



Arkopharma Group Policy

Our world is facing unprecedented challenges that call on us to act by taking ever greater account of the environmental and societal issues we face.

As part of its development strategy, Arkopharma is committed to integrating social responsibility into all of its activities.

This policy applies to the Arkopharma Group in France and abroad for all employees.

OUR VISION

We cultivate a model of sustainable growth by developing innovative natural solutions so that everyone can enjoy life to the full.

OUR MISSION

As a pioneering herbal medicine laboratory, we put all the intelligence of nature at the service of health that's as respectful of your body as it is of biodiversity.

OUR VALUES

We are committed to respecting people to ensure fairness, diversity and inclusion.

We put all our expertise and excellence into developing innovative, effective and perfectly safe products to meet the needs of our consumers.

Our passion and commitment are to the continuous improvement of quality, our processes and products, the health and safety of our employees, and the preservation of the environment, natural resources and energy.

In so doing, we are reaffirming our commitment to fundamental values that are widely shared and respected :

- o HUMANITY AND RESPECT
- o EXPERTISE AND EXCELLENCE
- o PASSION AND COMMITMENT

OUR COMMITMENTS

Belonging to the DERMAPHARM group enables us to guarantee sustainable growth in our activities thanks to industrial and commercial synergies.

Nature is our main inspiration, our source and part of our DNA.

We are convinced that human health is closely linked to the health of our planet, which is why we strive to create positive synergies between our business, the nature that surrounds us and all our stakeholders, with the aim of creating a large-scale positive impact.

We have defined three fundamental pillars and their associated challenges to guide our actions. They form our commitment, permeating every aspect of our business with our employees but also across our value chain.

PRESERVING BIODIVERSITY AND ACTING FOR THE CLIMATE

- Strengthen the eco-design of our products by taking into account the entire life cycle.
- Contribute to the fight against climate change and adapting to it.
- Take action to conserve water.
- Integrate the circular economy into our practices and limit waste.
- Promote sustainable and active mobility.

PROTECTING AND ENHANCING WOMEN AND MEN

- Contribute to the health of men and women, guarantee the safety of our employees and promote their well-being.
- Promote diversity and equality.
- Nurture talents and develop skills.
- Foster a lively and effective social dialogue.

ENSURING RESPONSIBLE INDUSTRY

- Promote and respect human rights throughout the value chain.
- Have an ethical and responsible governance compliant with regulations and anticipates risks.
- Inspire, reassure and satisfy consumers and all our stakeholders by putting their expectations at the heart of our strategy.
- Be an actor in sustainable economic development, both locally and internationally.

Our contribution to the Sustainable Development Goals




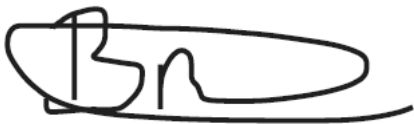







Targets and objectives are defined, measured and monitored using precise indicators, and the results are communicated annually in our management review and in our corporate responsibility report. We will provide the human, technical, financial and operational resources needed to achieve our objectives.

The application of this policy is closely linked to the involvement of each and every one of us, to our sense of collective responsibility and to our commitment to performance in the service of our internal and external stakeholders.

This policy is supplemented by other specific policies, in particular the Group's 'Anti-Corruption' policy.

Carros, February 11, 2025

The Management, the Members of the Executive Committee

<p>Christophe MOSSÉ Group Chief Executive Officer</p> 	<p>Caroline BRERO Director Dpt_ Human Resources</p> 	<p>Anne DONNAY Director Dpt_ Strategic Marketing</p> 
<p>Aurélie GUYOUX Director Dpt_R&D</p> 	<p>Dominique COTTEAUX Director Dpt _Opérations</p> 	<p>Olivier RICQ Director Dpt _International</p> 
<p>Jean-Marc MONNEAU Director Dpt _Administration & Finances</p> 	<p>Guillaume JOUCLA Director Dpt _France</p> 	<p>Ramon TAIX Subsidiary Director_Spain</p> 



This Policy is available on the <https://fr.arkopharma.com> website and on ARKOPHARMA's intranet space, reserved for Group employees who have access to it.