



INVENT • DARE • EXCEED

2024 CSR REPORT



Certified



Corporation

OUR EXPECTATIONS TOWARD THE PLANET AND ITS
INHABITANTS, CAPSUMIANS AND CAPSUM'S DEVELOPMENT.



At Capsum, we co-create the most beautiful beauty products with brands. Our creativity relies on the art of cosmetic formulation, our innovative manufacturing processes, and our unique mindset, which embodies our mission:

Invent. Dare. Exceed.

Invent wonderful products strengthening the creativity and uniqueness of our customers' brands.

Dare taking risks that nobody would ever take.

Exceed expectations toward planet and its inhabitants, toward Capsumians and Capsum's development.

With state-of-the-art, and sustainable facilities in France and the United States, Capsum manufactures high value-added products that fuel the creativity, image, and sales of beauty brands.

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Sébastien Bardon

Capsum cofounder & CEO

In 2024, we finally obtained our B Corp certification, in France and in the United States. We're proud of it, but it was never an end in itself. This certification is a concrete recognition of our efforts. It had no commercial or image objective; nobody asked us for it. It enabled us to structure and reinforce our commitment—and it's the journey that counts for us: the one we've traveled, and the one that lies ahead.

And what is on the horizon is our new production site in Marignane, France, where construction is beginning, as this report goes to press. Production is due to start in mid-2026, with optimized manufacturing benefiting from everything we've learned, both in Marseille and Aix-les-Milles, in France, as well as in Austin, Texas. It will be exemplary in environmental terms, and will enable us to once again bring together the men and women of production and packaging. The plant has been designed for them, and for their quality of life at work.

The space freed up in Marseille will soon give way to fresh, new gems. It's still a little early to talk about it, but the last few weeks of 2024 saw the creation of Capsum Campus, an investment fund and start-up incubator which, in particular, enables Capsum innovation to be structured outside of our core business. Three highly innovative, disruptive subsidiaries were created, each with strong CSR ambitions at the heart of their business. You'll be hearing more about them soon.

In this particularly unique global context at the start of 2025, I want to reassure all our stakeholders, both internal and external. Our commitments are not just for show. We will not back down. Now more than ever, we are convinced that companies have a key role to play in the necessary transformation ahead. Capsum will continue its efforts, with determination.



Philippe Lagarde

Capsum CSR Manager

B Corp. Just 5 letters to describe several transformative years, hundreds of decisions, documents, studies, procedures, exchanges, and awareness-raising on both sides of the Atlantic—and above all, momentum for what's next. During the 3 years leading up to our re-certification, we will continue moving forward, simply guided by our convictions, our desire to do better, and science.

This is also a time of structuring and consolidation. The landscape is shifting—some issues championed by pioneers a few years ago are now entering the regulatory arena. Requirements for businesses take a few steps forward, then back again, but this uncertainty must not distract us from our goals.

We know ourselves better now. Our CSR Policy reflects both who we are and what we aspire to become. It's called 10¹⁰, and you can find out more about it on our website. To spark your interest, we explain the meaning behind this name on the next page.

10¹⁰, our CSR policy

10¹⁰ is the size ratio between our microfluidic objects and the planet. 10 billion: that's the magnitude we need to focus on.

17,000 km	is the diameter of the planet on which we want to lighten our footprint.	170 m	is the length of our LEED Silver building in Austin. It's also half the depth of our well, from which we draw our Solar Water®.
1,700 km	represents a round trip from Marseille to Paris, where our showroom is located. We make all our trips by train.	17 m	is the width of our factory in Marseille. Here we measure the footprint of each stage of the process.
170 km	is the distance the Mistral blows in an hour when it's strong. Global warming is making it more unpredictable and dangerous, and we're doing our best to contribute as little as possible.	1.70 m	is the size of a human being—a Capsumian, our most precious asset.
17 km	is the distance as the crow flies between our manufacturing and production sites. They will soon be reunited. The production site's electricity consumption has been reduced by 40% in recent years.	17 cm	barely larger than a bottle of "Les Artisans," an exclusive collection launched for Capsumians, with generous volumes.
1.7 km	represents a round trip between our headquarters and our Precision Indoor Farming pilot plant. It uses over 95% less water and no pesticides.	1.7 cm	is the thickness of a laptop. We make them ourselves, to increase their repairability and upgradeability.
		1.7 mm	is the size of a microfluidic bubble. They become more natural and are produced with less water every year. They are our core business and our pride.

About us

With brands, Capsum co-creates the most beautiful cosmetics. Our creativity is based on our formulation artistry and innovative manufacturing processes. We believe that the way we produce is as important as the product itself. Thus, in Europe and in the United States, we manufacture for the Skincare, Makeup, and Hair care markets, with a very clear vision:



We invent, dare, exceed with products continuously more sensory, effective, and sustainable.

Always more emotion

Create unforgettable products, seduce consumers around the world, invent never-before-seen textures... For 15 years now, cosmetic brands have come to see us for just that.

Our job is to constantly innovate via:

- the permanent search for new textures,
- continuously sharper formulation expertise,
- microfluidic know-how that nourishes our technological pipeline...

Always less impact

Each co-creation with a brand is an opportunity for close collaboration to make a tailor-made product, but also to immerse ourselves in the brand's universe to meet their expectations. Over time, these expectations have grown: each product must be beautiful as well as good for the planet. To answer them, our practices have evolved, particularly with:

- a more respectful and cleaner production,
- a formulation charter committed to Clean Beauty,
- a lean design approach to refocus on what is essential.

Our ecological impact is closely linked to our customers' choices (in terms of composition, packaging, transport...), but we set up a growing number of initiatives to monitor and optimize all impacts that are 100% controllable by Capsum: from energy consumption to emissions and waste management, which are particularly linked to production. We also hope to be a green force via our sustainable collections and capsules.

Microfluidics

Capsum is a scientific company that invents atypical cosmetic products. This difference is due to a very particular know-how: microfluidics, which consists of manipulating water and oil through small tubes to create materials: one by one, drop by drop. The textures that we invent for cosmetics brands come in the form of microcapsules, pearls, bubbles...

Key figures 2024



€62M Turnover



+17%

average annual sales growth over the last 5 years



15%
1/3

of sales invested in R&D
of employees in R&D in FR.



