

Press information

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IMPACT  
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Our CSR strategy for 2030:  
to become a regenerative business  
with a positive impact.

*Well-being  
is in our  
hands*

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## “ MORE THAN EVER, COMPANIES ARE PART OF THE SOLUTION ”

I have always felt that our responsibility as a company goes well beyond our products. This is why I signed the United Nations Global Compact and decided to put CSR at the heart of our strategy.

Since then, we've come a long way, and our company has continued to develop while reconciling economic performance with social and environmental commitment. While we are very proud of having been the world's first pharmaceutical and dermo-cosmetics laboratory to receive B Corp certification, in 2018, we also realize more than ever that being a business that's better for the world means making even greater efforts.

Our planet is confronted with many challenges: environmental, social and societal. And they're urgent! More than ever, companies are part of the solution. To be lasting and useful to society, they must reinvent themselves. Our new CSR strategy, called impACT, responds to these challenges. We have set ourselves ambitious 10- and 20-year goals to become a company with a positive and regenerative impact. As a company with a mission («entreprise à mission»), we are structuring our action around our core purpose: helping individuals to shape their well-being. impACT has been designed and implemented by our employees to ensure this. I am extremely proud of their commitment to the future of Expanscience, of course, but also of their commitment to the well-being of individuals and to the health of the planet.



**Jean-Paul Berthomé**  
President of Laboratoires Expanscience

**1<sup>ST</sup>**  
**World's first B Corp  
pharmaceutical and  
dermo-cosmetics  
laboratory**

# 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 stimulated us to move forward, carry out research and innovate for over 70 years. Independence is our lifeblood, and we're a French company that is 100% family-owned. Our positive impact on society and the environment has been recognized by the B Corp label, and we commit to being a company that's better for the planet.

With this in mind, we act to ensure the well-being of skin and body. We put our expertise at the service of patients, consumers, healthcare professionals and our partners in over 100 countries around the world. We want to make sure parents don't have to choose between high-quality care for their children and a solution that's good for the planet.

We are mobilized to ensure serene parenting with our Mustela and Babo Botanicals brands. We are convinced that aging and quality of life can be reconciled. We act to help millions of people suffering from osteoarthritis to continue doing what they enjoy for as long as possible, with therapeutic solutions and support services that are free of charge. We want to offer the best of nature to the cosmetics industry. We develop cosmetic active ingredients with sensorial appeal that are 100% natural origin and contribute to the well-being of body and mind. What makes us different is our pioneering commitment to care for both humans and the planet.



# EXPLAINED



Since 2004, we have been putting all our energy into this cause through concrete acts. And today, there is no more time to lose! Proposing products that are increasingly natural, preserving resources and living things, developing the circular economy: these are our goals. We don't give up, and we work toward having a lighter footprint through our "impACT" CSR program as we become a company with a positive, regenerative influence. With our Mustela brand and our cosmetic active ingredients business, for example, we commit to contributing to reaching planetary climate goals. And we put just as much energy into embodying a new company model. We act for the well-being of our communities worldwide, we implement a policy of responsible purchasing and local development, and we ensure that our employees are company stakeholders. 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.

# SUM UP

CREATED IN  
**1950**

**14**  
SUBSIDIARIES

DERMO-COSMETICS  
RHEUMATOLOGY  
DERMATOLOGY  
COSMETIC ACTIVE  
INGREDIENTS

**1098**  
EMPLOYEES

2021 TURNOVER  
**287.2M€**  
INCLUDING 74% FROM  
INTERNATIONAL SALES

**3.2%**  
OF TURNOVER  
INVESTED IN  
RESEARCH AND  
DEVELOPMENT

# “3 QUESTIONS FOR ...”

**Karen Lemasson**

CSR and Open Innovation Director  
at Expanscience



## What is the goal of impACT, your new CSR strategy?

impACT marks a decisive turning point for our company and traces our pathway to 2030/2040. With impACT, our goal is to continue transforming our development model to become a business with a positive, regenerative impact. This means that our activities will preserve resources while leaving the least possible traces on ecosystems; they will even contribute to restoring them and creating social and societal value.

## What concerns does it address?

Our impACT strategy addresses four major challenges:

1. Design products and services that are useful to well-being, eco-socio designed and increasingly inspired by nature and living things.
2. Help our employees take an active part in their personal fulfillment and construct a more inclusive and supportive company with them.
3. Contribute to reaching planetary climate goals and to the protection and regeneration of biodiversity.
4. Mobilize our communities and ecosystem to build together business models with a positive impact on society, individuals and the environment.

