



Havea

GROUP

IMPACT
REPORT
2024

W E L E A D
N A T U R A L
H E A L T H
B E Y O N D
B O U N D A R I E S



Dear all,

I am very happy to present you our 2024 Impact Report - a tribute to the passionate and committed work of our brands and teams in bringing our Leading Beyond vision to life. More than just figures and indicators, as it has always aimed to be, this report embodies the tangible progress we are making towards our 2030 vision: Leading Beyond.

Since its launch in 2023, Leading Beyond has become much more than a strategic roadmap: it's an operational reality, embodied by our brands and teams on a daily basis. Once again this year, they have played an essential role in transforming our vision into tangible actions, ensuring that we stay on course with clarity and determination.

Holding true to our course enables us to measure our progress transparently and consistently, year after year. 2024 was a decisive year, marked by major advances on our decarbonization plan, with a strong focus on Scope 1 and 2. At the same time, we have been harnessing a collective, structuring ambition: preparing for our B Corp certification, a demanding and aspirational process that we have been carefully building throughout the year to be in a position to reach the target of certification by 2026.

Challenges are part of the journey, but so is the unwavering energy of our teams and the strength of our brands. Together, we are more determined than ever to go beyond the boundaries and shape Havea's future with boldness and a deep commitment to lasting, positive impact.

A heartfelt thank you to all those who, every day, bring Leading Beyond to life and drive us towards an even stronger future.

Together, let's continue to lead natural health beyond boundaries.

Nicolas Brodetsky



Havea Group was born from the alignment of brands engaged in natural health.

Being healthy is much more than not being sick. It's about maintaining and protecting our body's potential. It looks and feels different depending on our age, our health and our desires, but it's possible for everyone - as long as we choose for it.

At Havea, we believe in a world where natural health products play a key role in everyone's empowerment to care for their health, and where the prevention of human health is intrinsically linked to the conservation of nature and the living world.

In short, we are tireless cultivators of natural health.

Today, our health is challenged by our lifestyles: sedentary behavior, pollution, smoking, poor diet... Cultivating health is neither easy nor fluid enough.



Intuition, efficiency and creativity are part of our team guiding principles enabling to innovate, reveal, disrupt and go beyond the boundaries that limit the spread of natural health products. So they reach the many, not just a few, regardless of where one wishes to find the products or their level of familiarity with natural health.

Our legacy? To enable everyone to improve their quality of life through the passion and ingenuity of our brands and teams that put all their energy into leading natural health beyond its boundaries.



