

actively  
**caring**

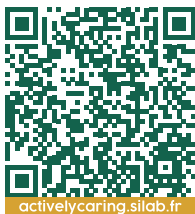
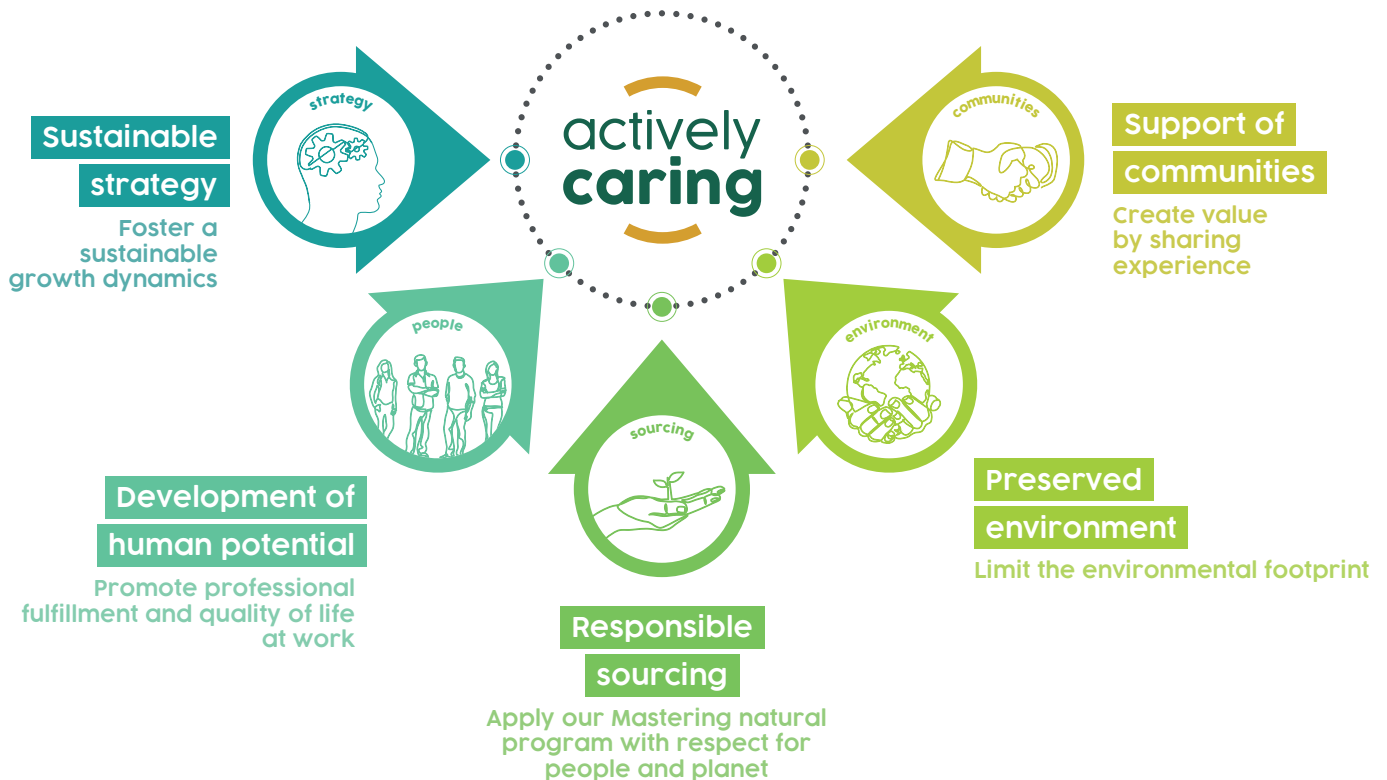


# The 5 pillars

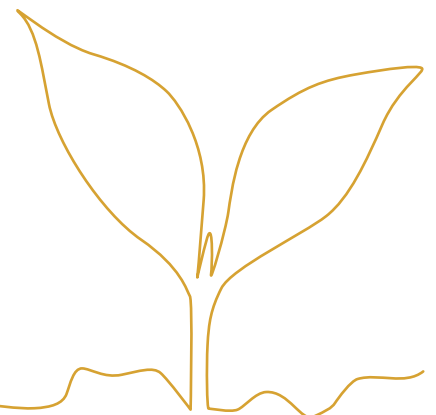
# of the Actively Caring program

Sustainable development at SILAB has been deeply rooted since the creation of the company. It was formalized in 2021 in a program called Actively Caring.

