

OUR CSR COMMITMENTS

Edition 2025



ISISPHARMA

DERMATOLOGIE

EDITO



At ISISPHARMA, **sustainable development** is at the heart of our strategy

It is an integral part of our “triple performance” objectives:

Profit Planet
People

Because these goals are clearly outlined at the top of our strategic roadmap, they guide our decisions and our societal and environmental approach: every project and every action we undertake must contribute to them.

In this dynamic, the **CSR function** is **transversal** within our organization, helping to lead the entire team towards a **systemic and coherent CSR approach**. Today, every employee actively contributes, driven by **empathy, learning, and progress!**

ISISPHARMA's CSR approach nourishes **our mission**, which is deeply societal: to create dermatological solutions for those suffering from skin disorders...

Each year, the ISISPHARMA brand and its products continue to build customer loyalty, leading to **strong and consistent growth** of our company. ISISPHARMA is already a recognized leader in medical prescription in more than 15 countries. As we aim to further expand our reach, **embracing the challenge of sustainable development** becomes even more essential...

And **it is a collective challenge**: Employees, customers, suppliers, partners, company leaders, shareholders, and even competitors—we are **all on the same team** to tackle the global issues shaping our future!

By listening to the needs of each member of this big team—as **individuals, global citizens, and professionals**—we have reinforced our **convictions**, defined our **commitments**, our **strategy**, and our **roadmap**, all to **ensure the sustainability** of our mission.

We are delighted to invite you to discover them in this first edition!
Happy reading!

Laurencia Musol

Deputy General Manager ISISPHARMA

SUMMARY

- 1** Our history
- 2** Our company
- 3** Our commitments through the prism of our value chain
- 4** Sustainable Development Goals
- 5** Promoting our employees well-being and commitment
- 6** Encouraging responsible production and purchasing
- 7** Reducing and limiting our impact on the environment
- 8** Acting as a global citizen

OUR HISTORY



in 1987

A Lyon-based pharmacist creates pioneering solutions for the treatment of rosacea, vitigo and melasma.



ISISPHARMA

DERMATOLOGIE

a DEWAVRIN Group
company



in 2002

Acquisition of ISISPHARMA by the DEWAVRIN family group.

Dewavrin Cosmetics, a family group full of history

The **DEWAVRIN** family, historically specialized in wool trading, strategically transitioned into the health and well-being sector. This shift was driven by a key asset: **lanolin**, a substance extracted from wool grease, highly valued for its moisturizing and protective properties.

Initially used in the pharmaceutical industry, lanolin quickly became a major ingredient in the cosmetics industry. This resource served as the foundation for the **Dewavrin Cosmetics group**, built by the Dewavrin family. After acquiring **STELLA** - a lanolin manufacturing company - in 1977, the group expanded with the acquisition of **ALPOL Cosmétique** in 1998, a company specialized in the production of finished cosmetic products, followed by **ISISPHARMA Dermatologie** in 2002, a dermo-cosmetic brand prescribed by dermatologists.

The latest acquisitions of the **DEWAVRIN Cosmetics group** further enhance the value chain at the intersection of health and well-being: **NOVAPHARM**, a manufacturer of nutritional supplements, and **EFFINOV**, a brand specialized in micro-nutrition.

Technological expertise, research, and innovation are the major pillars that establish **DEWAVRIN Cosmetics** as a key industrial player on an international scale.



“As a family-run group that has been in business for over 180 years, it's clear that the notion of sustainable development takes on a very special meaning!

Our firm commitment to ensuring the longevity of the company so that it can be passed on to future generations echoes the need to guarantee them an environment in which they can flourish.

With this in mind, we have defined an action plan for the DEWAVRIN Group based on 3 themes:

- Limitation of our environmental impact
- Emphasis on training the younger generation to bring out their potential
- The funding of initiatives designed to have a strong societal impact, in particular through the patronage of our DEWAVRIN Cosmetics Foundation.

Our ISISPHARMA and EFFINOV brands are the standard-bearers of our Group's values, for as many people as possible.

Even though we are not yet subject to mandatory reporting, I feel it is essential to share our vision and initiatives, for the sake of transparency, and in the hope of inspiring other small and medium-sized companies to adopt a CSR approach!”

Grégoire Dewavrin

General Manager BRANDS DIVISION
DEWAVRIN Group



MANIFESTO

At **ISISPHARMA**, we believe that skin issues should never be a burden. They deserve swift, effective, and accessible solutions—both in ease of use and availability.

As a **specialized french brand**, our expertise is built on a deep conviction: every individual deserves **cutting-edge dermatological solutions**, developed with **scientific rigor** and enriched with genuine care for their **emotional well-being**.

We understand that behind every skin concern lies a unique story. An emotion. A hope for improvement. That's why we create innovative solutions tailored to patients' specific needs—targeted dermo-cosmetic products with clinically proven results, supporting skin through its different evolutions.

Reliable, science-backed, and educational information to empower each patient in their treatment journey. Because understanding better means acting better.

For our prescribers—doctors and pharmacists—we are more than just a partner. We are an extension of their mission, a trusted ally that puts science at the service of their practice.

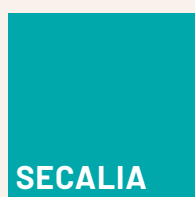
Together, we help every skin move toward greater balance and confidence, every day.

OUR DERMATOLOGICAL SOLUTIONS

Because our vocation is to make a **lasting difference** to patients' lives, ISISPHARMA has developed a portfolio of innovative, effective and accessible products for every major **dermatological** disorder.



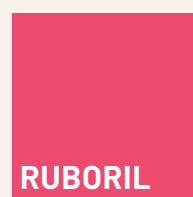
NEOTONE
Pigmentation spots



SECALIA
Dry skin . Atopic tendency



XEROLAN
Affected skin barrier



RUBORIL
Sensitive skin with redness



VITISKIN
Pigmentation deficiency



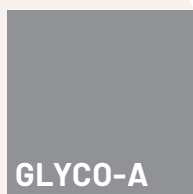
SUAVIGEL
Intolerant, irritated, weakened skin