Leading Beyond

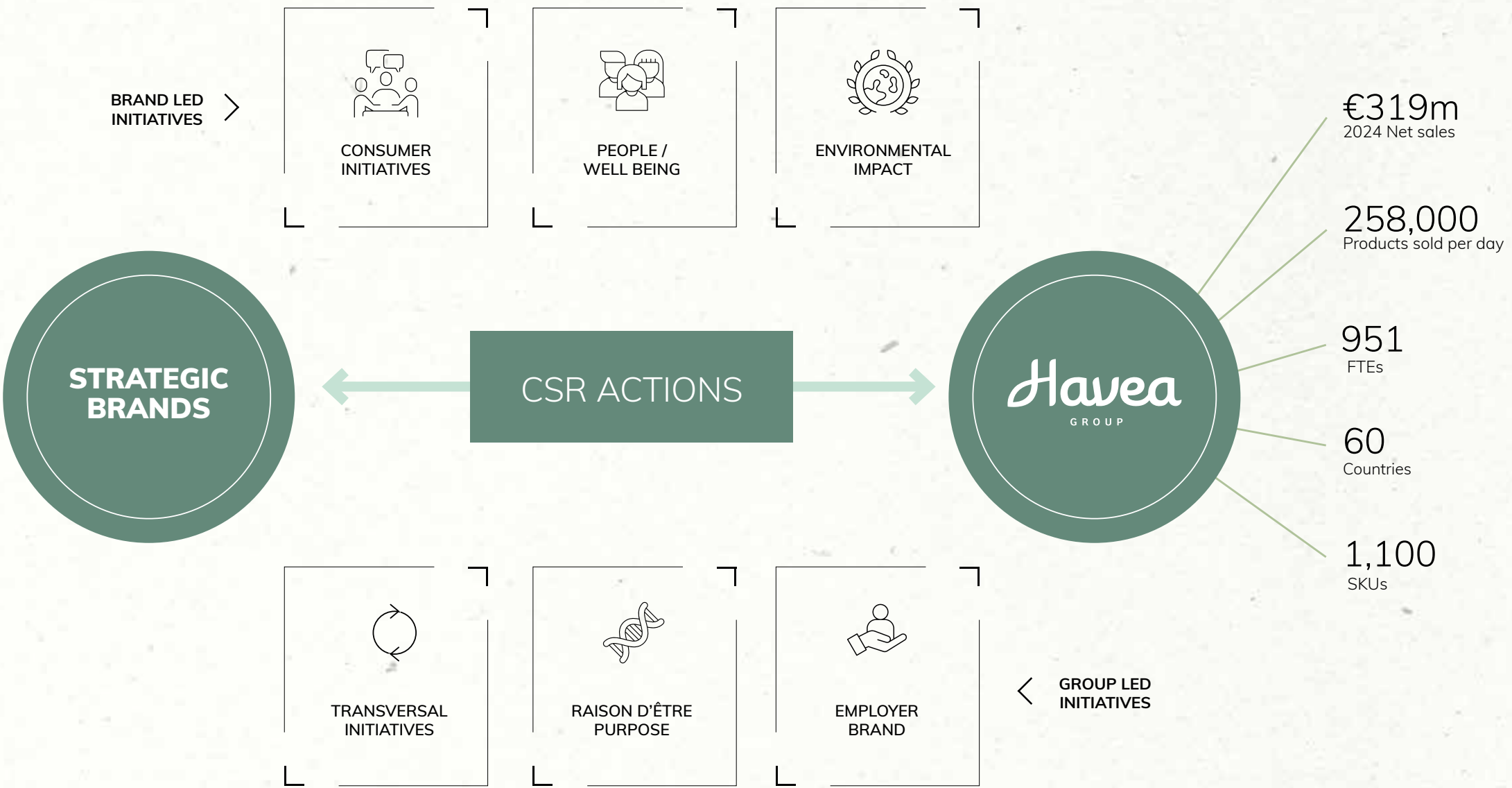
Leading Beyond is the materialization of Havea Group's commitment to act as an orchestra's conductor so the positive chain of externalities can unfold and impact the widest audience possible.



6 strategic brands focusing on natural healthcare



A decentralized organization



2024 highlights

Measuring to transform our products in the long run

In 2023, together with the Green Impact Index consortium, we co-constructed an innovative methodology to measure the environmental and social impact of our personal care and health products.

In 2024, we met a key milestone: integrating this assessment internally. This was an ambitious undertaking, requiring massive data collection on our raw materials, their traceability and our entire value chain.

Today, 58% of our portfolio has already been assessed, and we are aiming for 100% by 2025. But our commitment does not stop there: this first step paves the way for the ongoing optimization of our products. This system goes far beyond a simple score: it offers a global and precise vision of every impact. A real strategic lever for identifying areas for improvement and accelerating our transition to an ever more responsible business model.

The Green Impact Index: a multicriterial rating system

- 14 environmental impact criteria divided between eco-design of packaging, eco-design of formula, impact of product manufacturing and transport of raw materials. These 14 criteria account for 2/3 of the final score.
- 6 societal impact criteria covering Made in France, Organic, Fair Trade, Origine France Garantie and Vegan certifications or labels, as well as the brand's societal commitment programs. These 6 criteria account for 1/3 of the final score.