+120

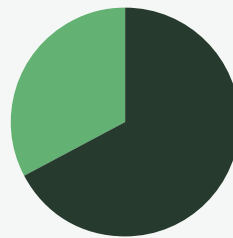
patents



1
product

"Capsum inside" is sold every 3 seconds around the globe

Sales breakdown



€41.7M

for Europe

€20.3M

for US

Employee breakdown



300 employees



67% women

33% men



59% women

41% men



92%
in long-term contracts



100%
in full-time contracts

Area of expertise



Skin care



Fragrance



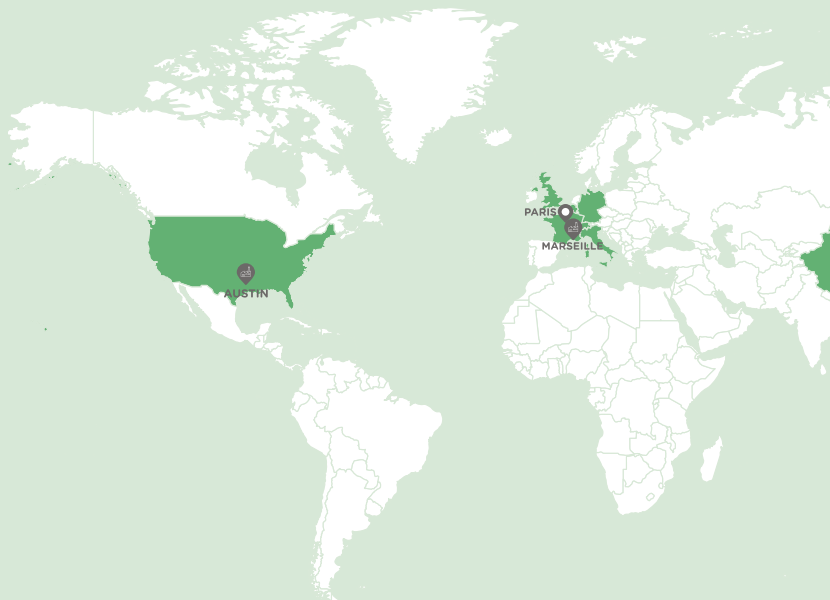
Body care



Makeup



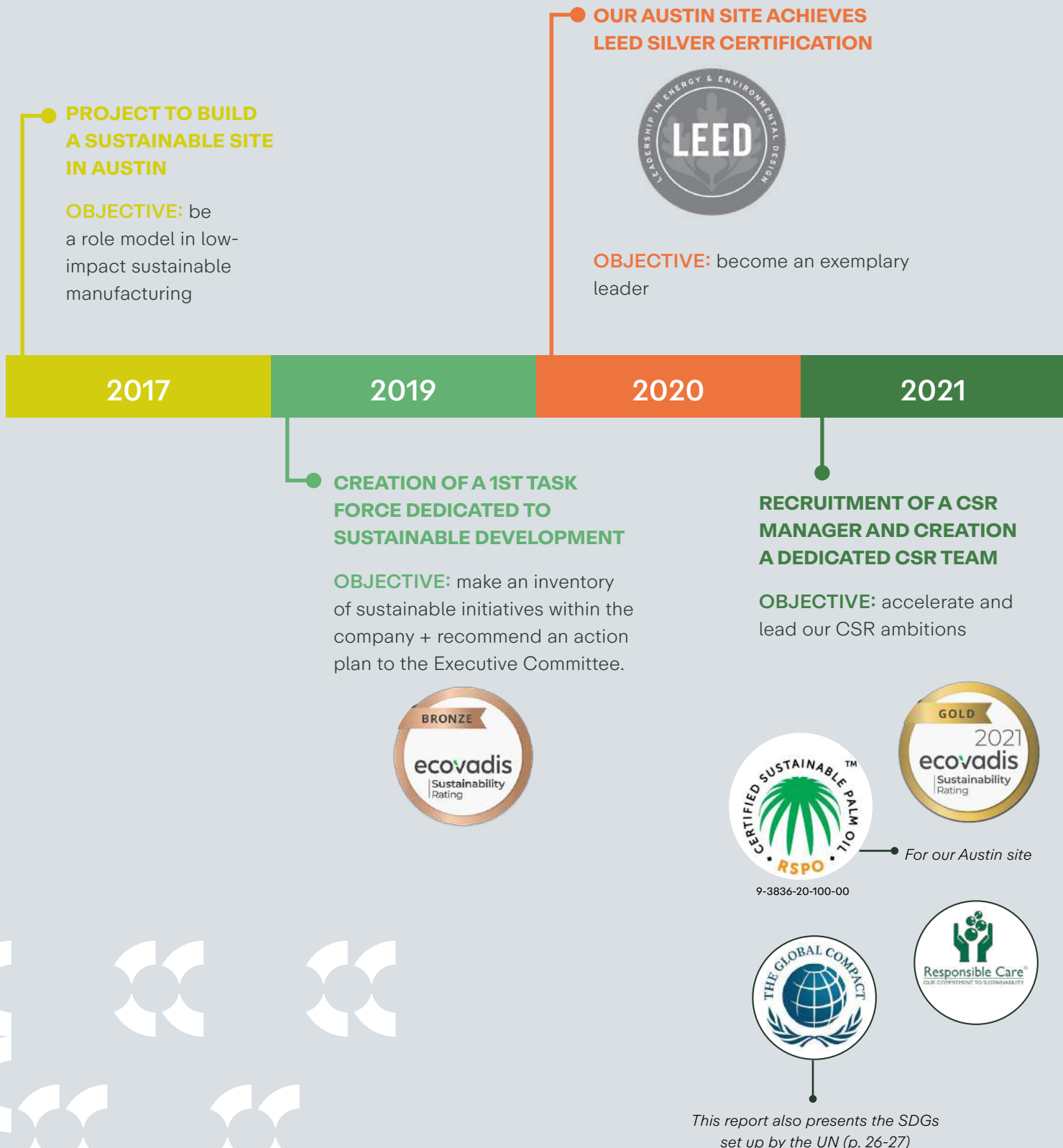
Hair care



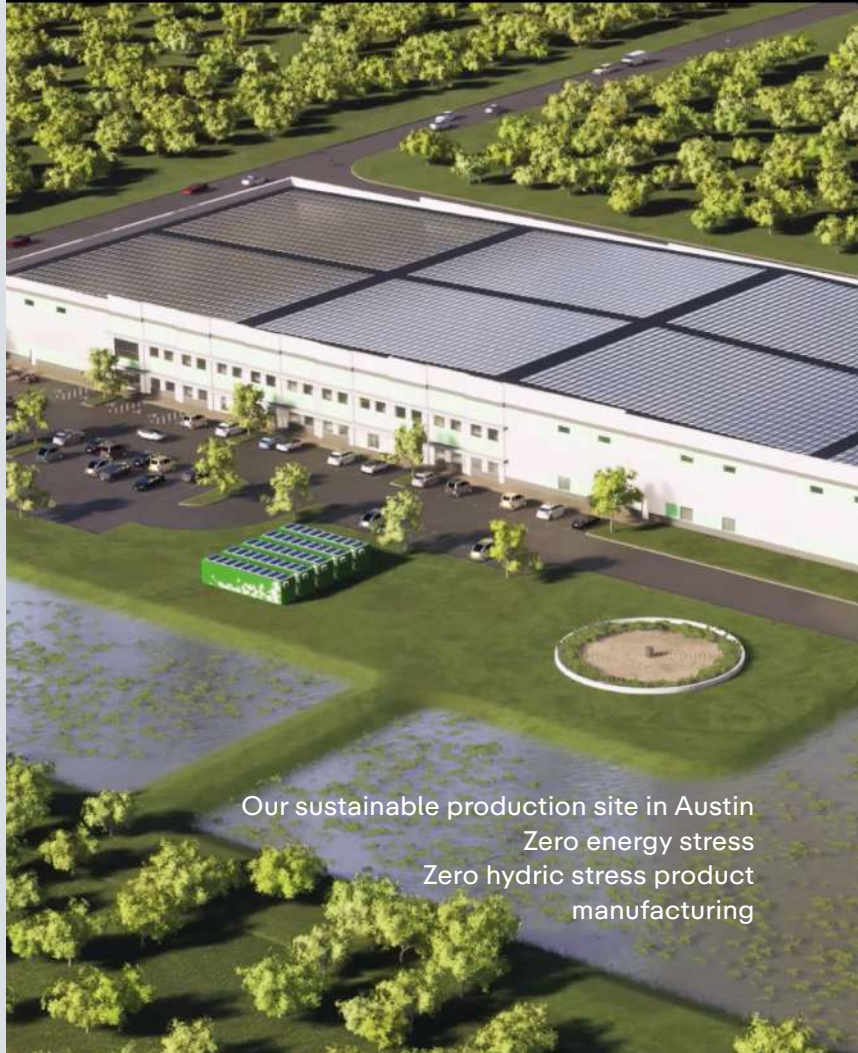
Co-creations turned iconic references

Become an exemplary leader

While Capsum has always acted to limit its impact, our approach became more structured with the launch of the project to build our American site, an exemplary responsible production site. Marking a true shift for the company, this strategic investment acted as a catalyst for an evolution that became visible, consistent, and focused on the future. Having this first corner stone set, the financial, human and structural investments accelerated. Here is a look at our way to becoming an exemplary leader.



- First Carbon footprint
- 100% renewable energy in France
- Entry into the France Responsible Care steering committee
- Integration into the FEBEA CSR Group.



Our sustainable production site in Austin
Zero energy stress
Zero hydric stress product manufacturing

2022

2023

2024

COMMITMENTS



- Capsum becomes a «Entreprise à Mission» (which is similar to Benefit corporation).
- Individual CSR objectives for all
- CSR bonus
- Solar Water® receives Blue Beauty Ingredient Innovation Award from INNOCOS



ENGAGEMENTS

- Achieved EcoVadis Gold Medal rating
- B Corp certification
- RSPO certification



France sites

9-3836-20-100-00

Our impact in 2024

Here's a summary of our major 2024 CSR objectives and results.



Renewable energy

To limit our carbon emissions and support renewable energy development, since 2022, we have chosen 100% renewable electricity for our production sites in the US and France. This electricity is a mix between self-consumption (solar energy production at our Austin, Texas site) and purchases from the power network grid. To do better than 2023 (since not all renewable energies have the same impact), we have decided that 100% of our energy must be RE100 compatible in 2024.

In terms of consumption targets, in France, in 2024, we succeeded in keeping total electricity consumption below the 2022 reference year, despite business growth. In the United States, electricity consumption growth was less than half of our sales growth.



Water

In the US, our production facilities are supplied by a sustainable water source, Solar Water®: saline groundwater that is desalinated using solar energy. As a result, our water consumption has no impact on the water needs of the population or farmers.

In France, efforts started at the end of 2022 continued to bear fruit in 2024. Water consumption per finished product at our Marseille site fell from 0.52 liters in 2022 to 0.3 liters in 2023, and then to 0.23 liters in 2024.

In France, our ambitious goal to reduce intensity—meaning our water consumption growth must be less than half the growth of our revenue—has been comfortably achieved: -21%.

In the United States, we set a target number of days to use Solar Water®, which was also met.

Sustainable growth

Capsum is an ambitious company, with strong growth (+17% on average, over the last 5 years). This steady growth makes our consumption and waste reduction goals very challenging. That's why most of our environmental goals are based on the principle that our footprint "decreases" with our growth. Our challenge is to continuously work on reducing our consumption.





Waste

In 2024 in France, we achieved our “zero landfill waste” objective by choosing another waste management provider. We also maintained almost the same volume of waste as in 2023 (+4% only), while increasing our production.

To better monitor our waste in the United States, we established an annual weighing system.



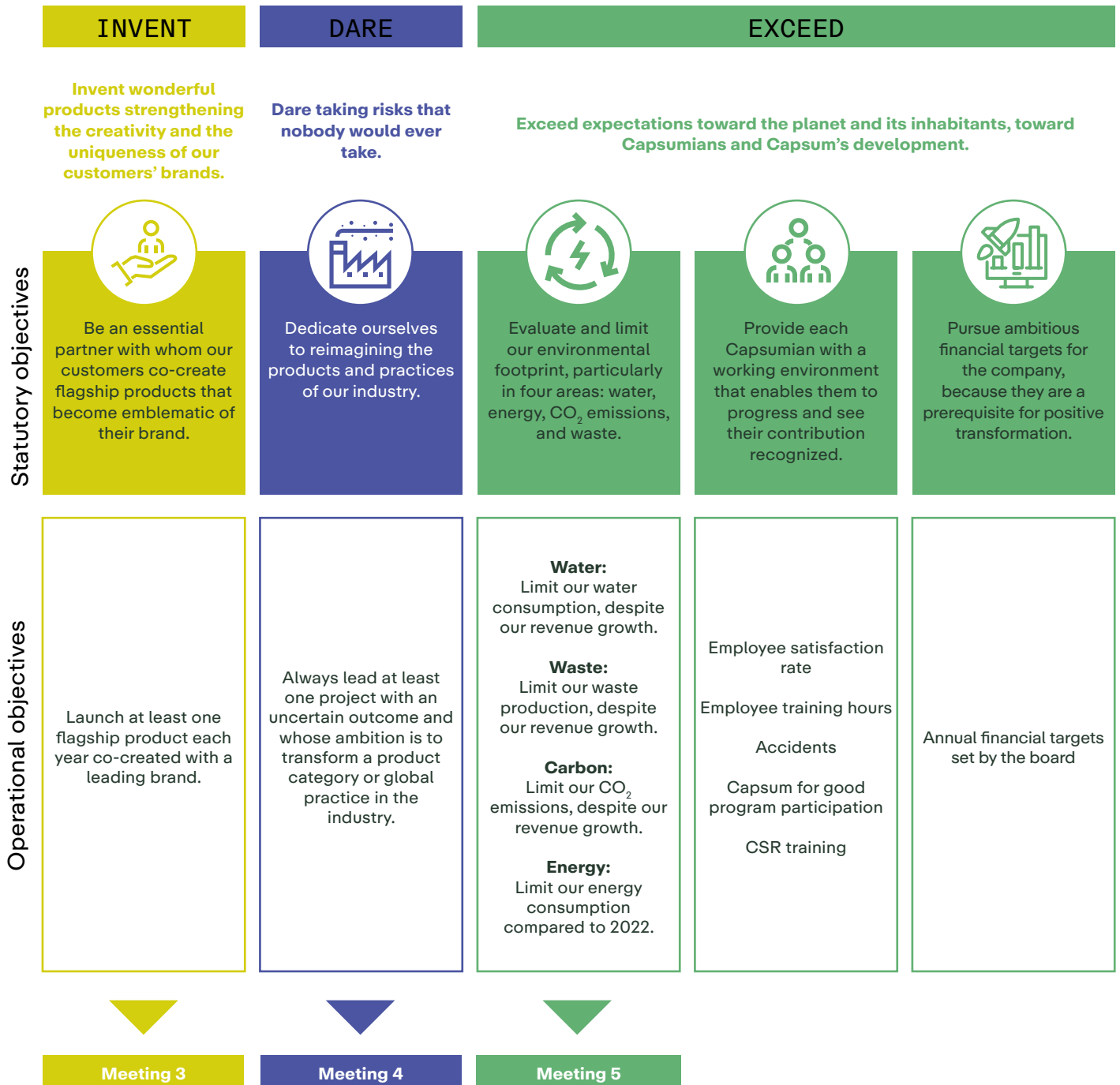
Social

In 2024, we achieved our social and working condition objectives:

- Employee satisfaction: 91% (source: annual internal employee satisfaction survey), for a target of 80%.
- 2024 annual review: 95%, for a target of 90% of employees having completed their annual review.
- 2024 professional interview: 95%, for a target of 90% of employees having completed their career-goals interview.
- 2024 training (including CSR): 9.65 hours of training per employee, for a target of 9 hours.
- CSR training for all: 89% participation in France and 97% in the United States, for a target participation rate of 85%.
- Solidarity day: for a 2024 target of 1 hour and 15 minutes of volunteering/probono time per employee during working hours, we are at 2 hours and 40 minutes in France and 1 hour and 25 minutes in the United States.

