

EXSYMOL

2024



CSR
REPORT

This year's report showcases the key CSR achievements of 2023 and the progress made toward reaching most objectives by 2028.



OVERVIEW

CSR strategy

9 ❁

Innovating for more sustainable development across the entire value chain

15 ❁

Contributing to the achievement of climate goals

19 ❁

Listening to gain deeper insights into our internal and external stakeholders

25 ❁

A FEW WORDS FROM THE CHAIRMAN

At Exsymol, the notion of CSR is essential.

Our commitment to sustainable development, the future of our planet, and the well-being of our employees has been deeply embedded in our history for many years. This dedication is exemplified by our signing of the National Pact for Energy Transition—a policy in which we have been pioneers and which will remain our guiding principle in the years ahead. With this vision of continuous progress, we are now entering a new phase, stepping up our efforts to push the boundaries of our CSR ambitions even further.

Operating in an environment that is not naturally conducive to industrial activity, Exsymol has demonstrated resilience and ingenuity, adapting to prove that chemistry has a rightful place within a densely populated urban landscape. Our geographical location embodies the challenge we take on every day:

ensuring the coexistence of nature and chemistry.

Our ambition is to strike the right balance between clean, green chemistry—ensuring both product quality and reproducibility. In a time when the use of natural plant-based ingredients is widespread and climate change is accelerating, rethinking our relationship with nature is no longer an option but a necessity. This is an opportunity for Exsymol to reaffirm its vision —‘**Innovation in the service of well-being**’—and to translate its core values of responsibility, ethics, and attentiveness into concrete action. Our values shape our CSR strategy, and in turn, our CSR strategy strengthens these values.

In 2023, EcoVadis—the independent platform for evaluating CSR performance and responsible procurement—awarded us a Gold Medal, one of its highest distinctions. The quality of our initiatives is reflected in our final score, which increased by 13 points compared to the previous year.

Among the most emblematic achievements of our success are a 36% reduction in water consumption, the fact that 86% of our raw material suppliers follow a CSR approach, and the substantial share of our revenue invested in R&D for more sustainable development—12%, to be precise.

The year 2023 was a time for strategic reflection, dedicated to in-depth analysis and structuring ideas. We laid the groundwork for an ambitious CSR action plan that will guide us through 2028. Our work on Scope 3 reflects our commitment to exploring new frontiers in corporate responsibility.

Our goal has always been to engage every employee in this environmental, economic, and human-centered policy. And the results speak for themselves—our successes are the outcome of true teamwork, every single day. By questioning their practices and demonstrating agility, our employees actively contribute to the success of this CSR initiative.

We may be a modest-sized company, but our bold vision, combined with our unique expertise, has allowed us to turn local challenges into opportunities and pursue a serious, ambitious policy.

With the trust of our customers, our attentiveness to the market, and the efficiency of our employees, who have embraced these transformations, we will continue to extend our reach beyond borders, tackle environmental, geographical, and human challenges, and remain steadfast in our commitment to excellence and innovation for decades to come.

Pierre Bondon
Chairman



ABOUT THIS REPORT

This year, it is evolving and reflecting the progress of our approach. It provides a transparent presentation of Exsymol's CSR approach and our commitments in three areas: sustainable development, contribution to climate objectives and attentiveness to the human ecosystem around us.

This report is also an opportunity to unveil our new action plan for the period 2024-2028, as well as our Scope 1, 2 and 3 GHG Assessment, with a view to supporting the transformation of our business in line with the Paris agreements on climate change.



ACKNOWLEDGEMENTS

This report was produced by the CSR Committee in conjunction with the communications team and with input from all employees. We would like to thank all our employees for their daily involvement in the CSR process.

INTRODUCTION

OUR VISION

Innovation in the name of well-being.

OUR VALUES

Listening

Ethics
Integrity
Respect

Pushing our
limits

Accountability

Innovation

OUR BUSINESS AND PRODUCT CATEGORIES

Founded in 1972, Exsymol is a Monegasque company offering natural and synthetic active ingredients for cosmetics and nutrition.

KEY FACTS

- Obtaining our highest ever CSR performance score with the ECOVADIS Gold medal
- Introduction of policies on employment law, environmental protection, ethics and responsible purchasing
- Completion of the GHG assessment for second Scope 1, 2 and 3
- 16% reduction in electricity consumption compared to 2022
- 36% reduction in water consumption
- Numerous solidarity initiatives carried out by Exsymol employees

INTRODUCTION

ACCELERATING ECO-DESIGN

Driven by the imperatives of economic performance, as well as social, societal, and environmental requirements, we are embarking on a long-term effort, now backed by a dedicated budget to ensure success,

"In 2023, I left the Innovation department to structure and lead our Corporate Social Responsibility (CSR) efforts. Innovation and CSR are intrinsically linked in the way they address challenges. Both involve developing new ideas, products, services, and methods that create added value for the company. However, CSR, due to its holistic nature and its commitment to societal and environmental well-being, often requires addressing and promoting multiple dimensions simultaneously. In fact, I compare CSR to solving a Rubik's Cube.

This may seem unexpected, and yet, both involve solving complex problems and striving for balance. Reaching the objective in both cases requires flexibility. Every move

in solving a Rubik's Cube, just like every step in a CSR strategy, must be carefully analyzed, thoughtfully considered, and adapted to ensure progress without disrupting the whole system. For example, something as seemingly simple as changing our product packaging must take into account its environmental impact (choice of material, size and weight optimization), its societal impact (responsible sourcing), its social aspects (handling and storage constraints),

its economic implications, and its regulatory compliance. After all, it would make no sense to opt for more eco-friendly packaging if it does not comply with regulations! Patience and perseverance are essential for both CSR and problem-solving, while innovation and collaboration are key to making progress, fostering acceptance of change, and ensuring support for new practices.

In short, although they may seem different at first glance, CSR and solving a Rubik's Cube

share fundamental principles: their interconnected movements, their approach to challenges and solutions, and, ultimately what makes them so fascinating in my eyes – while also, I must admit, being

real brainteasers! That being said, with a clearer strategy and ambitious, well-defined objectives, Exsymol is accelerating its shift towards more sustainable performance.

