



Havea

GROUP

IMPACT  
REPORT  
2023



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 pleased to present to you Havea's CSRD report focused on our 2030 vision: "Leading Beyond".

As you will see, this report is more than just a compilation of data; it reflects our vision for the future, which revolves around our corporate purpose: "Leading natural health Beyond boundaries". As a genuine compass guiding our strategic decisions, Leading beyond serves as its operational expression.

Launched in 2023, it is the fruit of the unwavering commitment of our brands and the collective impetus of our teams all driven by the desire to go beyond boundaries for our consumers, the planet and our brands.

We have set ourselves tangible goals rooted in our robust, shared internal values. Through this report, our aim is to transparently present our projects, progress, and outlook for enhancement.

While we recognize the challenges that we are faced with, we also celebrate our successes. Fueled by a spirit of perseverance, entrepreneurship and resilience, we are resolutely optimistic and determined to transform our organization to meet tomorrow's major societal and environmental challenges.

Leading Beyond is not just a conceptual project. It's a tangible and measurable commitment, enabling us to stay anchored in reality and readily assess our concrete achievements.

Together, I'm convinced we can go beyond expectations and be more impactful.

I would like to thank all our stakeholders for their commitment to this journey.

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 feel 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

HCP RECOMMENDED

CONSUMER-PREFERRED

DENSMORE  
LABORATOIRES



**Unmet ophthalmic and women health needs**

Ophthalmologist & gynaecologist prescription

ARAGAN.