Capsum, a mission-driven company

While Capsum became a Entreprise à Mission (a mission-led French company status similar to Benefit corporation) in 2023, the work of the Mission Committee truly began in 2024. Its primary objective is to assess whether Capsum has achieved its statutory objectives—and more generally, to evaluate the mission model's coherence, the ambition level, and the financial and human resources deployed.



Introducing the Mission Committee

Of the 6 members, 5 are external to Capsum, 3 come from the cosmetics industry, 3 live in the Marseille area, 4 are women—and all 6 are deeply committed. This composition reflects our roots, our business, and our ambition.

Time was limited to cover all topics, but for the first three statutory objectives, the Mission Committee's opinion is positive, accompanied by constructive feedback and suggestions for the future.

The Mission Committee's report is available on Capsum's website (French version only).



Sonia GUILLAUME

With over 20 years of experience in the cosmetics industry working with raw materials suppliers and a strong commitment to CSR, she represents **suppliers** on the Mission Committee. She has worked with Capsum for many years, and knows the company well.



Ludovic GERARD

A committed entrepreneur and ambassador of the Pure Ocean Foundation based in Marseille, with a career spanning both large corporations and small organizations, he represents **entrepreneurship and the nonprofit sector** on the Committee.



Marie-Pierre VALIGNAT

A teacher-researcher based in Marseille (CNRS, INSERM), she is an expert in microfluidics, which is at the heart of Capsum's value proposition. She represents **the academic world**.



Anne FRISCH

HEC's Chair of Sustainable Finance and entrepreneur, she has over 30 years of experience as the CFO of international groups in the industry and energy sectors. She brings her **expertise in sustainable finance and ESG commitments**.



Axelle DE JOUSSINEAU

With 20 years of cosmetic brand experience and a background in formulation, she is now dedicated to sustainable sourcing and responsible purchasing. She has known Capsum for several years and represents our **clients** on the Committee.



Stéphane DESLOGIS

Capsum's QHSE Director and Mission Committee Chair, his role allows him to provide a holistic vision to the other Committee members. As the primary internal contact for the CSR department on environmental issues, he represents **Capsumians**.



TAKING ACTION FOR THE PLANET

Our consumption, emissions, waste, products, and commitments to a more responsible offering ... our environmental actions span a wide and complex spectrum, depending as much on our partners as they do our choices. Here, you will find an overview of what we achieved and implemented in 2024.

Carbon Footprint



To calculate our 2024 Carbon Footprint, we changed service providers, making significant improvements in both the calculation scope and data accuracy.

This makes year-to-year comparisons challenging, and has led to an apparent increase in our overall carbon footprint between 2023 and 2024.

Carbon Footprint at a glance

- Change of service provider and methodology
- Refined emissions data
- Indirect purchases and air-travel emissions taken into account
- Near-zero emissions for Scopes 1 and 2

Methodology and development

Since we began assessing our Carbon Footprint 4 years ago, we've used a maximalist methodology. In particular, we account for all material flows, including those that are not implicit to us. This rigorous approach is not very common and has a significant impact on the results—particularly when it comes to packaging. In Europe, most of packaging is provided by our clients, yet it is still included in our Carbon Footprint.

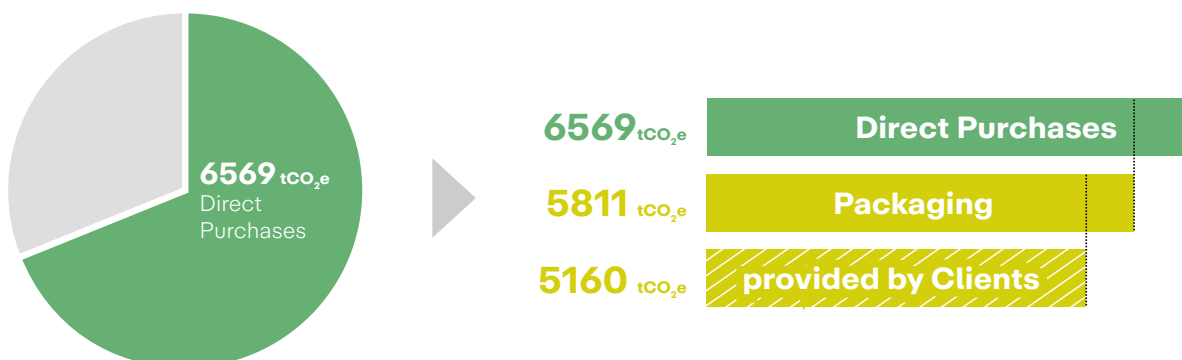
Let's take a look at the Carbon Footprint of our French entity and its major components:

Direct purchases represent 69.16% of our total Carbon Footprint—11.5% for raw materials and 88.5% for packaging.

Packaging provided by our clients accounted for 88.80% of that packaging impact.

In a purely accounting-based Carbon Footprint, these impacts would not have been measured. Similarly, for transport, a large proportion of the trips accounted for are managed by our suppliers or clients.

Total Carbon Footprint in France: **9,498 tons of CO₂** (equivalent tCO₂e)



In 2024, we have taken into account all indirect purchases, whereas we had only considered part of them beforehand.

We refined our emissions factor database using INCI emission references.

We improved the accuracy of our packaging impact calculations, by taking into account the breakdown of materials and the proportion of recycled materials.

We have also changed our emission factors for air transport, to better reflect the impact of condensation trails (contrails or vapor trails).

We included emissions linked to our products’ end-of-life. Most subcontractors don’t take this into account, considering it part of their clients’ Carbon Footprint—but once again, we chose to be maximalist.

Finally, we added a few questions to our annual employee satisfaction survey to assess both their awareness of climate change and their perception of Capsum’s sensitivity to the issue. Both indicators are important to us, and we believe they are predictive of our ability to act.

Our Carbon Footprint Report is available [on our website](#).
Here, we will highlight the main points:

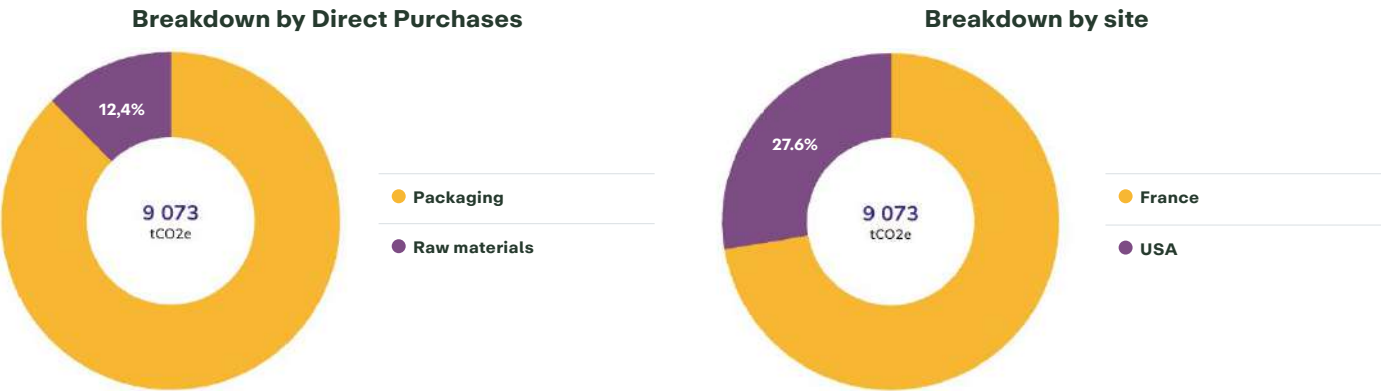


Once again this year, our Scope 1 emissions are nearly zero, and our Scope 2 emissions are actually at zero. With the electrification of our inter-site shuttle in France, Scope 1 can now only be impacted by our refrigerant gas recharges. This explains our Scope 1 emissions recorded in the United States, as there is one refill in 2024.

Direct purchasing

Since packaging components have heavier CO₂ implications than raw materials, we focused our efforts on improving the accuracy of this impact. This was made possible through active collaboration and engagement with our suppliers and clients, as their measurement efforts were incorporated into our assessment. When we had no data from our clients or suppliers, we enhanced our estimates by factoring in various packaging components, their materials, and the proportion of recycled content used.

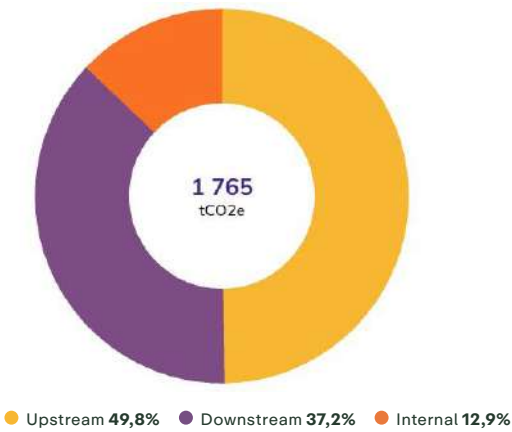
Total emissions by input type (tCO₂e)



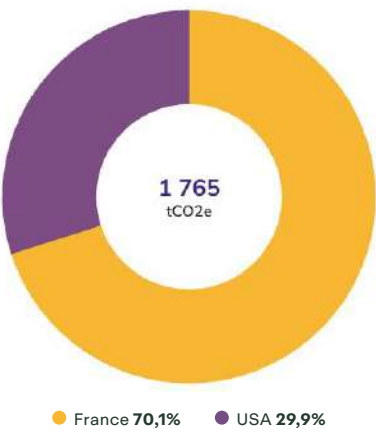
Focus on freight

We revised our emission factors upward, giving greater weight to air transport. In particular, we’ve taken condensation trails (contrails) into account, even if scientific consensus is still emerging on this topic.

