



CLARINS

WE CARE



CSR REPORT

2023 Edition

“THE SHARED DESTINY OF OUR ECONOMIC AND NONFINANCIAL PERFORMANCE.”

In 2021, we included our raison d'être in our bylaws - "Making life more beautiful, passing on a more beautiful world"-sealed the shared destiny of our economic and nonfinancial performance. Today, this alignment is reflected in action, particularly with those who bring the Clarins Group's values to life every day: our employees, our suppliers and our customers.

Internally, the indexing of top management's bonuses to CSR criteria has now been extended to all our employees. At their own level, everyone has become a player in our responsible transformation, whether it's reducing our carbon footprint, promoting diversity or advancing our value chain.

The ecosystem of our suppliers is also essential to this multidimensional success, combining quality, efficiency and responsibility. As supply chains become increasingly complex and globalized, it is vital to ensure that those who supply us share our values and respect the highest ethical, social and environmental standards. Creating value for all over the long term is what guides us.

The new "Matinales", launched in 2023, demonstrate our determination to involve our suppliers in our CSR objectives and to consider them as our strategic partners. Christian Courtin wanted Clarins to be "the best customer for its suppliers": according to the survey we conducted among them, 93% would recommend us as a customer; 92% are satisfied with their relationship with Clarins; and 88% feel integrated into our ecosystem.



Jonathan Zrihen
President & CEO, Clarins Group

Finally, our customers are our primary source of motivation for sustainable performance. For them, we strive to develop the best products around three intangible rules: consistent quality, effectiveness and sensoriality; an approach historically built around the needs expressed by our consumers; and formulations that have always been based on the key principle of naturalness, coupled with a demand for traceability and transparency. Two recent examples bear witness to this: with Clarins Trust, for the past two years our customers have had access to a revolutionary platform that tells them everything about the composition of a Clarins product, from the field right to their home; and with our Clarins Domaine, founded on the principles of regenerative agriculture, we are developing a vertical and exemplary model that everyone can follow.

At Clarins, we deeply believe that our beauty business is a vehicle for well-being and happiness. This commits us to asserting our social role and taking our responsibilities seriously in the face of tomorrow's challenges. The pages that follow reflect our company's ongoing efforts and sincere motivation to do better, to do more, and to love doing it.

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CLARINS WE CARE

chapter 01

Committed to people and the planet since 1954 —
“We are in line with the ambitions of our CSR strategy.” —
Key facts and figures 2023 —



Committed to people and the planet SINCE 1954



1954

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

1966
Oils made with 100% pure plant extracts



1989

Creation of the ARP against rheumatoid arthritis (known as *Fondation Arthritis* since 2006)

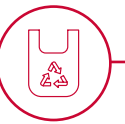
1992
1st partnership with Alp'Actions (now known as *Asters*)



1997

Clarins Award for Children's Rights

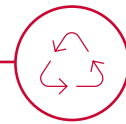
1999
No more plastic bags, a first for the cosmetics industry



2007

Launch of the 1st fair trade programs

2011
Beginning of partnership with Feed



2014

No more plastic microbeads

2016
Creation of Domaine Clarins in the heart of the Alps



2020

Clarins becomes carbon neutral*
* Scopes 1 & 2

2021
Clarins becomes official member of UEBT/Clarins' raison d'être included in company bylaws:

"Making life more beautiful, passing on a more beautiful planet."