GENESKIN
Anti-ageing



TEEN DERM
Oily skin with imperfections



GLYCO-A
Superficial peelings



KELOPLAST
Irritated and damaged skin



ILCAPIL
Dandruff . Itchy scalp



UVEBLOCK
Dermatological suncare

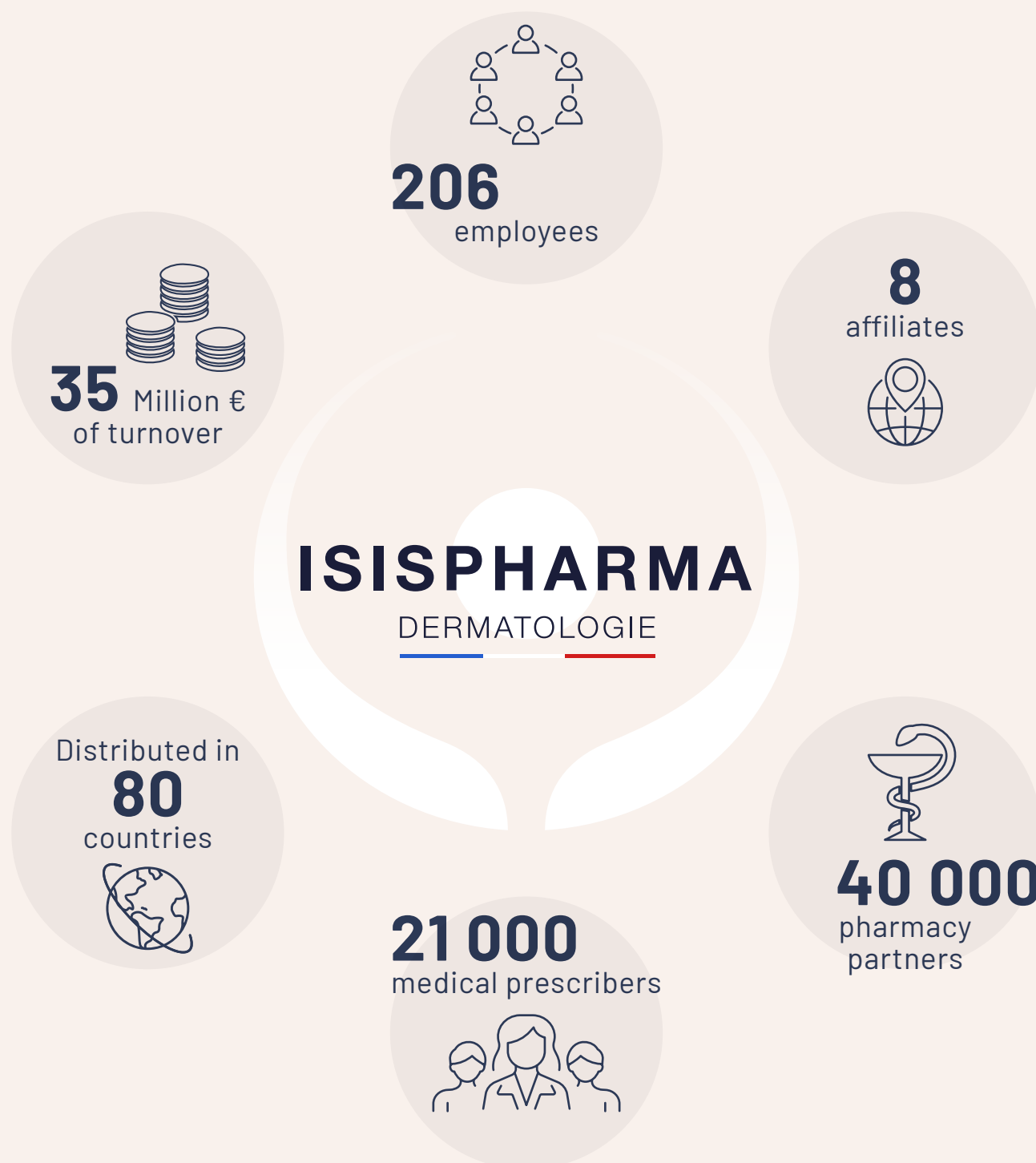


URELIA
Scaly skin . Hyperkeratosis



SENSYLIA
Sensitive and dehydrated skin

KEY FIGURES



OUR COMMITMENTS

through the prism of our value chain

		MAJOR OBJECTIVE	SHORT TERM	2030
DESIGN Defining sustainable dermatological solutions		Integrating the Life Cycle Assessment (LCA) methodology from the product design stage.	Conduct an LCA on a key existing product from our portfolio.	Use the LCA to identify impact reduction opportunities from the product design phase.
FORMULATION Create and respect an eco-formulation charter		Ensure that all our products comply with the ISISPHARMA eco-formulation charter.	Setting out the eco-formulation charter.	Reach 100% of products launched and 80% of our existing product portfolio reformulated to comply with the charter.
PACKAGING PURCHASING Implement a responsible purchasing policy		Improve all our packaging recyclability rate. Improve recycled plastic proportion in our packaging.	Achieve 90% recyclable packaging. Achieve 20% recycled plastic in packaging.	Achieve 100% recyclable packaging. Achieve 40% recycled plastic in packaging.
PRODUCTION In our ecovadis silver and ISO 9001-rated plant		Increase the proportion of new eco-processed products (cold or formula, waterless, etc.).	Launch an eco-processed product.	Produce 1 new eco-processed product per year by 2030.
SHIPPING Reduce downstream greenhouse gas emissions		Reduce downstream air freight emissions in all countries served.	Implement an air freight reduction plan.	Reduce our downstream air freight CO2 emissions by 75% by 2023.
PROMOTION & SALES Supporting our sales partners in sustainable promotion		Implement a responsible marketing and communication policy.	Increase digital marketing materials. Encourage distance training. Choose responsible promotional items.	Create and implement a responsible marketing and communication policy.
PRODUCT USAGE Reduce the product usage impact		Increase the proportion of products with a reduced impact on the environment during the use phase.	Eliminate non-priority products with a high impact during the use phase.	Achieve 80% of launched products designed for reduced impact. Achieve 20% of our existing product portfolio thought through and reformulated for reduced impact.
END OF LIFE Recycle and compensate		Reduce the amount of packaging thrown away at the end of a product's life by working on lightening packaging. Compensate 100% of our primary packaging, all materials combined, in a context of growth.	Integrate the challenge of packaging's lightening into a new packaging project. Pursue our commitment to compensate and recycle 100% of our annual plastic footprint.	Reduce plastic weight per product by 20%. Maintain 100% compensation of our packaging (all materials) in plastic equivalent.



OUR CONTRIBUTION

to the Sustainable Development Goals



On September 25, 2015, the 193 members of the UN, including France, committed to achieving 17 Sustainable Development Goals (SDGs) over the next few years. These goals give us the roadmap to achieve a better, more sustainable future for all. They respond to the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, peace and justice.



Good-health and Well-Being

Among the seventeen sustainable development goals, we have identified **five as priorities** for ISISPHARMA.

As a player in the healthcare industry, ISISPHARMA is directly involved in improving people's health, particularly when it comes to dermatological disorders. Offering effective and accessible solutions for the treatment of skin problems contributes directly to promoting well-being and reducing inequalities in access to healthcare.

Implemented measures:

- ✓ Develop and promote innovative, effective and safe dermatological solutions for all populations, including vulnerable ones.
- ✓ Participate in skin health awareness campaigns.
- ✓ Improving access to dermatological care, particularly in underserved geographical areas.



Decent work and economic growth

ISISPHARMA has a role to play in creating quality jobs, supporting vocational training, and respecting workers' rights. The company must also contribute to sustainable economic growth by promoting responsible business practices.

Implemented measures:

- ✓ Ensuring decent working conditions for all employees, including the promotion of equal opportunities, diversity and inclusion.
- ✓ Supporting innovation and research to stimulate economic growth in the health and cosmetics industry.
- ✓ Offer ongoing training programs for employees, to foster their professional development.



Responsible consumption and production

ISISPHARMA must encourage its stakeholders to adopt responsible practices in the production processes of its products.

Implemented measures:

- ✓ Adopt packaging that is recyclable, recycled or made from sustainable materials, and promote the recycling of end-of-life products.

Levers for action:

- ✓ Be demanding in optimizing manufacturing processes to reduce waste and energy consumption.
- ✓ Choose more sustainable and responsible ingredients (e.g. from sustainable agriculture or renewable resources).



Life on Land

As a company that uses natural resources to manufacture its products, ISISPHARMA has an impact on biodiversity. It is essential to integrate a responsible approach to the environment and biodiversity.

Implemented measures:

- ✓ Encourage compensation for the negative environmental impacts of product production and consumption.

Levers for action:

- ✓ Ensure that the ingredients used come from sustainable sources and respect local ecosystem.
- ✓ Implement initiatives to protect terrestrial ecosystems and promote sustainable agricultural practices within the supply chain.



Partnership

Collaboration between companies, governmental organizations and NGOs is essential to achieving the SDGs. ISISPHARMA's role is to forge strategic partnerships to maximize its impact on the SDGs.

Implemented measures:

- ✓ Collaborate with academic institutions to support the research and development of sustainable, innovative solutions.
- ✓ Supporting CSR projects in partnership with NGOs, particularly in terms of access to dermatological care in underdeveloped regions.

Levers for action:

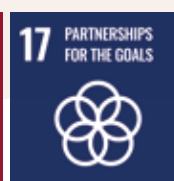
- ✓ Participate in collaborative initiatives to promote public health or sustainable innovation in the healthcare sector.

PROMOTING

our employees well-being
and commitment



ANSWERS TO THE SDGS:



DEPLOYING OUR SOCIAL POLICY

At ISISPHARMA, employee fulfillment is one of the three key objectives on our strategic map. That’s why **our HR policy reflects our corporate values**, which are focused on teamwork: “ONE TEAM”.

OUR VALUES “ONE TEAM” :

Intrapreneurial mindset

We encourage our team to take the initiative, to submit ideas for improvement and innovation with a view to continuous progress, and also to the transformation of the organization necessary for its long-term survival. Any idea is listened to, whatever the responsibility level, and then nurtured by the team when it fits in with the corporate strategy.

Team spirit beyond one’s own team

Priority is given to the entire ISISPHARMA team. Each of the entities that make it up serves this collective, sharing common objectives. Cross-functional collaboration is the key factor of success for the team and its entities. Communication, transparency and closeness to each other and to top management foster a strong team spirit, essential to meeting challenges together.

Enthusiasm / Positive state of mind

We believe that positive generates positive! The company’s success depends on our employees’ satisfaction at work. We are committed to providing a dynamic and motivating work environment, where interactions are positive and caring. Numerous social events are also organized throughout the year, to maintain and reinforce the ONE TEAM spirit!

Assertiveness / Leadership and Transparent Communication

We promote employee empowerment and a feedback culture. All members of the company are encouraged to express themselves freely, whatever their hierarchical level. They are accustomed to giving each other feedback on their behavior, actions and results, so that everyone is valued and individual and collective performance is enhanced.

Skills development is also a key focus of our HR policy: every year, the training fund is significantly increased, and new missions and projects are entrusted to our employees

Finally, as part of our continuous improvement approach, an **HR satisfaction** survey is sent to our employees every year. **We are proud to have been certified HAPPY AT WORK in our last survey in January 2025!**

In 2024, 95% of employees stated that they felt a sense of fulfillment in their current activity and missions, and 93% felt that their missions for the year enabled them to develop new skills!

FOSTERING WELL-BEING

at work



CERTIFIED

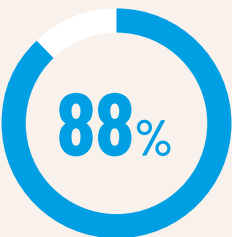


HappyIndex® AtWork
2025

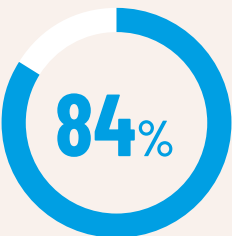
We attach a particular importance to the well-being of our employees.