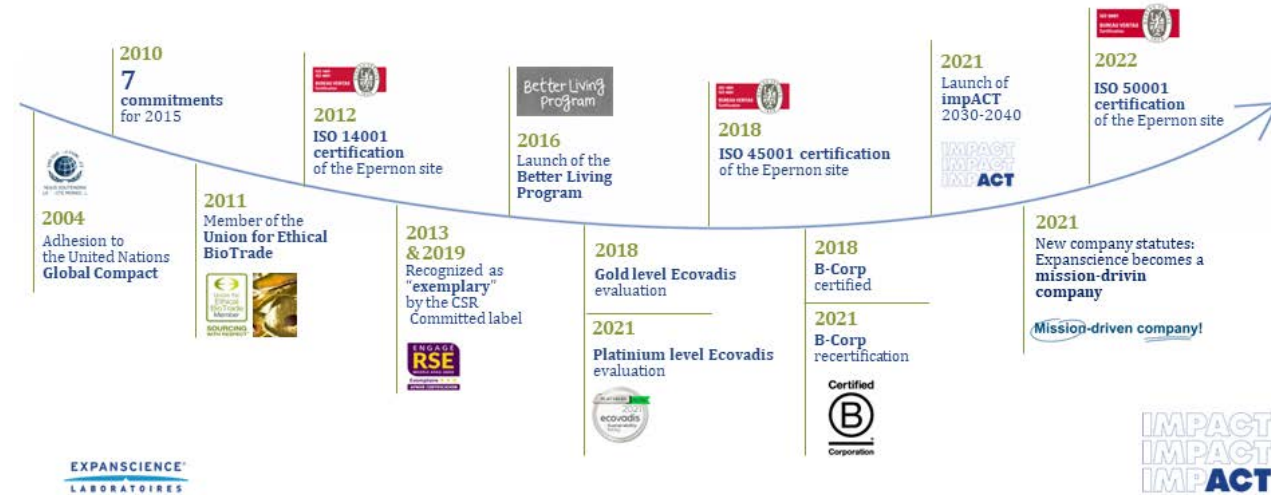
## How did impACT come about?

impACT is the continuation of our prior cycle of commitments, known as the Better Living Program. With impACT, we wanted to go even further in co-building our roadmap while taking inspiration from the Civic Convention in France. impACT was born from a human adventure! With the help of internal and external experts, 40 volunteer employees in 11 countries wrote our new CSR roadmap. Although they came from different backgrounds, cultures and professions, they shared a basic conviction: we have only 10 more years to change things and provide a better world for our children. With this overall aim and starting from our material considerations, they drew up the roadmap for our dermo-cosmetics (Mustela), rheumatology and cosmetic active ingredients activities, as well as for our plants and our human resources policy.

Discover the results of the prior Expanscience CSR commitment cycle at: <https://www.expanscience.com>

# EXPANSCIENCE

## A CSR POLICY BASED ON CONTINUOUS PROGRESS



# IMPACT

an ambitious strategy to move toward becoming a **light and regenerative company**.

- **Preserve** resources
- Leave the **least possible traces** on ecosystems
- **Restore**

**HAVE A POSITIVE IMPACT ON** humans and the planet.

# PROSPER WHILE LEAVING THE LEAST POSSIBLE TRACES ON ECOSYSTEMS

The Expanscience impACT strategy, which aims toward a positive and regenerative result, provides a pathway to 2030/2040 that will mobilize all company employees and stakeholders. In line with the company's purpose to help individuals shape their well-being, Expanscience commits through this roadmap to a continuing reinforcement of actions that:

## HELP

parents so that future generations grow up in **good health** on a **healthy planet** and support their parenting in a society that is **changing** and **evolving**.

## APPLY

the principles of **restraint and circularity** to our new products and services, from design to implementation.

## GIVE

individuals suffering from osteoarthritis the power to improve their **quality of living**.

## BE INSPIRED

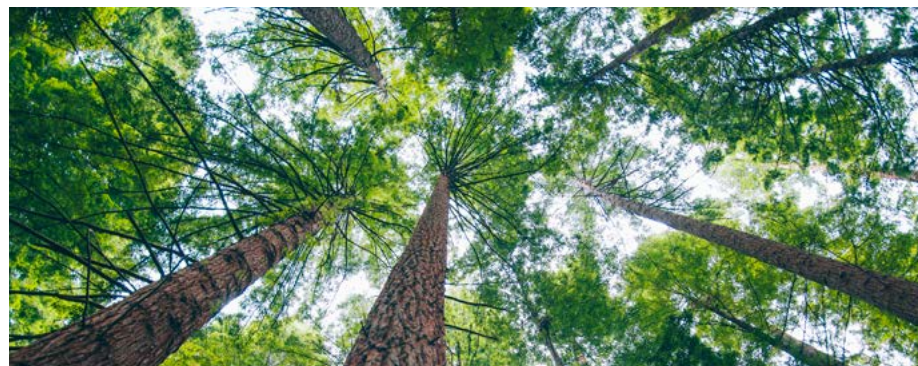
even more by nature and living things and work toward **restoring biodiversity** throughout the product lifecycle.

