGETS 2025
Design products and services that are useful to well-being, eco-socio-designed and increasingly inspired by nature and living things	Offer useful products and services that contribute to well-being (until 2023)	% of Marketing investments in well-being initiatives: ... for parents (Mustela budget) ... for patients (Rheumatology budget)	25% 11%	30% 20%	20% 30%		The definition of this indicator is constantly evolving and improving over a few years, to best reflect the objective: see below for the indicators to be monitored from 2024.
		In addition for Mustela: positive posts in social listening	52%	≥ 52%	58%		
	Offer useful products and services that contribute to well-being (new enhanced version, from 2024)	% of parent empowerment content* promoted on Mustela social media	24%	40%	42%	50%	65%
		In addition for Mustela: positive posts in social listening	52%	≥ 52%	58%	≥ 63%	≥ 70%
		Responsible healthcare charter applied to rheumatology developments	NA	NA	NA	Charter applied to rheumatology developments in 2024	The indicator will change in 2025 to incorporate "action standards" for Rheumatology developments

*How Mustela defines parent empowerment: helping to lift taboos related to societal issues (such as postpartum, mental load, etc.), by sharing content that gives access to relevant information that helps them in their role as parents: educational, qualitative and new content, on care and parenting topics overall, but also information on the ecological impact of our offer to support changes in use.

Summary table of indicators by objective (2/4)

2

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	ACHIEVED 2022	TARGETS 2023	ACHIEVED 2023	TARGETS 2024	TARGETS 2025/2030
Contribute to reaching planetary climate goals, and to protecting and regenerating biodiversity	Reduce our carbon footprint on a Science-Based Targets trajectory on scopes 1, 2 and 3*	Total emissions in teq CO ₂	66,611	<54,665	62,628	<61,000	<42,712 (Target 2030)
		Carbon intensity in teq CO ₂ /€M turnover	205	<155	185	<163	<99 (Target 2030)
	Preserve and restore biodiversity in our activities throughout our value chain	Biodiversity footprint	IIEB	Carrying out a biodiversity footprint	Biodiversity footprint carried out	NA	2025/2030 biodiversity impact reduction target
		% of cosmetic active ingredients sectors assessed according to recognized benchmarks promoting practices that respect and/or regenerate the environment via the UEBT or FairWild or Fair For Life	20%	29%	29%	36%	2025 target: 40%

*Our trajectory is ambitious and will require significant investments to decarbonize, which will only bear fruit in a few years. The reduction of our emissions will therefore not be linear, even though we have set annual targets to achieve the necessary reduction curve. The 2023 target defined in this way is (logically) not reached because it is still early for investments and their effects. Starting in 2024, we have defined and will manage targets that are adjusted and aligned with our actions planned for the year. These targets will better reflect the anticipated reduction levels. At the same time, we will continue to mobilize to meet the 2030 medium-term target and report on the means we will implement, our action plans and the results achieved year after year.

Summary table of indicators by objective (3/4)

3

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	ACHIEVED 2022	TARGETS 2023	ACHIEVED 2023	TARGETS 2024	TARGETS 2025
Help our employees take an active part in their personal fulfillment and construct with them a more inclusive and supportive company	Implement a global well-being strategy and be exemplary on issues of parenting, occupational health and seniors	% of GPTW-certified channels	85%	85%	100%	100%	100%
	Define policies and standards to ensure diversity and inclusion for all	Gender equality index (France)	99	≥98	99	≥98	<i>The indicator will change in 2025:</i> 100% of our subsidiaries have deployed the diversity/inclusion policy
	Allow our employees to devote part of their working time to environmental projects, or to non-profit activities	Number of countries where Expanscience employees have the opportunity to participate (% coverage of Expanscience employees around the world)	2 pilot countries (68% of employees)	6 countries	6 countries (France, Spain, Portugal, Mexico, USA, Australia) i.e. 76% of employees	8 countries	All countries where Expanscience is present (100% of employees around the world)

Summary table of indicators by objective (4/4)