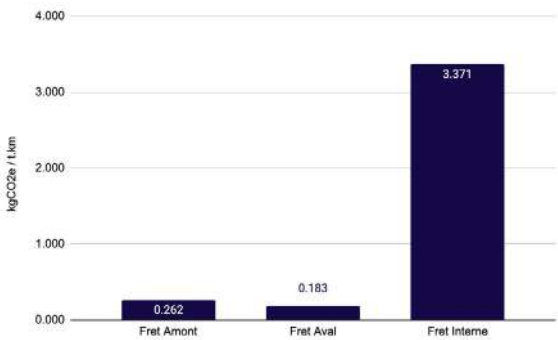
Breakdown of our emissions (tCO₂e)



Breakdown of our emissions (tCO₂e) by site



Average emission factor by freight type (kgCO₂e / t.km)





Waste reduction

In 2024, we reached a major milestone in France, achieving our zero-landfill objective. This success stems from the change in waste management provider at our Aix-les-Milles site, implemented at the beginning of the year.

Led by our France-based Health, Safety & Environment (HSE) department since 2023, this goal prompted our teams to rethink our internal processes, adapting them to operational realities, while keeping lines of communication open with our service providers.

Our waste continues to be recovered and recycled.

In the United States, our 2024 efforts focused on improving our waste management and strengthening our collaboration with our recycling provider. Since January, all waste has been systematically weighed, providing a better understanding of our waste streams over the calendar year. This data forms the foundation of an action plan aimed at reducing waste volumes and improving recycling rates by type of waste. This plan will be rolled out in early 2025 by the US-based HSE department.

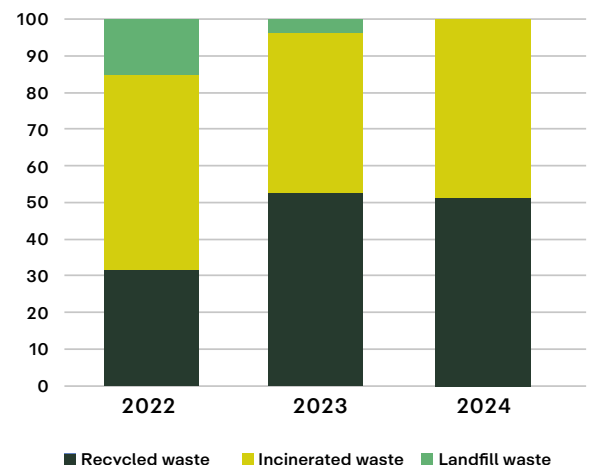
Austin is a city well ahead of the game, when it comes to sorting the various waste our company may produce, enabling us to quickly build and implement an optimized internal sorting system—which is not possible everywhere in Texas.

At the same time, to reduce plastic waste, we have replaced single-use weighing buckets with reusable plastic bags to weigh our incoming raw materials. We are also continuing our efforts to increase the use of reusable IBCs (Intermediate Batch Containers, also known as Immediate Bulk Storage). These combined efforts are already bearing fruit.

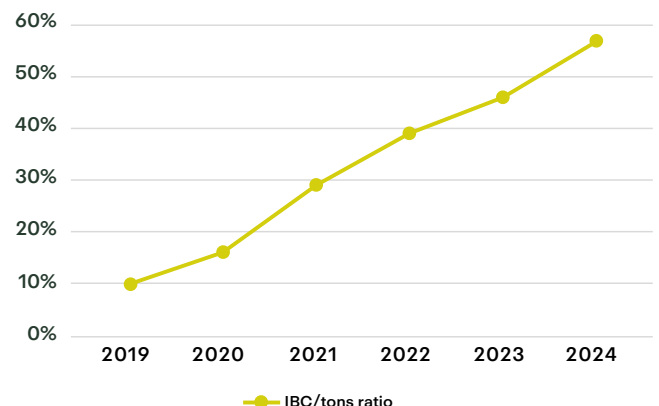
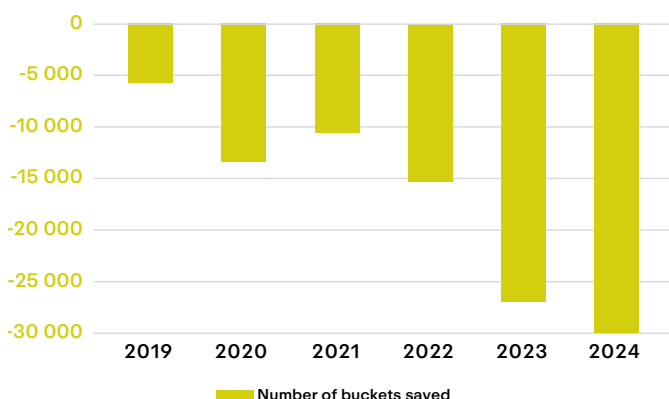
Our 2024 waste at a glance

- Zero landfill target achieved in France
- Refined measurements in the US
- Replacement of single-use weighing buckets with reusable bags in Austin
- Always more IBC uses in France

What happens to Capsum's waste



Evolution of Intermediate Bulk Storage in France (Buckets to IBC)



Biodiversity



The cosmetics industry relies heavily on the use of natural resources and can exert significant pressure on biodiversity.

In 2024, Capsum conducted an analysis of its factories to assess their biodiversity impact. Our two factories—Austin, Texas and Marseille, France—are located in areas subject to water stress, which increases our responsibility to respond and minimize our usage.

The Marseille islands are a vital breeding ground for seabirds. The ecological risk associated with our Marseille site is a key consideration in our decision-making.

Although our Austin site in the United States is not located in a major biodiversity zone, we remain vigilant about the management of local resources, particularly water. After its construction (2020), we planted endemic plant species there to develop green spaces that are both appropriate and resilient.



	CHALLENGE	KEY CONCERNS	INITIATIVES
	Land use and resource exploitation	The cultivation of raw materials, such as palm oil, can be linked to deforestation. Similarly, the extraction of minerals (mica, talc, zinc) can lead to soil and habitat degradation.	Regarding palm oil, in 2024, our French sites were RSPO-certified, a certification in France that complements that of our American site. Purchasing mica is also subject to special vigilance, relying on RMI (Responsible Mica Initiative) on one hand, and on a positive geographical list on the other. While the initiative is primarily dedicated to eradicating child labor, environmental and biodiversity concerns are also part of the commitment of member companies.
	Water usage management	Water is essential to both the manufacturing and use of our products. However, water access is becoming a real issue.	We strive to optimize water use and reduce our consumption. Between 2023 and 2024, we reduced our water consumption per finished product by 23%.
	Plastic and chemical pollution	The cosmetics industry generates plastic packaging and chemical residue that can impact ecosystems.	We have reached our zero-landfill objective in France, and we are reducing our plastic waste—but above all, all of our departments are working together to reduce chemical waste at every stage of production: raw materials, microfluidic solutions, bulk, and FP (finished product).
	Climate change	Ongoing global warming is altering, disrupting, or threatening the living world. Human activities, including industry, emit excessive amounts of CO2 and greenhouse gases.	All of our energy comes from renewable sources and is RE100-compliant. We reduce our water consumption every year. Our next production site will be even more energy-efficient.
	Invasive species	Invasive exotic species cause multiple impacts, affecting not only native species and ecosystem functionality, but also numerous economic activities and human health.	We support organizations that develop programs to protect biodiversity and restore ecosystems, like like Pure Ocean and their Birds on Sticks project. The introduction of rats has decimated seabirds, a source of nutrients for coral reefs. Safe nesting boxes at sea encourage their return, and thus, the ecosystem's resilience.



Spotlight on RSPO

Products derived from palm oil are Capsum's biggest biodiversity challenge. In 2024, our French sites were RSPO-certified. We were already licensed for a few years and were eager to take the next step. This certification in France complements the RSPO certification of our American site.

This way, we can track grade changes, as well as the validity of supplier certifications and licenses.

Towards sustainable operational excellence



Our commitment is reflected in our constant quest to optimize our processes and infrastructure. Thanks to the dedication of our teams, we test and implement solutions designed to reduce our environmental impact, while ensuring efficient, high-performance production.



Optimized energy

We continue efforts to minimize the energy consumption footprint of our Austin site. The solar panels there receive regular maintenance and production monitoring to maintain their operational capacity. We use no fossil fuels; everything is electric. Annually, our production accounts for 67% of our consumption.

Moreover, we continuously improve the efficiency of our equipment to ensure optimal operation and control our energy consumption. In particular, process advancements have enabled us to eliminate the cooling phase of our solutions in many cases. Between 2023 and 2024, we reduced our electricity consumption per finished product by 21.5%.

At all our sites, in France as in the United States, we have committed to sourcing 100% renewable, green electricity, and in 2024, we switched to a global RE100-compliant supply.



Optimized water management

We are implementing targeted adjustments to better manage our water resources. In Austin, optimizing our use of reverse-osmosis-treated water allows us to limit the amount of water drawn from the well.

We are also perfecting our well water (Solar Water®) treatment by refining our cleaning and filtration methods, ensuring better microbiological quality and reduced stress on our filter membranes. Other initiatives are underway, such as adapting the water management program to avoid waste during low-activity periods, as well as optimizing ozonation treatment to improve water quality while minimizing losses.

In France, we massively reduced our water consumption per finished product: 2022 > 0.52 l/FP; 2023 > 0.30 l/FP; 2024 > 0.23 l/FP.



Production waste reduction

In the spirit of continuous improvement, we are optimizing the management of our production containers, both for weighing (reusable bags) and for bulk storage (washable IBCs). See the results on page 18.

These developments are part of our long-term commitment. We are proud to be able to rely on teams who are dedicated to advancing our practices and reducing our environmental footprint every day, while maintaining optimal performance.

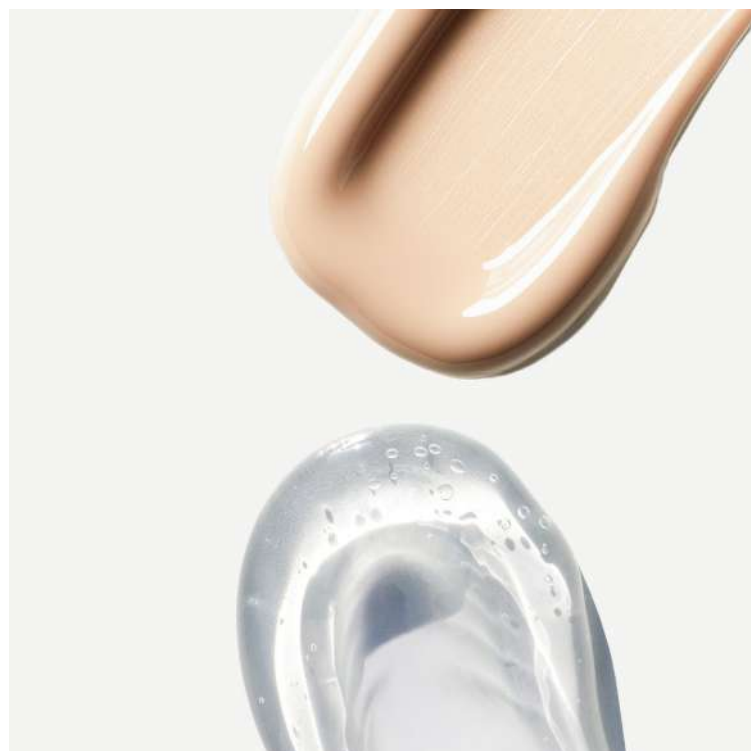
Towards a more responsible product range



We design cosmetic formulas that combine performance and ease of use by creating multifunctional products. This approach aims to reduce the number of products needed in skincare routines, while ensuring high efficacy and a unique sensory experience. By limiting the number of products and optimizing resource use, hybrid cosmetics align with an approach of simplicity and sustainability.