Actively Caring is based on 5 strategic pillars that illustrate its cross-functional commitment. With multi-year objectives and action plans, this program meets a willingness for continuous progress and is reflected in concrete initiatives.



Find out more about our commitments, objectives and sustainable initiatives on the dedicated website



*For the objectives of this program, SILAB used the reference year 2019 (2020 not being significantly comparable given the health and economic context).*

# Strategy

## 2025 objectives



**Maintain 20% of investments in innovation**

*Since 2019, SILAB has launched or brought new efficacy data to 27 products and won 17 innovation awards.*



**Ensure annual growth 2x above market growth**

*SILAB achieved growth of 30% since 2019, testifying to the robustness of its business model.*



**Adjust our business continuity plan with current and future challenges**

*The business continuity plan is regularly updated. This plan has been proven during the health crisis and during the recent geopolitical instabilities by ensuring a high level of satisfaction among stakeholders and customers.*



## A landmark initiative

### Code of conduct: principles, rules and commitments

In 2024, SILAB set up its Code of conduct, involving all its employees and stakeholders.

The commitments made relate to:

#### Responsible conduct of business

With employees, customers, suppliers and service providers, competitors

#### Ethical conduct

In the areas of human rights, anti-corruption, research and innovation, and information technology

#### Sustainable conduct

Through a business continuity plan, the protection of tangible and intangible assets, and environmental stewardship

# Human

## 2025 objectives



### Implement structural human resources tools



*Digital tools have been deployed and adopted on a daily basis for workforce management and internal communication.*



### Promote the professional integration of young people



*Since 2019, more than 130 young people under the age of 25 have been recruited (on permanent or fixed-term contracts). Work-study students represent an average of 4% of the workforce in France. More than 120 interns in graduate studies were also welcomed.*



### Develop innovative teaching tools



*Innovative digital training tools have been integrated to complement in-person training. Since 2019, each employee has benefited from an average of 22 hours of training per year.*



### Achieve 0 work accident



*Between 2020 and 2025, the frequency of workplace accidents decreased, with a rate of 6.38 in 2025 compared to 11.75 in 2019. Steering committees comprising human resources and health and safety teams were established to strengthen prevention efforts and reduce workplace accidents.*

## A landmark initiative

### Diversity, equity and inclusion: fundamental principles

At SILAB, equal opportunity is a driver of sustainable performance. The company guarantees non-discrimination in all its forms.

#### Concrete commitments

By signing the Diversity charter, the Commitment charter with *"Les entreprises s'engagent"* and PaQte (Pact with the neighbourhoods for all companies).

#### 2025 results

A score of 99% on the gender equality index, set up by the French Ministry of Labor, 31 middle and high school interns welcomed, 1 job seeker with a disability in immersion course, internal awareness featuring a giant game on disability, etc.

# Sourcing

## 2025 objectives



### Deepen the traceability of supply chains



*In 2025, all supply chains for cultivated raw materials were traced, with 81% traced back to the producer or plot, representing a 14% increase since 2019.*



### Achieve 90% of natural raw materials batches compliant with the specifications upon receipt



*Since 2019, SILAB has recorded progress in the compliance of batches of materials with its specifications. The actions carried out now allow for an acceptance rate of 76% of batches of natural raw materials.*



### Relocate some supply chains in France or Europe



*Since 2022, 15 supply chains have been relocated to France or Europe. In 2025, 67% of natural raw material purchases come from France (by volume).*



### Formalize our ethical and responsible supply system



*Since 2022, 24 supply chains have been assessed using the responsible sourcing system.*

## A landmark initiative

### Monitoring and evaluating supply chains

SILAB monitors and evaluates its natural raw material supply chains based on environmental, social, and societal criteria, in accordance with its Responsible purchasing charter.

