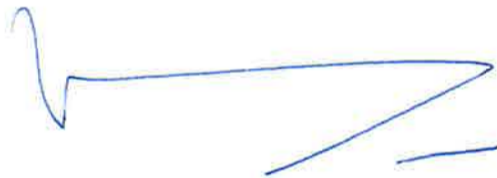


Quality Policy

- For more than 70 years, we have drawn on our expertise and commitment to quality to serve our internal and external stakeholders (patients, consumers, healthcare professionals, customers). We exist to help individuals shape the wellness and innovate every day to offer effective and safe solutions in the areas of healthy aging and skin care. Because the well-being of women and men is inseparable from the health of the planet, we act to preserve living things in all their forms.
- Our top priority is to achieve excellence in customer satisfaction by implementing a quality policy that is consistent with both our corporate values and applicable reference standards.
- This quality policy constitutes the foundation of our quality management system and is based on the following four principles:
 - develop useful, effective and quality products that are friendly to people and the environment,
 - ensure the safety of patients and consumers of our products,
 - offer impeccable service quality to our customers and service providers,
 - becoming a company with a regenerative aim by 2040
- These four principles apply to our entire workforce, while preserving the financial and extra-financial performance of the company. We verify that all our employees are qualified for the role they play and constantly willing to enhance their knowledge. Our Quality Policy is implemented through a continuous improvement process, structured and driven by a tailored and upgradeable Quality Management System compliant with French and international regulatory requirements.
- The management Committee commits to promote and develop this process, providing it with the necessary resources and relies on the commitment of all employees to animate it.



Jean-Paul BERTHOMÉ

President



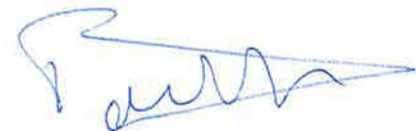
Christelle SILLY

Global Quality Director
Head Pharmacist



Etienne AURIAU

Chief Finance Officer



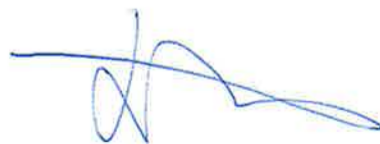
Caroline BAUDOUIN

Innovation Research & Development
Director



Jean DELOMIER

Chief Operations Officer



Emmanuelle DUMAS

Director of Communication and Corporate
Philanthropy



Alexandra JOLIVET

Director of Human Resources



Karen LEMASSON

CSR & Open Innovation Director



Armelle LE PENIEC

Cosmetic and Nutraceutical
Active Ingredients Director



Sophie ROBERT-VELUT

Chief Operating Officer
Dermo-Cosmetics, Rheumatology and
Dermatology