Since January 2025, our company has been officially certified, via the **Happy At Work** label, as a company in which collaboration and conviviality reign supreme. We ensure that every employee feels valued in his/her career and fulfilled in his/her missions. Indeed, quality of life at work is a priority for us, and we are proud to note that our efforts in terms of well-being contribute to the motivation and loyalty of our employees, while strengthening our collective dynamic.

Key figures



of respondents satisfied with ISISPHARMA's corporate culture, including 97% at the Lyon headquarters. (certified figure)



of employees satisfied with the company's purpose (confidence in the management team, pride in the brand and products, quality of human relations within the company)

eNPS* OF 45 IN JANUARY 2025

eNPS : Employee Net Promoter Score

Calculating the eNPS (Employee Net Promoter Score) enables us to assess our employees' commitment and satisfaction at work!

How do we calculate it? $eNPS = \% \text{ Promoters} - \% \text{ Detractors}$

An eNPS between 10 and 30 is "Good", and it is considered "Excellent" when it is above 30. After an eNPS of 32 in January 2024, our score reached 45 in January 2025: a fine recognition of our HR actions implemented in 2024!

SPECIAL ATTENTION

to mental health

17 PARTNERSHIPS
FOR THE GOALS



Julia Toitot-Heylens
Human Resources Manager

“As ISISPHARMA's Human Resources Manager, I'm convinced that employee well-being is a fundamental issue and an essential performance driver for teams and the company. Our constantly evolving and challenging business sector can sometimes be a source of stress. That's why at ISISPHARMA, we're making mental health one of our human resources priorities: by guaranteeing a supportive working environment in this area, not only do we reduce stress and the risk of burnout among our employees, but we also improve their commitment, performance and therefore their fulfillment!”

In April 2024, we launched a **partnership with Moka.care**, a leading name in corporate mental health, to maintain the well-being of our employees and enable them to remain high-performing and fulfilled.

As part of this first year of partnership, 61% of employees have created their Moka.care account and regularly consult the platform's many resources.

Two corporate events have been organized since the launch of the partnership:

- A conference in June 2024 on managing mental workload, attended by over 20 participants
- A small-group workshop in January 2025 (8 participants) on self-knowledge to develop assertiveness.

These discussion sessions, whose themes are left to the employees' choice, enable teams to express their concerns in a friendly and confidential atmosphere, and to find collective solutions.

Because our mental health is too important to be put aside. We've made it our priority to make it yours.

MOKA.CARE

MOKA.CARE KPIs

- Account creation rate: 61% of staff have a moka account
- Workshop satisfaction rate: 8.6/10 on average for the 2 workshops
- Topics most consulted by teams (trends): Managing stress / Self-confidence / Lightening the mental load

ENCOURAGING YOUNG TALENT



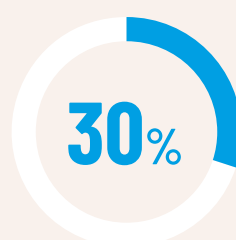
As part of our social policy, we are committed to offering young people the opportunities they need to reveal themselves and develop professionally.

Every year, we welcome students on apprenticeship or internship contracts, enabling them to immerse themselves in a stimulating and formative professional environment. Through our culture of collaborative management and our intrapreneurial spirit, we encourage them to play an active part in company projects, and listen to their suggestions for new and innovative ideas.



*Over the last 2 years, **60%** of our work-study students and interns have gone on to join ISISPHARMA on permanent or fixed-term contracts.*

This approach enables us not only **to train tomorrow's professionals**, but also to retain them when internal opportunities permit: in September 2023, 3 of our 14 work-study students were recruited on permanent contracts!



of employees are under 25

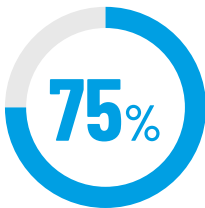
PROMOTING GENDER EQUALITY

Our company also stands out for its commitment to diversity and inclusion, particularly with regard to gender equality.

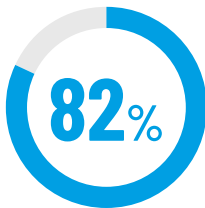
We are proud to have a majority of women on our team! Although our industry is particularly feminine, gender equality in management positions remains a challenge. At ISISPHARMA, women managers are significantly represented.

By promoting women to positions of responsibility, we demonstrate our commitment to creating an **equitable working environment** where everyone can flourish and contribute fully to the company's success. At ISISPHARMA, talent is recognized and valued regardless of gender!

Gender equality KPIs within the company



women on the Executive Committee



female managers in the company

Every year we mobilize for March 8th!

We are deeply concerned by the cause of women and the importance of equal opportunities.

We strive to ensure a respectful and inclusive working environment, where every individual, regardless of gender, can develop and flourish. Internally, we apply strict equality rules and are committed to offering fair working conditions, enabling every employee to feel valued and respected.

That's why, every year, on **International Women's Rights Day**, we invite our employees to take part in awareness-raising and training sessions with specialists in inclusion and equality.



Contributing to SDG 5

This SDG aims to put an end to all forms of discrimination against women worldwide. Gender equality is not only an essential human right, but also an indispensable foundation for a peaceful, prosperous and sustainable world.



Escape Game “Thwart sexism in the workplace” March 8, 2024

The game plunges players into everyday situations to help them identify inappropriate behavior and propose appropriate solutions. The aim is to raise participants’ awareness of issues such as inclusion, respect for differences and the management of potentially conflictual or discriminatory work situations. During the game, employees are confronted with realistic scenarios which they have to analyze and resolve collaboratively. Following this activity, an exchange time is scheduled with a specialist, enabling participants to discuss the situations experienced in the game and deepen their knowledge of equality and inclusion in the workplace. This fun, interactive approach promotes learning while strengthening cohesion and awareness within teams.



Raising awareness about precarity affecting women March 8, 2025



The founder and a volunteer from the AU TAMBOUR ! association came to our premises to lead a café-debate with our employees. Specializing in the daytime care of vulnerable women who are victims of violence, the association brought us its expertise to discuss the precariousness affecting women in our city and possible actions. In return, ISISPHARMA donated products (shower gel, body cream, face cream) to create hygiene kits for the association’s members. Employees also voluntarily contributed with personal donations. The event was a great opportunity to meet people working in the field, and to discover the different ways of getting involved in the private sphere.

KPIs March 8th events

- 18 people trained in the fight against sexism in the workplace by 2024
- 23 people sensitized to violence against women in precarious situations in 2025
- 1200 products donated to the AU TAMBOUR association (Secalia shower cream, Secalia Ato Balm, Geneskin C Premium Radiance)
- A voluntary donation made per female employee (head office and French team) to the association.



«I was lucky enough to take part in the introduction of the **AU TAMBOUR !** association, and it was a real highlight. The team behind the project laid the foundations of this association with enthusiasm and conviction. I was able to discover the association’s values and objectives. What particularly appealed to me was their aim to create a single-sex space specifically designed to welcome women, where they feel safe and comfortable to express themselves and take action. It’s a principle that speaks to me deeply, because I really believe it’s essential to create spaces where women can meet, exchange and blossom freely.»

Joyce A, Scientific Research Manager
at ISISPHARMA

TRAINING & ENCOURAGING

internal mobility



We see employee training as a strategic lever and a key element of our HR policy.

By investing in the training and professional development of our teams, we aim to foster their motivation and fulfillment within the company, ensure their adaptability to market changes and guarantee the company's long-term performance.

That's why, every year, we expand our skills development plan to meet the needs of our teams and the challenges of our sector.

ISISPHARMA offers several types of training:

- softskills training and coaching
- technical/occupational training
- cross-functional training linked to our projects

In January 2025, we also launched the first class of the **Managers' Pathway**, which aims to support a group of managers each year in a harmonized way to give them concrete tools to manage their teams and improve their managerial posture.

In addition, as part of our commitment to individual professional development, we encourage internal mobility in the event of job creation or organizational change: by capitalizing on the talent already present in our teams, we enable them to evolve and grow with the company, while ensuring business continuity.

Training KPIs

- **Training budget:**
 - . 30% increase in training budget in 2025 vs. 2024
 - . 3.4% of total payroll
- 89% of employees trained by 2024
- 87% employee satisfaction with training in 2024
- Largest training programs in 2024: Managers coaching + Language training (English / Spanish / Chinese).
- CSR training every year: Responsible Purchasing in 2024, Eco-driving in 2025.

INTERNAL DEVELOPMENTS

testimonials



Arielle has been with ISISPHARMA for over 4 years.

“*I started at Isispharma as a marketing assistant on an internship. I quickly felt at ease with the marketing team, who supported me, listened to me and helped me throughout this wonderful experience.*

At the end of my internship, I was offered a position as Product Manager. Wishing to continue at Isispharma, in a working environment that I particularly appreciated, I applied internally and was selected, thus obtaining a permanent contract.