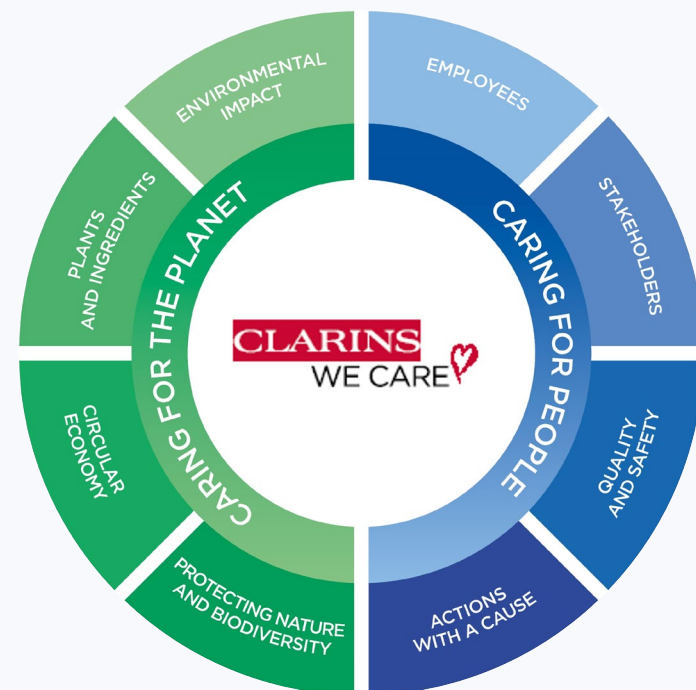


2022

Launch of TRUST, the first public, global traceability platform

CLARINS WE CARE OUR CSR STRATEGY

Closely linked to the Group's global strategy, our CSR policy has been structured around "Clarins We Care" since 2020: an approach that brings together and puts into perspective all our actions according to a **committed approach to continuous progress** for today and tomorrow. It is based on two principles: "caring for people" and "caring for the planet".



“WE ARE IN LINE WITH THE AMBITIONS OF OUR CSR STRATEGY.”

Virginie Courtin, Managing Director of the Clarins Group, reviews the actions taken since the launch of the Clarins We Care approach in 2020. At the halfway point, the company is following its roadmap and looking ahead to new ambitions.

Interview conducted on July 9, 2024

More than halfway through the journey since the launch of the 2020-2025 CSR strategy “Clarins We Care”. What’s the verdict?

Virginie Courtin. We’ve made good progress. When we launched our approach, we set very ambitious five-year targets, so ambitious that some people doubted we could achieve them. Three years on, we’re on track: on each of the criteria set, our roadmap has been respected; some objectives have already been achieved in the areas of training, transport and green energy. For all the others, the results achieved give us confidence for the future. It’s a success we owe to the very high level of commitment and support shown by all the Group’s employees: at every level of the company, from top management to the local level, in France and Asia, in Europe, Africa and the United States, in support functions and production, the CSR dimension is an integral part of the decision-making process. Thanks to everyone!

“A very high level of commitment and support from all Group employees”

What are the major advances this year?

VC. First, organic products: they represent 66% of the plants that supply over 80% of the active ingredients in our formulas. By 2021, we were at 54%, so we’re well on the way to our 80% target. The circular economy is also progressing, in line with this logic of continuous progress, which has led us to reach major milestones despite technical and regulatory constraints. In 2023, for example, we saved almost 50 tons of plastic thanks to our eco-refills and new sample tubes. Finally, one of the year’s greatest achievements was the results of our solidarity initiatives: thanks to our Seeds of Beauty program, we have passed the million-tree mark, with over 300,000 trees planted

this year alone. With Feed, we’ve reached 40 million meals distributed in schools; when we launched this project with Lauren Bush Lauren, we didn’t have a target. To achieve such a result a dozen years later is a source of great pride.

The carbon footprint for 2023 shows an increase of 16.6%. Why?

VC. Quite simply because we decided to include a service activity [scope 3] previously considered as depreciation. We were among the first to carry out a carbon audit. It was first carried out at Clarins around fifteen years ago. Let’s make no mistake about its role: it’s a tool that is gradually being refined, enabling us to be increasingly precise in measuring our impact. This means better identifying all our sources of emissions and working to reduce them. On a like-for-like basis, our 2023 carbon footprint shows a 34% reduction in our emissions since 2019. So we’re on track, and ahead of schedule, with our initial 2020 target of cutting our emissions by 30% by 2025. That’s also why we’ve decided to go one step further this year, with a broader scope.

“On a like-for-like basis, our 2023 carbon footprint shows a 34% drop in our emissions since 2019.”

This year also saw the laying of the foundation stone for a new production plant in France, near Troyes. Why this investment?

VC. Because Clarins is growing and our production capacity in Pontoise was becoming insufficient. What’s important to underline is that, with this choice, we are confirming our Made in France strategy. With the excep-



tion of a few parts of our make-up business, all Clarins products are made in France, with formulas whose natural ingredients come mainly from France and Europe. The Clarins difference is product quality guaranteed by the principles of proximity, traceability and French expertise. The plant will open at the end of 2024 and will meet the highest environmental standards, just like our Pontoise site.