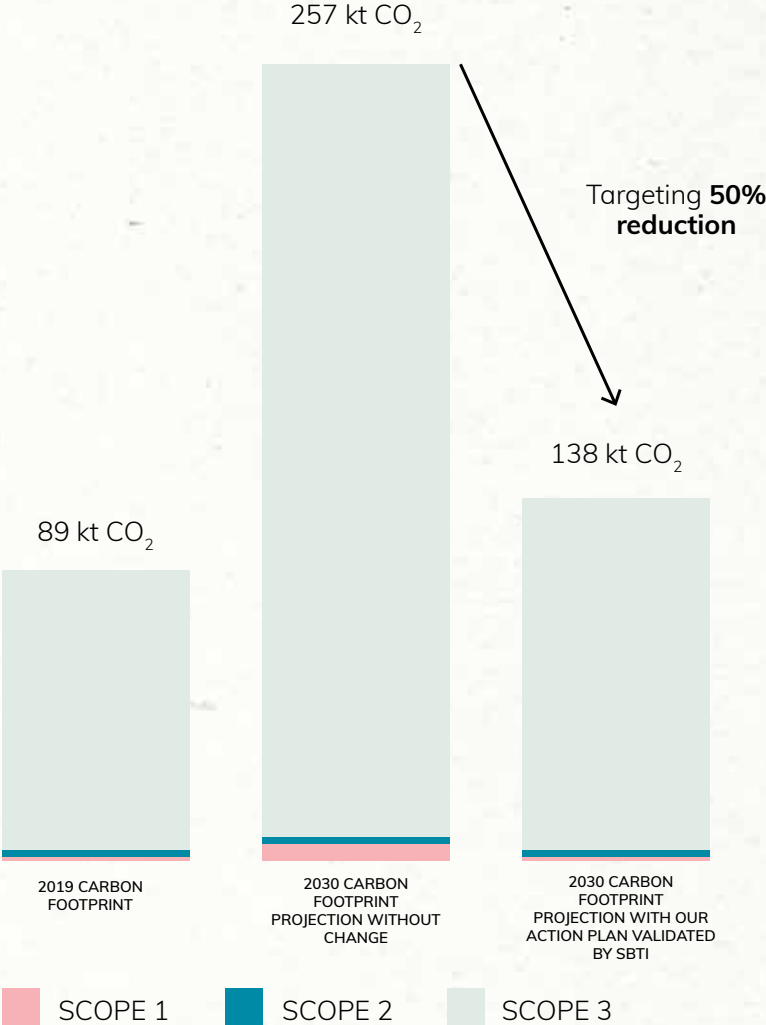
Pursuing the deployment of our decarbonization strategy



Havea was one of the first natural health companies to have its GHG emissions reduction targets validated by the SBTi in 2023, marking a key milestone in our commitment to the climate.

In 2024, this trajectory has structured our actions and projects, with strong impetus to achieve our ambitions. We have introduced an ambitious action plan to reduce our absolute GHG emissions from Scopes 1 and 2 by 41.6% by 2030, notably by accelerating our transition to 100% renewable electricity. At the same time, we also aim to achieve a 55% reduction in absolute Scope 3 emissions and indirect emissions in the use phase per euro of value added by 2030.

As our activities keep expanding, we need to step up our efforts to achieve these ambitious targets. Every initiative we took in 2024 was part of this drive, translating our commitment into concrete actions (energy audit, reformulation of certain cold formulations, etc.). More than ever, we are accelerating our transition to combine development with positive sustainable impact.



What is SBTi?

The Science Based Target Initiative (SBTi) is a global reference agency that structures best practices in environmental matters. It independently assesses the suitability and achievability of reduction objectives submitted by companies in the light of climate science and the Paris Agreement's ambitions (limiting temperature increase of 1.5 degrees).

2024 highlights

B Corp: Structuring Our Commitment to Amplify Our Impact

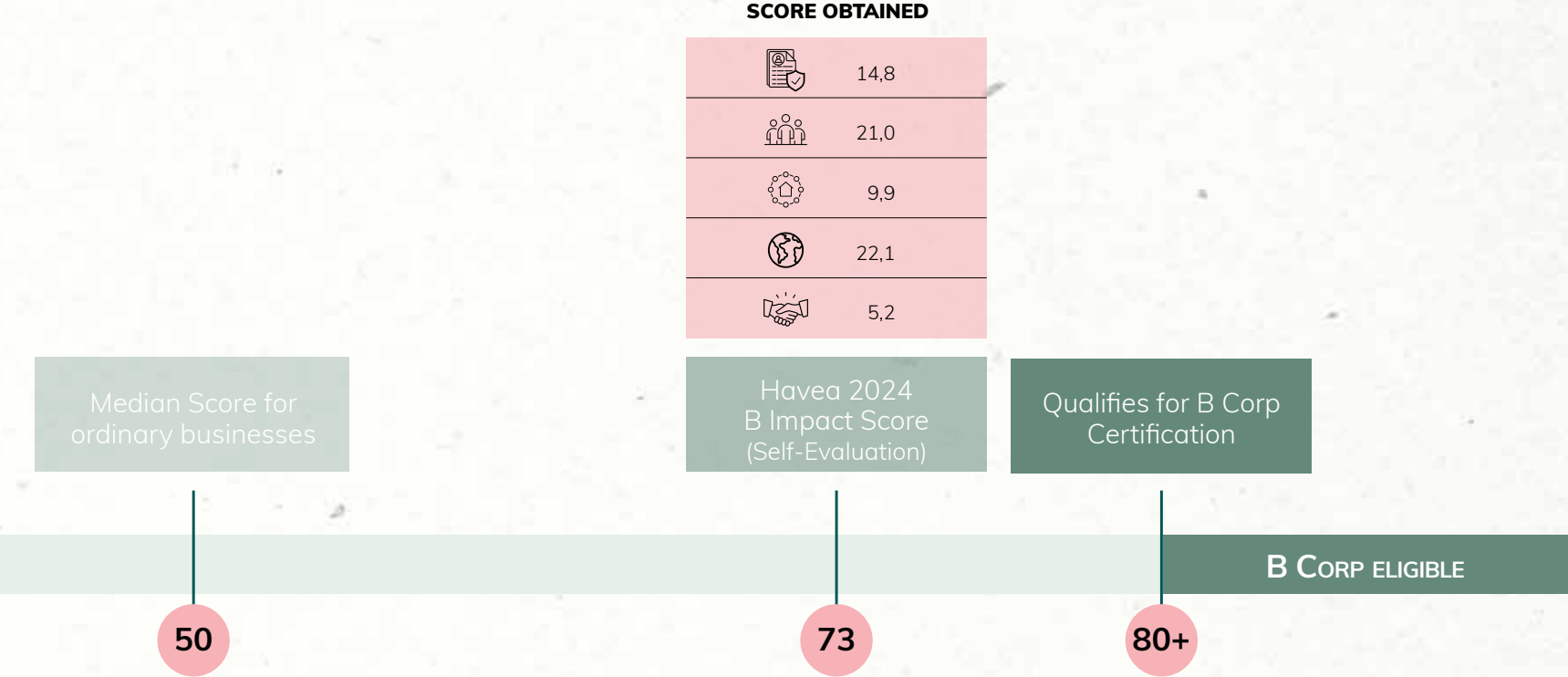
As part of our commitment to enhancing Havea's positive impact we have undertaken a comprehensive measurement of our performance through the B Impact Assessment, a tool developed by B Lab at the basis of the B Corp Certification. Following this initial step we have decided to pursue, launching an in-depth process to structure a continuous improvement framework.