### The responsible sourcing system

In 2022, SILAB implemented this internal tool to assess the sustainability of each new supply chain and to prioritize the monitoring of existing supply chains based on the risk associated with their origin and their strategic importance.

### External evaluations and collaborations

SILAB collaborates with specialized and recognized organizations to strengthen the assessment of its supply chains: Fair for Life audit for its Nopal supply chain, membership of the UEFT since 2021.

# Environment

## 2025 objectives



**Reduce water consumption by 50% per product unit**

A 12% reduction has been achieved since 2019. SILAB is working on an ambitious water reuse project, set to be commissioned in 2026, which will bring the company closer to this objective.



**Decrease required energy by 10% per product unit**

This indicator shows an increase of 8% since 2019. This result is due to higher gas consumption, linked to the increase in industrial capacity and surfaces of buildings.



**Reduce the carbon impact by 15% per product unit**

Carbon impact has decreased by 12% since 2019. Scope 1 and 2 greenhouse gas emissions have been reduced by 7%, with renewable energy accounting for 60% of the energy mix in 2025. Scope 3 has also declined by 15%, driven notably by a reduction in upstream air transport.



**Reconfigure waste management consistent with the development of activities**

SILAB has centralized its waste management by creating a dedicated area on the site. In addition, between 2019 and 2025, 13 new sorting systems were created.



**Obtain ISO 14001 and ISO 50001 certifications**

The evaluation carried out by a third party on these two standards made it possible to identify priorities for improvement and to deploy concrete actions.



## A landmark initiative

### ReUse:

**recycling the Cleaning in place effluent**

**3 steps: sort, treat and reuse waste water**

The water collected after the sorting stage is treated and then fed into the existing water system for reuse in certain production stages. This initiative aims to reduce water consumption by 15% to 20% of the site's total usage.

This project represents an investment of 1.2 million euros. Commissioning is scheduled for 2026.

\*Action financed with the support of the Adour-Garonne water agency



# Communities

## 2025 objectives



**Continue the funding of research projects in the medical and biomedical field**



*Since 2019, SILAB has allocated 460,000 euros to support the work of young researchers through the SILAB - Jean PAUFIQUE Corporate Foundation.*



**Maintain a high level of CSR exemplarity with the assessment platforms**



*Since 2019, SILAB has obtained 5 times the platinum status awarded by EcoVadis for its CSR strategy, with a score that has increased by 22 points. The company has also been certified For Life since 2023.*



**Keep a budget of €50k dedicated to supporting associations and cultural events**



*SILAB donated an average of more than 58,000 euros per year to associations and institutions between 2019 and 2025.*

## A landmark initiative

### The SILAB - Jean PAUFIQUE Corporate Foundation

The Foundation, created in 2007, supports young researchers who participate in research work with an application in the diagnosis, prognosis and therapy of skin pathologies including skin cancer.

Since 2019, 9 laureates have received a research grant of 20,000 euros per year, renewable for a maximum of 3 years, and 7 young researchers have won a poster prize at the *Journées du Cancéropôle Grand Sud-Ouest*.



## And now?

### Actively Caring 2030, a sustainable improvement plan

SILAB is writing a new chapter in its corporate strategy with Actively Caring 2030, its new 5-year CSR roadmap.

Very soon to be unveiled, this program reflects a renewed commitment to transparency across its entire value chain and to accountability in performance monitoring, by fully integrating economic, human and environmental issues.



*Beyond being an ambitious CSR program, Actively Caring 2030 embodies the values that have always guided us.*

*We look forward to discussing with you the evolution of our commitments.*

**Jean-Philippe Cosson**

General Manager - Sales, International Subsidiaries, CSR

