

A new governance for Expanscience:

Sophie Robert-Velut appointed Chief Executive Officer as Group's Management Committee Evolves

Paris, La Défense, June 10, 2025 - On May 5, Sophie Robert-Velut, up until then Chief Operating Officer of Dermo-Cosmetics, Rheumatology and Dermatology, was appointed Chief Executive Officer (CEO) of Expanscience Group by Jean-Paul Berthomé, who remains President of the group. This new governance is accompanied by a restructuring of the Management Committee, marking a new dynamic for Expanscience.

As the world's first dermo-cosmetics and pharmaceutical laboratory to be B Corp certified and as a company with a mission, Expanscience has a bold ambition for the future: to become a regenerative company by 2040. To achieve this, the group's financial independence and its ability to grow while minimizing its footprint on ecosystems remain sine qua non conditions. In this context, Jean-Paul Berthomé, President of Expanscience, has announced a change in governance to guarantee the company's sustainability and performance - both financial and non-financial - while preserving its fundamental values and family-oriented identity.

The executive will now be led jointly by Jean-Paul Berthomé, who will continue to oversee major strategic directions as President, and Sophie Robert-Velut, as Chief Executive Officer. Sophie Robert-Velut will be responsible for designing and implementing Expanscience's strategy with the support of the Management Committee who will report to her.

For Jean-Paul Berthomé, this change in governance will allow Expanscience to preserve its family DNA while firmly positioning it for the future: *"Created by my father in 1950, this independent family business has a major societal role to play, by combining utility with a commitment to safeguarding future generations. For over five years, Sophie Robert-Velut carried out this ambitious strategic vision, a source of development and innovation. Her leadership, convictions and ability to mobilize teams have been key in growing our company responsibly. I thank her for the progress achieved and reaffirm my trust in her as she takes on her new role. I know that with Sophie, our company will continue to extend its history and grow meaningfully in line with our mission to help people shape their well-being."*

Sophie Robert-Velut added: *"First of all, I would like to thank Jean-Paul Berthomé and the entire Management Committee for the trust they have placed in me. I want Expanscience to be recognized as a pioneering company, capable of steering other economic and political players into business models with a positive impact. This mission goes hand in hand with the company's success, which comprises our ability to strengthen our financial health and growth in dermo-cosmetics (Mustela and Babo Botanicals), rheumatology and well aging, and cosmetic and nutraceutical active ingredients markets. And in this project, our employees' commitment is key."*

Three new key profiles on the Management Committee to support this transformation

At the same time, Expanscience's Management Committee welcomes 3 new members. Their expertise and complementary skills will be decisive for the success of the company's project:

- **Marguerite Laborde, Mustela Chief Operating Officer.** A graduate of HEC, Marguerite has a 20-year background in marketing and e-commerce in the cosmetics sector in companies such as L'Occitane and Cinq Mondes.
Marguerite, who joined Expanscience in 2020, has designed and led the remake of the Mustela brand and its offering, in line with Expanscience's impACT roadmap, while also strengthening parenthood empowerment in the group's subsidiaries. Marguerite was involved in the first Business Convention for Climate and more recently in the CEC "Nouveaux Imaginaires" program (part of the first Business Convention for Climate).
- **Florence Pin, Healthcare Chief Operating Officer.** A graduate of Paris Dauphine and IAE, Florence has over 25 years of experience in marketing and then in general management in the consumer goods and health sector within the Danone group. Since joining Expanscience in 2022, she has led the transformation of the Rheumatology business towards a long-term approach focused on well-being with age. In addition to managing the drug and medical device portfolio, Florence coordinated the launch of the Iana brand and the Martha app: a new responsible and holistic health offering.
- **Konstandinos Katsianakos, Market Chief Operating Officer.** A graduate of Reims Management School, Konstandinos has over 25 years of experience in sales, marketing, business development and export roles in the pharmaceutical and cosmetics industries, particularly at Galderma. He joined Expanscience in 2012 and successively lead the international export activity and then the international subsidiaries, before being appointed Managing Director of Markets in 2022. Konstandinos has played a key role in accelerating Expanscience's international development through a market-tailored offering strategy.

As of May 12, Marguerite Laborde (Mustela Chief Operating Officer), Florence Pin (Healthcare Chief Operating Officer) and Konstandinos Katsianakos (Market Chief Operating Officer) will join the Management Committee team that currently counts the following members: Etienne Auriau (Chief Financial Officer), Caroline Baudouin (Chief Innovation, Development, Regulatory and Vigilance Officer), Yves-Edouard Desombre (Chief Operations Officer – Interim Manager), Emmanuelle Dumas (Chief Communication & Corporate Philanthropy Officer), Alexandra Jolivet (Chief Human Resources Officer), Karen Lemasson (Chief Impact and Open innovation Officer) and Armelle Le Péniec (Natural Active Ingredients Chief Operating Officer).

Jean-Paul Berthomé's career milestones

Jean-Paul Berthomé, the son of the co-founder of Laboratoires Expanscience, was appointed President and Chief Executive Officer in 1992.

In 2004, he committed Expanscience to sustainable development by joining the United Nations Global Compact.

In 2015, he accelerated Expanscience's international growth by setting the objective of achieving 75% of the company's turnover abroad by 2020.

In 2018, Expanscience became the first pharmaceutical and dermo-cosmetic laboratory to be certified B Corp.

In 2021, Jean-Paul Berthomé changed the statutes of Expanscience, which became a mission-driven company whose purpose is to help individuals shape their well-being.

In 2024, Laboratoires Expanscience present in 91 countries around the world, counted 1299 employees in 13 subsidiaries, with a €364.3 million turnover, 78.3% of which is generated overseas.

Sophie Robert-Velut's career milestones

Sophie Robert-Velut graduated from ESCP Europe and joined L'Oréal Group in 2003. After a background in Marketing Management for Vichy, Sanoflore and Garnier, she became General Manager of La Roche Posay in Brazil and then CEO of Saint-Gervais Mont Blanc in 2017.

In 2019, she joined Laboratoires Expanscience as Chief Operating Officer for Dermo-Cosmetics (Mustela, Babo Botanicals).

In 2021, Sophie Robert-Velut committed the Mustela brand to the first Business Convention for Climate (CEC), an important step that helped design Expanscience's ecological transition roadmap.

In 2022, she became Chief Operating Officer, Dermo-Cosmetics, Rheumatology and Dermatology of Expanscience.

About Laboratoires Expanscience:

About Laboratoires Expanscience: You don't give your all without a good reason. At Expanscience, we are a mission-driven company, and our purpose is to help individuals shape their well-being, from the youngest to the oldest. That's what has motivated us to move forward, carry out research and innovate for over 70 years. Independence is our lifeblood. We're a French company that is 100% family-owned, with products in over 100 countries and brands like Mustela and Babo Botanicals. For us it's clear: the well-being of people cannot be separated from that of the planet, and it's up to all of us to ensure this. Our positive impact on society and the environment has been recognized by the B Corp label, and through our "impACT" CSR program we are undertaking to being a company which has positive, regenerating impact.

Expanscience at a glance:

- Founded in 1950
- 4 activities: Dermo-Cosmetics, Well aging and Rheumatology, Dermatology, Cosmetic and Nutraceutical Active Ingredients
- 2024 turnover: €364.3 million, 78% of which is generated internationally
- 1,299 employees and 13 subsidiaries
- 2.16% of turnover invested in research and development
- Find out more: www.expanscience.com

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