The B Impact Assessment focuses on five key impact areas: Governance, Workers, Environment, Community and Customers. This tool consists of a detailed questionnaire that evaluates the company's practices and quantifies its performance in terms of sustainability and social responsibility.

Through the B Impact Assessment, we have identified both our strengths and areas for improvement. In 2024, we achieved a self-assessed score of 73 out of 200 points, an important first step that testifies not only the ground we have already covered, but also the high standards required for B Corp certification, that requires a minimum threshold of 80 points. Our goal for 2025 is to surpass this threshold and submit our application.



We are approaching this challenge with unwavering determination and collective effort, dedicating all our energy to structuring, accelerating, and securing our positive impact for the long term. Our ambition extends beyond obtaining the B Corp certification, in a perspective of continuous improvement: we aim to embed these criteria at the heart of our business model and make this commitment a lasting lever for transformation and positive impact.



innovate to care

**Innovate to develop
healthcare products
that are safe and
healthy for people and
nature**



Empower self natural care

The Group aims to raise awareness and build momentum around the importance and positive externalities of taking preventive care of our health, particularly through the use of ingredients derived from nature or inspired by her.



Make naturality a priority

Ecodesign is the cornerstone of our product innovation strategy. Our aim is to develop products that are not only inspired by nature, but also contribute to the preservation of ecosystems and have the lowest possible environmental and social impact, thus protecting the original food source of our products.



Meet high standards of quality and efficiency

Consumer safety is an absolute priority. Safety assessment is at the heart of new product development and a prerequisite for market launch.

Empower self care

Our strategy

Our 2024 achievements

Our performance

Preventive
care

Our mission is to offer consumers the opportunity to improve their quality of life through natural health products. To do so, we aim to structure our product strategy around the one elaborated by the WHO's which focuses notably on the importance of taking preventive care of one's health. It distinguishes three levels of prevention: primary, secondary and tertiary, and links each of these to different stages of the condition.

In 2024, we began analyzing our entire product portfolio using a methodology developed in 2023, inspired by the World Health Organization's work on the concept of prevention.

> 70% of our products meeting the World Health Organisation's concept of prevention (2030)

Better
knowledge

We focus on raising awareness, educate, lift barriers and support the development of information sources for experts on the positive externalities of a preventive nature-based approach to health leading to a better quality of life.

BEARS WITH BENEFITS has developed a dedicated WhatsApp line, enabling consumers to interact directly with a nutritionist for practical advice and tips on healthy eating and the optimal use of our products.

Number of training courses given in 2023 to advisers to raise awareness of the benefits of natural active ingredients for better quality of life.

