

A hand is shown holding several different types of green plants, including a large leaf, a small sprig with serrated leaves, and a succulent. A red, fuzzy flower bud is also held in the hand. The background is a light gray gradient.

CLARINS

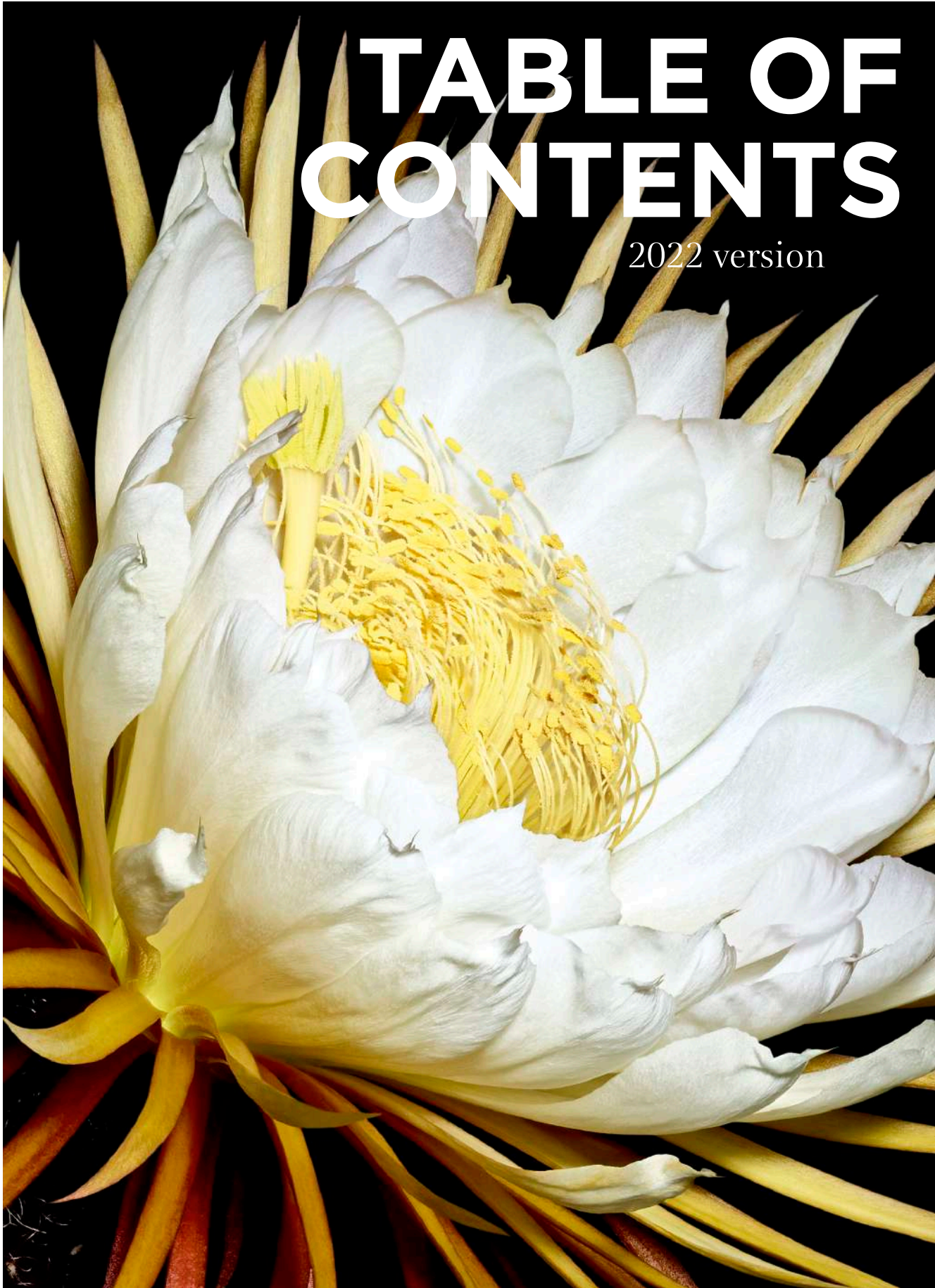
WE CARE

CSR REPORT

2022 version

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2022 version



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CLARINS WE CARE

chapter 1

- 70 years' commitment to the planet and people —
- “The future of Clarins, the positive impact company” —
- 2022: significant events —

70 YEARS' COMMITMENT to people and the planet



1954

Jacques Courtin creates Clarins with two key principles in mind from the outset: listening to women, and loving nature.

1966
Oils
100% pure
plant extracts



1989
Creation of the ARP
for rheumatoid polyarthritis
(The Arthritis Foundation
since 2006)



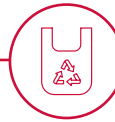
1993
1st partnership with
Alp'Actions
(Now Asters)



1997
Clarins Award
for Children's Rights



1999
Removal of plastic
bags, a first in
cosmetics



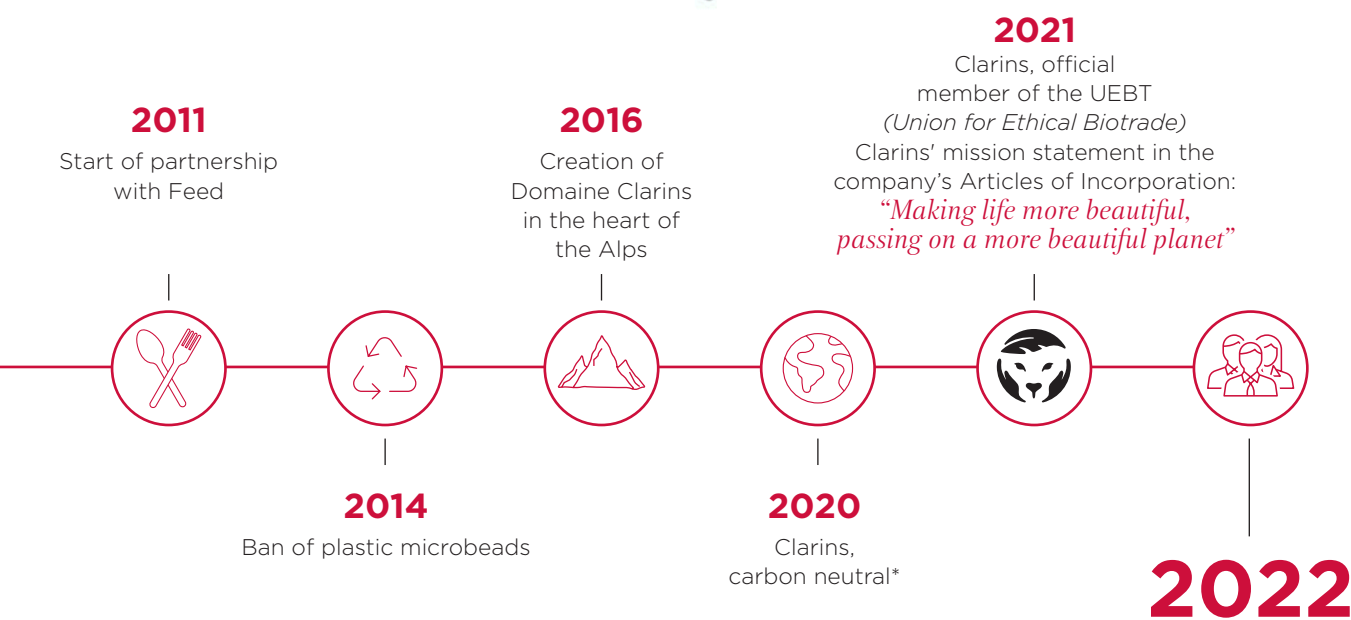
2007
Launch of the first
fair trade programmes



CLARINS WE CARE OUR CSR COMMITMENT STRATEGY

Closely linked to the group's global strategy, since 2020 our CSR policy is structured around **"Clarins We Care"**: an approach that brings together and puts into perspective all of our actions according to a **logic of commitment and continuous progress** for today and tomorrow. It has two main focuses: **"taking care of people," "taking care of the planet."**





Governance that is 100% independent and more family-owned than ever

With 100% family ownership, Clarins is a totally independent French group. Its governance evolved in February 2022 with the arrival of the third Courtin generation at the highest levels of management.