Subsequently, as part of the organization's restructuring, I seized a new opportunity for advancement by accepting the newly-created position of Brand Manager France, which I currently hold.

Today, I feel fully fulfilled at Isispharma. The trust placed in me encourages me to give my best, and I'm delighted to have been able to develop internally so early in my career.”



Arielle Geslot
Brand Manager France

Lilian has been with ISISPHARMA for 4 years.

“ I joined ISISPHARMA in September 2021 as a work-study student in the Sales department. Initially in charge of support missions, I progressively took charge of several countries.

After a further year in Sales Administration at the end of my work-study program, I joined the Asia sales team in January 2024, thus meeting the company's needs and bringing me closer to my professional goal. The adventure continues, as the next step will be to go and work in the field in Asia!

During my three years with ISISPHARMA, I've accompanied the company's growth and progressed alongside it. Each challenge I've taken on has enabled me to gain know-how and broaden my skills. The diversity of assignments has been a constant source of motivation, and I really enjoy coming to work every day. ”



Lilian Vennin
ASIA Sales Assistant

BUILDING UNITY



At ISISPHARMA, **team cohesion** is at the heart of our DNA and a **fundamental pillar of our success**.

This cohesion enables us to work together towards common goals, exchange ideas freely and maximize our collective effectiveness.

To maintain and strengthen this dynamic, we have introduced **quarterly and annual rituals**, as well as a **calendar of cohesion activities** designed to mobilize and unite our teams. These privileged moments, combining relaxation and collaborative work, encourage exchanges, creativity and solidarity.

In particular, our annual **"Kick-off"** seminar is an opportunity to take stock of the past year together, **celebrating our successes** and identifying our areas for improvement in a transparent and friendly manner. It's also the ideal time to launch the new year by **sharing the short/medium/long-term strategic priorities with all employees**, and involving them in the action plan for the coming year in line with this strategy.

In addition, every quarter, the head office team meets to give all teams a clear picture of the quarter's results and of current and future projects in the various departments. Depending on the subject, we alternate between "classic" presentations and collaborative workshops to encourage collective intelligence. Each quarterly meeting ends with a joint lunch.

INTERNAL EVENTS ORGANIZED IN 2024

- ✓ Annual "Kick-Off" seminar: 2 days in October 2024
- ✓ Quarterly head office meetings
- ✓ Afterworks and team lunches (e.g. "International Lunch" in September 2024 for the start of the new school year)
- ✓ Internal product launches, followed by afterwork sessions





Taking part in the solidarity race

“Run for women”

may 2024

ISISPHARMA affirmed its commitment to health and solidarity by collaborating with the “Courir pour elles / Run for women” association, which fights against women’s cancers through the promotion of physical activity as a means of prevention and well-being. Wishing to encourage our teams to contribute to this sporting and charitable project, ISISPHARMA covered the registration fees for all volunteer employees. The initiative met with great enthusiasm: 10 employees took part in the 5 and 10 km races, fully embodying the values of solidarity and surpassing oneself.



Taking up the “My Little Planet” challenges

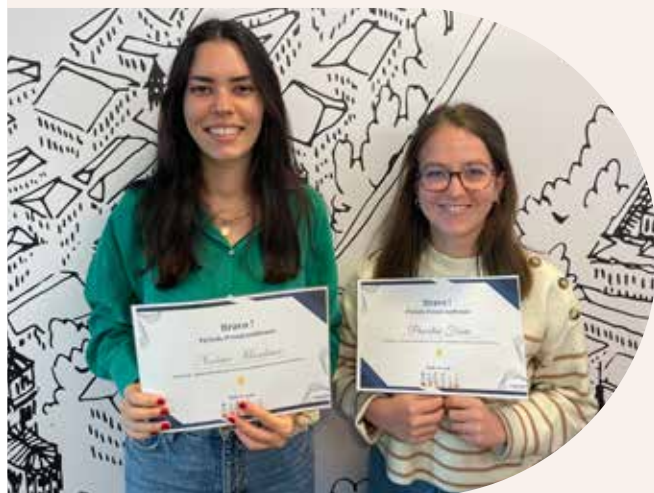
june 2023

We formed a team to take part in the “Ma Petite Planète / My Little Planet” game. For three weeks, two teams of 12 people competed against each other, taking on ecological challenges in order to accumulate as many points as possible. These weeks of play were an opportunity to raise participants’ awareness of numerous ecological themes (biodiversity, gardening, social, finance, communities, hygiene, zero waste, DIY...), while encouraging the creation of links and sharing convivial and fun moments between colleagues.



INTEGRATING

our new staff members



Because the integration of new employees is a crucial stage in their success and development within the company, we have set up a structured integration program, designed to offer each newcomer a smooth, enriching and motivating experience from the moment they join the company.

WHAT ARE THE STAGES IN THE INDUCTION PROCESS?

HR integration

On the first morning, a human resources officer meets the new employee to present the internal organization, visit the offices, review the contract and activate the computer equipment.

Assigning a mentor

During the first week, the mentor helps the new employee understand ISISPHARMA's culture and values, helps him or her get to grips with the company's premises, tools and processes, and answers day-to-day questions. This privileged relationship enables the newcomer to integrate more easily and naturally into the teams.

Departmental introductions

Each manager takes the time to introduce the new employee to his or her department, team and activities, so that the newcomer can quickly get to grips with the way things work between departments, and thus build up skills more effectively.

Factory tour

An essential part of our integration process, a tour of our manufacturing plant is an important opportunity for new employees to get a behind-the-scenes look at how our products are made!

In-house training

New arrivals are offered a range of training courses during their first few months at ISISPHARMA: a course to familiarize them with our products, cybersecurity training to raise awareness of best practices, and CSR training to help them understand ISISPHARMA's commitment to this approach.

A little bonus? When the probationary period is validated, the HR department hands out a diploma "made by ISISPHARMA" to congratulate the employee on his or her validation, and then shares the good news on the internal messaging system! This integration program contributes to our employees' sense of belonging and reinforces our corporate culture, right from day one!

Encouraging

RESPONSIBLE

production and purchasing



ANSWERS TO THE SDGS:



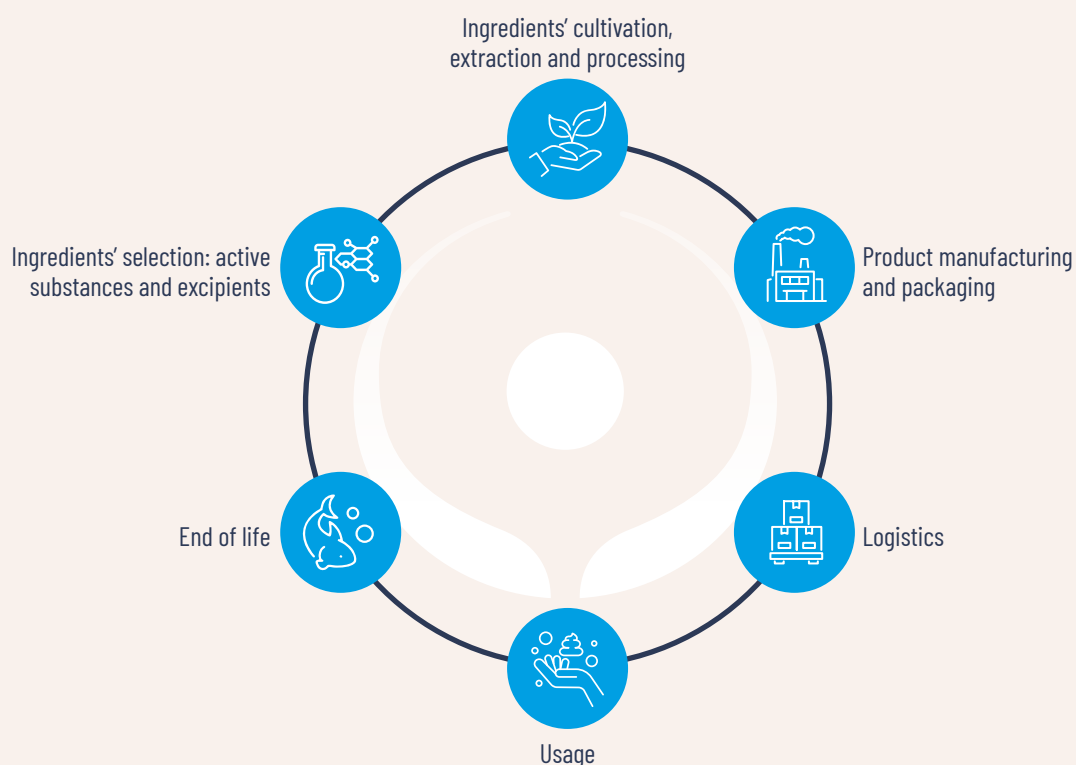
ACTING

for a responsible design

Our mission is to design innovative dermatological solutions that contribute to the health and well-being of individuals suffering from skin disorder.