> 113,500

vs 2023 ↗

Make naturality a priority

Our strategy

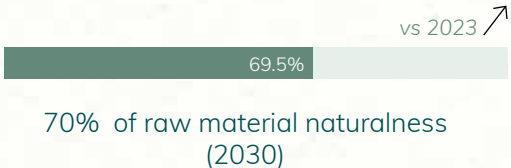
Our 2024 achievements

Our performance

Naturality

We aim to ensure our products incorporate the benefits and agents of the nature in order to boost the quality of life of our consumers and patients.

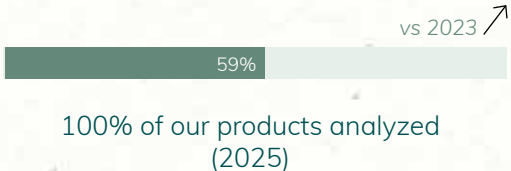
Continuous and demanding work on its formulations has increased the naturalness rate of BIOLANE products by 2%, from an average of 95% to 97%.



Ecodesign

Our aim is to develop products based on natural ingredients that help preserve ecosystems and have the lowest possible environmental and social impact.

Havea was one of the founding members of the Green Impact Index consortium, which worked under the direction of AFNOR to collectively design a methodology for rating the environmental and societal impact of natural health products.



Sustainable sourcing

Sustainable sourcing is one of the pillars of our eco-innovation approach - we strive to reduce the environmental and social impact of our raw materials to the lowest achievable standards.

ARAGAN has relocated the purchase of its liposomes to France, sourcing them from Brittany, less than 300 km from Havea manufacturing site.



Upcycled raw materials

By using upcycled raw materials, we can help alleviate pressure on the biodiversity and make a positive impact through the use and recovery of materials initially considered as waste into high-performance components for our products.

VITAVEA has reformulated some of its products by replacing the excipient previously used with apple powder, a co-product of apple processing.



Meet high standards of quality & efficiency

Our strategy

Our 2024 achievements

Our performance

Innovation

Continuous, centralized research and monitoring enable Havea's product development process to be based on demanding, minimalist formulation charters specific to each brand. All products are developed by scientific teams of pharmacists and biochemical engineers on the basis of data drawn from scientific literature and are subject to a control procedure that covers the entire manufacturing process.

In 2024, ARAGAN launched A-LAB, a next-generation range of food supplements featuring a unique liposomal encapsulation technology, specifically designed to enhance the bioavailability of active ingredients through an advanced diffusion matrix.

€3.1m

vs 2023 ↗

Annual investments in R&D

Impact

Our scientific teams are constantly on the lookout to remove any ambiguous active ingredients and identify any scientific and technical innovations that might enhance the efficacy of one active ingredient to the benefit of another.

DENSMORE has undertaken a thorough reformulation process to enhance the naturalness of certain formulations. The scientific teams have specifically removed iron oxides from the composition of tablets and capsules while maintaining their effectiveness.

36%

vs 2023 ↗

30% of formulations annually cleaned up or modified to be more effective (2030)

Quality

Excellence in the quality of our operations is a strategic issue for the Group: it is supported by the certification of our production plant and the strict specifications required of our subcontractors. In addition to these certifications, our quality experts analyze dozens of thousands of batches a year to ensure that our principles are being applied correctly.

The group is FSSC 22000 certified, covering all production processes.

vs 2023 =

1/1000

Analysis carried out per number of products manufactured (2030)

protect the nature

Adopt effective practices across our whole value chain to restrict the impact of our activities on the environment



Fight against climate change

The Group is on track to achieve an ambitious yet realistic reduction of its carbon footprint by 2030. This commitment to contributing to global carbon sobriety is reflected at every stage of the Group's direct and indirect value chain.

Reduce waste and foster recycling

The Group wishes to push for innovative approaches to waste reduction through various initiatives such as the reduction in use of non-recyclable materials, the deployment of improvements globally and a specific plan on optimizing shipments and packaging.

Promote sobriety and renewables sources for our facilities

Energy consumption is at the heart of our production activities. As a result, the Group has embarked on a major project to decarbonise all its utilities, which includes a plan to reduce energy consumption and an overall review of energy autoproduction systems on its sites.

Fight against climate change

Our strategy

As our carbon reduction trajectory has been validated by the SBTi label, our ambition is to monitor its progress and analyze its success through an annual assessment of our carbon footprint at Group level.

We are reducing the carbon impact of international transport for our products.

Commuting to work represents a significant component of the Group's carbon footprint. In order to address this issue, the Group has introduced an innovative sustainable mobility policy that encourages employees to adopt more eco-friendly modes of transport.