## DEVELOP

our model and offers in a way that contributes **planetary climate goals**.

## MAKE

employees active participants in a more **resilient and innovative** company.



# THE FLAGSHIP COMMITMENTS OF EXPANSCIENCE WITH IMPACT

At the heart of the global Expanscience strategy, the new CSR roadmap, which is designed to ensure that the company has a positive and regenerative impact, is based on an action plan and precise objectives for its dermo-cosmetics, rheumatology and cosmetic active ingredients business units, as well as for its plants and human resources policy. Among the key company commitments:



## HUMAN RESOURCES

At Expanscience, each person's potential contributes to everyone's success. With impACT, Expanscience wants to make its employees active participants in a more resilient and innovative company. By 2025, all employees will be able to design their own professional pathway and dedicate part of their work time to environmental projects or non-profit activities. In addition, Expanscience has committed to developing a more flexible work environment and reinventing management methods according to an agile approach and mindset.



Finally, by 2025 Expanscience wants to implement a global well-being strategy and be recognized as a leader on parenting issues and health at work, while deploying a policy that guarantees inclusion and equity for all employees worldwide.



## COSMETIC ACTIVE INGREDIENTS

For more than 10 years, Expanscience has been a member of UEBT (Union for Ethical BioTrade), an international non-profit association for the preservation of biodiversity and the implementation of ethical business practices.

With the new impACT strategy, Expanscience aims for 100% of its cosmetic active ingredients portfolio to continue contributing to the preservation and protection of biodiversity and to go even further by contributing to restoring it and supporting regenerative agriculture. Expanscience also wants to improve well-being with innovative, bio-inspired active ingredients.

## PLANTS

By 2030, Expanscience aims to run its two plants (the production site at Epernon in the Eure-et-Loir department in France and the plant raw materials transformation entity based in Lima, Peru) according to the principles of circular economy and to take care of the environment by promoting biodiversity and combating climate change. By 2025, Expanscience wants to recycle 100% of waste from the Eure-et-Loir site and by 2030, reduce greenhouse gas emissions by 40%, as well as use 100% renewable energy and ecodesign 100% of new company buildings.

Recycle  
**100%**  
of waste by 2025



**50%**  
at least of our active ingredients will be certified organic, Fair for Life or FairWild by 2030



Finally, by **2025**, Mustela will support a great cause tied to parenting in each of the 14 subsidiaries of the Expanscience Group.

## MUSTELA

With impACT, Mustela reaffirms its commitment to parents and to helping future generations grow up in good health on a healthy planet.

For this reason, Mustela commits to contributing to planetary climate goals. The Expanscience flagship brand is also advancing toward zero waste and is committed to redesigning Mustela packaging and products according to a “refuse, reuse, reincorporate and recycle/compost” approach. Mustela packaging is already 100% recyclable and the brand has economized 152 tons of plastic and 78 tons of cardboard since 2010.

*\*Based on French market criteria.*

## RHEUMATOLOGY

The mission of the Expanscience rheumatology business is helping individuals suffering from osteoarthritis to do what they love as long as possible. To develop knowledge of osteoarthritis and enable patients to have a better quality of life, Expanscience commits to making new tools available to them that enable improving diagnosis and understanding osteoarthritis better (e-learning tools, digital platform, podcasts, etc.). The new ArthroCoach App digital platform and the international podcast entitled Let's Talk OA, which was launched in 2021, are part of this commitment that contributes to “empowering patients”.