“The Clarins difference is product quality guaranteed by these principles of proximity, traceability and French expertise.”

How do you mobilize and retain the Group’s 8,000 employees worldwide?

VC. To say that our employees are our first ambassadors is not a cliché. We truly believe in them, and we attach the utmost importance to their personal and professional development. To do this, we listen to them and work with them to build our corporate project. The latest edition of our in-house YourSay survey achieved a record 92% participation rate. 92% of employees say they are proud to work for Clarins; 96% are in line with the Group’s values; 88% are confident in the Group’s strategy. What I’m most delighted about is the 95% of respondents who are convinced that Clarins is a sincere company committed to CSR. Not everything is perfect, but these results show that the company is moving forward and pushing in the same direction.

Two years ago, Clarins announced its commitment to the B Corp certification. Where are we now?

VC. It’s a long and exciting journey. The difficulty of the task should not be overlooked: Only 5% of companies that apply to B Corp end up obtaining the label. And for an international company the size of ours, the challenge is considerable, since the results have to be consolidated across all sites and subsidiaries, so that only the “worst” results are included in the assessments. According to B Corp, only 1.7% of the label holders are large companies like Clarins. As far as we’re concerned, in two years we’ve mobilized 230 employees on the subject, involved 28 entities and provided 25,000 unique responses. At the end of 2023, our application was handed over to B Corp, who are now analyzing an application we’re confident in. Nothing can be taken for granted, of course; but the approach has been fruitful, helping us to make considerable progress and bring about real change. It counts as much, if not more, than the final result.

What is your vision for Clarins over the next few years?

VC. The future of Clarins is a company with a positive impact. A company that doesn’t just reduce its impact or protect or preserve what already exists; but one that succeeds, in its own way, in doing good for people and the planet. I firmly believe that this requirement is the very condition of our success and sustainability in the years to come. To this end, we are already preparing the future milestones of the roadmap for the 2025/2030 period, with action plans and targets that will make us even more ambitious in every respect. In 2023, we put in a lot of hard work to pursue our ambitions in plant sourcing. Following the model set by our Domaine Clarins in the Alps in 2016, we have acquired a new Domaine near Nîmes, in the south of France. It will enable us to assert our status as a farmer and producer, with, in time, a third of our plants grown directly by our company applying the most demanding principles of regenerative agriculture. Other strong measures are in the pipeline. See you next year!

“A company that succeeds, in its own way, in doing good for people and the planet.”



2023: OUR HIGHLIGHTS

CLIMATE AND CARBON FOOTPRINT

Carbon footprint :
248,600 TCO₂e
(34% reduction since 2019, excluding Services)

6%
reduction in energy consumption

15% less
waste by volume

BIODIVERSITY

66% more
organic plants in the Clarins herbarium
(vs. 54% in 2021 and 60% in 2022)

Over 1,000,000
trees planted through our Seeds of Beauty program
(vs. 700,000 in 2022)

2.5 tons
of "regenerative agriculture" plants harvested at Domaine Clarins

1.34%
of the volume of our plants comes from coproducts

QUALITY OF LIFE AND WORKING CONDITIONS

100%
of Clarins employees having received at least one training course during the year

97/100
gender equality index
(France)

86%
employee engagement rate according to YourSay internal survey

70%
women in top management

MADE IN FRANCE

Nearly 100%
of Clarins skincare products are formulated and manufactured in France

€135 million
invested in the construction of Clarins' new Sainte Savine plant

TRANSPARENCY AND TRACEABILITY

CLARINS TRUST
120 plants and over 100 formulas tracked by our blockchain-certified public platform

CIRCULAR ECONOMY

47 tons
of plastic saved with our new packaging

60%
of our supplier expenditure assessed with Ecovadis
(vs. 30% in 2022, with a target of 80% in 2025)

32%
recycled material in packaging
(vs. 16% in 2022)

80% more
recyclable material in packaging

50% reduction
in the weight of our new tube-format samples

100%
of waste recovered and recycled
(France and industrial sites)

SOLIDARITY

Over 41 million
school meals distributed

137
associations and community projects supported

290,000
skincare products donated to charity



CARING FOR PEOPLE

- Our employees —
- Our stakeholders —
- Quality and safety —
- Our solidarity actions —