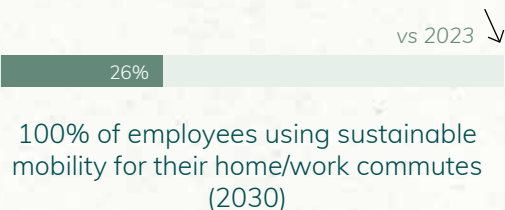
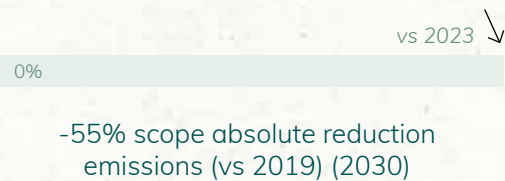
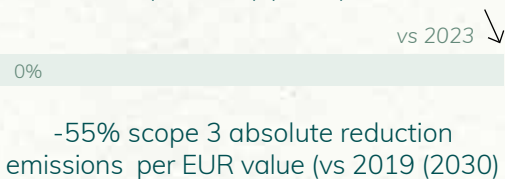
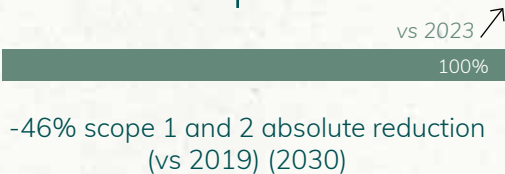
Our 2024 achievements

Thanks to an ambitious action plan, we achieved our Scopes 1 and 2 objectives as early as 2024, six years ahead of the target set for 2030. The Group has refined its tracking of emissions, particularly freight and raw materials, increasing the proportion of physical data analyzed from 60% to 85%, which has led to a manageable increase in the carbon footprint.

In 2024, the Group began to overhaul our downstream freight strategy in order, notably, to integrate CSR criteria into our carrier selection process. For example, we are partnering with Colissimo (La Poste), who are carrying out an ambitious fleet electrification policy, aiming to reduce their carbon footprint by deploying electric vehicles and more sustainable delivery solutions.

In 2024, employees took part in a week-long mobility challenge, testing new solutions provided free of charge by the company to encourage a shift towards more sustainable commuting.

Our performance



Climate
change

Transport

Responsible
mobility

Reduce waste and foster recycling

Our strategy

Our 2024 achievements

Our performance

Destructions

By better managing our production forecasts, we are able to reduce overstocks of components and finished products in our supply chain. In addition, we are looking to re-use these residual overstocks by selling them, donating them or recycling them.

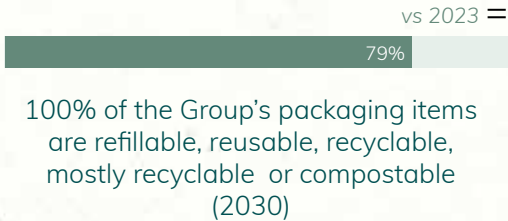
The R&D teams have chosen to donate some of their unused culture material to a local school, giving them a second life for educational purposes while contributing to the reduction of microbiological waste.



Packaging

We are actively involved in redefining the life cycle of our packaging so that it never becomes waste and is reintegrated into the circular economy in the form of materials of biological or technical value.

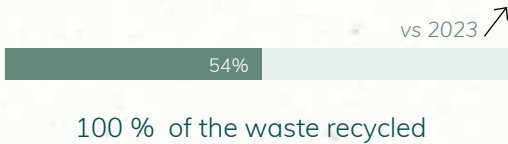
Dermovitamina has undertaken a comprehensive effort to reduce its packaging impact. In 2024, all paper leaflets were removed from packaging, reducing overall weight, and extensive work was carried out to eliminate cardboards whenever the product's robustness allowed it.



Waste

We operate waste recycling and recovery at all our sites: offices, factory, etc.

Thanks to an extensive analysis of our waste and an optimization of sorting processes, the group have integrated six new recycling channels, enhancing the management of our waste streams.



Promote sobriety and renewables sources for our facilities

Our strategy

Our 2024 achievements

Our performance

Renewable energy

The Group aims to accelerate the transition to more sustainable energy sources for its facilities, through the purchase of certificates of origin as well as sustainable auto production solutions.

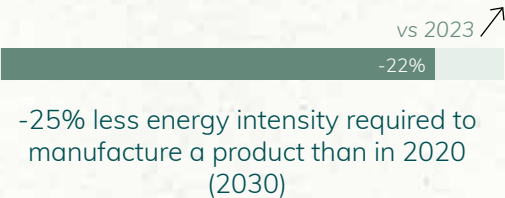
In 2024, an audit was conducted at the Montaigu site to identify all possible energy self-production solutions.