That's why the efficacy, regulatory compliance, safety, skin tolerance, and sensorial experience of our products are our top priorities.

To ensure the sustainability of our solutions, we are committed to minimizing their environmental impact. With this in mind, we have implemented a design charter that integrates sustainable development criteria at every stage of our product creation cycle:



We have structured our approach around three key areas:

- **Identifying the critical stages of the life cycle** that have a significant environmental impact, based on the type of formulas: hygiene, skincare, and skincare with sun protection.
- **Defining criteria and indicators** to assess raw materials as a priority, and eventually finished products, as part of a continuous improvement process.
- **Prohibiting or limiting** the inclusion of certain high-impact environmental ingredients in our formulas, in line with evolving scientific knowledge.

1 Key life cycle stage by formula type

	HYGIENE FORMULAS	SUNCARE	CARE
The most environmentally impactful life cycle stage	Product end of life	Ingredients manufacturing	Ingredients manufacturing
Environmental impact	CO ₂ emissions (water heating) Water consumption Release of products into water: biodegradability, eco-toxicity of ingredients, or accumulation	Depletion of fossil and mineral resources CO ₂ emissions: ingredient manufacturing Release into water: biodegradability, eco-toxicity of ingredients, or accumulation	Land use: impact on biodiversity Depletion of fossil resources CO ₂ emissions: ingredient manufacturing Release into water and air
Raw materials	Foamers	Suncare filters / Sunscreens	Active ingredients & humectants

2 Definition of criteria and indicators to assess raw materials and finished products

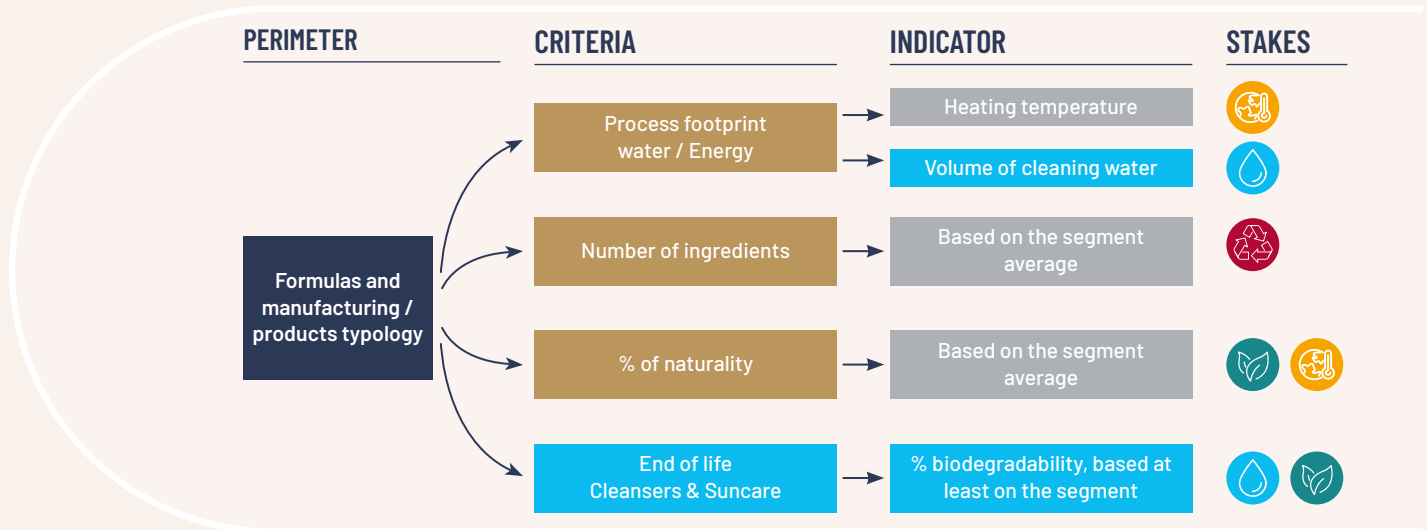
RAW MATERIAL CRITERIA

Through a progressive approach, we identified the most impactful raw materials based on their usage volume, representing 80% of the total volume of materials used in our products. This prioritization allowed us to focus our efforts on 15 key ingredients present in our 12 best-selling products.

Each material was evaluated based on several criteria related to the four major sustainability challenges:

- **Climate change,**
- **Water management,**
- **Protection and restoration of biodiversity:** renewability (naturalness index), country of origin, carbon emission factor, agricultural practices,
- **Industrial process.**

FINISH PRODUCT CRITERIA



The sustainable development approach for our finished products is based on four key criteria:

1 Process footprint

- Heating temperature is the indicator used to assess the energy footprint of the formula manufacturing process.
- The volume of water used for cleaning per kilogram of product manufactured allows us to evaluate the water footprint of the industrial process, excluding water used in the formula.

2 Number of ingredients

Using the right number of ingredients helps limit the consumption of resources from biomass or fossil fuels, as well as transportation and packaging.

3 Naturalness percentage

This is defined as the proportion of natural and naturally derived ingredients.

4 End of life

For hygiene and sunscreen products, the biodegradability index is used as a key indicator. It characterizes the mineralization of organic compounds under specific conditions and the non-persistent nature of a formula in an aquatic environment.

A general environmental impact score is obtained by adding up the evaluations of each of these indicators.

The goal of these analyses is to define our objectives by setting the desired improvement for our indicators and developing an associated action plan to reduce our environmental impact.

[FOCUS 1] on the manufacturing process footprint

All our products are developed, manufactured, and packaged at our factory located near Lyon. As part of a continuous improvement process, the teams ensure the integration of best practices in corporate social responsibility and environmental management within the production site. This commitment has been recognized by:

- **An Ecovadis Silver rating**, demonstrating a strong commitment to a more responsible cosmetic industry.
- **ISO 9001 certification**, ensuring rigorous and effective quality management.

Additionally, several concrete actions have been implemented to reduce the environmental impact of activities:

- **A decarbonization plan** aimed at reducing the carbon footprint related to production.
- **The installation of closed-loop cooling systems**, to limit water consumption.
- **A waste management commitment**, with:
 - The implementation of various internal waste reuse actions,
 - Systematic source sorting, ensuring that each waste type is directed to appropriate treatment streams for recycling or energy recovery.
- **The development of cold formulation processes**, which reduce energy consumption while ensuring product quality and sensory experience.

These initiatives reflect a constant desire to combine performance and responsibility, evolving practices for a more sustainable and planet-friendly cosmetics industry.

AN ECOVADIS SILVER MEDAL

For assessed companies, **EcoVadis Ratings** provides a detailed evaluation of CSR performance in areas such as **Environment, Social and Human Rights, Ethics, and Responsible Purchasing**. The assessment reports and the achievements earned (medals and badges) highlight the strengths and areas for improvement of the assessed companies, enabling them to effectively target their CSR efforts and develop tailored action plans. By meeting certain criteria in their assessment, companies can earn an **EcoVadis medal or badge**.

Medals are awarded based on overall performance:



[FOCUS 2] on the number of ingredients

We pay special attention to limiting formulas to the necessary and sufficient ingredients, using the right dose to combine effectiveness, sensoriality, safety, and ensuring a reasoned use of resources.

This approach is further strengthened to meet the needs of the most sensitive skin.



SECALIA

the choice of minimalism for the well-being of atopic-prone skin

Patients with atopy, who are particularly sensitive, may apply up to 31 kg of cream per year to soothe itching and restore their weakened skin. The fewer the ingredients in the products, the lower the risk of skin reactions!

That's why we made sure to formulate the SECALIA range with on average half the number of ingredients compared to market standards, while ensuring optimal effectiveness.



RUBORIL Cleansing Balm

a simplified formula for the comfort of skin prone to redness

This soothing cleanser has been formulated with only 8 ingredients to ensure optimal tolerance.

The carbon impact of a rinse-off cosmetic product is primarily related to its use, due to the consumption of hot water, which is often heated with fossil fuels.

Thanks to its evolving texture – transforming from a balm to oil upon application, then from oil to milk when in contact with water – it facilitates a gentle rinse while reducing the amount of water required.



[FOCUS 3] on naturalness percentage

Our mission is to soothe individuals suffering from skin disorders, which is why we are constantly seeking the most effective and well-tolerated ingredients. Whenever possible, we prioritize naturally derived ingredients to ensure the renewability of raw materials and minimize the environmental impact of the transformation processes.

[FOCUS 4] on the use of sunscreen products



Each year, 25,000 tonnes of sunscreen products are released into aquatic environments. Regardless of the region, both chemical and mineral UV filters contribute to jeopardizing biodiversity.

However, it would be dangerous for human health to forgo sun protection, and since the miracle product does not exist, no sunscreen can claim to protect the oceans.

At ISISPHARMA, we have decided to act on multiple fronts simultaneously:

- Avoid certain filters known to be harmful to marine organisms
- Improve water resistance
- Verify our environmental claims through tests conducted in specialized, independent laboratories.