Managing directors: appointment of Virginie Courtin, daughter of Christian Courtin¹ and granddaughter of Jacques Courtin, Clarins founder, in tandem with her uncle Olivier Courtin²

President and CEO: Jonathan Zrihen, appointed in 2015

Chairman of the Supervisory Board: appointment of Prisca Courtin, daughter of Olivier Courtin and granddaughter of Jacques Courtin

With this new management team, our group is demonstrating its commitment to a family tradition of governance and long-term vision, which has underpinned the success of brands such as Clarins** since 1954 and today's myBlend.

****CLARINS IS THE LEADER IN HIGH-END SKINCARE IN EUROPE AND A MAJOR PLAYER IN COSMETICS WORLDWIDE.**

*Scopes 1 & 2.

¹ Previously Chairman of the Supervisory Board, Christian Courtin decided to retire from management bodies in early 2022. Throughout his career which began at Clarins in the 1970s, he has massively contributed to international development and initiated several group commitments to people and the planet. He created the CSR department in 2007.

² Having joined Clarins in 1994, Doctor Olivier Courtin held the highest management positions. Now Managing Director alongside his niece Virginie, he steered research and development activities in particular, with the group brands' most innovative skincare.





“THE FUTURE OF CLARINS, THE POSITIVE IMPACT COMPANY.”

Virginie Courtin, Managing Director,
and Jonathan Zrihen, President and CEO of Clarins.

Interview conducted on 8 June 2023

Launched in 2020, the CSR strategic plan “Clarins We Care” culminates in 2025. Now at the halfway point, what is your first assessment of it?

Jonathan Zrihen. We have made a lot of progress. Beyond results, it's the development of our approach that I'm seeing: we have switched over from a methodology of steps, to an approach based on commitments that are entirely aligned with our business strategy. There is no longer a gap between the CSR strategy and the group strategy. CSR has become a pillar for acceleration for our business. It also features at the core of our global plan, *Clarins Unlimited*: whatever our decisions, they are made bearing in mind the mission statement we gave in our articles of incorporation in 2021: “Making life more beautiful, passing on a more beautiful planet.”

*“CSR has become a
pillar for acceleration
for our business.”*

Virginie Courtin. When we launched *Clarins We Care* in 2020 with its extremely ambitious commitments, lots of people within our organisation were, perhaps not sceptical, but certainly concerned about feasibility. Three years later, the results speak for themselves; we are in line with our goals. The total commitment of the teams and the transformation they have achieved are an immense source of satisfaction. Now they want us to go even further! But we have to take care, these reasons for pride are humbling. There's still a long way to go and we mustn't slow down in our efforts.

And what is this progress, specifically?

VC. Everything in our approach counts. We know that the planet is fragile and that we have limited resources. Our duty is to protect whatever is doing

well and rebuild the balance that human activity has damaged. Clarins products are aimed at responding to this equation, notably with sourcing, which is resolutely oriented towards organic products—over 60% in 2022, 80% in the next two years—and packaging designed with the principles of the circular economy in mind.

JZ. I'm also happy with the progress made on our carbon footprint, with the reduction in air freight. Our emissions are structurally trending downwards over the last three years. For air freight, we have been able to limit our transport in 2022 to under 2% with almost three years progress on our goals. We don't measure our efforts with what's visible from the outside; instead, the entirety of our logistics system was reviewed, tracking minimal emissions at all levels, internally and within our suppliers.

You mentioned that your collaborators are at the core of this approach. How so?

JZ. At Clarins there has always been great attention paid to our colleagues, and a really high engagement rate in return. Value sharing is an old principle that we have built on in 2022, adding a participation mechanism to our interest agreement. In 2022, we also launched a new global HR system, “Grow”, which ensures we have a common benchmark with all of our subsidiaries, particularly in terms of DEI [diversity, equity, inclusion]. And in a more overall sense, our B Corp labelling approach has helped us progress; it is an incredible lever for motivation and for growth in HR performance. In 2022 alone, almost 250 people have been fully mobilised on the subject.



On the other hand, what limits or challenges have you been facing?

VC. The issue of plastic remains central for an industry like ours. We have discussed plastic neutrality a lot, but we believe that it should be an intangible principle. Our priority is not offsetting, but rather investing massively in new processes to help us save and drastically reduce our plastic consumption. It's much more virtuous.

“Our focus is reducing plastic, not offsetting it.”

JZ. We have also progressed in our packaging design, with our internal development tool, “packs-core”. In 2022, we saved over 70 tonnes of plastic, with new packaging. The dynamic is there. We know how to develop packaging today that will be exemplary tomorrow. But it's not all down to us; the availability of recycled materials or “evolutive” regulatory evaluations are external obstacles, which we have to work around.

Clarins TRUST was launched in 2022. To what extent is this traceability system really new?

VC. With Clarins TRUST, our customers have access to key information on the main ingredients that are in their skincare. Such a system is so new in its technology—the blockchain which guarantees data reliability and security—and in its scope: 4 ranges have already been covered in 2022, 10 new ranges, 90 products and 80 plant extracts in 2023. This is a new contract of trust with our consumers: on one hand, we know them better because they agree to share their data with us; on the other hand, they have completely transparent access to our data about our ingredients and products. It's not just about more security and transparency; it's truly a mutual relationship of trust.

“We have inherited Clarins’ values and this infinite passion for what we do, and in turn we can pass them on to transform the company, in the deepest respect for what it is.”

Isn't refillability also the way of the future?

JZ. It is right now, whereas the studies we conducted eight years ago told us that it wasn't effective. In addition to its technical and health constraints, refillability requires consumer participation; the impact is only positive after the third purchase! The market is ready, today. And so are we: some of our products are already refillable, and our 2025/2030 roadmap plans for considerable acceleration in that direction.





“Our B Corp labelling approach has helped us progress. It is an incredible lever for motivation and for growth in HR performance.”

CSR is a continuous progress approach. How do you go even further in the future?

VC. Our future is as the positive impact company. This transformation is already engaged for our plants with Domaine Clarins and our certified farms (CCF) which inspire the regenerative agriculture model. In that respect, we are progressing; we give more back to the land than it gives to us. This model should progressively spread across all of our sourcing.

One last thing about the new governance, with your appointment, Virginie, as Managing Director of the group alongside your uncle Olivier, and your cousin Prisca as head of the Supervisory Committee.

VC. It's true, this is a turning point in the history of Clarins: the arrival of the third generation at the helm of Clarins, and moreover, a generation of women after two generations of men. What's important, is that along with Prisca, we were able to learn from the founder—our grandfather. Now we are able to modernise and bring a very contemporary female perspective, while continuing in the footsteps of our fathers. We have inherited Clarins' values and this infinite passion for what we do, and in turn we can pass them on to transform the company, in the deepest respect for what it is. The question is always, “What are we leaving behind?” We find this transmission value which is at the heart of our mission.