Energy efficiency

Our utilities decarbonization plan includes the installation, maintenance and renovation of energy-intensive equipment. Alongside this, we have drawn up an action plan to reduce our consumption, in order to establish and maintain an operating optimum at constant activity levels.

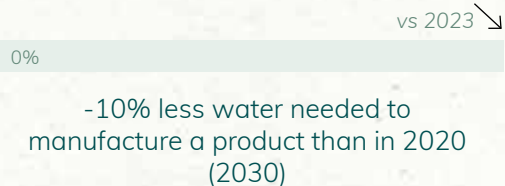
To fully engage our internal stakeholders in our decarbonization strategy, a KAIZEN workshop has been organized—a Japanese methodology focused on continuous improvement, collaboration, and process optimization. This workshop has enabled to identify concrete solutions to optimize our energy consumption.



Water

We aim to promote the responsible use of water, in particular through the moderate and reasoned recourse to water resources in our manufacturing processes.

BIOLANE has launched a solid liniment, an innovation designed to support its customers in a sustainable approach, while at the same time adhering to an eco-design logic, thanks to less water-intensive manufacturing.



care for people

Engage our workforce and our ecosystem to turn our mission into a collective success



Boost our workforce's potential to serve our purpose

Our ambition is to have healthy, happy and committed employees who daily fulfil their talents and carry out their mission in the service of our purpose, and therefore in the service of our customers, consumers and partners.

Develop a healthy, diversified and inclusive work environment

The skills and potential of our employees are the Group's greatest asset throughout the different countries in which we operate. Diversity, inclusion and well-being at work are key issues for the Group, so as to offer new and equal opportunities to everyone in innovation and human practices.

Assist and ensure that our suppliers and business partners are aligned with our principles of conduct and corporate purpose

We work alongside our suppliers and business partners not only to ensure the continuous improvement of working conditions, but also to co-construct operational solutions that enable the success of our purpose.

Boost our workforce potential to serve our purpose

Our strategy

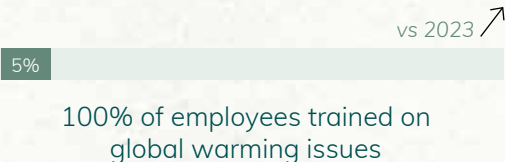
Our 2024 achievements

Our performance

Awareness - raising

We aim to ensure that all Group employees are trained in the challenges of the global warming.

For three months, the Group launched a series of “climate challenges”, combining awareness-raising workshops (conferences, visits...) and concrete actions at home (such as a vegan week), to encourage a more sustainable lifestyle.



Well being

We are committed to enabling every employee to fulfill his or her potential in a healthy and caring work culture.

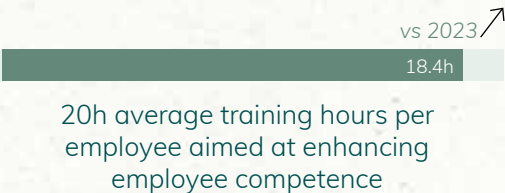
Havea offers its employees subsidized sports classes, making physical activity more accessible to all and facilitating the adoption of a healthy lifestyle.



Training

We are convinced that an employee supported throughout his or her career unfolds his or her talents more effectively and enables the Group's mission to be fulfilled.

The Group overhauled its training policy, initiating a strategy focused on multi-skilling production positions to encourage internal mobility.



Develop a healthy, diversified & inclusive work environment

Our strategy

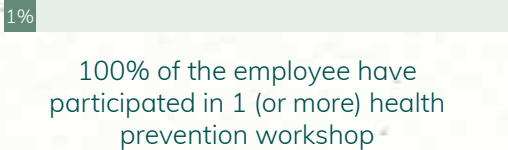
Our 2024 achievements

Our performance

Natural health

Our mission focuses on natural health. We believe it is therefore imperative that our employees should not only be the primary benefits of our mission, but that they also become ambassadors of it.

A lecture was organized for all employees focusing on healthy eating, highlighting how to eat well to protect both health and the environment.



Women empowered

Our aim is to support and monitor the development of women within our Group, to empower them and showcase their talents to best effects.

On a total of 943 employees, 75% are women



Work life balance

We are convinced that our employees can only flourish in their missions if they have a solid and fruitful work/life balance. We, therefore, are committed to keeping a close eye on our employees' expectations in order to provide them with the ideal conditions to succeed.

For each new parent, the Group offers a welcome pack for their baby, including products as well as baby gifts and first-aid training for newborn babies.