**Protocol-based preventive and curative premium health & beauty supplements**

Pharmacist recommendation

Biolane



**Natural premium Baby Healthcare specialist**

HCP\* recommendation and digital media

Vitavea



**Accessible food supplements answering everyday self-care needs**

(e)-trade marketing

Dermovitamina



**Atopic needs addressed through a "problem-solution" approach**

Traditional media

bears benefits

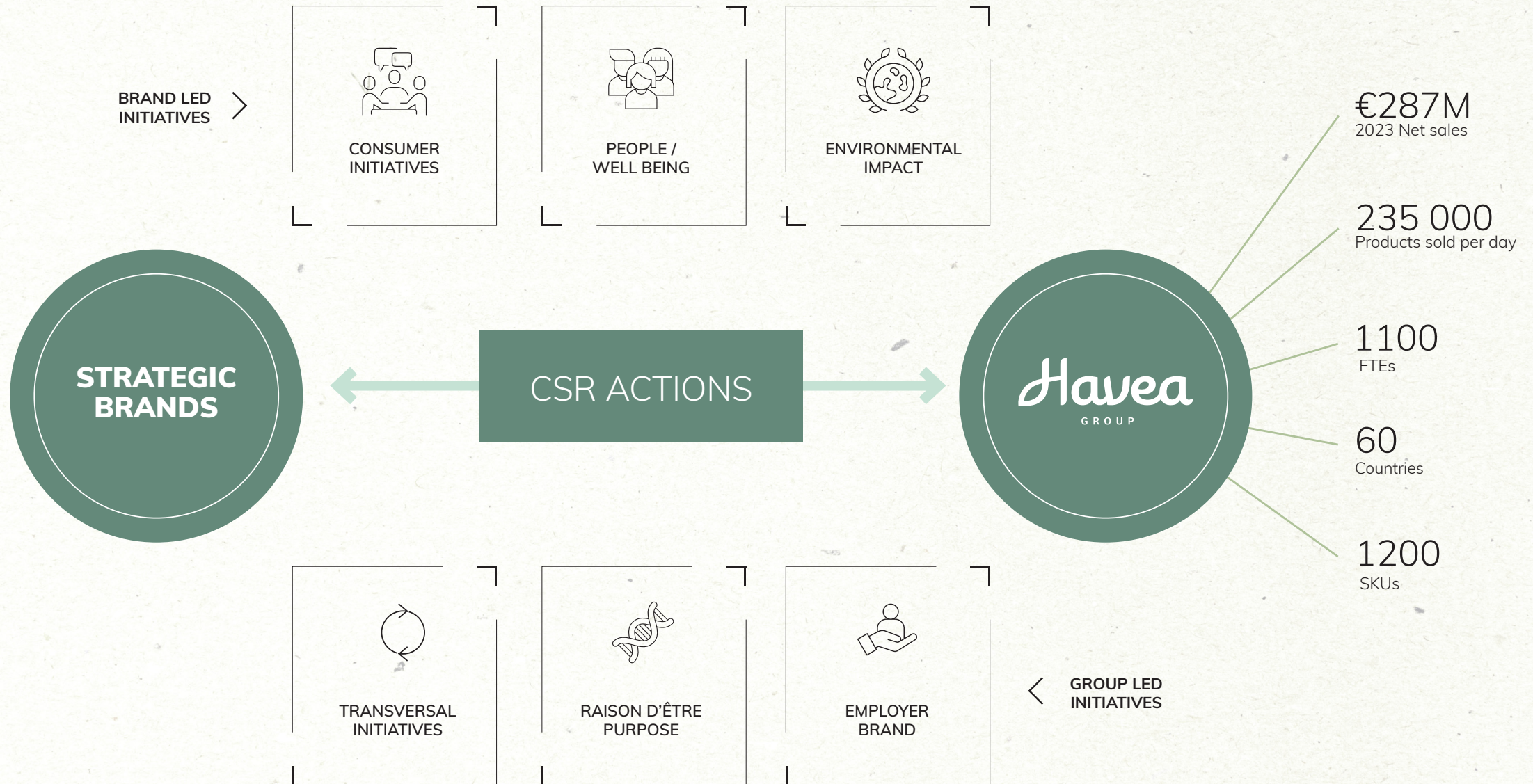


**Premium gummies to support women health & beauty**

Digital media



# A decentralized organization





# 2023 highlights

Consolidating our commitment to structuring product development strategy around eco-design

**Havea played a pioneering role in the creation of the Green Impact Index Consortium, a group of 25 companies representing more than 1,000 businesses, backed up by several independent consultancies and an academic body. Through this approach, the Group has decided to combine its expertise to participate in the co-construction of a methodology for calculating the environmental and social impact of natural healthcare products.**

## 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.





## Reaching a milestone in our carbon strategy by obtaining validation of our emissions reduction trajectory by the SBTi

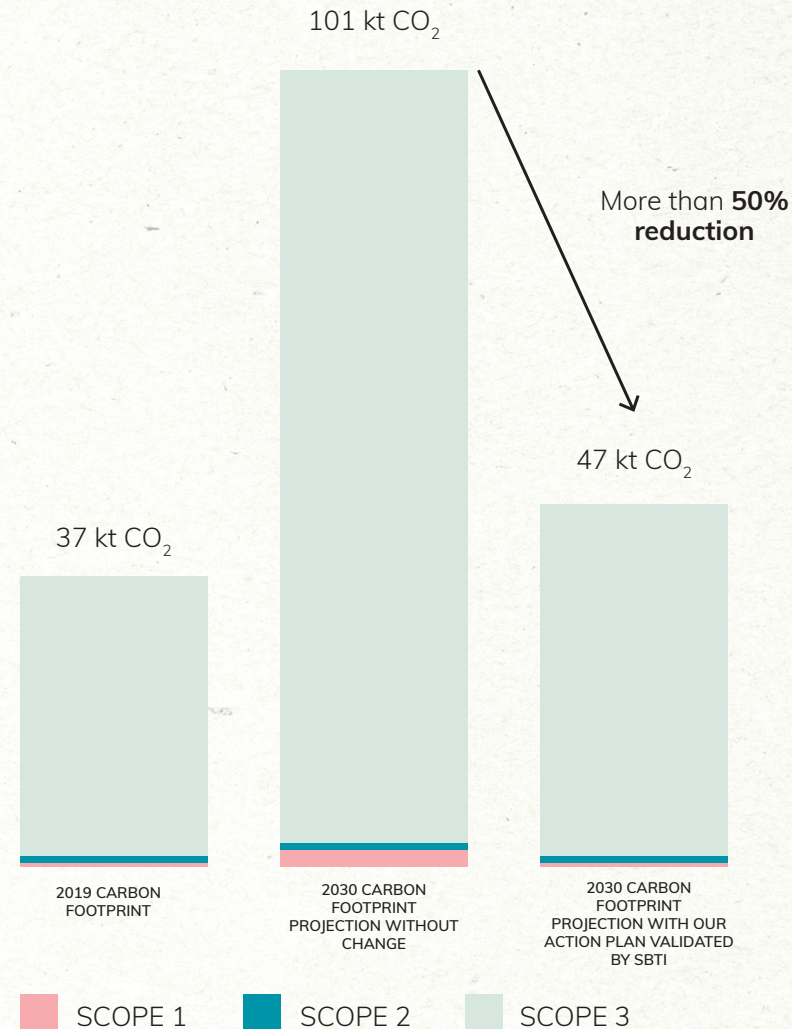


### Havea has become the first company in its sector to have its greenhouse gas emission reduction targets validated by the SBTi .