2022: SIGNIFICANT EVENTS

ATMOSPHERE



Air freight reduced to

- 2%

(vs 3% in 2021)



Green retail score

launched in all Clarins stores worldwide

BIODIVERSITY



+60%

Organic plants in the Clarins herbarium (vs 54% in 2021)



6 plants

from Domaine Clarins present in Clarins skincare



+700,000

Trees planted through the Seeds of Beauty programme (vs 600,000 in 2021)

WORKING CONDITIONS



100%

of Clarins colleagues trained in DEI (diversity, equity, inclusion)



97/100

gender equality index (France scope)



TRANSPARENCY AND TRACEABILITY



CLARINS TRUST

Publication of an unprecedented public traceability platform with its scope and blockchain technology



Sourcing

Publication of our Responsible Sourcing Charter



CIRCULAR ECONOMY



Almost 50%

of our supplier expenses assessed with Ecovadis
(vs target of 30% in 2022, and 80% in 2025)



Almost 70 tonnes

of plastic saved through eco-friendly refills and a reduction in our packaging weight



myBlend

Relaunch of our high-end range "without compromising skin or the planet"



250 tonnes

of plastic collected in nature and sent to recycling plants

SOLIDARITY



+ 40 million

school meals distributed with Feed (vs 36 million in 2021)



70% increase

in financing of associations





TAKING CARE OF PEOPLE

Our employees —

Our stakeholders —

Quality and safety —

Our community action —

OUR EMPLOYEES

“Towards an exemplary model in terms of respect, sharing and inclusivity”

The recognition and enhancement of each employee are at the heart of a close-knit management which makes the Clarins Group a model in its sector. Value sharing, employee benefits, training, mobility, parity, equity and diversity: in all these areas, we act to “make life more beautiful” for all those who work for Clarins worldwide.

WHERE DO WE STAND IN 2022?



CHANGE VS 2021 **-13 %**

6,271 IN FULL-TIME EMPLOYMENT

CHANGE VS 2021 **-12 %**



CHANGE VS 2021 **-9 %**

76% IN FULL-TIME EMPLOYMENT

CHANGE VS 2021 **-11 %**



CHANGE VS 2021 **-34 %**

89% IN FULL-TIME EMPLOYMENT

CHANGE VS 2021 **-16 %**

The reduction in headcount in 2022 is due to the sale in 2021 of Clarins' perfume division (CFG) and the reorganisation of the Logistics business.

GENDER EQUALITY

Women represent **86%** of Clarins employees in 2022. They make up **36%** of the board of directors and **69%** of top management. Management positions are held equally by women, Virginie Courtin, Managing Director and Prisca Courtin, Chairman of the Supervisory Board, and men, Jonathan Zrihen, President and CEO and Olivier Courtin, Managing Director.

GENDER EQUALITY INDEX (France scope)
97/100 IN 2022
VS 65/100 IN 2021
AND 94/100 IN 2020

The 2021 rating is explained by the company's policy of freezing salaries during the global pandemic.

EMPLOYMENT AND RECRUITMENT

Clarins has changed its job descriptions in 2022 to make them more inclusive, and has opened up its recruitment to new, more diverse communication channels. In this, we are following the B Corp recommendations, which Clarins aims to join in 2024.

VALUE SHARING

In 2022, employees of Clarins SAS, Clarins France, Laboratoires Clarins and Clarins Logistique once again benefited from a share in the company's profits. This redistribution policy is based in particular on CSR performance indicators. Top management's variable portion is strictly based on CSR criteria such as responsible purchasing and supplier performance.





100%

of employees trained every two years

Almost 100%

of employees trained in DEI in 2022

DIVERSITY, EQUITY AND INCLUSION

Supported by our Clarins Unlimited strategy, in 2022 this major issue led to the creation of a global working group, the publication of a DEI mission and the definition of commitments on three pillars of action: talents (for inclusive work environments), the market (for diverse and inclusive representation in all our communication content) and partnerships (membership of the Employer Network for Equity and Inclusion to improve in-house training and awareness).

In parallel, our Ethics Charter encourages diversity in all forms and lays down zero tolerance for all kinds of discrimination.

DOING BETTER TOMORROW?



**CLARINS
COMMITTED TO
OBTAINING
B CORP
ACCREDITATION
IN 2024**

The B Corp label requires the mobilisation of a working group of some 250 Clarins employees to meet the expectations of this international benchmark label.

Obtaining it is part of our mind-set based on reciprocal loyalty and commitment between Clarins and its employees. Scheduled for 2024, the B Corp network will come to recognise our group's progress in management and well-being at work, as well as in positive environmental and societal impact.

*B Corp is a movement founded in 2006 in America, bringing together companies that want to affirm their social mission and demonstrate their positive action through an independent evaluation of their overall performance every three years. This international certification is now considered one of the most extensive in terms of social, societal and environmental impacts.

OUR STAKEHOLDERS

“Dialogue, co-construction and the customer experience”

More than ever, cosmetics need to be collaborative. With all our stakeholders, the Clarins Group advocates an approach resolutely based on co-construction and dialogue:

OUR CUSTOMERS, who expect a group like Clarins to listen carefully to their needs and expectations in terms of efficiency and sustainability;

OUR SUPPLIERS, with whom we share a commitment to improvement;

OTHER PLAYERS IN OUR INDUSTRY, with whom we must work to impose ever more responsible standards.

WHERE DO WE STAND IN 2022?



LISTENING AND CO-DEVELOPMENT WITH OUR CUSTOMERS

Listening to women has a long tradition at Clarins, with the creation of our first customer cards as early as 1954. Even today, our spas and boutiques are the first port of call for getting a sense of our customers' desires and expectations.

5,000 CLARINS BEAUTY COACHES WORLDWIDE

We develop our products in close collaboration with our consumers; before, by studying their expectations, and during, by way of tests on new formulations, their packaging and their insertion in skincare routines. In 2022, 20 market studies were conducted, 40,000 conversations were analysed each month, and 700 beauty coaches were interviewed across 22 countries.

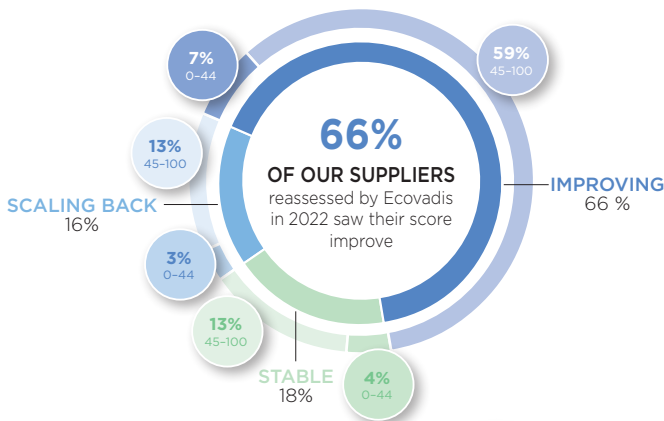
MORE THAN 10,000 CUSTOMER INTERVIEWS IN 2022

ecovadis

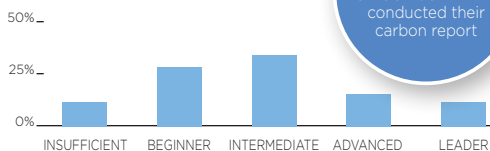
WITH ECOVADIS, DOING BETTER TOGETHER WITH OUR SUPPLIERS

Our suppliers are our first partners: the quality of their raw material affects the safety, efficacy and sustainability of our products. Together, we are committed to a constant progress policy, symbolised by our reference to the Ecovadis benchmark. The 2022 results show our shared progress: almost 50% of our supplier expenses were assessed with Ecovadis, versus an initial target of 30%.

OUR SUPPLIERS' SCORE ABOVE 3.5 ON AVERAGE ECOVADIS



DISTRIBUTION OF CARBON MANAGEMENT



25% OF OUR SUPPLIERS conducted their carbon report



DOING BETTER TOMORROW?

WORKING TOGETHER WITH COSMETIC STAKEHOLDERS

We take a collaborative approach with other actors in the cosmetics industry. It is only on this condition that we can act with our suppliers and co-develop new standards meeting the societal and environmental requirements expected by our customers and society.