Our UVEBLOCK SPF50+ formulas (Mineral, Spray, Kids, Milk, Fluid, Dry Touch, and Dry Touch SPF30) have been tested non-ecotoxic on coral cuttings!

How does this test work? Coral Cutting (*Seriatopora hystrix*) were incubated for 96 hours with our sunscreen creams diluted to 100mg/L in synthetic seawater. No bleaching effects or retraction of polyps were observed. It is important to note that these tests are conducted at concentrations higher than what is typically found in oceans, such as after swimming, for example.

3 Regularly review the ingredients used in our formulas

Because our products are intended for individuals with sensitive skin suffering from skin disorders, we are particularly demanding in the selection of our ingredients. We have therefore decided to exclude certain ingredients that could further weaken their skin, even if they are permitted by the Cosmetics Regulation E(CE)n°1223/2009.

Our team maintains continuous monitoring to adapt our formulas as material innovations and scientific knowledge evolve. As a result, we pay special attention to limiting allergenic agents such as fragrances, selecting preservatives, texture agents, and sunscreen filters that are best tolerated by both the skin and the planet. We allow the inclusion of petrochemical derivatives and silicones only when there is a proven benefit and no other satisfactory alternatives.

[FOCUS] on fragrances

2/3
of our formulas are
fragrance-free

For the majority of our ranges, as they are intended for the most intolerant skin, we have chosen fragrance-free formulas to minimize any risk of reaction.

For our other products, we rigorously assess the relevance of adding a fragrance by considering its impact on the sensory experience and product compliance. When a fragrance is deemed beneficial to enhance product adherence, we select compositions with extremely high tolerance, suitable for sensitive skin.

In these cases, we have implemented a strict fragrance development charter to minimize allergenic risks.

LIMITING THE IMPACT OF OUR PACKAGING

At ISISPHARMA, we are fully aware of the environmental impact of our packaging, which is a real challenge for all players in our industry.

That's why we are actively committed to reducing it, while maintaining the quality, safety, and sustainability of our products. Distributed in many countries, we face sometimes complex logistical and climatic constraints. These challenges require a thoughtful approach to balance packaging durability with environmental respect. We are committed to finding innovative and sustainable solutions.

1. ECO-DESIGNING OUR PACKAGING

We use plastics, inks, and varnishes compatible with the French recycling system. We have opted for a simple finish to limit the number of colors or decorations (such as metallization) that disrupt recycling and contribute to pollution during manufacturing.

We prioritize packaging made from a single recyclable plastic resin (PET, PP, or PE) to make sorting easier and ensure better handling by recycling systems.

When a product requires multiple components (such as pumps or caps), we ensure that these parts can be separated to optimize their recycling.

Our 100ML, 250ML, 400ML, and 750ML bottles are made of at least 98% recycled PET.

Since 2021, we have eliminated boxes and most leaflets wherever possible to reduce the use of unnecessary materials. Only three of our product ranges still include paper leaflets.

We approach an average of 96% product return during usage.

Recycling cannot be effective without consumer participation. However, the main barrier remains the lack of sorting and recycling systems in some countries. That's why we continuously monitor and contribute to ongoing improvement by partnering with organizations such as Plastic Bank.

2. SOURCING OUR PURCHASES

We are deeply committed to responsible and local sourcing. To reduce our carbon footprint and support the local economy, we prioritize packaging manufactured in France or Europe. This approach aligns with our goal to ensure quality and minimize the environmental impacts related to transportation, while supporting industrial partners engaged in sustainable practices. We are convinced that this approach contributes to more responsible production that is consistent with our values.

Reducing recycling disruptors

Favoring mono-material packaging

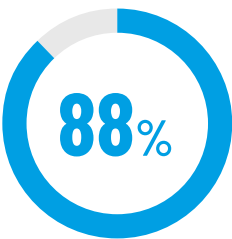
Ensuring separability of packaging elements

Integrating recycled materials whenever possible

Limiting secondary packaging

Ensuring optimal product return rate

Raising consumer awareness of sorting



of our packs are currently mainly recyclable*, with a goal of reaching 95% within 2 years. We aim to achieve 100% by 2030.

* According to a study (RE)SET.

The example of the primary packaging for Sensylia Serum

Fully recyclable



Our bottles

All bottles are made from RPET (European recycled PET), with 98% recycled resin.



DEVELOPING OUR LOCAL ROOTS

in support of the social economy

Although we are an international company, we are committed to our presence in the Greater Lyon area, which allows us to benefit from the richness of this region. We are dedicated to being a responsible player and contributing to the development of the local economic fabric, particularly in the areas of social and solidarity economy, as well as the circular economy. That's why, for certain daily services, we choose to form partnerships with organizations that have a positive social impact.

PARTNERSHIPS IN SUPPORT OF THE INCLUSION OF PEOPLE AND DIVERSITY

As part of our commitment to inclusion and diversity, several collaborations have been carried out with establishments or services providing assistance through work (ESAT in french).

In 2024, the medical communication department worked with the ESAT Ateliers Saint Léonard, to prepare communication kits for a major conference. On this occasion, 1,000 bags were carefully prepared, each containing three ISISPHARMA products and a brochure. This collaboration allowed people with disabilities to be involved in a project of our company.

Meanwhile, the Supply Chain department also collaborated twice with ESAT Le Pennessuy for packaging work (Ruboril Cleansing Balm pack) and occasional labelling for the UVEBLOCK range.

Other projects involving ESATs are already planned for the future, demonstrating our determination to promote the professional integration of people with disabilities and to value their expertise.



Taking action against waste

In order to take action against waste (unsold items, minor product non-conformities), we chose to work with the non-profit organization UNISOAP.

Founded in 2017 in Lyon, UNISOAP is dedicated to recycling hygiene products in order to redistribute them to people in need.

Its mission is built around three main pillars:

- **Environmental**, by reducing soap waste generated by the cosmetics industry;
- **Social**, by promoting the inclusion of workers with disabilities through ESATs for recycling and assembling hygiene kits;
- **Solidarity-based**, by providing hygiene kits to the most vulnerable through partner redistribution organizations.

In 2024, we donated 2,851 products to the organization.



Focus on establishments or services providing assistance through work (ESAT)

An ESAT is a French structure that provides employment opportunities for people with disabilities who are unable to work in a traditional professional environment due to the nature or severity of their disability. These establishments offer adapted work environments, combined with medical, educational, and social support, to promote inclusion, autonomy, and personal development.

RECYCLING OFFICE WASTE



For the past 10 years, we have implemented selective waste sorting in our offices, raising awareness among our employees about proper sorting practices and enabling better recycling of these waste materials. To achieve this, we have chosen a social and solidarity-based enterprise (**ELISE**) that allows us to actively contribute to environmental protection while creating local and sustainable jobs for people in need.

COMPOSTING FOOD WASTE

As part of our commitment to sustainable waste management and our collaboration with local circular economy stakeholders, we have implemented a food waste sorting system in our offices. This allows employees to sort their vegetable peels, meal leftovers, and coffee grounds, so that they can be turned into compost.

To achieve this, we have chosen to work with a local company (**OUI COMPOST**) specializing in food waste collection by bike and urban composting. By sorting food waste, we prevent its incineration and enable its return to the soil through composting, which can then enrich the land. A special report from the IPCC* highlights that nourishing the soil is one of the most effective ways to combat climate change.

2024 year

ELISE



of waste collected
for recycling

OUI COMPOST



of bio-waste recycled
i.e. 14m² of composted soil.

*IPCC: Intergovernmental Panel on Climate Change

Reduce our environmental

IMPACT



PLASTIC NET ZERO COMMITMENT



BUILDING AWARENESS AND DRIVING COMMITMENT

The plastic crisis is one of the major environmental challenges of our century. Every year, millions of tonnes of plastic end up in landfills, ecosystems, and oceans, threatening biodiversity. In the face of this ecological emergency, companies, particularly cosmetic brands, have a key role to play in reducing their plastic footprint.

At ISISPHARMA, we are working on reducing plastic usage through our responsible purchasing projects and eco-designed packaging initiatives. However, still heavily reliant on plastic, we have also decided to commit to offsetting our plastic footprint in partnership with Plastic Bank.

TAKING ACTION: OUR KEY LEVERS

Plastic Bank brings together communities of collectors in regions heavily impacted by plastic pollution (South Asia, Latin America, Maghreb) to collect plastic waste before it ends up in the oceans. The collectors exchange the collected plastic for a salary and social benefits. Once collected, the plastic is recycled and resold to be reused in everyday consumer products.

Through this partnership with Plastic Bank, ISISPHARMA acts on three complementary levers:

Reducing plastic pollution

In heavily impacted areas, where public waste management and treatment services are either insufficient. By supporting Plastic Bank, we complement public services, enabling not only pollution cleanup but also the recycling of what can be reused.

Contributing to the improvement of living conditions

For vulnerable populations. Unfortunately, poverty and pollution often go hand in hand... We are helping to raise the standard of living for collector communities in directly impacted regions: Plastic Bank allows them to exchange collected plastic for remuneration, social benefits (healthcare, education), food vouchers, and more.