The flagship project illustrating this acceleration in 2023 is the calculation of our Scope 1, 2, and 3 GHG footprint, along with the development of our low-carbon strategy, which will serve as our roadmap for the years ahead!"

Noëlle GARCIA, CSR Manager

"I COMPARE CSR TO SOLVING A RUBIK'S CUBE"

INTRODUCTION

● EXSYMOL IN FIGURES

Number of direct customers and distributors: approx. 50
Number of contact points: approx. 100

● OUR CERTIFICATIONS

ISO 9001, 2015 version
GMP-Ci awarded by EFCi

● OUR LABELS

COSMOS
HALAL

● OUR PARTNERS

We work with scientists from ExAdex, Cribiom and CTI Biotech.
We work with the associations “Les Enfants de Frankie”,
“Children & Future” and “Semeurs d'Espoir Monaco”.

● OUR COSMETICS DISTRIBUTORS

We have over 30 distributors, including UNIPEX (Barentz), AQIA Quimica Industrial Ltda, Nordmann Rassmann GmbH, Saequim, ProdottiGianni, etc.
Together, these distributors throughout the world manage around 3,000 customers.

● OUR NUTRITION DISTRIBUTOR

IONTEC

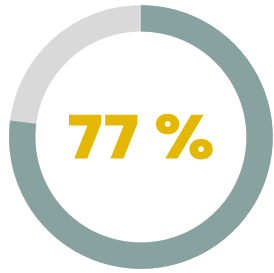
● OUR CSR COMMITMENT

Since 2018, we have been a signatory of the National Pact for Energy Transition. The Principality of Monaco has committed to reducing its greenhouse gas emissions by 55% by 2030, compared to 1990 levels.

As a signatory, we are fully committed to contributing to this objective and putting Exsymol on the path to carbon neutrality by 2050.

To this end, 2023 was used as the reference year for calculating our Scope 1, 2 and 3 GHG footprint, with the aim of adjusting our low-carbon strategy.

EXSYMOL IN FIGURES



OUR ECOVADIS ASSESSMENT

Evaluated in four areas: the environment, social and human rights, ethics and responsible purchasing, Exsymol obtained an overall score of 77/100.

This distinction places our company in the top 5% of companies in the sector. This award testifies to the strength and commitment shared by all our employees.





CSR STRATEGY

01

Towards
governance

02

Its 3 pillars

03

Its policy

04

Its strategy
on the SDGs



CSR STRATEGY

Towards governance Its 3 Pillars Its policy Its strategy on the SDGs



THE STRATEGIC COMMITTEE

It is made up of the Deputy Managing Director, Sylvie Salek, the Chief Operating Officer, Quentin de Sevelinges, and the Chairman, Pierre Bondon.

The committee is committed to conducting its business ethically and with transparency, supported by an Executive Committee made up of business line directors and managers. It is fully integrated into the CSR Committee.



2023, FORMATION OF THE CSR COMMITTEE

The goal is to share and implement best practices in CSR. Committee members serve both as ambassadors for CSR efforts and as conduits for the actions driven by corporate governance. Quarterly CSR process reviews help coordinate and track the action plans linked to the CSR programme.

TOWARDS GOVERNANCE

CSR STRATEGY

Towards governance **Its 3 Pillars** Its policy Its strategy on the SDGs

ITS 3 PILLARS

- **INNOVATING FOR MORE SUSTAINABLE DEVELOPMENT ACROSS THE ENTIRE VALUE CHAIN**
- **CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS**
- **LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS**

The resulting programme follows a materiality study of internal stakeholders, carried out in 2022. This programme, designed as an approach to progress, is based on commitments from these three pillars, and more specifically on our contribution to achieving our climate objectives.

Indeed, 2023 has been chosen as the reference year to recalculate, as we did in 2010, the carbon footprint of the company's activity and determine its low-carbon trajectory to achieve the objective of carbon neutrality by 2050.



EXSYMOL'S COMMITMENT

Exsymol's CSR policy has been drawn up in accordance with the main international frameworks:

- The principles and rights laid down by the International Labour Organisation (ILO)
- The principles and rights set out in the International Bill of Human Rights
- The United Nations Sustainable Development Goals United Nations
- Monaco's National Pact for Energy Transition, to which Exsymol has been a signatory since 2018.

ITS POLICY

Exsymol's CSR policy is implemented in line with the company's vision:

EX SYMOL	Politique RSE-HSE	Version 0
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NOS MISSIONS, NOTRE VISION et NOS AMBITIONS

Exsymol est une entreprise Monégasque indépendante spécialisée dans la conception, la production et la vente d'actifs, destinés aux industries de cosmétiques et de nutrition.

En ce sens, sa vision est de mettre l'innovation au service du Bien-être.

Nous avons à cœur d'être identifié comme un fournisseur à l'écoute des besoins de ses clients et reconnu pour la qualité de ses produits et la valeur de ses innovations. Nous avons aussi l'ambition d'être un partenaire incontournable de marques prestigieuses et pouvoir faire rayonner l'image de la Principauté à travers notre innovation dans notre réseau international.

