

Faced with the climate emergency, Expanscience is accelerating its transformation and reaffirming its ambition to become a regenerative company

2024 marks an important milestone for Expanscience in its journey as a mission-driven company. Following the adoption of this status in 2021, the French, family-owned company [published its third mission report](#), marked by major progress in terms of decarbonisation and social policy. Expanscience confirms its ability to combine economic health, ecological redirection and social progress to meet its challenge of becoming a regenerative company with positive impact.

Decarbonisation: staying on track to balance performance and sustainability

Jean-Paul Berthomé, President of Expanscience: *"Three years after our commitment to become a mission-driven company, we are convinced that reconciling economic health and ecological redirection is not only essential, but now possible. This transformation is a long-distance race."*

"At a time when green ambitions are regressing, we have decided to stay the course. But to respond to the urgency of future crises, collective mobilisation will be required, supported by a clear, demanding and innovative political framework for mission-driven companies," adds Sophie Robert-Velut, General Manager of Expanscience.

Indeed, driven by its trajectory validated by the *Science Based Targets initiative* since 2023, **Expanscience has achieved its objective of reducing its carbon footprint (-3%¹ in absolute terms between 2023 and 2024) while increasing its turnover.**

"This is an encouraging result. It is the result of structuring actions, initiated over the last two years, which is paying off, allowing us to achieve our goal of -35% GHG emissions by 2030²," continues Karen Lemasson, CSR and Open Innovation Director at Expanscience.

These actions include, but are not limited to:

- **Stopping plane deliveries** for South America, Malaysia and Vietnam, in addition to the global reduction in air transport initiated several years ago for logistics flows;
- **The integration of carbon accounting**, which allocates a CO₂e budget not to be exceeded, in order to better manage emissions linked to logistics flows and business travel;
- **For the first time, measuring the company's biodiversity footprint and implementing action plans:** a major strategic decision while 99% of Expanscience's turnover depends on biodiversity.

¹ From 60,894 tonnes CO₂ equivalent in 2024 compared to 66,661 in 2022

² Compared to 2019 on scopes 1, 2, 3, in absolute reduction

At the same time, Expanscience is already preparing for the future by **investing more than 30 million euros over the period 2025-2027, to decarbonise its Epernon plant** (reduction in gas requirements by 49% and 32% reduction in GHG compared to 2019) and increase its production capacities. Another major challenge is the management of water stress: **Expanscience aims to reduce its water consumption by 25% by 2027**, again at its Epernon site.

Making well-being a key lever in the corporate strategy, thanks to a common social foundation for all employees

As a mission-driven and B Corp-certified company, Expanscience is first and foremost committed to its teams by **building an ever more inclusive and supportive working environment**, to become a leading company on essential issues such as parenthood, occupational health or supporting vulnerabilities.

This drive is reflected in the **deployment of an ambitious policy, the “Care Policy”, which guarantees essential social security for its employees all over the world**, with a minimum threshold of key guarantees (private health insurance, pension, etc.).

Expanscience has also implemented pioneering measures in terms of parenting and occupational health, both close to the company's heart: 100% of parents are entitled to gradual return to work in the first two months after maternity or paternity leave, while remaining on full salary.

These progresses illustrate the ambition to tangibly implement the company's mission, while taking into consideration well-being in all its individual, collective and environmental aspects.

Find all Expanscience's progress and monitoring indicators in its 2024 mission report: [CLICK HERE](#)

About Expanscience:

You don't give your all without good reason... At Expanscience, we are a mission-driven company, and our purpose is to help everyone shape their well-being, from childhood to old age. This is what has driven us to progress, research and innovate for over 70 years. Independent at heart, we are a 100% family-owned French company with products in more than 100 countries and brands such as Mustela, Babo Botanicals, Piascledine 300 and Iana. It is clear to us that the well-being of people cannot be separated from that of the planet, and it is our collective responsibility. Our positive impact on society and the environment is recognised by our B Corp certification and through our “impACT” CSR programme, and we are committed to becoming a regenerative company with a positive impact.

Expanscience in brief

- Founded in 1950
- 4 activities: Dermo-Cosmetics, Joint well-being and Rheumatology, Dermatology, Cosmetic Active Ingredients
- 2024 turnover: €364.3M, 78% of which internationally
- 1,299 employees and 13 subsidiaries
- 2.16% of turnover invested in research and development
- For further information: www.expanscience.com

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