This recognition supports the Group's efforts to deploy a demanding climate strategy in line with the ambitions of the Paris Agreements to limit global warming to 1.5 C°.

Havea, which has included CSR at the heart of its strategy since 2019, has made a commitment to SBTi to reduce its absolute emissions of Greenhouse Gases (GHG) from Scopes 1 and 2 by 46% by 2030 compared with the 2019 reference year, notably by committing to increase its annual supply of renewable electricity from 0% in 2019 to 100% by 2030.

In addition, Havea also aims to reduce absolute Scope 3 GHG emissions and indirect emissions in the use phase by 55% per euro of value added by 2030 compared with the 2019 reference year.



### 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 ( limited temperature increase of 1.5 degrees).



# innovate to care

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



Empower self  
natural  
care

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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

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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 2023 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 2023, we have developed a methodology to enable us to analyze the Group's entire product portfolio in the light of the World Health Organization's definition 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..

Relying on its specialized advisors and partner health professionals, ARAGAN has developed mini videos and in-depth articles to inform and popularize the impact of natural living mechanisms combining nutrients and microbiotic strains on health.

> 80 000  
Number of training courses given in 2023 to advisers to raise awareness of the benefits of natural active ingredients for better quality of life.



# Make naturality a priority

## Our strategy

## Our 2023 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.

The entire BIOLANE product range has a naturalness rate of over 95% among the ingredients featured in its formulation.

59%

70% of raw material naturalness (2030)

### 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 Group was one of the founding members of the Green Impact Index consortium, which has been operating under the guidance of AFNOR to collectively design a methodology for calculating and annotating the environmental and societal impact of natural health products.

50%

100% of our products analyzed (2025)

### 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.

VITAVEA has developed a new fat-burning product whose main active ingredient, the artichoke, is produced by a French sustainable farm.

65%

70% Raw materials are sourced in Europe (2030)

### 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.

ARAGAN has developed a product containing collagen derived from an egg co-product: its shell. Clinically proven to have the same efficacy as collagen traditionally found in fish, Aragan's patented collagen active ingredient is derived from the eggs of farm-raised and welfare-conscious hens. The eggs are used as feed, and the shells are collected to extract the collagen.

12%

30% of upcycled raw materials (2030)



# Meet high standards of quality & efficiency

## Our strategy

## Our 2023 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.

DENSMORE has launched a new generation of folic acid specially designed to enhance adherence rates amongst female subjects affected by MTHFR.

€3.0M

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.

VITAVEA's R&D teams decided to eliminate talc from their products. This in-depth work led to the reformulation of most of their formulas, but also to the definitive withdrawal of others for which talc free alternatives have not been identified.

29%

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 and ISO 22716 certified, covering all production processes.

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

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The Group is on track to achieve an ambitious and realistic reduction of its carbon footprint by 2030. This determination to make a fair contribution to global carbon neutrality is aimed to be reflected at every stage of the Group's direct and indirect value chain.



## Reduce waste and foster recycling

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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

## Our 2023 achievements

## Our performance

### Climate change

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 analysis of our carbon footprint at Group level.

The SBTi validated the reduction trajectory submitted by the Group, in which it undertook to reduce its emissions by almost 50% across its entire value chain (see highlights).



-46% scope 1 and 2 absolute reduction (vs 2019) (2030)

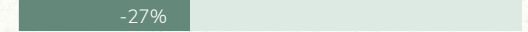


-55% scope 3 absolute reduction emissions per EUR value (vs 2019) (2030)

### Transport

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

DERMOVITAMINA has decided to centralize all its products within a single logistics network, not only to improve dispatching and pool product freight, but also to reduce the carbon footprint associated with these products.



-55% scope absolute reduction emissions (vs 2019) (2030)

### Responsible mobility

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.

Launch of the Group's mobility policy, notably featuring the conversion of headquarters corporate cars to electric, the installation of 52 charge-free electric stations for Group employees, and the launch of a mobility package providing a €1 subsidy per commute to work via sustainable transport.



100% of employees using sustainable mobility for their home/work commutes (2030)



# Reduce waste and foster recycling

Destructions

Packaging

Waste

## Our strategy

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.

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.

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

## Our 2023 achievements

All brands have structured a global process to reduce the risk of unsold stock being destroyed. This strategy is based in particular on the implementation of traceability and short-date identification tools, better management of material losses during manufacturing, support through donations to associations, and partnerships with companies to give new life to materials.