NOS VALEURS

Les valeurs partagées au sein de notre entreprise et auprès de nos partenaires par l'ensemble des collaborateurs se résument en quelques mots :

- Innovation
- Ethique/Respect/Intégrité
- Ecoute
- Dépassement de soi
- Responsabilité

LES ENGAGEMENTS DE LA DIRECTION en lien avec les enjeux

Au-delà de la conformité aux réglementations en vigueur, la direction d'Exsymol s'engage à :

- Être garant d'un développement industriel durable respectant les bonnes pratiques dans un environnement sécurisé et un cadre attractif (Enjeux : Assurer la Qualité)
- Garantir le respect des droits de l'homme, assurer la transparence et la responsabilité sociale. (Enjeux : Mettre les Équipes)
- Réduire son empreinte écologique par l'implication des équipes sur chacune de leurs activités et un investissement continu qui vise à améliorer notre parc matériel ainsi que notre infrastructure. (Enjeux : Augmenter la rentabilité)
- Garantir au fur et à mesure des avancées scientifiques l'innocuité de nos produits (Enjeux : Préserver l'image scientifique)
- Anticiper les attentes de nos clients et proposer des produits innovants et efficaces (Enjeux : Instaurer une dynamique commerciale)
- Répondre aux enjeux sociaux et sociaux de demain (Enjeux : Intégrer la RSE)
- Avoir un engagement local fort (Enjeux : Améliorer l'Image)

L'IMPPLICATION DE TOUS

EX SYMOL	Politique RSE-HSE	Version 0
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- Porter et promouvoir les valeurs de l'entreprise.
- Connaître, respecter et faire respecter les règles HQSE.
- Être proactif et responsable
- Remonter les problèmes rencontrés et être force de proposition
- Respecter l'environnement dans toutes ses activités
- Être créatif

Plus particulièrement pour les 4 prochaines années, nous concentrons nos efforts sur 7 domaines principaux :

Améliorer la sécurité de nos collaborateurs et visiteurs sur notre site :

- Tendre vers 0 accident avec arrêt annuel.
- 100% des collaborateurs formés annuellement aux risques qui les concernent.

Améliorer les actions éthiques et responsables de nos parties prenantes internes et externes :

- 100% des collaborateurs sensibilisés à la politique des droits humains à l'horizon 2028
- 100% des collaborateurs concernés formés à la politique de l'éthique des affaires à l'horizon 2028
- 80% de nos fournisseurs de matières premières, articles de conditionnements et prestataires engagés dans une politique RSE ou dans des actions RSE.

Renforcer le bien-être de nos collaborateurs :

- 80% des collaborateurs bénéficiant au moins d'une formation technique ou managériale tous les ans
- 100% des collaborateurs bénéficiant d'un FAP insérant la notion de charge de travail et d'équilibre vie perso/Pro à l'horizon 2028

Réduire notre empreinte écologique :

- Réduire de 15% à l'horizon 2028 nos consommations d'électricité par rapport à 2023 à quantité produite équivalente
- Réduire de 30% à l'horizon 2028 nos consommations d'eau par rapport à 2023 à quantité produite équivalente
- Maintenir le traitement de la totalité des déchets liquides et solides issus de notre activité industrielle à l'horizon 2028
- Réaliser un bilan GES scope 3 sur l'année 2023

Renforcer la confiance de nos clients :

- Tendre vers 0 le taux annuel des réclamations clients
- Augmenter annuellement la traçabilité tout au long de notre chaîne d'approvisionnement

Innovier en conception de façon plus durable :

- Réviser au moins 5 procédés de fabrication afin de d'ici à 2028 mieux répondre aux principes de chimie verte
- 100% de nos actifs développés avec des fournisseurs engagés dans une démarche RSE à l'horizon 2028

To support its CSR objectives, Exsymol uses the following standards:
 - ISO 26000
 - ISO 14001
 - ISO 45001

EX SYMOL	Politique RSE-HSE	Version 0
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Participer au développement des communautés locales :

- 80% des collaborateurs mobilisés pour récolter des fonds ou participer à des événements solidaires et locaux
- 75 % des achats (fournitures et prestataires) réalisés en France

La direction a intégré ces enjeux dans le pilotage des activités métiers de l'entreprise. Les objectifs liés nous permettront de répondre aux mieux à nos parties prenantes internes et externes et à la volonté de neutralité carbone souhaitée par la Principauté de Monaco à l'horizon 2050.

Cette politique sera révisée selon la déviance de la trajectoire définie.

Jerry
 Pierre BONDON
 Président Délégué



CSR STRATEGY

Towards governance Its 3 Pillars Its policy Its strategy on the SDGs

ITS STRATEGY ON THE SDGS, THE “SUSTAINABLE DEVELOPMENT GOALS”

UNITED NATIONS SUSTAINABLE DEVELOPMENT



3 – Good health and well-being

CSR initiative: Well-being programme



4 – Quality education

CSR initiative: Training to improve skills



5 – Gender equality

CSR initiative: By 2022, increase the number of women on the strategic committee



6 – Clean water and sanitation

CSR initiative: Control and management of wastewater



7 – Affordable and clean energy

CSR initiative: The equivalent of 100% of our electricity consumption is produced from renewable energy sources (RES).



8 – Decent work and economic growth

CSR initiative: Implementation of a responsible purchasing policy



9 – Industry, innovation and infrastructure

CSR initiative: Investment in research and industrial tools



10 – Reduced inequalities

CSR initiative: Promoting inclusion



12 – Responsible consumption and production

CSR initiative: Increasing the number of women in strategic positions



13 – Climate action

CSR initiative: Contributing to better water management



14 – Life below water

CSR initiative: Partnership with the OceanoScientific association



15 – Life on land

CSR initiative: Responsible sourcing



**INNOVATING FOR MORE
SUSTAINABLE DEVELOPMENT
ACROSS THE ENTIRE VALUE CHAIN**

INNOVATING FOR MORE SUSTAINABLE DEVELOPMENT ACROSS THE ENTIRE VALUE CHAIN

Our purchasing Our design Our waste management

Integrating the challenges of biodiversity, respecting nature and people in our purchases

It is essential to move forward in a pragmatic way.
That's why we're taking our responsible purchasing approach one step at a time.

Supplier selection

We make sure that our suppliers are committed to responsible and ethical purchasing, by signing a code of conduct and exchanging documents such as environmental labels.

To date, 75% of our suppliers have a CSR approach.

We have therefore included in our purchasing requirements compliance with the 2024-1 red list of the International Union for Conservation of Nature (IUCN), or Appendices I, II and III of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the Nagoya Protocol* (ABS (Access and Benefit Sharing) regulations).

