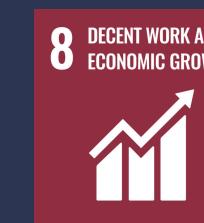


# Our CSR Commitments

At ISISPHARMA, sustainable development is at the heart of our strategy. It is an integral part of our "triple performance" objectives:

**Profit** **Planet**  
**People**

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



Three main pillars of our commitments

- Promoting our employees well-being and commitment
- Encouraging responsible production and purchasing
- Reduce our environmental impact

## Promoting our employees well-being and commitment

We have been **HAPPY AT WORK** certified since January 2025!

**CERTIFIED**



**HappyIndex®AtWork**  
2025



of respondents are satisfied with SISPHARMA's corporate culture, including 97% at the headquarters in Lyon.



employees who are satisfied with the company's purpose.

This result can be explained in particular by:

- A structured integration program
- A mental health support system
- Internal team-building events

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



of women on the Executive Committee



of employees under the age of 25

# Reduce our environmental impact

We are committed to working alongside Plastic Bank to achieve the goal of "Plastic Net Zero."

For every kilogram of plastic used in the packaging of our products, we finance the collection of an equivalent amount of plastic from vulnerable coastal communities.

## In 2024

**90 t**  
of plastic collected from the natural environment

The equivalent of

**4.5 M**

of plastic bottles



In 2024, we conducted our second carbon assessment. This monitoring tool enabled us to identify four priority actions to reduce our impact. These actions target our four main sources of emissions, which alone account for 77% of our total carbon footprint.



2025  
Eco-driving training



2027  
Reduction in air freight

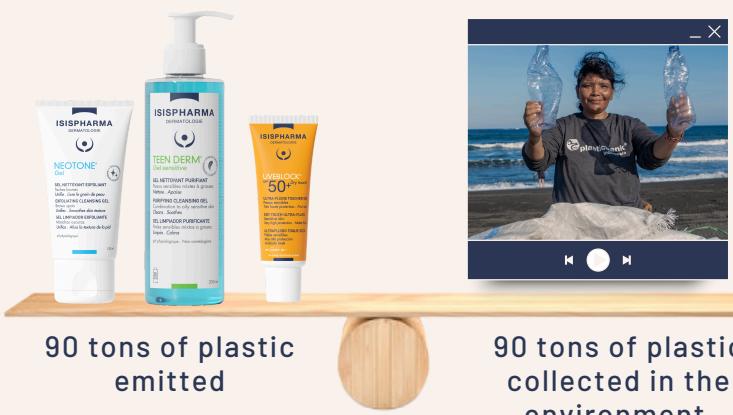


2026  
Responsible purchasing



2026  
Eco-design charter

in collaboration with  
**plasticbank®**



# Encouraging responsible production and purchasing



All our products are **designed and manufactured** in France.



We limit our formulas to only the ingredients that are **absolutely necessary**.

**2/3**  
of our formulas are fragrance-free

Most of our products are **fragrance-free** to minimize any risk of reaction. When fragrance is used, it is subject to a strict development charter.



The ISISPHARMA production site is **Ecovadis Silver** rated and ISO 9001 certified.

## By 2027

**100% of our new products will comply with our eco-design charter.**

Aware of the environmental impact of **our packaging**, we are committed to **reducing** it while ensuring the quality, safety, and sustainability of our products.

**88%**

of our packaging is now mostly recyclable, with a target of 95% within two years. We should reach 100% by 2030.