This is one of the benefits of our Color Care offering—microfluidic formulas combining a hydrating active serum with pigment capsules for dual skincare + makeup benefits.

Our innovation teams are also working on developing our microfluidic technologies with natural solutions to replace synthetic polymers/microplastics. These research programs made significant progress in 2024, paving the way for exciting launches in 2025.





TAKING ACTION FOR THE COMMUNITY

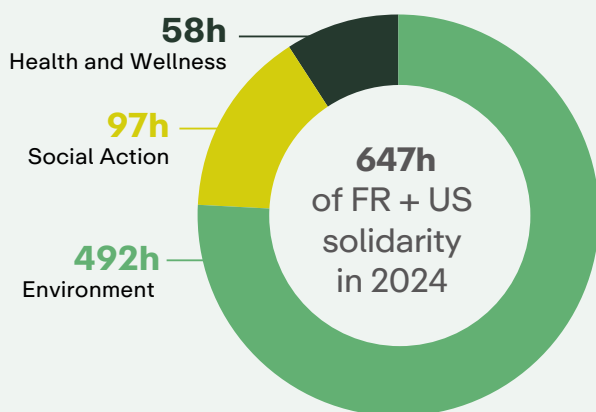
Capsum for good, our community program



Mutual support has always been one of Capsum's core values. We wanted to take this spirit of solidarity beyond company walls, thanks to Capsumians. With this in mind, we created the Capsum for good program a year ago.

Each employee has 8 solidarity hours—the equivalent one solidarity day—to complete projects for charities during their working hours. A dedicated platform connects employees with local philanthropic organizations selected and approved by the CSR team. Our three target categories are:

- **Social Action**
- **Environment**
- **Health and Wellness**



 FRANCE	 USA
126 unique participants	43 unique participants
14 partner associations	9 partner associations
2.7h average commitment per employee	1.42h average commitment per employee

Séverine

"Les Banques Alimentaires"
food donation centers

"During my assignment at the Les Banques Alimentaires, I helped prepare meal kits for various associations, which then distribute them to those in need. I enjoyed working with the regular volunteers, who were friendly, welcoming, and informative. It was a wonderful solidarity experience, full of meaningful exchanges, plus the preparation of 2,000 meals. I'm eager to recreate this experience by participating in the upcoming national food drive."

Alix

Biolit-planète mer

*"What a day with the Biolit-planète mer association!
Helping preserve coastal biodiversity by studying local flora and fauna, what a great way to raise awareness and get some fresh air!"*

Julien

EFS blood donation

"I chose this mission because it's a charitable action I've wanted to do for a long time, and because I had not been able to before, due to time constraints. Thanks to a simple gesture a stone's throw from my home, I know I'll be helping to save lives, and I'll certainly be redonating this year and in years to come!"

Training for action

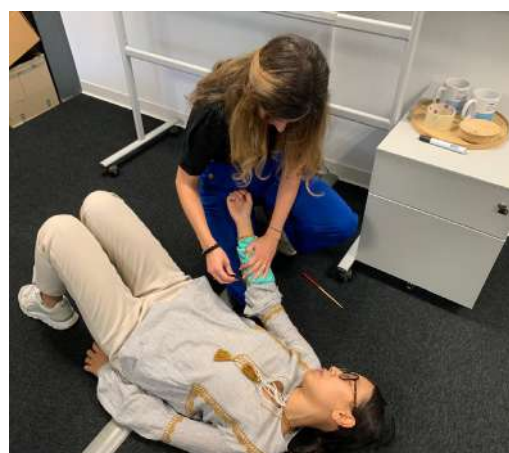


Each year, Capsum selects a compelling CSR training theme to raise awareness, accessible to all employees.

In 2023, we chose to raise awareness about climate issues through two collaborative workshops: the Climate Fresk and 2tonnes workshops.

In 2024, we deepened our commitment by providing first-aid training to all employees. This initiative aims to strengthen our culture of prevention and safety, equipping everyone with essential skills to respond effectively in emergencies.

For us, social responsibility means protecting the well-being of our employees and those around them. Thus, this training has been made available to all Capsumians in France and the United States, with 89% of employees successfully trained in Citizen First Aid.



Donations policy



This year, we are continuing our standard by donating 0.1% of group sales, or €66k.

We decided to allocate a third of this sum to local associations that Capsum employees have most committed to through our Capsum for good program: Colinéo and the Banques Alimentaires des Bouches-du-Rhône.

The second third goes in favor of the ocean, benefiting Plastic Odyssey and the Pure Ocean Fund, whose actions and commitment are exemplary in cleaning and protecting our oceans, speeding up plastic recycling structures around the world, and supporting scientific programs to restore marine biodiversity.

The final third goes to activist associations, such as Avant l'Orage, co-founded by Camille Etienne, for its remarkable contribution to raising awareness, and Sea Shepherd, founded by Paul Watson, for its actions to defend all ocean species—from the smallest creatures like krill, to whales, the giants of the sea.

Sidenote: In order to be transparent about our donation policy, we developed a framework document (Donations policy) that defines rules for allocating these donations. This document is available to employees and any other interested parties.



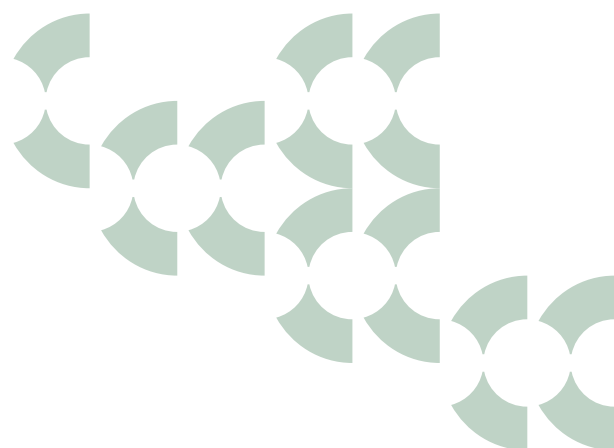
A radical and committed initiative



In April 2024, at the In-Cosmetics Global trade show in Paris (THE international trade show for cosmetics suppliers), Capsum decided to exhibit responsibly by taking a radical stance: creating a stand with zero new resources and zero waste, and then donating the allotted stand budget to an association. A total of €30,000 was donated to Sea Shepherd, one of most active ocean protection NGOs in the world, founded in 1977 by Paul Watson.

Our team only used furniture borrowed from our Paris showroom, and opted for no extras (no carpeting, hand-painted stand backdrop, etc.). By breaking the rules, Capsum made its mark, sparking discussion about the real commitment that companies must make today, and earning the admiration of many professionals.

To join in, visitors were invited to sign our message wall. A fine embodiment of our mission: Invent, Dare, Exceed.



A boost for textile recycling



In 2024, Capsum participated in two editions of a charitable challenge uniting all companies in the Château-Gombert technology park. The goal? Support textile recycling by collecting clothing for the LA FIBRE SOLIDAIRE association, which repairs and recycles clothing for second-hand stores. This association provides sewing training through a reintegration workshop and recycles even the most damaged textiles. Capsumians responded to the challenge and generously collected 307 kilograms of clothes in the spring (taking first place among corporate donors), and 131 kilograms during the winter collection.

It makes us proud to see our employees' commitment beyond their daily work assignments.

International commitments

17 OBJECTIFS



United Nations
Global Compact



End hunger, achieve food security, improve nutrition, and promote sustainable agriculture

- Creation of an activity to develop actives using Precision Indoor Farming (avoids land grabbing and limits the use of phytosanitary inputs)
- We support the development of Orius, a Precision Indoor Farming specialist. This technology is likely to be a key, medium-term solution in sustainable food agriculture development.



Enable everyone to live healthy lives and promote wellbeing for everyone at all ages

- Formulation of clean and highly natural products
- Hygiene, health, and environmental policies



Acquisition of a Learning Management System and creation of company-specific trainings.

The aim:

- Provide our employees with centralized access to a wide range of training modules
- Promote skills development

Apprenticeship-focused initiatives:

- Payment of apprenticeship tax
- Welcoming of work-study students



Achieve gender equality and empower all women and girls

- Gender equality index
- Appointment of a Harassment point of contact



Ensure access to water and sanitation for everyone

- Monitoring water consumption and actions to reduce it
- Installation of a cold water loop
- Creation of active ingredients via indoor farming, using very little water (95% less than open field cultivation)
- Solar Water® in Austin (creation of a well towards a deep, salted water source and a desalination station to avoid relying on water resources intended for human consumption or farming)



Ensure access to reliable, sustainable, and modern energy services at an affordable cost for everyone

- Contracts to supply electricity via renewable energy sources
- Austin production site: LEED Silver-certified building of high environmental quality
- Energy consumption monitoring
- Solar field covering Austin site production

SBTi

Since 2022, we have been committed to the Science Based Targets initiative (SBTi). This initiative aims to align companies' greenhouse gas emission reduction trajectories with the objectives of the Paris Agreement. By joining SBTi, we aim to actively contribute to the fight against climate change, by defining decarbonization targets based on scientific data.



Promote strong, inclusive, and sustainable economic growth, full and productive employment, and decent work for everyone

- Ensure sustainable and sustained growth to develop employment opportunities
- Promote stable and sustainable jobs (number of permanent contracts)
- Promote youth employment (apprenticeship contracts, internships)



Promouvoir une industrialisation durable

- Creation of active ingredients from Precision Indoor Farming with minimal environmental impact



Reduce inequalities within and across countries

- Inclusive, non-discriminatory hiring process.
- Follow-up of supplier actions.
- Compliance with the Nagoya Protocol.



Establish sustainable consumption and production patterns

- Reduction of single-use buckets in production
- Precision Indoor Farming Actives
- Hot manufacturing process of microfluidic technologies
- Clean formulation
- Responsible purchasing
- Responsible packaging
- IT: repairable computers
- Reduce and reuse (initiatives to provide access to reusable cutlery, water bottles, etc.)