*The Nagoya Protocol is an international treaty that follows on from and supports the Convention on Biological Diversity (CBD). As such, it aims to promote the fair and equitable sharing of the benefits arising out of the utilisation of genetic resources.



INNOVATING FOR MORE SUSTAINABLE DEVELOPMENT ACROSS THE ENTIRE VALUE CHAIN

Our purchasing Our design Our waste management

Our commitment to sustainable innovation is to design products that are safe and healthy, minimise their environmental impact and/or carbon footprint and maximise their sensory benefits for consumers.

Today, the company invests an average of 12% in R&D.

This is achieved through innovation strategies involving the increasing use of raw materials that are renewable, biodegradable, have a low carbon footprint, or are derived from the recycling of industrial waste. It also involves improving our processes to eliminate or reduce the use of hazardous substances and the associated energy consumption.

Exsymol invests in new production equipment

Exsymol is committed to reducing the environmental impact and/or carbon footprint of its production processes. Thanks to working groups and specific tools set up within the company, we can measure and monitor our environmental impact at many levels. This enables us to take the necessary decisions to improve our performance and help us achieve our environmental objectives.

Findings of the “Energy Sobriety” working group:

Number of actions taken = 46

Number of actions completed in 2023 = 25

Number of ongoing actions = 21

In 2023, 50% of actions will have been completed



INNOVER VERS UN DÉVELOPPEMENT PLUS DURABLE TOUT AU LONG DE LA CHAÎNE DE VALEUR

Our purchasing Our design Our waste management

Waste management

Waste management

At Exsymol, waste is meticulously sorted into distinct streams and collected by specialist companies for recycling or energy recovery whenever possible.

We work closely with the Société Monégasque d'Assainissement (SMA) to continuously **improve our waste management practices**. This collaboration led to the introduction of plastic film sorting this year, for example.

To reinforce waste separation efforts, all employees are regularly made aware of the importance of proper waste sorting.

Some external initiatives have also been implemented with employees, such as beach clean-ups and clothing collection drives to give garments a second life.

However, Exsymol's responsibility extends beyond its own operations. All communications with customers promote the same responsible approach to waste management. In line with our COMMERCIAL strategy, we have reduced the number of MARKETING AND COMMUNICATION paper brochures distributed at trade fairs.

At the same time, our team ensures that materials used in our trade fair stands are either recycled or reused, embracing a more sustainable approach to communication.

“

It is essential that our communication strategy is fully consistent with our organisation's CSR commitments. Therefore, with a view to reducing our environmental footprint and optimising our resources, we have made a conscious choice to use digital rather than traditional printed media to present our products.

This choice not only allows us to reduce our use of paper, but also to ensure faster, more accessible and more interactive communication.

At the same time, we take great care in choosing our partners for the design and fitting out of our stands at events. We give preference to stand builders who use reusable and recyclable materials, as part of a circular economy approach.

This approach not only limits the environmental impact of manufacturing new elements, but also reduces the amount of waste generated at each event.

This resolutely sustainable policy is in line with our company's overall vision: to reconcile performance and respect for the environment, while remaining true to our values of transparency, innovation and responsibility'.

★★★ *Mélanie Mollet - Communication Manager*





CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

Sustainable resource management Sustainable mobility GHG assessment

Faced with the challenge of reducing its carbon footprint, Exsymol is taking action through an energy conservation plan.

In anticipation of potential shortages before the winter of 2023, Exsymol implemented an energy conservation plan. By leveraging both data analysis and awareness campaigns, the company successfully optimized its energy consumption and eliminated unnecessary kilowatt usage.

At the same time, we are adopting a responsible approach to electricity procurement.

Exsymol has chosen to increase its annual energy bill by 2.5% to ensure that the equivalent of 100% of its electricity consumption is sourced from renewable energy (RE).

The 100% RE option comes at a cost of €0.037/kWh..

The IT department plays an active role in the company's energy conservation plans.

In 2023, the printer fleet was upgraded.

All new printers are configured to enter standby mode automatically after 30 minutes of inactivity and to power down on a weekly basis in the evening.

Regular awareness campaigns on IT decarbonization remind employees of the environmental impact of excessive use of digital tools. Although these devices are Energy Star certified, they are switched off in the evenings and on weekends to further reduce energy consumption.

Additionally, search engines that reinvest ad revenue generated from employees' online browsing into reforestation projects have been added to employees' favorites, and they are encouraged to use them.

Recognizing that the largest source of CO2 emissions comes from the manufacturing of digital equipment, Exsymol has standardized and minimized its IT infrastructure to the bare essentials.



CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

Sustainable resource management Sustainable mobility GHG assessment

Water is a resource that must be preserved to maintain the planet's balance.

A dedicated working group has identified key areas of excessive consumption within the company and has been working to optimize water usage.

This group is supported by all employees, who have been **made aware of everyday eco-friendly practices.**

Major initiatives, such as the **acquisition of a new manufacturing reactor** and the recalibration of all water-intensive equipment, **have significantly reduced Exsymol's water consumption.**

Together, we **reduced our water usage by 36%** compared to 2022.

Relative to the quantity of finished products manufactured, **our water consumption decreased by 29%** compared to 2022.

In 2023, an average of 24.1 liters of water was required to produce each kilogram of product.