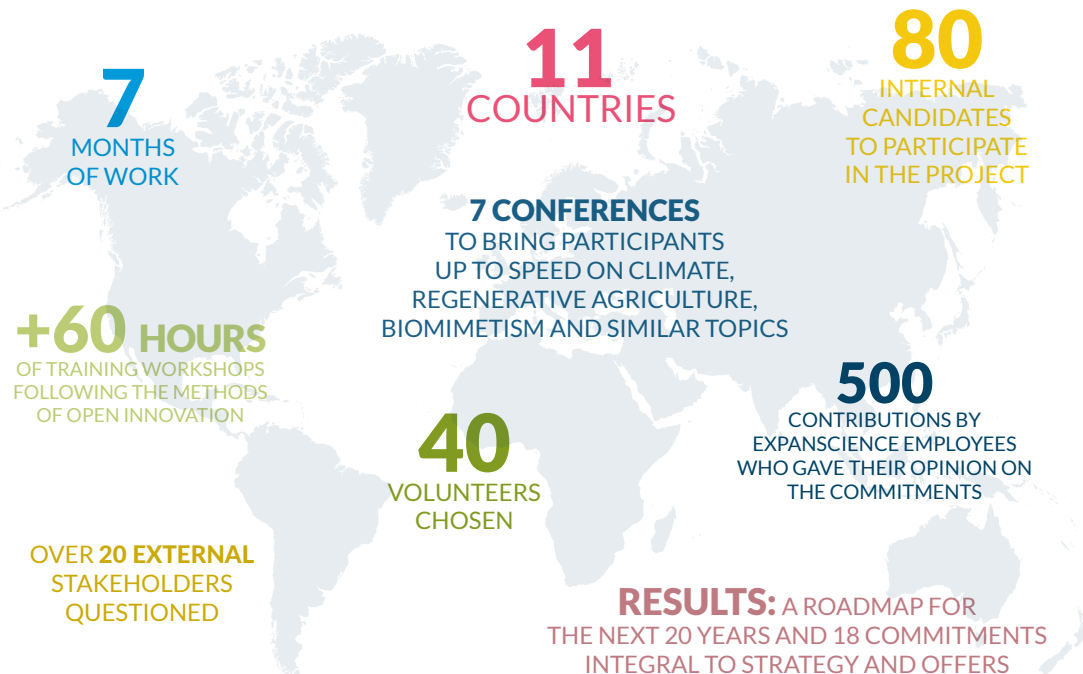
Expanscience also commits to developing new eco-designed products and services for rheumatology. In 2025, 100% of our new products developed internally will respect our charter of naturalness and will be eco-socio-designed.

# TOGETHER WE ARE FOSTERING A VIRTUOUS BUSINESS MODEL

Everything started from an Expanscience conviction: by working with external specialists and by promoting new ways to collaborate internally, the company could become a driver in the transformation of the pharmaceutical and dermo-cosmetics industry.

And from a concern: in 2021 marked the end of the company's prior CSR strategic plan, known as the Better Living Program, and Expanscience needed to prepare a continuation. What would be the roadmap for the next twenty years?

The guide to how employees around the world could be motivated to reinforce the positive impact of Expanscience was drawn up in an original way, based on collective intelligence and inspired by the French Civic Convention, a model with a positive, inclusive impact. In a first step, this co-building model was based on a "materiality analysis" that enabled defining a direction and launching a call for volunteers.



This approach based on collective intelligence is not new for Expanscience, which has implemented a dialog with its stakeholders since 2009 and co-built several of its offers over the years.

As an example, in 2019 around one hundred stakeholders worked together to create the first organically certified Mustela line, which is perfume free and vegan. In 2020, Mustela also tested a refill offer based on the principle of a circular economy after a co-building session with internal and external participants.



Named « REVIENS » («Come back»), this offer including a mild cleansing gel and an organically certified cleansing gel is now available in 21 pharmacies in France.

## IN THEIR OWN WORDS

It's an honor to be part of a company that's so strongly committed to CSR. We all want to contribute to better living in communities everywhere. With the Mustela brand: I want to contribute to leaving a better world for future generations.

**Yuffi Yu**, Sales Manager, Expanscience Hong Kong, and member of the Mustela workgroup.

Participating in this adventure has allowed me to act in a professional way outside my customary sphere and to share my convictions with other members of the group as part of an ambitious collaborative project. Our challenge is to transform ourselves so that we can bring a positive contribution to society and the environment.

**Virginie Wallon**, Digital Manager, Expanscience Headquarters, and member of the cosmetic active ingredients workgroup.

Regeneration is a word that shouldn't be overused. It evokes the notion of respect and humility toward nature, and it also conveys a proactive element: we work with nature while caring for it. This is a positive vision of ecology.

**Bastien Sachet**, CEO of the EarthWorm Foundation

Entrepreneurs and companies have an essential role to play. Governments alone cannot reach these objectives. NGOs and philanthropists cannot manage this alone either.

**Marcello Palazzi**, Co-founder of B Lab Europe and B Lab global ambassador

[See the impACT videos:](#)

# IMPACT IMPACT IMPACT

Our CSR strategy for 2030



Become a company  
with a positive,  
regenerative impact.



[www.expanscience.com](http://www.expanscience.com)



[www.mustela.fr](http://www.mustela.fr)

[www.arthrolink.com](http://www.arthrolink.com)

[www.arthrocoach.com](http://www.arthrocoach.com)



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