Take urgent action to combat climate change and its impact

- Grouped shipments to foreign countries
- First carbon footprint
- LED lighting
- IT: low power-consuming servers



Effective partnerships between governments, private companies, and civil society

- United Nations Global Compact
- Responsible Care / France Chimie
- Works with an organization that supports the employment of handicapped persons to organize our special-occasion snack breaks / business-lunch meal trays
- CSR Business Review with our suppliers
- FEBEA



TAKING ACTION FOR OUR ECOSYSTEM

Ensuring a responsible value chain



Our purchasing decisions have a direct impact on the environment, human rights, and the community. That's why we have put in place an ambitious **responsible purchasing policy**, in line with our CSR commitments. This policy aims to minimize our ecological footprint, guarantee ethical practices, and foster sustainable relationships with our suppliers.

Concrete commitments for responsible purchasing

Our policy is based on several fundamental pillars:

- **Rigorous supplier selection:** We prioritize partners committed to social and environmental responsibility, with certifications such as RSPO (sustainable palm oil), FSC/PEFC (responsible paper and wood), and Responsible Mica Initiative (mica traceability).
- **Increased vigilance regarding sensitive materials:** We have implemented specific procedures for high-impact ingredients, such as palm oil and mica, to ensure ethical and sustainable sourcing.

Working together to reduce our environmental impact

Our responsible purchasing practices are also part of an approach to reduce our carbon footprint and preserve natural resources:

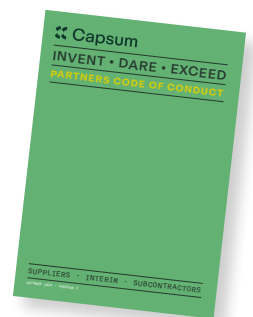
- **Logistics optimization:** reducing intermediaries to limit unnecessary transport and promoting short distribution channels
- **Responsible management of raw materials:** limiting waste and adopting eco-design solutions for our packaging.
- **Energy efficiency and footprint:** exclusive use of renewable energy for our sites and collaboration with carriers committed to low-carbon solutions

Evaluating and monitoring our suppliers

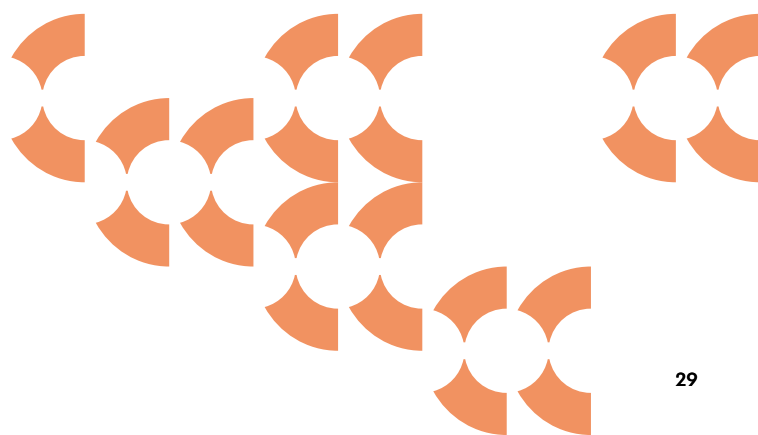
- **Regular audits and business reviews** are conducted with our main partners to monitor the evolution of their practices and support them in continuous improvement.

A commitment shared with our partners

Capsum requires all its suppliers to sign a **Supplier Code of Conduct**, guaranteeing their commitment to human rights, transparency, and ethical business practices. We regularly monitor our suppliers' engagement and work with them to improve their CSR performance.



Our responsible purchasing policy is an essential lever in our overall commitment to a more sustainable cosmetics industry. By integrating social and environmental criteria into every step of the purchasing process, we affirm our commitment to transforming our supply chain into a more ethical, transparent, and planet-friendly model.



Due Diligence



To guarantee responsible sourcing and better traceability of raw materials, Capsum developed TINANEA, an internal CSR monitoring tool. This tool enables us to evaluate our suppliers on several criteria, including the origin of raw materials, their environmental and social impact, and their compliance with regulatory requirements.

The cosmetics industry is committed and innovative. We support initiatives such as Transparency-One, for example, which enables to map suppliers with no ranking restrictions, and to ensure compliance with regulations and environmental standards.

Other solutions, particularly EcoVadis ratings, are also used to assess suppliers' responsible practices and ensure ethical sourcing. These tools enable us to measure the quality of our suppliers' commitment.

Memberships and certifications



Ecovadis

In 2024, Capsum was once again awarded the Ecovadis Gold Medal, placing us at the top 5% of companies, in terms of corporate social responsibility.

This certification assesses company performance based on four key pillars: **environment, ethics, social practices, and responsible purchasing.**

This renewal reflects our commitment to adopting sustainable practices at every stage of our value chain. It demonstrates our efforts to reduce our carbon footprint, improve the traceability of our raw materials, and ensure ethical working conditions within our ecosystem. More than just recognition, this gold medal is an incentive to continue to work towards a more responsible and transparent cosmetics industry.



Since October 2024, Capsum has been officially B Corp certified, joining an international community of companies committed to using their business to have a positive impact on society and the environment. After nearly three years of action-packed work in France and the United States, this certification marks a key milestone in our responsibility and sustainability approach.

What is B Corp certification?

B Corp certification, issued by the independent organization B Lab, is awarded to companies that meet the highest standards of social and environmental performance, transparency, and accountability. It's not just recognition; it's a commitment to continuous improvement.

To obtain this certification, companies must complete a rigorous evaluation questionnaire covering several areas: governance, employees, clients, community, and the environment.

What this means for us

Achieving B Corp certification is the fruit of a collective effort and a long-standing commitment. We have reviewed and improved our internal practices, involving our entire team. As stated previously, being B Corp certified does not mean that we are perfect, but that we are committed to continuous improvement and to making decisions that balance profits and positive impact.

By joining the B Corp community, which includes more than 7,000 certified companies in 90 countries, spanning 150 sectors, we affirm our commitment to collaborate with companies that share our values. At the same time, we hope to inspire others in our industry to follow the same path to build a more inclusive and sustainable economy.

What's next?

B Corp certification is not an end in itself, but the beginning of a new chapter. Each certified company is required to recertify every three years and demonstrate continuous improvement in its impact.

Our warmest thanks goes out to all our teams, partners, and stakeholders who have contributed to this achievement. Together, we will continue to move toward a more sustainable and responsible cosmetics industry.

To find out more about our B Corp commitment, visit [our B Corporation public profile](#).

Highlights from our B Corp certification

 Governance	 Environment	 Community	 Employees	 Clients
→ Code of Conduct → Becoming a mission-driven company	→ Improving the naturalness of formulations → Massive reduction of our water footprint and work to reduce the carbon footprint of our activities. → Environmental policy (in progress) → Obtaining RSPO certification	→ Inclusive HR policy with diversity and inclusion training for our HR teams → Capsum for good program → Donations policy	→ Annual employee engagement and satisfaction survey → Health and retirement programs for all employees → Well-being: sports/gym allowance → Implementation of a LMS (Learning Management System)	→ RGPD-compliant, IT data protection policy → Annual satisfaction survey

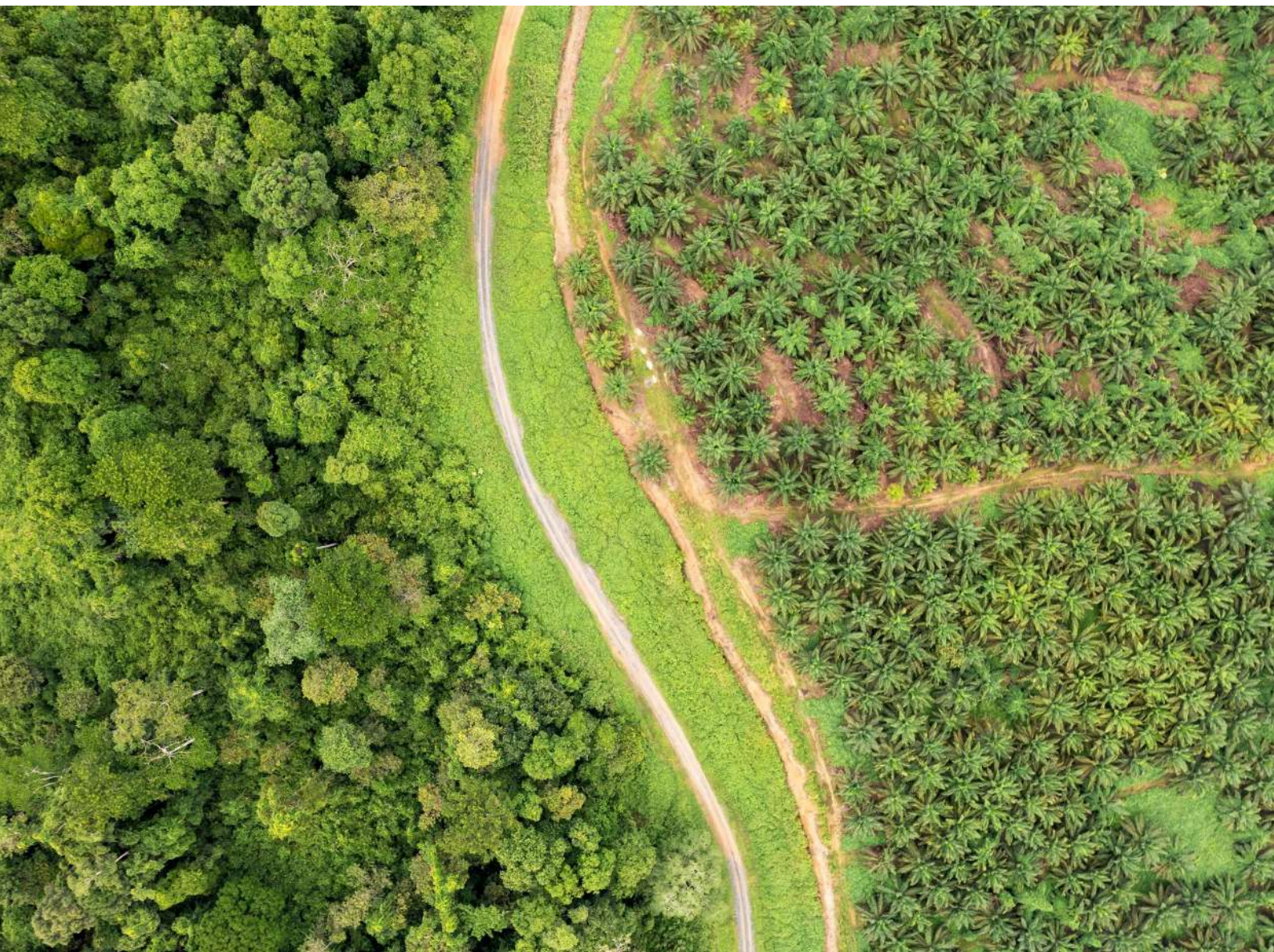
Palm derivatives are among the most socially and environmentally risky materials, yet they are almost indispensable to cosmetic formulation. To address the sector's ethical and environmental issues, an organization was created in 2004: RSPO, for "Roundtable on Sustainable Palm Oil."