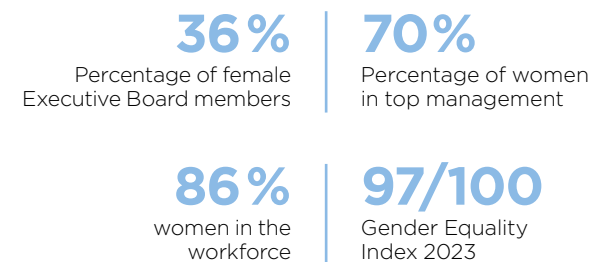
OUR EMPLOYEES

“An exemplary and equality-based model”

Recognition and well-being at work are at the heart of HR concerns. They have been with Clarins since the very beginning. Our company aims to be exemplary in all matters relating to respect, sharing and equality. Our employees are both our greatest assets and our greatest ambassadors.

GENDER EQUALITY

Women represent the vast majority of Clarins' workforce. Equality is the rule at every level of the company, from governance to subsidiaries and top management.



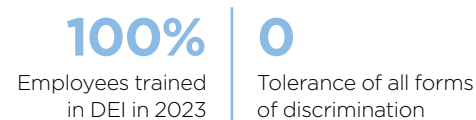
YOURSAY* 2023 BAROMETER: AN 86% ENGAGEMENT RATE

With a participation rate of **92%**, the 2023 edition of the YourSay internal survey shows an employee engagement rate of **86%**. **92%** say they are proud to work for Clarins; **96%** support the company's values and **85%** are confident in its strategy.

*YourSay is the in-house satisfaction survey

DIVERSITY, EQUITY AND INCLUSION (DEI)

Respect and tolerance are at the heart of Clarins' HR principles. The company adopts the highest international standards of diversity, equity and inclusion. By 2022 and 2023, 100% of employees will have been made aware of this issue and trained in it; this year, action plans and commitments have been specifically defined locally by 24 working groups around the world.



DEI Mission

Committed in 2022 and deployed locally in 2023 on three pillars of action: talent, the market and partnerships.



Clarins is a member of ENEI, which helps companies promote diversity within their teams.

EMPLOYMENT AND MOBILITY

Employment within the Group remained stable overall in 2023 (7,910 employees in 2023 vs. 8,064 in 2022), with priority given to internal mobility.



TRAINING

In September 2023, Clarins launched its first self-learning platform - Clarins Academy.

At launch, 6,500 items of content were available and accessible at all times to all employees in our offices around the world and at our industrial sites. After 3 months, already 50,000 visits.



*Some employees have attended more than one training course during the year



“WE CARE FOR OUR PEOPLE”

With this program, we aim to ensure fair benefits for all: 4 pillars of our HR ambition.



CLARINS IS COMMITTED TO OBTAINING THE B CORP CERTIFICATION

For over two years, Clarins has been committed to obtaining the B Corp label for all its subsidiaries.

At Clarins, the B Corp journey involved over 230 employees, mobilized 28 subsidiaries and required 25,000 unique responses to B Corp questionnaires. At the end of 2023, an assessment of the actions undertaken and the results obtained were sent to the organization for analysis and validation. Obtaining the B Corp label would recognize our Group's progress in terms of management and well-being in the workplace, as well as positive environmental and societal impacts.

* B Corp is a community founded in 2006 in the USA, bringing together companies who want to affirm their social mission and demonstrate their positive action through an independent assessment of their global performance every three years. This international label is now considered the most comprehensive in terms of social, environmental and societal impacts.



“YOU SAID, WE DID.”

HR vision and culture, talent development, individual focus, diversity, equity and inclusion, etc.: Anne Esling, Chief People & Culture Officer, details the major HR challenges facing the Clarins Group in 2023.



Anne Esling
Clarins Chief People & Culture Officer

Clarins' strong in-house culture is often showcased. What is it?

Anne Esling. A culture handed down from generation to generation within the Courtin family, and shared with all those who take part in the Clarins adventure. Our core values are: respect, authenticity, cooperation, boldness and passion. We make sure they are shared and lived by everyone, from the moment they are recruited and then throughout their career. The other key principle of this culture is the individual, with a strong focus on personal development. As Jacques Courtin, founder of Clarins, once said: "Human beings are a work of art, to be cherished, looked after and loved." We apply this maxim to our customers, of course, but also and above all to our employees.