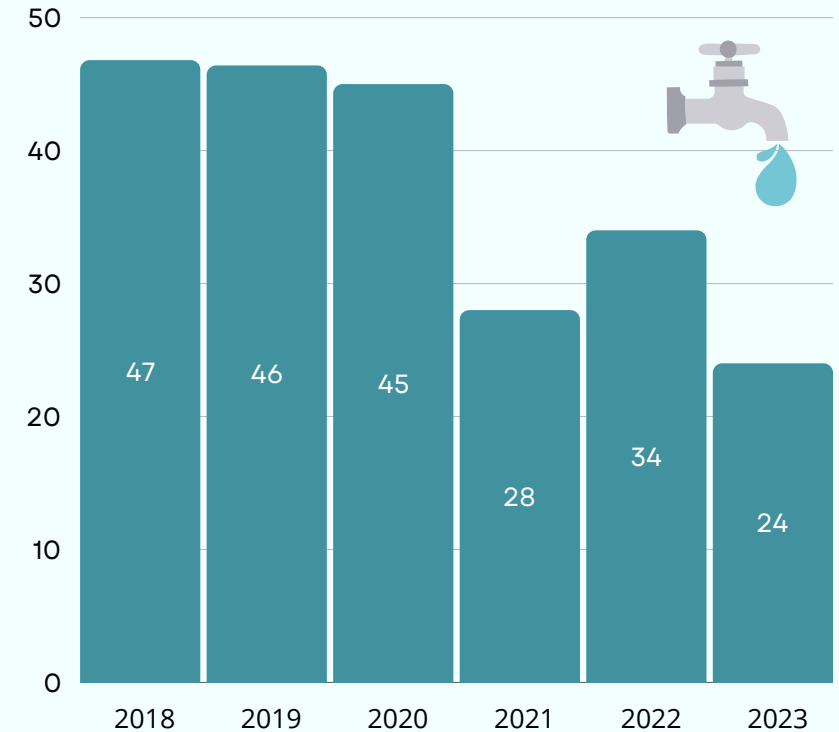
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“Having joined Exsymol at the end of 2022, 2023 has been a year of discovering the company's deep-rooted commitment to CSR. This commitment is reflected in many aspects—such as reducing consumption and continuously seeking new ways to recycle and repurpose our waste—which illustrate our ongoing drive to optimize our various processes. Naturally, all these efforts contribute to an increasingly strong control over the risks and impacts of our activities.

The division of responsibilities between the current CSR Manager and myself allows us to work together efficiently, enabling us to move faster and go further in addressing key CSR issues. Our constant objective remains to reduce both the direct and indirect impact of our activities while continuously improving working conditions for our employees and promoting the values that drive us forward.”

★★★ Loïs Nave – HSE Manager

Water consumption per tonne manufactured (m3/t)



CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

Sustainable resource management **Sustainable mobility** GHG assessment

Sustainable mobility

Exsymol is stepping up its efforts to optimise travel and reduce its employees' carbon footprint.

The aim is to encourage less impactful mobility by using alternative modes of transport (car pooling, public transport, etc.) or, better still, to avoid travel by preferring remote working or videoconferencing.

Tangible actions taken

- Signing of a remote working agreement
- Introduction of a business travel policy designed to optimise long-distance travel
- Hybrid cars in our company car fleet
- Contribution to the cost of public transport for relevant employees

Through its actions, Exsymol places the well-being of its employees and its environmental footprint at the heart of its priorities.



CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

Sustainable resource management Sustainable mobility **GHG assessment**

GHG report

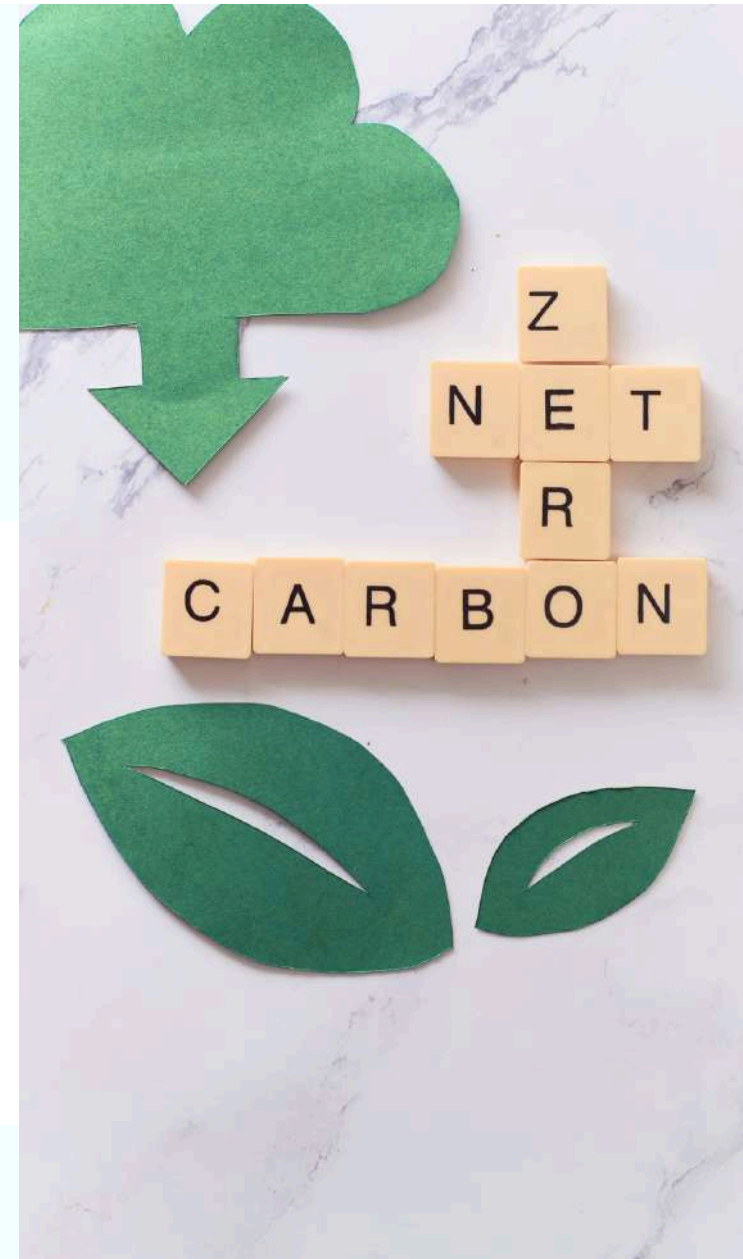
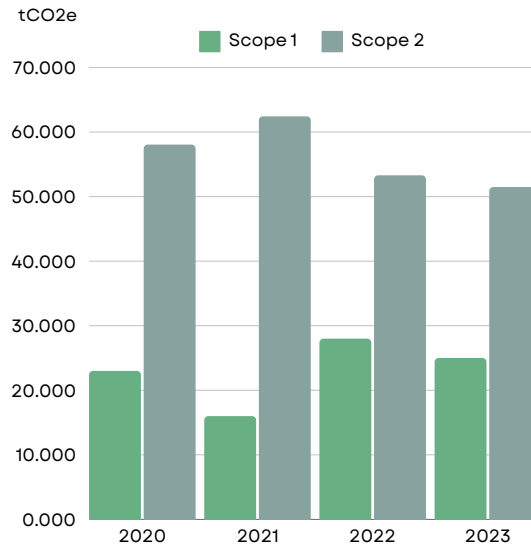
When it drew up its first Scope 1, 2 and 3 GHG assessment in 2010, Exsymol set itself objectives aimed at meeting the objectives of Monaco's National Pact for Energy Transition (PNTE), to which it is a signatory:

- **TO BOLSTER** the process of improving its environmental impact
- **TO UNDERSTAND** the real impact of its activities
- **TO IDENTIFY** the sources of emissions
- **TO ESTABLISH** a plan to reduce and offset emissions
- **TO INTEGRATE** its customers into this process

Since then, the company's annual GHG assessment has covered:

- Scope 1 (direct greenhouse gas emissions)
- Scope 2 (indirect emissions associated with the production of electricity, heat or steam from the company's own activities)

In 2023, Exsymol succeeded in reducing its Scope 2 emissions by 9% by implementing various awareness-raising campaigns.



CONTRIBUTING TO THE ACHIEVEMENT OF CLIMATE GOALS

Sustainable resource management Sustainable mobility **GHG assessment**

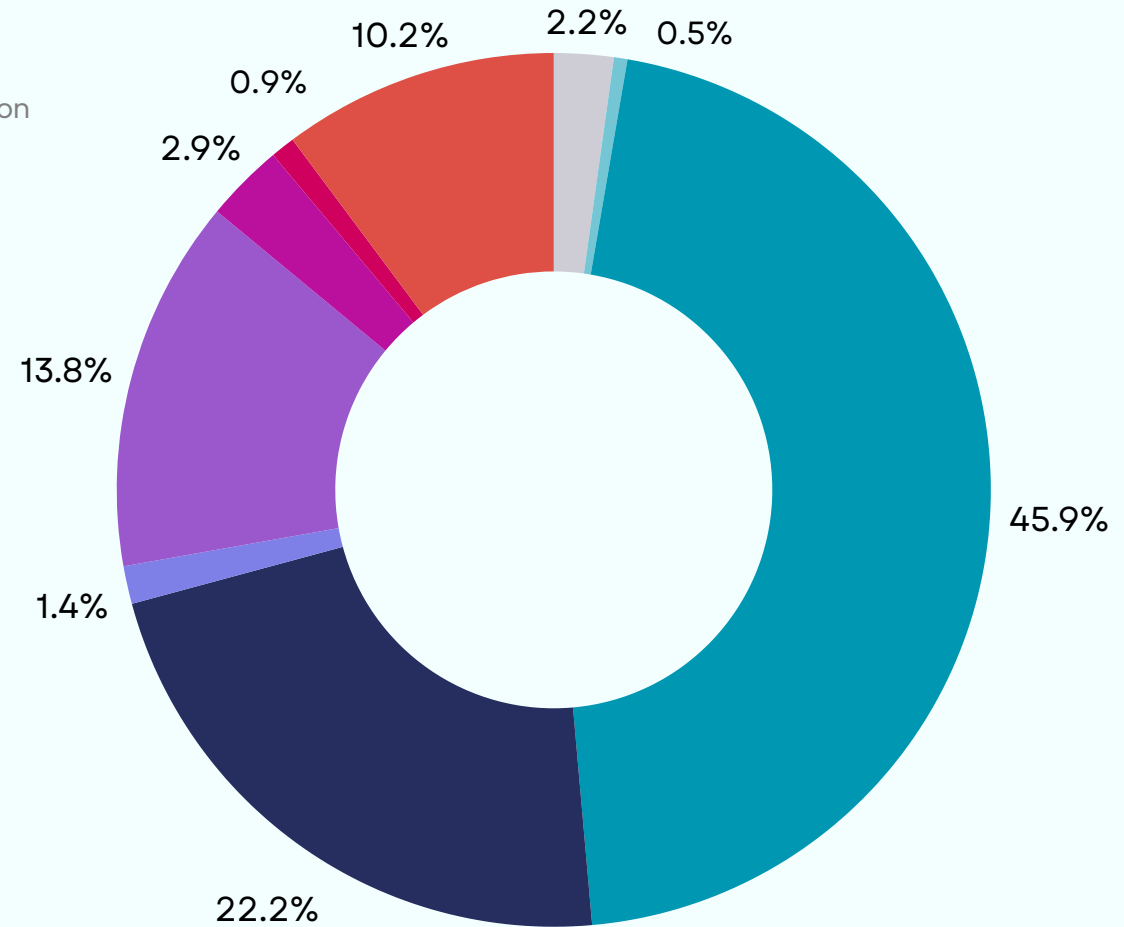
13 years after our first experience of calculating Scope 1, 2 and 3 GHG assessments

Scope 3, which concerns indirect emissions that are not under the control of the company upstream and downstream of its activity, was once again assessed.

This Scope 1, 2 and 3 GHG assessment enabled us to readjust our low-carbon trajectory, in order to achieve our climate objectives by 2050.