Assist and ensure that our suppliers and business partners are aligned with our principles of conduct and corporate purpose

Our strategy

Our 2024 achievements

Our performance

Certified
suppliers

We are committed to surrounding ourselves with partners who are keenly attuned to the same issues as we are, in order to ensure the success of our mission.

As part of its SBTi commitments, the Group works with its suppliers to engage them in this approach, in order to ensure consistency and continuity across its value chain.

vs 2023 =

99%

100% of certified suppliers

Subcontractors
audited

We work, together with our subcontractors and suppliers continuously improve working conditions in accordance with our Code of Conduct.

Since 2024, a new subcontractor qualification questionnaire has been implemented, incorporating both quality criteria and CSR commitment indicators.

vs 2023 ↗

41%

100% of subcontractors audited
(within 3 year)

Energy
efficiency of
our contractors

We encourage and support our suppliers and subcontractors to consume renewable energy or implement efficiency actions plans

We have now integrated the use of renewable energies into the ecoscore calculation methodology for all our products.

25%

100% of suppliers using renewable
energy in their operations

Appendix

KPI definitions (1/2)

Our priorities	Formula	Unit	Perimeter
INNOVATE FOR PEOPLE			
Preventive care	Number of SKUs covered by the WHO definition of primary, secondary and tertiary prevention / total number of SKUs	Nbr	Group
Better knowledge	Number of visits to advisors and prescribers	Nbr	Havea Pharma / Laboratoires Densmore France / Aragan
Naturality	Sum of naturalness rates of total of raw material / total tonnes of raw material bought	%	Havea industries
Ecodesign	Number of SKU analysed / number of SKU total	t	GII
Sustainable sourcing	Tonnage of raw materials manufactured in Europe / total tonnage of raw materials	t	Havea Industries
Upcycled raw materials	Purchase volume of raw materials considered upcycled / Total purchase volume of raw materials	€	Havea Industries
Innovation	Total Research and Development expenditure	€	Group
Impact	Number of formulations cleaned up or modified to be more effective / Total of formulations	Nbr	Havea industries
Quality	Number of analyses carried out by quality teams / number of products manufactured	Nbr	Havea industries
PROTECT THE NATURE			
Climate change	(1 - CO2 tonnage of scopes 1 and 2 in 2023/ CO2 tonnage of scopes 1 and 2 in 2019)/(1-CO2 tonnage of scopes 1 and 2 in 2030/CO2 tonnage of scopes 1 and 2 in 2019)	TCO2	Group
	Scope 3 : (1 - Economic intensity of scope 3 in 2023/ Economic intensity of scope 3 in 2019)/(1-Economic intensity of scope 3 in 2030/ Economic intensity of scope 3 in 2019)	TCO2/€	Group
Transport	(CO2 tonnage of downstream freight and distribution in 2023 / CO2 tonnage of downstream freight and distribution in 2019)-1	TCO2	Group

KPI definitions (2/2)

Our priorities	Formula	Unit	Perimeter
Responsible mobility	Number of FTEs receiving the shower mobility bonus / total number of FTEs	Persons	Group
Destructions	Tonnage of waste incinerated / Total waste tonnage	t	Havea industries
Packaging	Number of packaging items considered recyclable* / Total number of packaging items	Nbr	*Recyclable according to CITEO definition - Group
Waste	Tonnage of waste recycled / Total waste tonnage	t	Havea industries
Renewable energy	Electrical kwh consumed / total electrical kwh consumed	Kwh	Havea Industries
Energy efficiency	Kwh consumed / number of SKUs manufactured	Kwh	Havea Industries
Water	M3 of water consumed / number of SKUs manufactured	m3	Havea Industries
CARING FOR PEOPLE			
Awareness raising	Number of FTEs trained in sustainable development / total number of FTEs	Nbr	Group
Well being	Average responses to question	Nbr	France
Formation	Number of training hours / number of FTEs	H	France
Natural health	Number of FTEs attending a workshop / total number of FTEs	Nbr	France
Women empowered	Number of female FTEs with 1 or more employees under their responsibility / total number of FTEs	Nbr	Group
Work life balance	Average responses to question		France
Certified suppliers	Number of suppliers with certification / Total number of suppliers	Nbr	Havea Industries
Subcontractors audited	Share of sales of products made by an audited subcontractor over the last 3 years / total sales of products made by subcontractors	%	France (excluding Biocyte)
Energy efficiency of our contractors	Number of subcontractors using renewable energies in their manufacturing process / total number of subcontractors	Nbr	Group



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