THE RESPONSIBLE BEAUTY INITIATIVE

to pool CSR assessments, of which we are a founding member along with L'Oréal, Groupe Rocher and Coty



SPICE

for the design of sustainable packaging



RESPONSIBLE MICA INITIATIVE

for responsible Mica exploitation, respectful of populations



FEBEA

(*European Federation of Ethical and Alternative Banks and Financiers*), which governs the cosmetics industries in France and promotes best practices.



ECOBEAUTYSCORE

to design an environmental rating system for cosmetic products

THE WELL-BEING STUDY — WHICH VALIDATES THE EFFICACY OF OUR SKINCARE

In 2022, a well-being study carried out among our customers confirmed the benefits perceived by those who use the treatment fragrance in our Aroma range. After 14 days of use, 88% of women found that Eau Extraordinaire gave them a feeling of well-being. For the Body Cream and the Shower Milk, these are respectively 89% and 85% proven to have the same effect.

BETTER SUSTAINABILITY IN MAKE-UP

In the cosmetics sector, make-up is the activity where sustainability issues remain the most pressing, in terms of both packaging and formula composition. To improve our performance, we have launched a *Responsible Beauty* ambition within our Make-up department. New, more eco-friendly product proposals are currently being developed and should soon be launched on the market.

FURTHER PROGRESS IN OUR ECOVADIS APPROACH

Today, 50% of our supplier expenditure is rated by Ecovadis. While this figure is higher than our expectations for 2022 (30%), we need to go even further: eventually, 80% of our supplier expenditure will have to be assessed with Ecovadis. Progress is also expected in terms of carbon footprint, with 25% of our suppliers completing one by 2022.

To meet these targets, we are setting up a reinforced monitoring system so that our employees can better track the performance of their supplier partners and help them to improve with us.

OUR COMMITMENT FOR 2025

80%

of our supplier expenses assessed by Ecovadis

QUALITY AND SAFETY

“Transparency at the core of our quality management”

Safety and quality are the keywords of the relationship of trust we've been building with our customers for almost 70 years. From development to marketing, via the choice of ingredients and manufacturing, every stage of a Clarins skincare product is subject to drastic controls, often exceeding the most demanding international standards.

Made in France and transparency—with the launch of a new public traceability platform in 2022—are at the core of our safety policy.

WHERE DO WE STAND IN 2022?



TOTAL TRANSPARENCY, FROM FIELD TO THE CUSTOMER

In 2022, Clarins launched Clarins TRUST, an industry-first public traceability platform for our plants, both in terms of its scope and its certification system: an unforgeable Blockchain technology specially developed for Clarins.

With Clarins TRUST, we are inaugurating a veritable ecosystem of traceability between our brand, our suppliers and our customers. From a single batch number, consumers can now access:

ALL STAGES IN THE MANUFACTURE OF THEIR SKINCARE PRODUCT: where formulas are prepared, the date and place of packaging, quality control;

PLANT EXTRACTS: geographical origin, harvesting method and Clarins certifications associated with sourcing;

CLARINS KNOW-HOW AND INSIDER INFO at our formulation/manufacturing plant in Pontoise.

**30 PRODUCTS, 40 PLANT EXTRACTS AND 4 RANGES COVERED IN 2022
10 NEW RANGES,
60 REFERENCES AND 40 OTHER PLANT EXTRACTS IN 2023**

PUBLICATION OF OUR RESPONSIBLE SOURCING CHARTER

In 2022, we published the Responsible Sourcing Charter we had formalised in 2020. Since then, it has gradually imposed its new requirements on all our sourcing and on all those who supply us with our ingredients of natural origin (details on page 29).

MORE THAN 90% OF OUR INGREDIENTS COMPLIANT WITH OUR SOURCING CHARTER IN 2022

THE QUEST FOR ABSOLUTE SAFETY

Each formula undergoes more than 250 tests and controls during its development, and all our ingredients are selected according to the most stringent national and international regulations. To take things a step further, we have drawn up our own blacklist of ingredients that we and our suppliers prefer not to use because of social or scientific concerns.



250 TESTS AND INSPECTIONS FOR EACH DEVELOPMENT





DOING BETTER TOMORROW?

GREEN CHEMISTRY AND ACTIVE NATURAL INGREDIENTS

As with our packaging, eco-design is at the heart of our formula development. Our Pontoise plant is ISO 14001 certified and applies the most responsible production standards (formulation at ambient temperature, shortest possible formulas, etc.).

**PONTOISE FACTORY
ISO 14001 CERTIFIED**

Plant science is our trademark: today, over 80% of our active ingredients are of natural origin. The remaining 19% is made up of synthetic ingredients that have no equivalent in nature, rigorously selected for their efficacy, safety and sensoriality.

**81% ACTIVE
INGREDIENTS OF
NATURAL ORIGIN**

DEVELOPMENT AND PRODUCTION MADE IN FRANCE

For complete control, Clarins develops, designs and produces all its skincare products in France, on a single site (Pontoise, Val d'Oise). Our distribution centre is also located in France, in Amiens (Somme), as are most of the Clarins Certified Farms (CCF) that supply our plants.

**ONE SINGLE SITE FOR RESEARCH,
DEVELOPMENT AND PRODUCTION IN
FRANCE (PONTOISE, OISE)**

100% SUSTAINABLE SOURCING IN 2025

According to the requirements of our Responsible Sourcing Charter, the natural ingredients present in Clarins products (more than 80% of a formula's ingredients) will have to be 100% sustainably sourced by 2025. More than 90% of our products already comply with these more stringent requirements.



CHOOSING FRANCE FOR CLARINS' FUTURE GROWTH

To meet its growth challenges, our group is continuing its local and Made in France strategy. After Pontoise, our second production site will open in 2024 in Troyes (Sainte-Savine). This major project, set on a 13.5-hectare site, will ultimately represent a total investment of around €135 million. It will be part of our group's commitment to responsible development, with the aim of achieving the HQE (high environmental quality) Excellent label.

**€135 MILLION IN
INVESTMENT,
300 JOBS, TARGET HQE
CONSTRUCTION EXCELLENT**

OUR COMMUNITY ACTION

*“Sharing value
with those made vulnerable by life”*

Our corporate responsibility also requires us to consider each individual and to act in solidarity with those made vulnerable by life. For many years, Clarins has been committed to “taking care of people”, striving to build useful and positive relationships over the long term, particularly with local populations, children and the sick.



FAIR TRADE: A PIONEERING APPROACH SINCE 2007

As part of Clarins' Responsible Sourcing Charter, fair trade is an important part of our plant sourcing. The first of our programmes was launched in 2007, and the number has been growing ever since. By 2022, we are supporting 23 sectors in low-HDI countries: Burkina Faso, Côte d'Ivoire, India and Madagascar. Through sustainable and fair farming, we strive to protect both nature and people.

**23 SECTORS TO BENEFIT
FROM A FAIR TRADE
PREMIUM IN 2022**



CHILDREN: CONTINUOUS SUPPORT FOR OVER TWENTY YEARS

In total, Clarins supports 47 children's charities around the world. Among the most emblematic are:

CLARINS AWARD FOR CHILDREN'S RIGHTS

Launched at the end of the 1990s under the name Clarins Most Dynamic Woman Award, the Clarins Award for Children's Rights supports admirable women who are committed to helping children. Present in 14 countries, it has supported over 90 associations and 60,000 children on four continents since its creation. To date, fifteen associations continue to be supported by Clarins.

**€7 MILLION IN
ASSISTANCE TO
CHILDHOOD ASSO-
CIATIONS SINCE 1997**



FEED

The second of our flagship programmes for children, Feed is an initiative launched in 2007 by Lauren Bush Lauren to fund school meals and combat malnutrition and school drop-out. Clarins' ongoing participation in this programme since 2011 has helped provide some 40 million meals in some 40 countries around the world.