- Energy
- Air conditioners
- Incoming – Goods and material
- Incoming – Services
- Future packaging
- Freight
- Travel
- Direct waste
- Fixed assets

GHG assessment: Breakdown of items emitting CO2e as a percentage





**LISTENING TO GAIN DEEPER INSIGHTS
INTO OUR INTERNAL AND EXTERNAL
STAKEHOLDERS**

LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

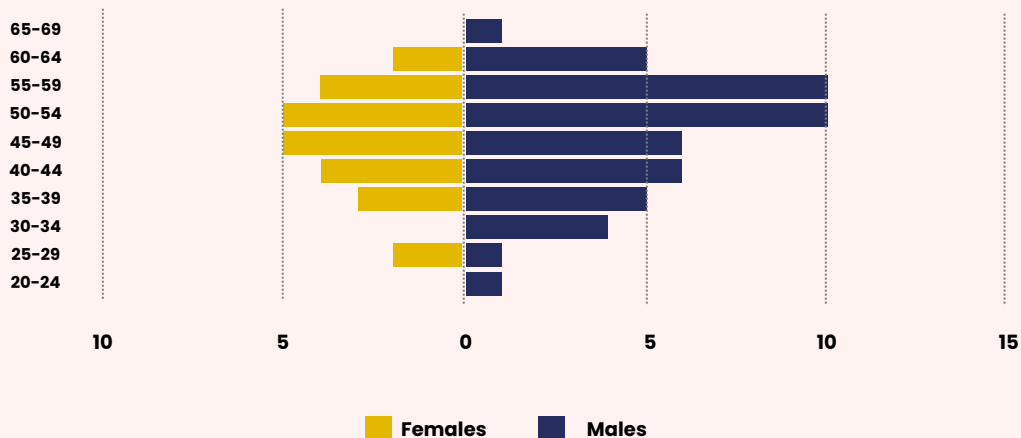
Internal stakeholders External stakeholders

In 2023, following eleven departures, we decided to hire nine replacements and create two new positions, to strengthen our organisation and accelerate our transformation.

Stable contracts remain a priority for Exsymol's management, with 92% of employees on permanent contracts.

Employee age distribution

- Majority of men aged 50 to 60 years
- Majority of women aged 40 to 50 years
- Average age of staff members: 48 years
- Average length of service: 12.3 years
- Proportion of women: 38%



Exsymol is adapting and by 2023, 60% of employees in eligible positions had chosen to work remotely one day a week.

This corresponds to 17% of all employees.

Career development and interviews

Annual appraisals are one of the main ways in which employees can develop their careers and increase their mobility. They take place at least once a year with the manager.

They provide an opportunity to discuss areas for improvement in terms of knowledge, skills and attitudes. A time for listening and constructive exchange.

Training

Exsymol considers training to be an absolute necessity. In 2023, **1,500 hours of training** were provided to help employees improve their skills.

ECOUTER POUR MIEUX COMPRENDRE NOS PARTIES PRENANTES INTERNES ET EXTERNES

Internal stakeholders External stakeholders

Focus on health and safety

Musculoskeletal disorders (MSDs) are the **leading cause of occupational illnesses** in France, primarily causing pain and varying degrees of functional discomfort.

That's why Exsymol is **committed to regularly monitoring** occupational exposure to MSD risk factors, allowing for the **adaptation of preventive measures**.

In 2023, analysis of the results led to a **comprehensive review of movements and postures**, resulting in **adjustments to certain workstations to enhance employees' daily well-being**.

At the same time, we launched **awareness campaigns** on everyday topics—such as summer safety tips—highlighting the importance of preventing accidents and near-misses.



An annual safety training program was implemented for all staff.

In total, approximately **430 hours were dedicated** to HSE (Health, Safety, and Environment) training.

To enhance our internal safety processes and strengthen collaboration with external emergency services, such as the fire brigade, we regularly organize joint exercises. These include site visits, intervention drills, and evacuation simulations, allowing us to assess everyone's responsiveness in case of an incident.

There's no better way to turn theory into practice!

“

“I am proud and honored to serve as a volunteer in our company's fire response team. This is a commitment I take on with great satisfaction, and for me, it is much more than just a responsibility. This experience has also allowed me to develop my emergency management skills while directly contributing to the safety of my colleagues and the protection of our workplace.”

★★★★ **Thierry Hoarau – Pre-fabrication Manager**

LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

Focused on respect, ethics and listening, Exsymol promotes diversity, inclusion and well-being.

Diversity and inclusion

By promoting diversity in its teams, the company aims to reflect society and better understand the expectations of its customers. An escape game organised by the Monegasque Red Cross raised awareness of the issue.

QWL Challenge: "Feeling good"

51 participants in the health and well-being at work programme, which includes:

- Massage sessions
- Muscle awakening
- Sessions to raise awareness of stress, sleep deprivation and nutritional needs.
- 20 participants attended the breast cancer prevention workshop as part of Pink October.

An **annual survey and annual scientific measurements** are organised to obtain feedback on how employees perceive their working conditions, as well as qualitative and quantitative data on the benefits of the programme in place.

The results taken into account enable the programme to be adapted as much as possible each year.

Always striving to enhance employee well-being, the company has chosen to provide a modern and harmonious work environment.

New premises have been renovated to exceed the latest environmental and safety standards. A large percentage of our spaces are equipped with LED lighting, an accessibility-friendly system for people with reduced mobility, and automatic temperature and brightness regulation in office areas.

Designed to foster collaboration and flexibility, these new spaces feature removable partitions, creating even more opportunities for interaction and shared moments.



LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

Taking action in solidarity

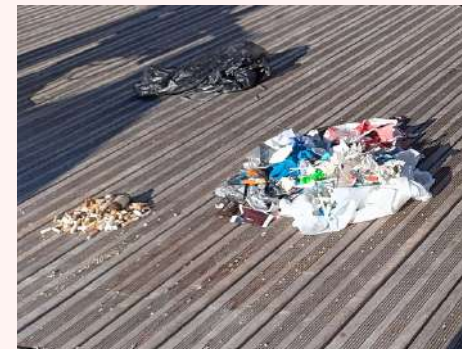
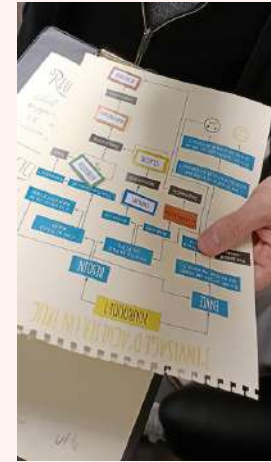
In 2023, every employee had the opportunity to take part in various solidarity initiatives:

- Participation in **“No Finish Line”** for the **“Children & Future”** association
- The **European Week for Waste Reduction (EWWR)**
- Clothing collection drives for the **“Semeurs d’Espoir Monaco”** association
- Seaside clean-up
- Educational programme for the **CHPG School of Nursing** (Princess Grace Hospital), revolving around the **5Rs**: **Reduce, Reuse, Recycle, Repair, Return to the Earth.**

“

Taking part in this “Escape Game” as part of the EWWR was an incredibly rewarding experience, both culturally and personally. The event gave us the chance to deepen our awareness of waste management and meet passionate individuals committed to the cause. It also allowed us to learn more about Monaco’s history—particularly the RAMOGE agreement—and explore places that are usually off-limits to the public. We formed a fantastic team with the IFSI group from CHPG: their invaluable support helped us proudly represent Exsymol’s colors and secure first place in this collaborative challenge! Taking part in this adventure was a truly enjoyable experience for all four of us!

☆☆☆ Account by Solen Létan – Communications Assistant, Jessica Guglielmi – R&D Technician, Anne Jaboulet – Sales Assistant and Thomas Dacquin – Manufacturing Foreman, ‘Investigators’ during the EWWR day.



LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

External stakeholders

Exsymol actively listens to its suppliers, customers, service providers, and partners. This attentiveness allows us to take their feedback and needs into account, ensuring a strong and lasting relationship.

This ongoing dialogue reinforces mutual trust and transparent communication regarding the company's activities and results.

Cross-functionality Above All!

Cybersecurity is a company-wide issue that, much like CSR, aims to build trust. It is also a key performance indicator for the company.

In 2023, all employees participated in a cybersecurity awareness campaign to ensure that everyone plays an active role in protecting sensitive data and information.

As an organization that collects and processes personal data, we have established a privacy policy in compliance with the General Data Protection Regulation (GDPR). Our goal is to provide concise, transparent, and easily understandable information for all data subjects.



LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

For our customers, we assess the carbon footprint (Scope 2 electricity) upon request, with the goal of providing a more comprehensive carbon footprint of our products, along with their overall environmental impact, starting next year. We also respond to their questionnaires to support them in their CSR initiatives

This year, we have taken the initiative of replacing our end-of-year gifts with a donation of the same amount to a local charity: "Les Enfants de Frankie". This association supports sick, disabled and disadvantaged children in Monaco.



LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

We are committed to building strong partnerships with our suppliers to secure the supply chain.

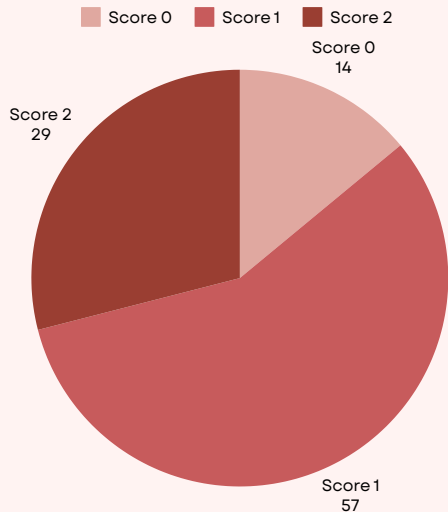
All our raw material suppliers have been assessed against our criteria, with over 29% achieving the highest score, reflecting a **strong commitment to CSR.**

For suppliers with an intermediate score (57%), we have implemented a structured **follow-up process.**

Finally, we offer CSR **awareness** initiatives to support the remaining 14% of suppliers in strengthening their approach.



Raw materials suppliers



86% of our raw materials purchases are already made from suppliers with CSR criteria

- Score 0: No CSR approach**
- Score 1: CSR approach initiated**
- Score 2: Proven CSR approach awarded by ECOVADIS**

With our service providers, we build partnerships based on shared values with Exsymol. Their CSR capabilities are strengthened through regular discussions about our initiatives and areas for improvement.

LISTENING TO GAIN DEEPER INSIGHTS INTO OUR INTERNAL AND EXTERNAL STAKEHOLDERS

Internal stakeholders External stakeholders

Public partners

Exsymol contributes to the **sustainable socio-economic development of Monaco**, where we are based. This commitment is reflected in job creation and the promotion of local businesses. This year, as part of our facility renovations, we primarily collaborated with **Monegasque companies** across all represented trades.

Since 2018, Exsymol has been voluntarily engaged in the local National Energy Transition Plan through its participation in the **European Week for Waste Reduction (EWWR)**.

In 2023, Exsymol teamed up with local stakeholders—including the government, local council, police, SMA, and the Princess Grace Hospital—to raise awareness about plastic waste reduction among employees and the local community throughout a dedicated week.



Civil society

The company provides financial support for charitable projects benefiting children, notably through the **"Les Enfants de Frankie"** association and by participating in **"No Finish Line"**, an event supporting the **"Children for Future"** charity. Exsymol has been involved in this solidarity challenge for several years: for every kilometer run by Exsymol employees, €1 is donated to the charity. This year, even more employees took part, allowing us to reach a total of 1,264 kilometers!

At the same time, Exsymol is committed to providing assistance to adults in need by organizing a collection of clothes, blankets, and shoes, which were donated to the **"Semeurs d'Espoir Monaco"** association. These items will be distributed to people experiencing homelessness to help improve their daily lives.

Exsymol also supports scientific research through the missions of Yvan Griboval and his association **"OceanoScientific"**. This project aims to create the first-ever genetic database of marine organisms collected exclusively by sailing in both coastal and open-sea areas. These samples contribute to the discovery of bioactive molecules and the genetic conservation of endangered marine species.





**THANK YOU FOR
READING!**

ANY QUESTIONS? DROP US A LINE!

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Contact: Noëlle Garcia, CSR Manager ngarcia@exsymol.com