4

STATUTORY OBJECTIVES	OPERATIONAL OBJECTIVES	PERFORMANCE INDICATORS	ACHIEVED 2022	TARGETS 2023	ACHIEVED 2023	TARGETS 2024	TARGETS 2025
Mobilize our communities and ecosystem to build together business models with a positive impact on society, individuals and their environment	Embody a new business model	B-Corp Score	108.5	NA	NA	NA	≥ 108.5 Be re-certified B Corp
	Support and mobilize our suppliers in favor of a positive societal and environmental impact	% of strategic suppliers around the world assessed on EcoVadis (France & corporate purchases)	93%	≥ 90%	100%	≥ 90%	100%
		Average score of these suppliers on EcoVadis	66.38	≥ 55	66.85	≥ 55	<i>In 2025, the scope will include purchasing from priority subsidiaries</i>
	Supporting a major cause in relation to parenthood	% of subsidiaries having chosen a cause	100%	100%	100%	100%	100%
		% of subsidiaries that have initiated an action related to the chosen cause	35%	2/3	92%	≥ 92%	100%
	Mobilize within our communities and ecosystems	% our of corporate entities and subsidiaries involved in positive impact communities	64%	68%	72%	68%	100%

Conclusion of the Mission Committee



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The Mission Committee is very pleased with the organization and conduct of its meetings, as well as with the quantity and quality of the information provided to it. The meetings took place in an atmosphere of trust and in a cordial spirit, reinforced by the extensive connections between its members and with Expanscience employees in charge of deploying the mission. The expertise of the members of the Committee is complementary and is implemented in a spirit of interdisciplinarity, thus seeking to enlighten the overall understanding of the progress of Expanscience's mission from the point of view of each specialty. In addition to their own expertise, the two new members contributed to the international outlook of the Committee. A group visit to the Eperon production site and IRD enabled the Mission Committee to understand better the realities of the company.

The dialogue between the members of the Committee and the Expanscience teams is deemed extremely positive. The presence of the President of Expanscience at all Committee meetings is a strong sign of the desire to work together. Similarly, the regular participation of company executives or internal experts in various meetings to inform and talk with the Mission Committee demonstrates a strong integration of the "mission approach" in the company's operations. The great freedom of expression during the discussions enabled genuine dialogue among all participants. The Committee is very satisfied with the way in which the remarks or recommendations expressed during the meetings are actually taken into account and, where appropriate, translated into effective implementation. In general, we feel that we are accompanying a movement, a progress approach in which the Mission Committee has its justified place both to validate the results obtained, to encourage and to be a source of proposals.

In summary, we can see that most of the expected results were achieved or even exceeded for the three objectives 1, 3 and 4. Objective 2 has shown good results, though with more variability, both in decarbonization and biodiversity. We see that this is, in fact, the most difficult objective to handle, as it involves more radical investments and transformations of the production chain than the other objectives. This reality was discussed in depth with those responsible for the deployment of the mission in order to derive all the consequences, particularly in terms of the pace of commitment. We can confirm that the apparent lack of significant results should be understood in the context of the challenging nature of this transformation, to which the company is undoubtedly and genuinely committed. However, the effort for biodiversity must be more precise and sustained in the coming months.

Given the seriousness with which Expanscience is implementing its mission and the predominantly positive results achieved to date, the Mission Committee fully supports this report.

In order to continue this progress, we make a few recommendations:

- Redefine some indicators. As the company has already achieved certain objectives, it would be appropriate to propose new indicators to maintain a stimulating monitoring and improvement goals. However, it is important to maintain the high level of some indicators as ongoing requirements and clearly specify them as objectives. On the other hand, it is suggested that more qualitative data be introduced. However, the indicators that could be removed as monitoring tools should be retained and presented in future reports to document the progress the company has made.
- A comparison could be a good way to assess Expanscience's future progress, for example, with regard to the 5 companies that seem to best achieve the main objectives Expanscience itself wants to achieve.
- Finally, we invite you to better articulate, in the next versions of the report, the results obtained on the company's purpose: "helping individuals shape their well-being", from childhood to seniority. It would make sense to summarize how the various objectives achieved actually contribute to deepening the promise made in the purpose. This would allow us to show how, by defining actions in multiple areas (raw materials, value chain, decarbonization, biodiversity, employees, etc.), the deployment of the mission participates in a global commitment that summarizes and gives meaning to it.

*Well-being
is in our
hands*

<https://www.expanscience.com/en/a-committed-laboratory/our-purpose>

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