Raising awareness of plastic pollution

The collectors are now passionate about preserving their environment and surrounding nature. They actively contribute to educating their communities on environmental issues and serve as role models for future generations.



Meet Haris, Plastic Bank's collection member

Haris has been a member of the Plastic Bank community in Bali since April 2021. He lives in Bali with his wife and five children. Previously, Haris and his wife ran a tattoo parlour. Unfortunately, their home and business were destroyed in a fire. Since then, he has been a Plastic Bank collector along the riverbanks and in the neighborhoods.

Occasionally, Haris goes surfing with his son and collects plastic waste on the beach at the same time. Haris is delighted to be part of Plastic Bank, as the bonus tokens provided by Plastic Bank help meet his family's daily needs. When his smartphone was damaged, Plastic Bank replaced it.

He hopes that more people will become aware of the importance of preserving nature and the oceans from plastic pollution.

Plastic Net Zero program

ISISPHARMA is committed alongside Plastic Bank to achieving the «**Plastic Net Zero**» goal for all of its products sold with plastic packaging.

For every kilogram of plastic used in the packaging of its products, ISISPHARMA funds the collection of an equivalent amount of plastic from vulnerable coastal communities. For the first year of this partnership, we have chosen to focus our efforts in Egypt and Thailand, with the aim of gradually expanding this initiative to two new countries each year, such as Indonesia, the Philippines, and Brazil.



90 tons of plastic emitted

90 tons of plastic collected in the environment

Tracking our impact

90 tonnes

Weight of plastic removed from the environment since the program began in April 2024.

4.5 Million

Number of 50 cl plastic bottles collected.

21

Number of communities where our collection took place.

420

Number of members supported through our participation.

Through this initiative, we are taking a concrete step towards realizing our vision of a more just and responsible world. We will continue to work closely with Plastic Bank to maximize our positive impact and inspire other companies to join this fight.

MEASURING AND REDUCING

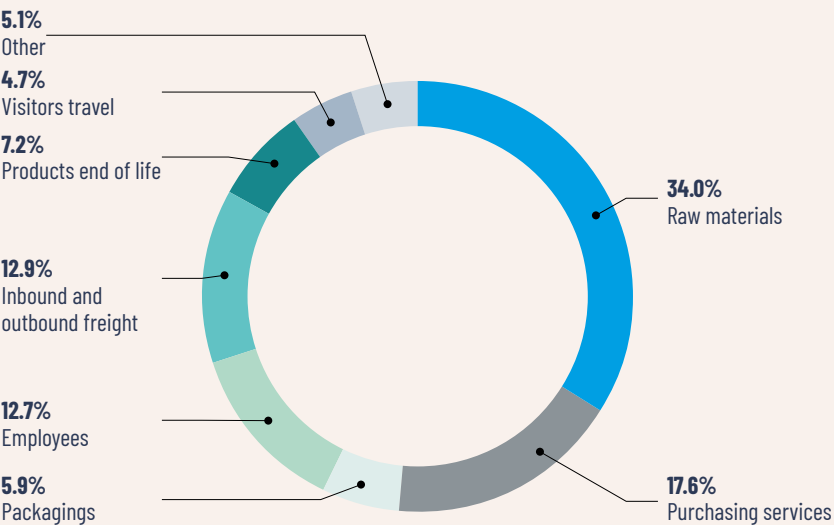
our carbon footprint

By committing to a low-carbon strategy, we aim to limit our environmental impact while also fostering innovation and the resilience of our practices for a more responsible and sustainable future. Our strategy is fully aligned with a triple bottom line approach (profit, people, planet), where we strive to balance economic performance, social responsibility, and environmental respect, ensuring harmonious and sustainable development.

TRACKING OUR IMPACT

The first step of our project was the completion, in 2023, of our first carbon footprint assessment for the year 2022, followed by a second one in 2024 for the year 2023, using the international Greenhouse Gas Protocol (GHG Protocol) methodology. This approach allowed us to assess our environmental performance and identify the action levers to implement in order to reduce our carbon footprint. Our assessment covered scopes 1, 2, and 3*.

BREAKDOWN OF ISISPHARMA'S CARBON FOOTPRINT IN 2023



What is a carbon footprint assessment?

A carbon footprint assessment is a tool for measuring and evaluating greenhouse gas emissions generated by an organization, product, or service. It helps identify the main sources of emissions, quantify their environmental impact, and define actions to reduce them, as part of a transition towards a more sustainable and responsible model.

* Excluding the product usage phase due to a lack of tangible data to accurately assess this stage, we are nonetheless committed to addressing this scope during the product design phase.

COMMITMENTS

for reducing Greenhouse Gas (GHG) emissions

Beyond being a tool for monitoring our environmental performance, the carbon footprint assessment helps identify actions to reduce our impact and drive the organization toward greater sustainability.

Thus, we have identified four priority action levers:

- Developing eco-design for our formulations
- Implementing responsible purchasing practices
- Reducing the use of air freight in product distribution
- Engaging employees in reducing their carbon footprint at work

OUR EFFORTS AND GHG REDUCTION OBJECTIVES

REDUCTION PLAN	TARGETED EMISSION SOURCES	ACTIONS	OBJECTIVES 2030
Formulas eco-design	Raw materials selection Product usage	Create an eco-formulation charter for new developments and support product reformulations.	Integrating the Life Cycle Assessment (LCA) methodology from the product design stage. Reduce raw material-related emissions by 5% per year.
Responsible purchasing	Packaging Products end of life Services purchasing	Achieve 90% of recyclable packaging. Reduce the impact of our marketing and communication service purchases.	Reduce the use of plastic in our packaging (lightweight packaging and use of recycled plastics). Implement a responsible purchasing policy.
Air freight	Downstream freight	Implement a plan to reduce air freight.	Reduce our downstream air freight CO ₂ emissions by 75% compared to 2023.
Employees commitment	Use of company vehicles International travels Other items: feed, commuting...	Increase the share of hybrid and electric vehicles. Train employees in eco-driving – January 2025 Reduce CO ₂ emissions linked to international travel Raise awareness among employees	Draw a social policy that integrates sustainable development issues.

Acting as a **GLOBAL CITIZEN**



ANSWERS TO THE SDGS:



FOUNDATION DEWAVRIN HEALTHCARE

To maximize our impact, in 2022, the Dewavrin Cosmetics Group and its subsidiaries decided to consolidate their philanthropic initiatives within a corporate foundation.

The various companies joined forces around shared philanthropic goals: promoting health and well-being for vulnerable individuals on the one hand, and supporting youth entrepreneurship and initiatives in underserved communities on the other.

ISISPHARMA actively contributes to the foundation's funding and governance. This initiative goes beyond traditional philanthropy; it aims to build long-term partnerships with the supported associations, also encouraging our employees to get involved through skills-based sponsorship.



DEWAVRIN
COSMETICS



EMPOWERING

young entrepreneurs



«It literally changed my life! Since my support with EDLV, I feel like a better business owner with a strategy and action plan that align with my business model. Thank you for this boost, the support beyond my expectations, and for these incredible opportunities!»

Charlotte, Monochrome company,
supported in 2023 in Paris

Sport dans la Ville (Sport in the City)

Sport dans la Ville is the leading sports-based inclusion association in France. For over 20 years, it has supported young people from priority neighborhoods in achieving personal and professional success. Its 'Entrepreneurs dans la Ville' (EDLV) program, co-founded with EMLyon Business School, offers a free support program to help project leaders structure and develop their businesses for up to three years.

Starter's program

“Our group is pleased to support EDLV, with whom we share a theme that is close to our heart: entrepreneurship. It is a key driver of societal transformation, and this program enables young people who lack the necessary network or capital to be supported in expressing their full potential and achieving their ambitions.”

Dimitri DEWAVRIN

Foundation Dewavrin HealthCare's President

The Starter program is the first phase of the EDLV journey. Over the course of 6 months, it supports young entrepreneurs in transitioning from an idea to the creation of a business. Through practical workshops, mentoring, and immersive boot camps, participants refine their projects, build their business models, and expand their networks. The goal is to provide the essential skills needed to structure an entrepreneurial project and maximize its chances of success.

EDLV key figures

124	62%	51%	50%
entrepreneurs supported through the Starter program.	of business creation at the end of the support program.	share of women in the program.	entrepreneurs continuing the journey in the incubation program.



SCHOOL FARM PROJECT

in Togo

ENTREPRENEURS
du Monde

«I feel much more involved in the meal preparation process. I see each plate as an opportunity to teach and nourish the children, not only in terms of food but also knowledge about nutrition. I have also noticed that the children are more curious about trying new dishes. I am proud to be part of this change, and I can see that it is having a real impact.»

Ali Assiétou, cafeteria mom



Entrepreneurs du Monde NGO (Entrepreneurs of the World NGO)

Founded in 1998, the Lyon-based NGO Entrepreneurs du Monde helps vulnerable individuals to successfully start businesses in order to escape poverty, gain independence, empower themselves, adapt to climate change, and open up better prospects for their children. To achieve its mission, Entrepreneurs du Monde creates and incubates local organizations until they reach autonomy. In 2023, the association supported 21 local organizations across 12 countries, which in turn supported 162,964 micro-entrepreneurs.