**40 MILLION
SCHOOL
MEALS
DISTRIBUTED
SINCE 2011**



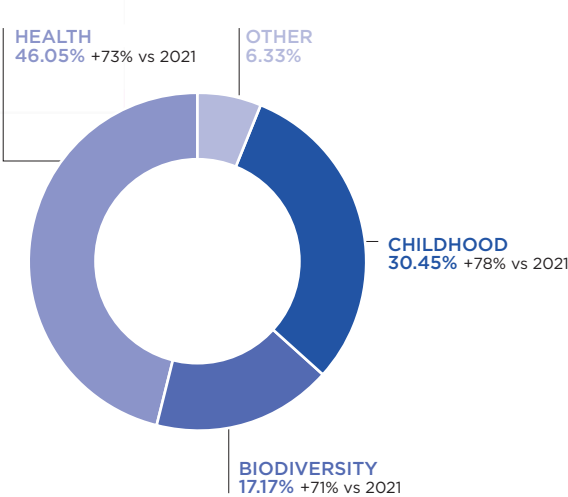
**ALL OVER THE WORLD,
INITIATIVES IN THE HANDS
BY OUR SUBSIDIARIES**

In addition to our global programmes, each Clarins subsidiary is invited to get involved locally. In Canada, for several years Clarins has supported *Mois des câlins* (Month of Hugs) which brings comfort to hospitalised children; in France, *Futur en herbe* benefits from our support to raise children's awareness of respect for the planet and help them build their future. And in dozens of subsidiaries around the world, we make a direct contribution to the *Look Good, Feel Better* programme for women undergoing cancer treatment.

**MORE THAN €5 MILLION IN AID
PAID OUT IN 2022
(AN INCREASE OF OVER 70%
COMPARED WITH 2021)**



**BREAKDOWN OF OUR SUPPORT
PROGRAMMES**



**ARTHRITIS:
THE FOUNDATION
AT THE HEART OF CLARINS**

Created in 1989 on the initiative of Jacques Courtin, the Arthritis Foundation (formerly ARP) is today France's leading private initiative for funding research into rheumatism and musculoskeletal diseases (RMD). Recognised as a public utility since 2006, it plays a central role in the fight against a wide range of pathologies (around 200), most of which are incapacitating and all too often ignored, despite the fact that they affect 18% of the world's population, 120 million people in Europe and almost 17 million in France.*

Over the last ten years, our Group has contributed over €20 million to its funding, enabling massive investment in research and support for some 600 projects: scholarships, research projects, direct support for innovation and science, raising awareness among healthcare professionals and the general public...



WWW.FONDATION-ARTHRITIS.ORG

*Global Burden of Disease (GBD) study





TAKING CARE OF THE PLANET

chapter 3

- Our environmental impact —
- Our plants and ingredients —
- The circular economy —
- Protection of nature and biodiversity —

OUR ENVIRONMENTAL IMPACT

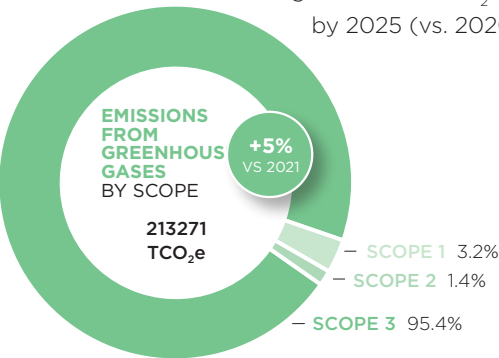
Ambitious targets to reduce our emissions significantly and sustainably

Reduce, reduce, and reduce again. Faced with the urgency of climate change, our company has been committed for several years to a strategy of decarbonising its business and reducing its overall energy consumption. Concrete results were achieved in 2022, notably in limiting our air freight and containing our greenhouse gas emissions. Far from being satisfied with these results, we are stepping up our efforts to reach our 2025 objective: to reduce our emissions by 30% compared with 2020.

WHERE DO WE STAND IN 2022?

GHG REDUCTION AND CARBON NEUTRALITY

In line with our commitments, we achieved carbon neutrality in 2020 (scope 1, 2 and 3, excluding services). 2021 also saw our carbon emissions fall by 7.7%, despite the increase in our activity. 2022 shows a lesser performance, with a 5% recovery in the same emissions, again against a backdrop of rising business activity. Over the 2019-2022 period, we are seeing a 20% drop in our emissions, which we will continue to reduce in order to reach our target of -30% CO₂ equivalent by 2025 (vs. 2020).

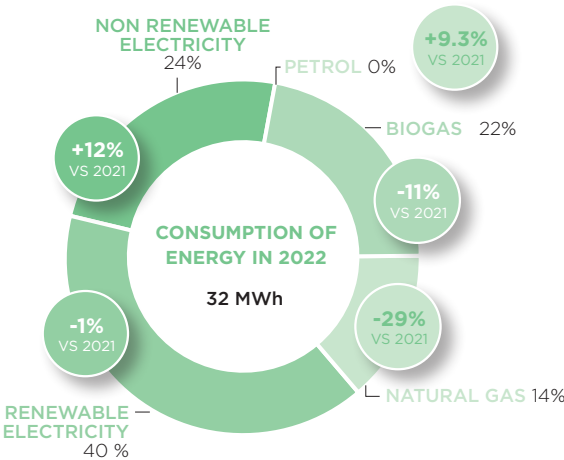


PRIMARILY RENEWABLE ENERGY SOURCES

Since 2020, all our subsidiaries have been supplied with 100% renewable electricity. This complete switch-over was made possible by changing suppliers or purchasing renewable energy certificates. In France, for example, biogas has replaced natural gas everywhere.


GREEN ELECTRICITY
34% IN 2016
100% IN 2020
100% IN 2021


BIOGAS
100%
THROUGHOUT FRANCE




DECREASE IN ENERGY CONSUMPTION IN 2022

In 2022, we have succeeded in significantly reducing our energy consumption—by 9%—despite the overall increase in our activity.


TOTAL ENERGY
29,672,706 kWh
CHANGE VS 2021 -9 %


TOTAL COOLING FLUIDS
921 kg
CHANGE VS 2021 +25 %

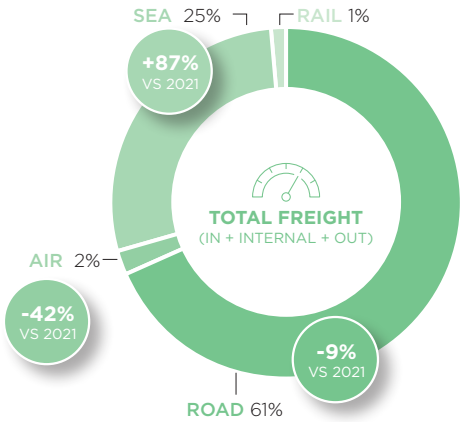

TOTAL WATER
83,098 m³
CHANGE VS 2021 +9 %


TOTAL WASTE
4242 T
CHANGE VS 2021 +9 %

OUR GOAL OF LIMITING AIR
FREIGHT TO 2% ACHIEVED
ALMOST THREE YEARS AHEAD
OF SCHEDULE

In 2020, we pledged to limit air freight outside Europe to less than 2% of our volumes by 2025. Achieving this target as early as 2022 bears witness to our Group's efforts to give priority to less polluting modes of transport, such as sea transport. This is illustrated by our partnership with Neoline, a new French ship-owner developing a freight project using environmentally friendly sailing vessels.

AIR FREIGHT
4.6% IN 2020
3% IN 2021
2% IN 2022



CLARINS' CLIMATE
CONTRIBUTIONS IN 2022

Reducing our environmental footprint is coupled with programmes in China and India to capture CO₂ and promote low-carbon activities through the development of renewable energies:

BENDOSOL SOLAR IN INDIA,
through an energy transition program
to generate electricity from renewable
sources (*VCS certification*)

JIALING BIOGAS PROJECT IN CHINA,
through the implementation of biogas
units in Sichuan (*Gold Standard
certification*)

LIUPANSHUI CITY IN CHINA
through a reforestation project on
23,000 hectares of arid and degraded
land (*VCS certification*)

DOING
BETTER
TOMORROW?