What does this mean in practical terms?

AE. No decision or transformation can truly be effective without the Clarins culture at its core. Today, it is based around four pillars: a no-holds-barred state of mind; pride; entrepreneurship; and close proximity between customers and employees. This culture is also reflected in our HR ambition; it guides our initiatives, such as our new program launched in 2023: "We care for our people". It has four main components: care & protect; well being; develop & grow; give meaning & purpose. For each of them, we have defined ambitions and action plans designed to ensure a truly equitable experience for our employees, while respecting the specific characteristics of each

of our subsidiaries.

The year 2022 had set DEI (diversity, equity and inclusion) issues as a priority. Where are we in 2023?

AE. In the fall of 2021, we launched our first-ever global DEI task force, bringing together some fifteen employees from around the world to ensure that Clarins is and remains absolutely exemplary in this area. By 2022, this task force has defined objectives and drawn up cross-departmental action plans focusing on three areas: talent, business and partnerships. 2023 was the year we deployed it on a local level: to really get the ball rolling, 24 DEI committees were set up in our markets, so that it is the employees, on the ground, who contribute to building the diverse, equitable and inclusive company of tomorrow. And because it's everybody's business, 100% of our employees have been trained and informed on the subject.

What are the conclusions of the 2023 edition of the YourSay barometer?

AE. The results are in: a record participation rate; very broad support for values; an excellent correlation between the value of one's work and the company's objectives; a clear pride in working for Clarins. YourSay is an essential tool because it enables us to measure the pulse of the company and listen to what our employees specifically have to say: "You said, we did.". Thanks to this barometer, we can identify where the

company needs to make progress: recognizing performance, supporting change in periods of major transition, showcasing everyone's potential... Through YourSay, our employees have the opportunity to feed in to future action plans and enhance their experience at Clarins.

A new HR information system - "Grow"- was rolled out in 2023. What was the goal?

AE. This new IS is at the heart of our HR transformation. It is based on two ideas: employees are the driving force behind their own development, and managers are the first point of contact for supporting and guiding them in their career choices. Grow digitalizes and centralizes all the resources needed for each individual's professional development in one place: performance management, compensation, recruitment, internal mobility... Along with our training platform Clarins Academy, also launched this year, with notably 6,500 modules available in over ten languages - we have made great strides in giving our employees the keys to their own development.



OUR STAKEHOLDERS

“Cosmetics that are responsible because they work together”

Clarins promotes the principle of collaborative cosmetics. It is based first and foremost on **listening to customers**, with a distribution model that favors physical locations such as boutiques and spas. Beyond this, Clarins advocates an approach based on co-construction and dialog: **with its suppliers**, for a constant logic of joint improvement; and **with other industry players**, to define and apply ever more responsible standards.



LISTENING AND DEVELOPING TOGETHER WITH OUR CUSTOMERS

Deeply rooted in the Clarins tradition since 1954, listening to women is an integral part of the Group's skincare and product development model.

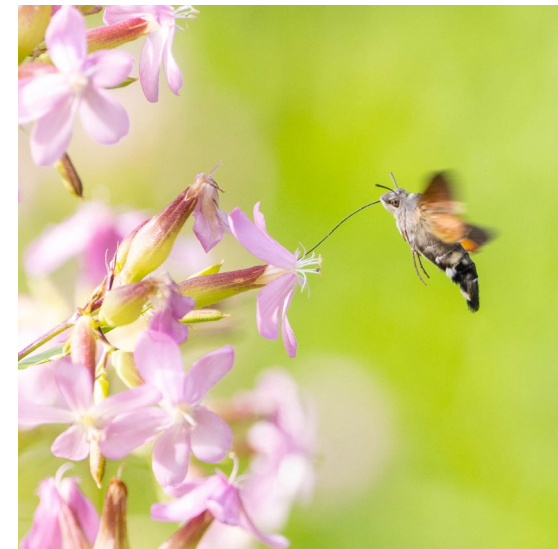
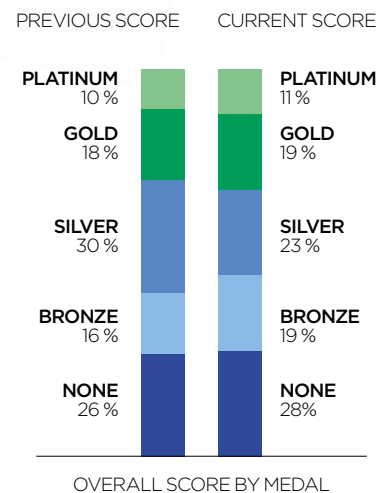
Clarins is pursuing a strategy based on the development of physical locations - boutiques and spas - which are essential for directly listening to customers' expectations. To design skincare products tailored to consumers' needs, we combine in-depth market research with targeted digital tools to listen to their needs around the world.