All packaging in the BEARS WITH BENEFITS product range are made from 100% recycled PET.

An audit analyzing all waste streams generated by production at the Boufféré plant has been carried out, enabling the identification of additional recycling channels to be put in place, thereby increasing the rate of waste likely to be successfully cycled.

## Our performance



100% of waste disposed without incineration (2030)



100% of the Group's packaging items are refillable, reusable, recyclable, mostly recyclable or compostable (2030).



100 % of the waste recycled



# Promote sobriety and renewables sources for our facilities

## Our strategy

## Our 2023 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.

The Group's Belgian subsidiary has installed solar panels that generate up to 42% of its energy consumption.

100%

100% of renewable energy at our manufacturing plant.

### 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.

BIOLANE's R&D teams have worked to modify the manufacturing process for certain product formulations, so that they can be made using only the cold process.

-14%

-25% less energy intensity required to manufacture a product than in 2020 (2030)

### 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.

The Group has decided to build its own water treatment plant. After a first phase of work, the buffer tank was completed in 2022. The plant will be fully operational in 2024, following the second phase in 2023. This €1.2M investment provides a precise analysis of the quality of discharged water, enabling the company to consolidate its efforts to preserve water resources.

-2%

-10% less water needed to manufacture a product than in 2020 (2030)



# 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

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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

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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 2023 achievements

## Our performance

### Awareness - raising

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

Sessions of the Fresque du Climat were offered to volunteer employees. For more than 3 hours, they were able to use their creativity and collective intelligence to play a card game, accompanied by a specialized facilitator. This training format will be rolled out to all employees.

2%

100% of employees trained in global warming issues

### Well being

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

The Group has invested heavily in renovating its offices in the Vendée region (€3.6M million in Capex) and its Paris and Milan offices to provide better working conditions.

3,88/5

4/5 - Average employee response to wellbeing and work climate.

### 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.

ARAGAN teams have partnered with a training expert to develop an exclusive training program. Structured around the Group's key businesses and running for a period of 9 months, the training aims to enable all employees to enhance their skills and encourage internal mobility.

12,53h

20h average training hours per employee aimed at enhancing employee competence



# Develop a healthy, diversified & inclusive work environment

## Our strategy

## Our 2023 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.

To promote health and safety in the workplace, Havea Group invited its employees to try out sophrology at a workshop led by a professional therapist.

Workshop kick-off at the end of 2023 - results to be released in the 2024 report

100% of the employee have participated in 1 (or more) health prevention workshop

### 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 number of 918 employees, 75% are women.

43%

>50% of women in the global management team

### 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.

The Group participated in the establishment and development of an inter-company nursery located next to the Boufféré site, in which 12 cribs have been allocated to Group employees. The nursery was designed to fit in with the atypical working hours of certain employees working 3-8 shifts.

Are you satisfied with the company's work environment in terms of work/life balance?

3,89/5

4/5 - Average employee response to work/life balance



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

## Our strategy

## Our 2023 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.

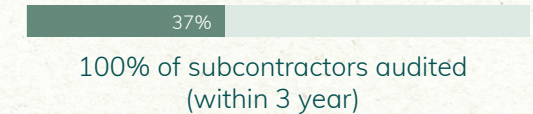
Havea Group has partnered with a certified camelina processor in southern Clermont-Ferrand, France. Camelina, valued for its nourishing and antioxidant properties, is beneficial for dry skin and offers agronomic and environmental advantages.



### Subcontractors audited

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

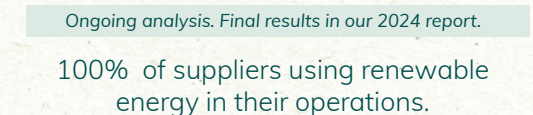
Formalization of a Responsible Purchasing Charter that ensures fair, transparent supplier selection, prioritizes local sourcing, and promotes social and environmental responsibility, including compliance with ILO standards and support for organic and fair-trade practices.



### Energy efficiency of our contractors

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

As part of the calculation of the environmental and social impact of products, a criterion has been included to measure the use of renewable energy by subcontractors. This approach will be included in the specifications for future partner searches.





# Appendix

Our priorities	Formula	Unit	Perimeter
<b>INNOVATE FOR PEOPLE</b>			
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
<b>PROTECT THE NATURE</b>			
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



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 (except Dermovitamina)»
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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