CONTRIBUTION TO
THE CLIMATE
AND REDUCTION OF
GREENHOUSE GASES

Although Clarins has been carbon neutral since 2020, our targets are far from being achieved.

This neutrality is based on the reduction of our emissions, but also on a policy of offsetting. In the coming years, we will have to further accentuate our reduction strategy, and conversely limit the



use of offsets. In other words, we must apply the principle to the letter: "The best energy is the energy we don't consume."

Following this logic, Clarins is committed to achieving an overall 30% reduction in its carbon emissions over the 2020-2025 period.

OUR
COMMITMENT
FOR 2025

-30%
reduction in our
carbon footprint

OUR PLANTS AND INGREDIENTS

"From organic to regenerative agriculture"

With over 80% natural active ingredients in our formulas, plants are at the heart of every Clarins skincare product. This requirement obliges us to respect nature: what we take from it must be returned to it. While we have been resolutely committed to organic farming for several years, we want to go even further by orienting our production model towards the principles of regenerative agriculture.

WHERE DO WE STAND IN 2022?



UEBT RECOGNITION

This uncompromising move towards organic has been recognised since 2021 by our membership of the Union for Ethical Biotrade (UEBT), the international NGO that brings together companies acting to ethically source their ingredients from natural sources. We are also committed to a zero GMO and zero deforestation policy.



DOMAINE CLARINS: OUR MODEL FOR GOING FURTHER

Nestled at an altitude of 1,400 metres in the heart of the French Alps, Domaine Clarins is inspired by the principles of positive and regenerative agriculture: natural inputs, ploughing by horses, hand-picking... Everything is done for a 100% organic farm that preserves biodiversity, renews the soil and improves the environmental sphere. Today, 6 plants from our estate are already included in our skincare products. Their number is set to increase over the coming years, as the Clarins Estate foreshadows our production model of tomorrow.

**OVER 60 SPECIES
STUDIED AND 6 PLANTS
INTEGRATED INTO
CLARINS SKINCARE
PRODUCTS BY 2022**

DEFORESTATION PALM OIL DERIVATIVES

The Clarins Group is committed alongside ASD members to the principles of NDPE (*No Deforestation, No Peat and No Exploitation*) with a view to eliminating deforestation and the exploitation of individuals, including small independent operators. We contribute to collective transparency, risk management and commitment to responsible supply chain practices.



GREEN SCORE AND GREEN RETAIL SCORE: OUR OWN TOOLS TO MEASURE OUR ENVIRONMENTAL PERFORMANCE

For several years now, we have been using our own tool to measure the environmental performance of our products: the Green Score. 100% of our ingredients and formulas are subject to the Green Score, with the aim of improving all scores by 10% by 2025. By way of example, our entire Hydra Essentiel range, renewed in 2022, has seen a significant increase in product scores (Crème Riche: 82.99 pts vs 79.44 in 2017; Crème SPF15: 80.2 vs 77.4). Since 2022, the Green Score has been doubled by a Green Retail Score deployed in all our boutiques worldwide, based on eco-design criteria and end-of-life management of materials and waste.

**10 CRITERIA
MEASURED BY
18 INDICATORS
BY THE CLARINS
GREEN SCORE**

CLARINS COMMITTED TO RESPONSIBLE SOURCING

Global
Shea
Alliance



ASD
ACTION FOR SUSTAINABLE DERIVATIVES

**SOURCING PRIMARILY
FROM ORGANIC PLANTS**

At Clarins, organic is now the norm for over 60% of the plants and active ingredients used in our formulas. This commitment has been in place for several years, and is becoming increasingly important, both for our suppliers and our own production sites. After 13 conversions and 20 new organic plants in 2021, 10 conversions and 6 additional plants have been added to our herbarium in 2022.

**10 ORGANIC
CONVERSIONS AND 6
NEW ORGANIC PLANTS
+ 60% ORGANIC
PLANTS IN 2022**
(vs 54% in 2021)

**A RESPONSIBLE
SOURCING CHARTER WITHOUT
COMPROMISING NATURE**

Our Responsible Sourcing Charter will apply to 100% of our plants and natural derivatives by 2025. This is already the case for 90% of them by 2022.

The Charter sets out various levels of requirements, including respect for the principles of sustainable agriculture, sustainably managed harvests and/or co-products. The upper echelons are fair trade, then Clarins Certified Farms (CCF), and finally Domaine Clarins.



**“CO-PRODUCTS”
TO OPTIMISE NATURAL
RESOURCES**

The use of “co-products” is becoming an increasingly important part of our plant sourcing. This approach is based on the principle of using as much of a raw material as possible, in order to optimise its potential and thus reduce its exploitation.

At Clarins, this is the case with the organic small apple, where we harvest the immature fruit, pruned to optimise the tree’s growth. Or saffron, where we recover the flowers abandoned by the food industry, and quince, whose leaves we collect in autumn.

**DOING
BETTER
TOMORROW?**



**REGENERATIVE
AGRICULTURE:
CLARINS’ PRODUCTION
MODEL
FOR TOMORROW**

In the years to come, our model for using and producing the plants used in our skincare products will evolve, with regenerative agriculture taking pride of place. In other words, we will be moving from a logic of protecting and reducing our impact, to a positive logic of improving soil and biodiversity. The Clarins Certified Farms and the current Domaine Clarins are forerunners of this model; the proportion of their plant production in our herbarium is set to grow significantly in the near future.

**OUR
COMMITMENT
FOR 2025**

80%

organic plants in our products
*(54% in 2021;
60% in 2022)*

Biodegradability

of our sun care
and rinse-off formulas

CIRCULAR ECONOMY

“Recycle, reuse, and above all, reduce”

Reduce, reuse, recycle. The “3 R’s” of the circular economy are all principles we strive to apply in the design, manufacture and distribution of our products. Faced with constraints, and sometimes the limits of recycling, our priority is to reduce our materials, especially plastics. Tangible results have been achieved, and these must be continued and reinforced over the coming years.

WHERE DO WE STAND IN 2022?

RECYCLING AND RECYCLABILITY

Packaging is a key issue in our industry. At Clarins, 70% of our packaging is now made from recyclable materials, with an average of 37% recycled glass, and 100% of our cardboard boxes coming from sustainably managed forests and FSC (Forest Stewardship Council) certified.

In 2022, significant progress was made on the caps of our jars and tubes. They are recyclable and now incorporate a significant proportion of recycled

material (64% for jars, 30 to 40% for tube caps).

RECYCLABLE CAPSULES FOR OUR JARS AND TUBES

A PACK SCORE FOR PACKAGING ECO-DESIGN

Like our Green Score for formulas, we have developed our own tool to measure the environmental performance of our packaging. Our Pack score combines 8 criteria, including the impact of materials used, the percentage of recycled material, lightness and the restitution rate of a formula. This scoring system is crucial in enabling us to effectively arbitrate between the various eco-design levers.



REDUCING MATERIALS

Less material upstream, less energy for transport and distribution, and more recycling downstream: reducing the weight of our packaging is at the heart of our circular economy strategy. For example, tube formats have been lightened, reducing their weight by 46%, saving over 42 tonnes of plastic per year. In the case of our service capsules, the weight has also been reduced by 40%, with a saving of 21 tonnes of plastic.