SUPPLIERS: MOVING FORWARD TOGETHER



Our suppliers are our most important partners: the safety, efficiency and durability of our products depend on the quality of their raw materials.

Together, we have committed to a policy of constant progress, symbolized by our shared use of the Ecovadis assessment method and carbon footprint analysis.



COSMETICS ECOSYSTEM: CO-ACTING WITH OTHER STAKEHOLDERS

We advocate a collaborative approach with other actors in the cosmetics industry, a prerequisite for influencing our suppliers and co-developing new standards that meet the societal and environmental requirements expected by our customers and society.



RESPONSIBLE BEAUTY INITIATIVE
Clarins is a founding member, alongside L'Oréal, Groupe Rocher and Coty to pool CSR assessments



LA FEBEA
(Beauty Business Federation), which federates the French cosmetics industry and promotes best practices.



SPICE
for the eco-design of sustainable cosmetics packaging



THE ECOBEAUTYSCORE
to design an environmental rating system for cosmetic products

NOTIFY: AN ECO-RESPONSIBLE SOLUTION FOR REDUCING MARKETING PRESSURE AND CARBON FOOTPRINT

In 2023, Clarins used the Notify solution, an AI CRM that enables better-targeted delivery of marketing content to prospects and customers, and considerably reduces the pressure. Newsletter mailings have been reduced by 25%, thanks to better control of the number of activations according to desires, the timing of interactions, the nature of messages and the level of relationship.

This solution helps to reduce the carbon impact of marketing communications by reducing the number of emails for greater efficiency. Our carbon footprint can be reduced by up to 35%.



2025 OBJECTIVE

80%
of expenses assessed by Ecovadis



QUALITY AND SAFETY

Made in France, transparency, trust

The relationship of trust that Clarins has maintained with its customers for 70 years is based on the two pillars of quality and safety. Intimately linked, both are based on intangible principles: extreme attention paid to sourcing, a research and production ecosystem based around “Made in France”, and finally, a drastic culture of risk control and prevention. Across the board, compliance with these principles is verified by exemplary traceability management.

MADE IN FRANCE

Driven by a concern for end-to-end control of its value chain, Clarins has always developed, designed and produced all its skincare products in France: headquarters in Paris (HQE certified), distribution center in Amiens, laboratory and production plant on a single site in Pontoise.

At the same time, Clarins pursues a local sourcing strategy for most of its suppliers, notably through Clarins Certified Farms (CCF) for the sourcing of our plants, and Domaine Clarins in the heart of the French Alps.

IN SAINTE-SAVINE, CLARINS CONFIRMS ITS MADE IN FRANCE CHOICE

In line with our Made in France strategy, a major investment has been made to build a second production plant after Pontoise. This major project on a 13.5-hectare site represents a total investment of 135 million Euros. It is in line with our Group’s commitment to responsible development, aiming for Excellent HQE (High Environmental Quality) classification and ISO 14,001 and 50,001 certification.

**€135 MILLION INVESTMENT
300 LONG-TERM JOBS**

R&D AND GREEN CHEMISTRY

Plant science is our trademark: today, 81% 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.