Until now, only the Austin site was RSPO-certified; the French sites were only licensed. A licensed company can receive and reship material while maintaining RSPO certification, but cannot process it. A certified company can process, formulate, and manufacture without losing its label.

Material certification covers raw palm oil and palm kernel oil (extracted from the seeds), as well as all materials for which these oils or a derivative of these oils are used in their composition.

The initial certification audit took place in December 2023, with effective certification scheduled for early May 2024. This is a step forward, a commitment, and a necessity. A step forward, because it requires us to keep accurate records of the certification of "palm" materials. A commitment, because we need to reduce the proportion of non-certified materials every year, to quickly move towards zero. And a necessity, because non-RSPO materials are at the top of our clients' blacklists. The European regulation on deforestation is focusing on palm oil products, and what was recently a pioneering and committed practice is destined to become a regulatory requirement (and all for the better).

In practice, this also gives our clients the opportunity to add the RSPO logo on their products.





WORKING FOR AND WITH CAPSUMIANS

Listening – Employee satisfaction survey



Managed by an external service provider to guarantee the anonymity of responses (and therefore free speech), the internal employee survey covers a wide range of subjects: work environment, relationship with their manager, health and safety, perception of the company's commitments, impact of current events ...

This annual survey is now in its third year. The results are invaluable for checking the pulse of our company in an objective way, and thus guiding HR, QHCT, and CSR initiatives. Scores count, but so do trends. That's why we make very few changes to the questions from one year to the next.

Points for improvement from previous years have been taken into account. For training, Capsum equipped itself with an LMS (e-learning platform), whose catalog is gradually being enriched. The integration process has been completely overhauled, and this is also reflected in the responses. The introduction of an individual CSR objective for each employee has led to a sharp increase in awareness of Capsum's CSR ambitions. Our Capsum for good solidarity program probably contributed to improve scores.

83% participation
(vs 75% for our last survey)

89% are satisfied with
Capsum's CSR policy
(vs 86% in 2023 and 74% in 2022)

91% of Capsumians are
satisfied
(vs 87% in 2023 and 78% in 2022)

95% are motivated at work
(vs 90% in 2023 and 81% in 2022)

97% think that new employees are
well-integrated
(vs 96% in 2023 and 78% in 2022)

94% are proud to work for
Capsum
(vs 94% in 2023 and 86% in 2022)

**In summary, this is a very good result, which encourages us
to continue our efforts and dialogue.**



Engage all employees



2024 is the first year that a CSR objective has been included in the annual objectives for each employee. Indeed, every employee, at their own level, must feel involved and contribute to Capsum's overall CSR policy. Examples below offer a glimpse into the wide range of possible individual initiatives.

- Digitizing processes to go paperless.
- Monitoring and improving formula naturalness indexes.
- Optimizing inventory and orders.
- Limiting bulk waste.
- Optimizing process water consumption.
- Limiting waste. Optimizing carbon accounting.
- Studying a carbon pricing tool for our products.
- Raising Capsumians' awareness about our CSR actions.
- Repairing and recycling as much as possible.
- Maintaining EcoVadis Gold Medal certification.
- Aiming for 0 waste-sorting errors ...

Ensure a good working environment



A growing range of cosmetic products for our employees

In 2024, the "Les Artisans" range was expanded—a brand created exclusively for Capsum employees, so that they could benefit from the company's savoir-faire. 5 new body products joined the existing range of 4 face products. Cream, milk, oil ... classic emulsions or microfluidic textures ... Diverse products that reflect the company's wide range of technologies, allowing everyone to choose according to their tastes.

Wellness and sports package extended in the United States

With the aim of offering equivalent working conditions and social benefits within our two entities, we have extended the well-being and sports package to the United States. This package, which provides up to €50 or \$50 towards a license, sports club membership, or sports equipment, has been very well received by our teams.

124 people have benefited in France (62% of employees) and 10 in the US (14% of employees).

Time for Capsumians to bond

Throughout the year, we organize social events at every site, enabling everyone to share special moments outside of work.

In France, our employees get together for two key events: the summer soirée and the end-of-year party. These events are an opportunity to celebrate our successes together, strengthen bonds between teams, and share a celebratory moment in a casual environment.

In Austin, our teams had the opportunity to attend an Austin FC soccer match, the local team. It was a sports-oriented bonding experience, which reinforced team spirit in a new environment—and introduced the local teams to a sport that is more French than American.

Improving women's quality of life at work

For women, having sanitary protection available in the workplace is a key QWL (Quality of Work Life) issue. In a move to make our female teams more comfortable, and to be more inclusive, sanitary pads are now available in the building's toilets at our Austin site. This initiative is part of our commitment to creating a caring work environment, where everyone can move forward with peace of mind on a daily basis.



Eco-cups for everyone



In 2024, our Workers' Council (CSE in France) initiated the distribution of eco-cups to all Capsumians in order to reduce the use of disposable cups on our sites. This initiative complements the reusable cutlery, water bottle, and mug provided to each employee in our welcome kit. This is a concrete initiative that anchors more responsible practices within the company.

By promoting reusable alternatives, we're involving Capsumians in our drive to reduce waste and improve our environmental impact.

Encourage a cohesive career path



Launch of a new e-learning platform

To grant every employee the opportunity to update their skills in their area of choice, we launched an e-learning platform (Dokeos). It offers flexible access to training, enabling each employee to do so at their own pace, with no time or place constraints!

The e-learning courses are designed in-house to be as close as possible to Capsumians' expectations and the company's culture. They are organized into modules, which we classified into 4 categories: HR, CSR, Quality/HSE, and Technology.

Participants' progress can be tracked using a dashboard. Written content, videos, animations, quizzes, and more—the content varies to combine pedagogy with the joy of learning.

The objectives are multiple: simplify learning, education, and knowledge acquisition, to maintain users' attention and motivation over time, and to measure learners' progress and level through assessments at the end of the modules.

Some modules are complemented by educational resources.

Access to the platform is unlimited, and all content can be viewed as many times as desired.

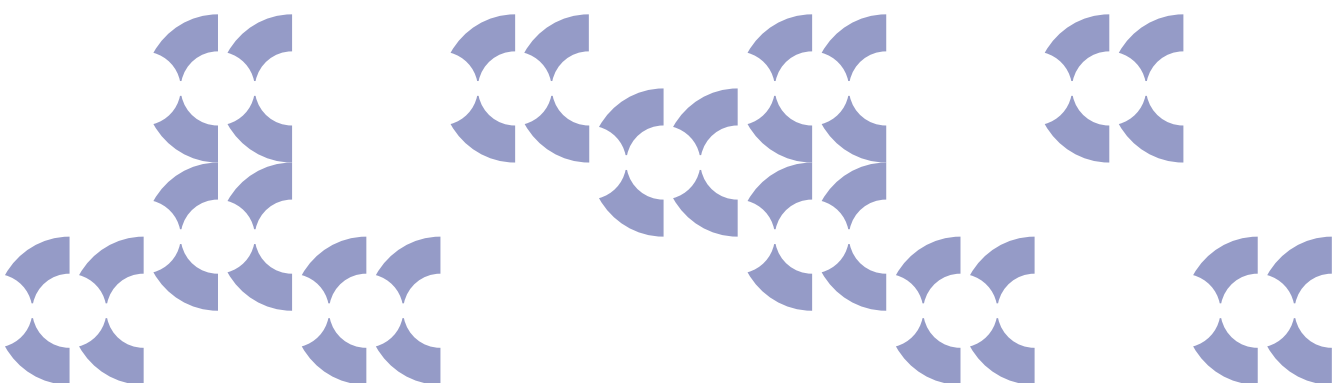
Our goal is for each module to be completed by at least 50% of learners.

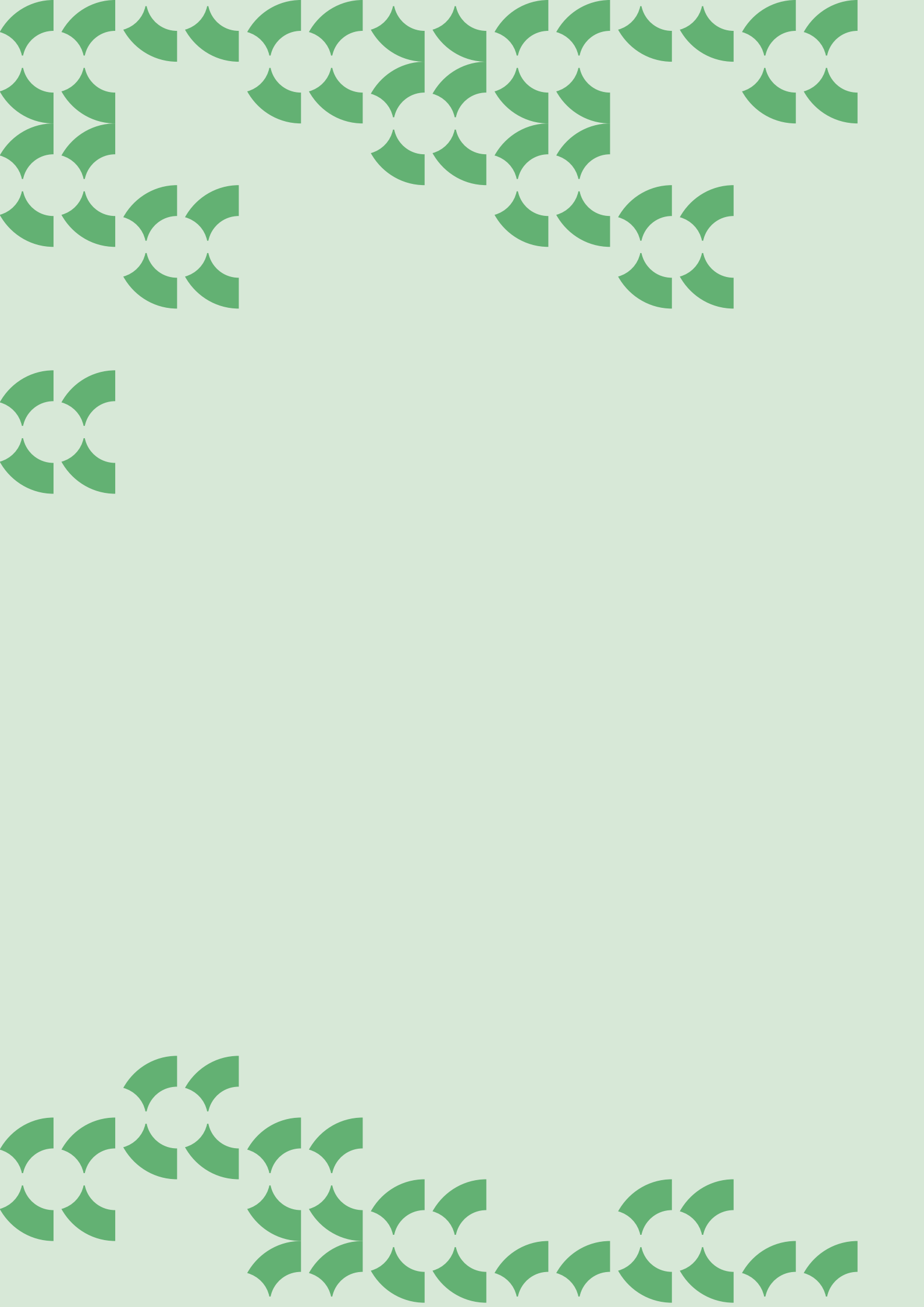
Manager training

The e-learning platform implemented in 2024 enabled managers to receive training to optimize and streamline:

- the welcoming and integration of new joiners to the company
- the management of key moments in team life (annual reviews, professional interviews, returning to work after a career break, etc.)