+ OVER 60 NET TONNES OF PLASTIC SAVED ON OUR CAPSULES AND MYCLARINS RANGE

110 TONNES OF VIRGIN PLASTIC REPLACED BY RECYCLED PLASTIC

AMBITION OF 100% CIRCULARITY

The objective of total circularity guides and mobilises our policy. All our make-up remover cases will be phased out by 2020, and all our boutiques are equipped with a system for collecting used packaging.

100% WASTE RECOVERY AT ALL CLARINS INDUSTRIAL SITES

REFILLABILITY AND REUSE

Refillability is a challenge for cosmetic products which are subject to stringent health requirements. But we are making progress: since 2020, our French boutiques in Paris, Neuilly and Lille have set up an Eco-Bar where our customers can come and refill their bottle of Clarins Eau de Soins. In 2022, we also launched our first eco-refill for our “Tonic” and “Relax” plant baths.

5 TONNES OF PLASTIC SAVED PER YEAR THANKS TO “TONIC” ECO-REFILLS





myBlend

LAUNCH OF THE MYBLEND BRAND: AN "AUTHENTIC AND RESPONSIBLE" VISION OF LUXURY

In 2022, the myBlend brand made its comeback. Favouring a high-end approach to beauty, it bets on the power of synergies by combining derma-cosmetics, nutri-cosmetics and beauty tech.

In addition to the intrinsic quality of its skincare products, myBlend adopts an exemplary positioning in terms of circular economy and eco-design: less than 4% plastic in packaging, bottles and jars mainly in glass and pure aluminium, cellophane-free packaging and 100% recycled and recyclable raw cardboard. Formula composition follows a similar logic: 90% ingredients of natural origin and a desire to meet consumers' new expectations regarding ingredients that the brand has managed to do without (parabens, mineral oils, phenoxyethanol, EDTA, sulphates, phthalates, etc.).



Henri du Masle,
myBlend General Manager

"At myBlend, we combine high-performance and high-tolerance cosmetic care, formulated in a clean and sensorial way. We have chosen to source locally, transparently and responsibly. Our packaging is eco-designed, recyclable and contains less than 4% plastic. Our LED mask, developed to boost cell oxygenation, is another example: 100% made in France, it is also eco-designed and fully repairable."

DOING BETTER TOMORROW?

In all three areas of the circular economy, our Group is guided by the commitments we have made up to 2025.

REDUCTION

is at the heart of our strategy, with the ambition of reducing our total consumption of virgin plastic by 30% by 2025 (vs. 2020).

RECYCLING AND RECYCLABILITY

are at the heart of our developments, based on the principle that every material we cannot reduce or eliminate must be made from recycled and recyclable material.

REFILLABILITY

remains a major focus of our R&D, even if we remain aware that health constraints and the very involvement of our consumers play a major role in its development.

OUR COMMITMENT FOR 2025

-30%

virgin plastic

100%

of packaging in skincare catalogue recyclable/reusable/refillable

50%

recycled materials in packs

PROTECTION OF NATURE AND BIODIVERSITY

“Beauty for good”

If we believe in the positive role of beauty for people, we believe in it just as much for nature and biodiversity. Our commitment to the planet is reflected in our actions directly linked to our business. It is also reflected in the many initiatives we are taking around the world to restore biodiversity and give nature back its beauty. They all bear witness to our determination to embody our raison d'être: “Making life more beautiful, passing on a more beautiful world.”

119 ASSOCIATIONS AND SOCIAL PROJECTS SUPPORTED BY CLARINS IN 2022



FOR THE PRESERVATION OF THE ALPS

This founding programme was created in 1993 in the Alps, a region dear to Clarins. Alp'Action, since taken over by Asters, works to preserve this unique natural ecosystem. Over the past fifteen years, our group's commitment has led to the implementation of initiatives to promote and manage the protected areas of Lake Annecy. Five programmes have been deployed (including one to preserve the marsh gladiolus), and over a hundred endangered species have been protected or reintroduced, including the bearded vulture.

**5 PROGRAMMES FOR
PRESERVATION OF
BIODIVERSITY AND
PROTECTION OF
ENDANGERED SPECIES**

SEEDS OF BEAUTY SINCE 2012

Under the impetus of Christian Courtin, a reforestation programme, Seeds of Beauty, was launched in 2012 with the support of Pur Projet. Over the past ten years, our action has led to the planting of over 700,000 trees around the world in collaboration with local populations: Indonesia, Thailand, Peru, Brazil, China, Japan, Australia, France, Canada, etc.

**700,000
TREES PLANTED
SINCE 2012**



LE DOMAINE CLARINS COMMITTED FOR THE NEXT 99 YEARS

Domaine Clarins is bound to nature by a unique contract: REO, for Real Environmental Obligation. This means that our site is committed to a long-term environmental obligation (99 years), regardless of its current or future owner. Requirements are imposed in a legal and inalienable way, including organic farming and adaptation of crops to climate change.

In this context, Clarins is actively involved in the Biodiversity Transmission and Protection Programme with ASTERS Conservatoire d'Espaces Naturels de Haute-Savoie. Various operations have been launched in 2022:

TRANSMISSION AND COMMUNICATION

on the protection of the Alps via explanatory panels placed on Domaine Clarins for walkers and schoolchildren.

SKILLS SPONSORSHIP

with Savoie Mont-Blanc University (publication of a thesis on the impact of climate change on plant properties and the evolution of wild species).

PROTECTING BIODIVERSITY,

through the identification of seven natural environments at Domaine Clarins. Classified on the IUCN red list, the Sabot de Venus (orchid family) is the subject of a specific conservation programme.

“With Clarins, our relationship is one of conviction, long-term commitment and, above all, trust. This workshop site will enable us to take a laboratory approach to these far-reaching changes.”

Christian Schwoehrer, Director, Conservatoire des Espaces Naturels de Haute-Savoie



AGAINST PLASTIC POLLUTION IN THE OCEAN

Clarins was the first sponsor of Plastic Odyssey in 2017, and has since continued its commitment to this unique project to raise awareness of the fight against plastic waste in the oceans. In September 2022, the Plastic Odyssey ship set sail from the port of Marseilles on a three-year circumnavigation of the globe, visiting over 30 countries. On board, a crew of around twenty people collect, analyse and develop ways of treating and reusing plastic. The solutions found are then shared and deployed on land to support entrepreneurs. A comprehensive training programme in low-tech solutions is also being implemented to ensure that plas-

tic, today considered a waste product, becomes a resource tomorrow.

The first three stopovers of 2022 in Lebanon, Tunisia and Egypt have enabled the first awareness-raising campaigns to be carried out on the quayside, notably by supporting schools and providing information to over 2,000 schoolchildren. On board, entrepreneur incubation programmes have begun, with 8 to 10 projects supported at each port of call.

**A THREE-
YEAR WORLD
TOUR, 30
COUNTRIES
REACHED**

AND ALL OVER THE WORLD, DOZENS OF LOCAL INITIATIVES TO PROTECT NATURE AND DEVELOP AGROFORESTRY



REPLANT LOVE 2022: RESTORING BIODIVERSITY IN CALIFORNIA

After 2019 and 2021, Clarins has joined forces for the third time with the Malibu Foundation for a reforestation programme. On 6 November 2022, 500 volunteers gathered in the forests of Santa Monica (California, USA) to replant more than 8,000 trees destroyed in the Woolsey fire of 2018. 50,000 seeds were also scattered to help nature reclaim its rights and restore threatened biodiversity.



TREES IN SUGAR BEET FIELDS

The organic alcohol used in Clarins Eaux de Soins is produced from French sugar beet. To help build a sustainable supply chain, our company is involved in agroforestry projects. By combining trees and crops on the same plot of land, this practice protects biodiversity: trees make soils more resilient to climate change, help renew the plant cover and improve soil fertility.

Five years after the first tree plantations in Aisne (France), we are continuing our programme by supporting new farmers. 6,700 trees have been planted since 2017.