Ekofoda school farm

The Ekofoda resource center, created and incubated by Entrepreneurs du Monde in Togo, enhances the skills of small-scale farmers in agroecological practices, connects them with school cafeterias for local and healthy product supply, and trains the cafeteria staff to provide balanced meals to students.

The Foundation Dewavrin HealthCare chose to support this project because it aligns with several aspects of our mission:

- The entrepreneurial dimension of the farmers and cafeteria staff, moving towards economically viable business models and high-quality food products.
- The health dimension, focusing on balanced and nutritious meals for children. This aspect of the project resonates with the group's activities in nutrition (Effinov Nutrition Laboratories).

Ekofoda key figures

338

producers, 50% of whom are women, have been trained in comprehensive agroecological courses (market gardening, livestock, food crops, etc.) and made aware of the risks associated with chemical inputs and agroecological alternatives.

4

educational plots covering a total area of 10,000m² and plant production units have been launched, and 5 animal production workshops (goat farming, fish farming, poultry, pig farming, and rabbit farming) have been set up.

22

women cafeteria managers (mothers in the canteen) have had their skills strengthened in food hygiene and nutrition.

9

primary schools mobilized for awareness-raising actions.

SOCIO-AESTHETIC PROJECT



«What a joy it is to take care of myself and feel beautiful... my eyes sparkle, I feel happy.»

Madame M, supported in Ivry-sur-Seine
2023-2024

Ikambere

The Ikambere association was founded in 1997 in Seine-Saint-Denis, stemming from a university research project by Bernadette Rwegera—its founder and current director—on women living with HIV in the Île-de-France region. Moved by their situation of vulnerability and isolation, she created Ikambere with a clear mission: **to empower women living with HIV by offering them comprehensive support towards socio-professional integration and overall well-being.**

In 2022, Ikambere expanded its impact by extending its model to other chronic illnesses (diabetes, obesity, high blood pressure) through the creation of Igikali, the Soothing House, located in Ivry-sur-Seine. To further strengthen its support, Ikambere also established the Restful House in 2021, situated in the heart of nature in Nesles-la-Vallée (Val-d'Oise), offering respite stays for the women it supports.

Socio-aesthetics to restore confidence

As a dermocosmetic brand, ISISPHARMA has always been committed to supporting non-profit organizations in providing access to dermatological care for the most vulnerable populations. That's why, upon discovering the Ikambere association and their socio-aesthetic workshops, it seemed only natural for the Foundation Dewavrin HealthCare to support them.

Socio-aesthetics is a professional practice aimed at bringing well-being and dignity to individuals going through difficult times by offering comforting moments and personalized care. By supporting these workshops, our goal is to provide moments of respite and gentleness to the people supported by the association, while also helping them regain self-confidence.

Ikambere key figures

624	60	537
women supported within its two houses (Saint-Denis and Ivry-sur-Seine).	socio-aesthetic workshops were organized.	participants attending the workshops.

«It had been years since anyone had touched me. Elodie's care, as a socio-aesthetician, does me so much good. She makes me feel beautiful again and helps me regain my self-confidence.»

Madame C, supported in Saint-Denis
in 2024

HIGHLIGHTING THE COMMITMENT

of our affiliates & partners

ISISPHARMA is a company committed to a social and environmental responsibility approach. Believing that the success of a business lies in concrete actions for sustainable development, we choose to collaborate with business partners who share the same values. With this in mind, we aim to highlight and showcase the positive initiatives of our affiliates and partners, because together, we can make a real difference for a more responsible and sustainable future.

The entire ISISPHARMA team is very grateful to its partners & affiliates, who are committed every day to improving the quality of life of patients with skin disorders.

From their dedication and passion for dermatology, valuable projects have emerged, such as the “Dermatological Cabinets” in Guatemala, or the support for the Foundation and patients with Vitiligo in Mexico.

These initiatives spread the values of ISISPHARMA around the world and contribute to the positive societal impact that we are determined to grow.

Laurencia Musol
Deputy General Manager
ISISPHARMA

ACCESS TO DERMATOLOGICAL CARE

for vulnerable patients in Guatemala



Enhancing dermatological support for vulnerable populations in Guatemala

Since 2023, our distribution partner in Guatemala, SKINPHARMA, has engaged our ISISPHARMA brand in the **implementation of a program aimed at improving access to dermatological care for low-income populations**. The program's objective is to help patients with specific skin conditions, including acne, rosacea, and vitiligo, by providing them with high-quality dermatological solutions tailored to their needs.

For this project, our partner has installed «dermatological cabinets» in **four regional and national hospitals** in Guatemala. Every month, these cabinets are stocked with **ISISPHARMA products**, which are made available free of charge to the most disadvantaged patients.

Program key figures

500	50	4
patients suffering from dermatological conditions have been supported since the beginning of the program.	dermatologists and dermatology interns actively participating in patient identification and product distribution.	partner hospitals are involved in the program across the country.

A sustainable commitment

This action reflects our shared commitment to sustainably supporting health and social inclusion.



PARTNERSHIP FOR VITILIGO AWARENESS

in Mexico



Since May 2023, ISISPHARMA Mexico has been committed alongside the Mexican Vitiligo Foundation to support patients with this skin condition. This initiative aims to provide financial assistance, as well as emotional and educational support to patients and their families.

Our commitment

- For each Vitiskin product sold, ISISPHARMA Mexico donates 1 USD to the Foundation.
- Participation in events organized by the Foundation: anniversary and World Vitiligo Day.

Program impact

- **Direct support for patients** through sustainable funding and active involvement.
- **Awareness-raising actions** through conferences and medical communications.

A sustainable commitment

This partnership illustrates ISISPHARMA Mexico's commitment to supporting vitiligo patients, not only through innovative dermatological solutions but also by contributing to their psychological well-being and social inclusion.

In addition to this partnership, we regularly organize conferences in collaboration with dermatologists to raise awareness among healthcare professionals and the general public about the issues of vitiligo and its emotional impact. We also provide samples and products on a regular basis to the members of the Foundation to help them better manage their condition.



KEY INDICATORS

COMPANY PERFORMANCE INDICATORS

Headcount	206
Revenue in 2024	35 431 000 €

PROMOTING EMPLOYEE WELL-BEING AND ENGAGEMENT

WORKPLACE WELL-BEING

Employee Satisfaction with Company Culture (Total)	88%
Employee Satisfaction with Company Culture at the Headquarters	97%
Satisfaction with the Company's Purpose	84%
Employee Net Promoter Score	45

YOUTH EMPLOYMENT

Percentage of employees under 25 years old	30%
Percentage of apprentices and interns staying on as permanent or fixed-term employees	60%

GENDER EQUALITY IN THE WORKPLACE

Percentage of women in the executive committee	75%
Percentage of women executives in the company	82%
Number of people educated on combating sexism in the workplace	18

EMPLOYEE TRAINING

Evolution of the training budget from 2024 to 2025	30%
Percentage of the training budget in relation to gross payroll	3.4%
Percentage of employees trained	89%
Satisfaction rate of employees who received training	87%

ACTING FOR RESPONSIBLE DESIGN AND PROCUREMENT

ECO-FORMULATION OF PRODUCTS

Percentage of ingredients studied under the eco-formulation charter	80%
Number of products covered by the eco-formulation charter	12
Percentage of products in sell-in in 2024 covered by the eco-formulation charter	33%
Percentage of fragrance-free products	64%

ECO-DESIGN OF PACKAGING

Percentage of recyclable packaging	88%
Percentage of products in sell-in in 2024 containing recycled plastic	14%
Average product return rate	96%

REDUCING OUR ENVIRONMENTAL IMPACT

COMPENSATING OUR PLASTIC FOOTPRINT

Total weight of plastic packaging emitted (in tons)	90
Weight of plastic waste collected through the plastic net zero program	90
Number of communities that took part in collecting plastic.	21
Number of members participating in the collection	420

GREENHOUSE GAS EMISSIONS 2023

Scope 1 emissions (in tCO ₂ e)	78.2
Scope 2 emissions (in tCO ₂ e)	0
Scope 3 emissions (in tCO ₂ e)	2470.8
Intensity ratio per units sold in 2023 (kg CO ₂ e/unit)	0.6177
Intensity ratio per employee	12.4

FIGHTING WASTE AND PROMOTING SOCIAL AND SOLIDARITY ECONOMY

Number of products donated to charities	4051
Number of partner charities	2

ACTING AS GLOBAL CITIZENS

DEWAVRIN HEALTHCARE FOUNDATION

Number of charities supported by the foundation	3
Number of people impacted by all projects	999
Percentage of women impacted by supported projects	77%

OUR PARTNERS' COMMITMENT

Number of patients with dermatological conditions supported	500
Number of partner hospitals	4



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