Thus, all managers are able to optimize their team members' career paths.







APPENDICES

1 Documents available for further reading

Capsum has a range of documents to help you understand the company's governance and CSR commitment.

These are available on request by contacting rse@capsum.eu.

- CSR policy
- Responsible purchasing policy
- HR policy
- Donations policy
- Sustainable marketing and communication charter
- Code of conduct
- Partner/Supplier code of conduct
- IT environmental policy
- Third-party due diligence

Scope	This report covers the entire scope of Capsum, including the sites in Marseille and Aix-En-Provence in France, as well as the site in Austin, USA. Thus, the report encompasses 100% of the group's workforce as of December 31, 2024.
Frameworks and indicators	Capsum's CSR reporting is established with reference to the Global Reporting Initiative (GRI) and the various applicable French and European regulations. These texts form the basis of the reporting protocol, formalized for all the group's activities
Reporting cycle and period	Capsum publishes an annual CSR Report based on the calendar year. The previous CSR Report covered the calendar year 2022. This report covers the periode from January 1 to December 31, 2024.
Statement of use	Capsum has communicated the information cited in this GRI Standards content index for the period from 01/01/2024 to 12/31/2024.
GRI applied	GRI : Foundation 2021

GRI Standard	Ref	Informations	Page number
GRI 2: General disclosures 2021	2-1	Details about the organization	Page 8
	2-2	Entities included in the Organization's sustainability Reporting	Page 7
	2-3	Reporting period, frequency, And contact point	Page 35
	2-6	Activities, value chain, and Others business relationships	Page 8
	2-7	Employees	Page 8
	2-22	Statement on sustainable Development strategy	Page 3
	2-23	Political commitments	Page 12-13 (ODD)
205: Fighting against corruption	205-2	Communication and training About anti-corruption policies And procedures	Page 42-43
302: Energy 2016	302-1	Energy consumption within The organization	Page 42-43
303: Water and effluents 2018	302-1	Water withdrawal	Page 42-43
305: Emissions 2016	305-1	Direct greenhouse gas Emissions	Page 42-43
	305-2	Energy indirect Green House Gas emissions	Page 42-43
	305-3	Other indirect Green House Gas emissions	Page 42-43
306: Waste 2020	306-3	Generated waste	Page 42-43
	306-2	Recovered waste	Page 42-43
401: Employment 2016	401-1	New employee hires and Employee turnover	Page 42-43
403: Occupational Health and Safety	403-9	Work related injuries	Page 42-43
405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Page 42-43
413: Local Communities 2016	413-1	Operations with local community engagement, Impact assessments, and Development programs	Page 42-43

3 Capsum 2024 Performance Indicators

Theme	Indicator	Unit
ENVIRONMENT	Monitoring Water use	tonne
	Intensity / Water consumption T/bulk	tonne/tonne
	Intensity / Water consumption L / FP	Liter / finished product
	Average volume	ml
	Monitoring electricity use	MWh
	- Renewable electricity (purchased via renewable energy contract)	MWh
	- Non-renewable electricity	MWh
	- Certificate of origin purchase	MWh
	- Renewable electricity production	MWh
	- Self-use	MWh
	% Global renewable energy	%
	Intensity / Electricity use	Kwh/PF
	Waste production	tonne
	- thus recycled waste	%
	- energy recovered waste	%
	Waste production intensity	gram / finished product
HR	% “clean” CBOX products	%
	Total carbon footprint (GHG)	tCO ² e
	Carbon footprint GHG scope 1	tCO ² e
	Carbon footprint GHG scope 2	tCO ² e
	Carbon footprint GHG scope 3	tCO ² e
	Carbon footprint intensity GHG	kgCO ² e/finished product
	Total number of team members	
	New hire rate	
	Staff turnover rate	
	Proportion of population -24 and + 50 years old	%
	France Men-Women Equality Index	Index
	Proportion of Female managers	%
	% of employees who received an internal promotion	%
	Team member departure rate	%
ETHICS	% trained team members (cross-functional/personal/continuing education)	%
	% team members receiving aid for continued education	%
	% HR formed on diversity and inclusion	%
	% of company apprentice workers in training	%
	Average training hours per employee	hours/employee
ETHICS	Number of sites assessed for corruption risk	Number
	Total number and percentage of governance body members informed about anti-corruption policies and procedures	Number/%
	Total number of confirmed cases where employees were dismissed or disciplined for corruption	Number
	Total number of discrimination cases	Number
	Number of alerts received on whistleblowing platform	Number
SOCIAL DIALOGUE	Question to management	Number
	CSR ideas submitted by employees	Number
	CSR Ideas studied and/or implemented within the year	Number
SAFETY	Accidents resulting in workers' leave	Number
	Frequency rate	Index
	Severity rate	Index
RESPONSIBLE PURCHASING	Percentage of buyers trained in responsible purchasing	%
	Suppliers signing Capsum Charter or own code of conduct aligned with our commitments	% Spend
	Percentage of new suppliers assessed using environmental criteria	%
	Percentage of suppliers evaluated for environmental impact	%
	Percentage of suppliers evaluated for social impact	%

2022		2023		2024					
FR	US	FR	US	FR	US	Service	Suivi	Site	GRI
6805	9168	5734	10644	5350	10137	Maintenance	Weekly	France + US	303-1
16	58	11	48	10	38	Production	Monthly	France + US	303-1
0,52	2,1	0,3	2,1	0,23	1,55	Production	Monthly	France + US	303-1
32	33	28	41	23	39	Production	Monthly	France + US	
1635	2402	1507	2451	1450	2345	Maintenance	Monthly	France + US	302-1
1551	N/A	1507	N/A	1450	N/A	Maintenance	Monthly	France	302-1
90	1540	0	1576	0	1440	Maintenance	Monthly	France	302-1
90	1540	0	1576	0	1440	CSR	Monthly	France	302-1
N/A	1437	N/A	1196	N/A	1541	Maintenance	Monthly	US	302-1
N/A	862	N/A	875	N/A	905	Maintenance	Monthly	US	302-1
100	100	100	100	100	100	CSR	Annual	France + US	302-1
125	558	79	409	62	358	Production	Monthly	France + US	302-1
339	102	394	105	396	109,09	HSE	Monthly	France + US	306-2
32,6	37	52	47	49	41	HSE	Monthly	France + US	306-2
51,7	no data	46	No data	51	no data	HSE	Monthly	France	306-2
26	24	21	37	21	16,78	HSE	Quarterly	France + US	306-2
98%		98%		98%		R&D / Marketing	Semi-annual	France + US	
4984	2127	6457	2979	9570	4167	CSR	Annual	France + US	
25,5	26,12	0,69	0	0	12	CSR	Annual	France + US	305-1
0	0	0	0	0	0	CSR	Annual	France + US	305-2
4958	2100	6456	2979	9570	4155	CSR	Annual	France + US	305-3
0,38	0,49	0,34	0,59	0,51	0,64	CSR	Annual	France + US	305-4
198	71	201	73	201	71	HR	Annual	France + US	401-1
26%		31%	1%	17%	14%	HR	Annual	France + US	401-1
23%		30%	18%	25%	17%	HR	Annual	France + US	401-1
15,2%	35%	15,9%	39%	17,0%	39%	HR	Annual	France + US	
91	N/A	89	N/A	89	N/A	HR	Annual	France	
64%	50%	66%	38%	70%	10%	HR	Annual	France + US	405-1
12%	2%	7%	10%	5%	5%	HR	Annual	France + US	
20%	39%	29%	17%	16%	17%	HR	Annual	France + US	401-1
16%	15%	95%	92%	93%	97%	HR	Annual	France + US	
3%	N/A	0%	N/A	0%	N/A	HR	Annual	France + US	
100%	100%	100%	100%	100%	100%	HR	Annual	France + US	
5,1%	N/A	6,0%	N/A	8,7%	N/A	HR	Annual	France	
3,12	3,5	8,25	6	9,65	6,8	HR	Annual	France + US	404-1
N/A	N/A	2	1	2	1	CSR	Annual	France + US	205-1
N/A	N/A	6 = 100%	6 = 100%	6 = 100%	6 = 100%	CSR	Annual	France + US	205-1
N/A	N/A	0	0	0	0	CSR	Annual	France + US	205-3
0	0	0	0	0	0	CSR	Annual	France + US	406-1
0	0	0	0	0	0	CSR	Annual	France + US	
82	N/A	80	N/A	52	N/A	CSR	Quarterly	France	
42	15	14	17	6	22	CSR	Weekly	France + US	
22	12	8	12	4	8	CSR	Weekly	France + US	
9		6	2	6	1	HSE / Production	Monthly	France + US	403-2
28	N/A	19	N/A	18,7	N/A	HSE / Production	Monthly	France + US	403-2
0,20	N/A	0,14	N/A	1,23	N/A	HSE / Production	Monthly	France + US	403-2
100%		100%		100%		Purchasing	Annual	France + US	
62%		93%		94%		Purchasing / CSR	Annual	France + US	
N/A	N/A	100%	100%	100%	100%	Purchasing / CSR	Annual	France + US	308-1
68%	81%	71%	78%	85%	90%	Purchasing / CSR	Annual	France + US	406-1
68%	81%	71%	78%	85%	90%	Purchasing / CSR	Annual	France + US	414-2



**Inventer.
Oser. Se dépasser.**