KEY FIGURES & DATA

chapter 4

Clarins Group in 2022 —

Progress on our commitments —

Key ESG indicators —

CLARINS GROUP IN 2022

FRENCH FAMILY GROUP
independent for
69 years



8064
COLLEAGUES

76.6%
ON PERMANENT
CONTRACTS

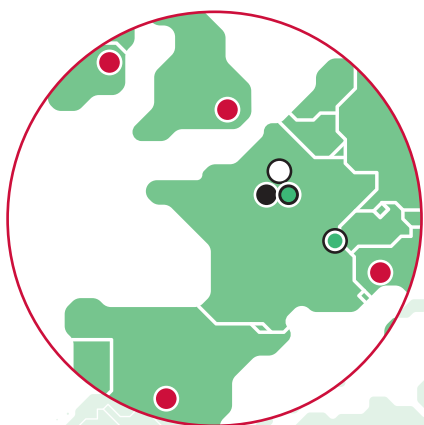
86%
WOMEN

100%
TRAINED
EVERY TWO YEARS

114
EXPERTS
dedicated to research

141
DISTRIBUTOR
COUNTRIES

- Subsidiaries
- HUB
- HUB + Subsidiaries
- Factories



1
HEAD OFFICE
IN PARIS

24 SUBSIDIARIES

PRODUCTION

100 % FRENCH

Produced with

100%
RENEWABLE ENERGY

MANUFACTURING

1 FACTORY IN FRANCE

LOGISTICS

1 INTERNATIONAL CENTRE

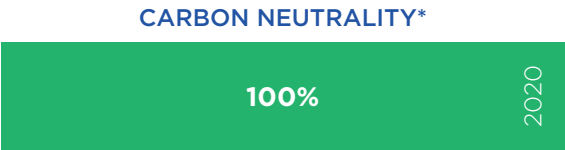
4 REGIONAL CENTRES

SALES

93% EXPORTED

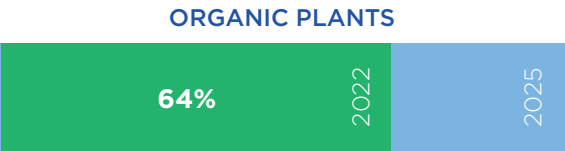
2020–2025

Progress on our commitments

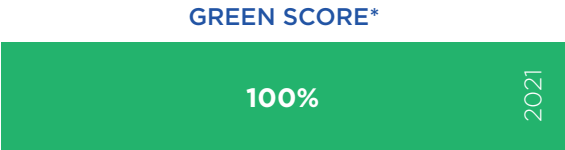


*scopes 1, 2 and 3 with the exception of services

Commitment
✓ CARBON NEUTRALITY ACHIEVED IN 2020

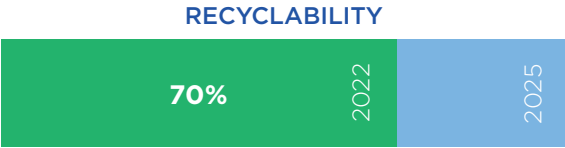


Commitment
➤ 80% OF PLANTS FROM BIOLOGICAL AGRICULTURE BY 2025

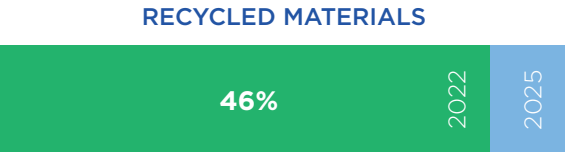


*Skincare and make-up ranges (excluding outsourcing)

Commitment
➤ 100% OF FORMULAS SCORED IN 2021
(WITH COMMITMENT TO IMPROVE OUR GREEN SCORE BY 10% BY 2025)



Commitment
➤ 100% OF SKINCARE PACKAGING RECYCLABLE BY 2025

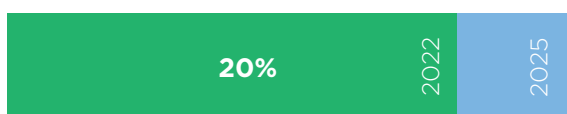


Commitment
➤ 50% RECYCLED MATERIALS IN PACKS BY 2025





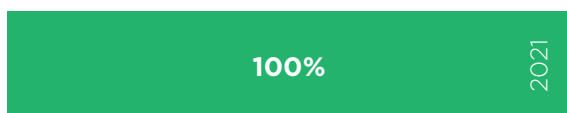
GHG



Commitment

↓ **30%** OF GHG BY 2025

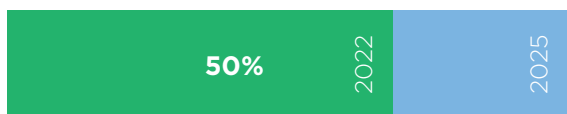
GREEN ENERGY



Commitment

✓ **100%** OF ELECTRICITY CONSUMPTION FROM RENEWABLE ENERGIES

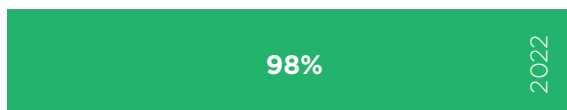
RESPONSIBLE PURCHASING



Commitment

↗ **80%** OF SUPPLIER EXPENDITURE ASSESSED WITH ECOVADIS BY 2025

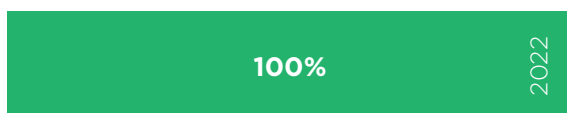
TRANSPORT



Commitment

↗ **98%** OF TRANSPORTATION OF GOODS EXCLUDING AIR FREIGHT BY 2025

TRAINING*



Commitment

✓ **100%** OF COLLEAGUES HAVING COMPLETED AT LEAST ONE TRAINING COURSE EVERY 2 YEARS

*over the last 12 months

CLARINS WE CARE

GRI standards compliance

CLARINS GROUP

102-1

Organisation name

102-2

Activity, brands, products and services

<https://www.groupeclarins.com>

102-3

Geographical location of head office

p. 37

102-4

Location of business sites

p. 37

102-5

Capital and legal form

<https://www.groupeclarins.com/legal-notice/>

102-6

Markets served

p. 36-37

102-7

Size of organisation

p. 16; p. 36-37

102-8 a

Total number of employees
by employment contract, by gender

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102-8 a

Full time

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102-8 a

By gender_Women

p. 16

102-8 a

By gender_Men

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ENERGY

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Consumption of energy
within the organisation

p. 26

302-1 a

Non-renewable sources

p. 26

302-1 b

Renewable sources

p. 26

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Reduction of energy consumption

p. 26

CONSUMPTION OF WATER

303-3

Water use

p. 26

PROTECTION OF NATURE

304-1

Activity site bordering
protected areas

https://domaine.clarins.com/fr_FR

304-3

Protected or restored habitats

p. 32-33





GHG

305

Total emissions

p. 26

305-1

Direct GHG emissions (scope 1)

p. 26

305-2

Indirect GHG emissions (scope 2)

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Other indirect GHG emissions
(scope 3)

p. 26

305-5

Reduction of GHG emissions

p. 27

EQUALITY AND DIVERSITY

405-1

Diversity of governance bodies
and employees

<https://www.groupeclarins.com/our-governance/>

405-1 a

Governance/gender/age group or
diversity indicator

p. 16

405-1 a

Women

p. 16; p. 36

405-1 a

Women on the board of directors

p. 16

405-1 a

Top Management Women

p. 16

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Men

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Men on the board of directors

p. 16

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Top Management Men

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WASTE

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Waste produced

p. 26

SUPPLIERS

308-1

New suppliers selection on
the basis of environmental criteria

p. 18



*“Making life
more beautiful,
passing on a more
beautiful world”*

Clarins Group Mission



2022 CSR REPORT

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