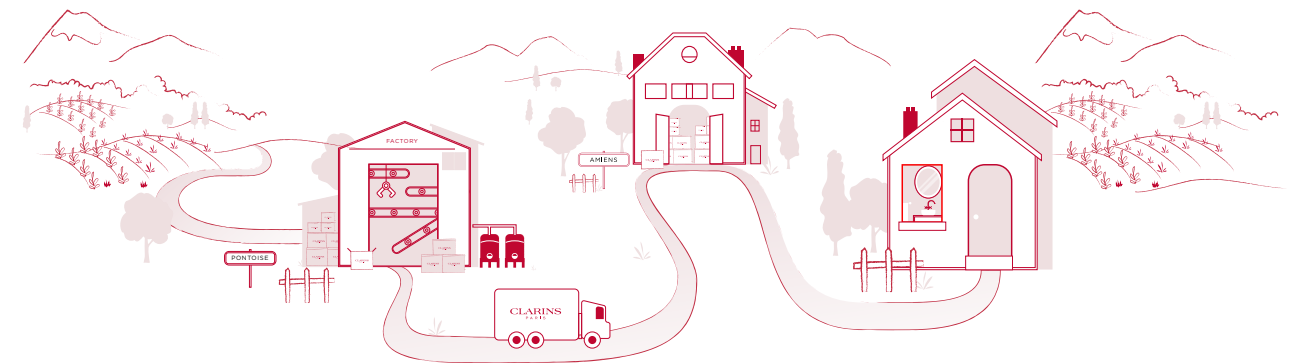
81% Active ingredients of natural origin | **400** Plants studied each year

SAFETY AND CONTINUOUS IMPROVEMENT

All our ingredients are selected according to the most stringent national and international regulations. To take things a step further, we’ve drawn up our own blacklist of ingredients that we prefer to ban because of questions raised by society or science.

Clarins is also constantly working to improve its existing formulas - “open” formulas - and reduce the number of ingredients in them - “short” formulas, - and increase their naturalness - “green” formulas.

250 Tests and controls during each development | **100%** of the care catalog reinvented since 2020 for greater naturalness and safety



TOTAL AND UNPRECEDENTED TRACEABILITY, FROM FIELD TO CONSUMER

In 2022, we launched TRUST, a public traceability platform for our plants, which was unprecedented in the industry, both in terms of its scale and its certification system: an unforgeable blockchain technology specially developed for Clarins. From a product’s batch number, consumers can access the manufacturing stages, origins and certifications of the ingredients used in the formula.

Clarins is the first company in its sector to make such a tool available to consumers. Already available in 2023:

120 PLANTS AND OVER 100 CLARINS FORMULAS REVEALED BY TRUST

RESPONSIBLE SOURCING

Published in 2020, our Responsible Sourcing Charter imposes its requirements on our entire sourcing process and on all those who supply us with our ingredients of natural origin. Sustainable agriculture is the prerequisite, organic the norm, regenerative agriculture the goal (details on page 28).

86% Compliance of our ingredients with our Responsible Sourcing Charter in 2023

2025 OBJECTIVE

100% of ingredients comply with our Sourcing Charter

14,001 and 50,001 ISO certifications for the Pontoise plant | **30%** Share of plants sourced that are Made in France (51% France and Europe)

583 Employees at the Pontoise site | **625** Employees at the Paris headquarters

121 Employees at the Amiens logistics platform



OUR SOLIDARITY ACTIONS

“Sharing value with as many people as possible”

Our promise to “take care of people” is not limited to our customers, employees and stakeholders. It extends to society as a whole, and particularly to those made vulnerable by life. For decades, Clarins has carried out solidarity action, striving to build useful and positive long-term relationships with local populations, children and the sick.

LOCAL COMMUNITIES

CLARINS PIONEERS FAIR TRADE

At the heart of Clarins’ Responsible Sourcing Charter, fair trade is an important way of sharing value. Today, we have launched and support 23 fair trade chains around the world, in India, Madagascar, Burkina Faso and the Ivory Coast. Through them, we strive to support sustainable and equitable agriculture that protects both nature and mankind.



2007

Launch of our first fair trade program in Madagascar

23

Number of Clarins fair trade channels worldwide

CHILDREN

CONTINUOUS SUPPORT FOR OVER TWENTY YEARS

In total, Clarins supported 48 children’s charities in 2023, both through local actions initiated by its subsidiaries and through large-scale initiatives launched by the Group.

Among the most significant are the Clarins Children’s Prize, which, since 1997, has supported admirable women who are committed to children; or the Feed program, in which Clarins has been actively involved since 2011 to provide school meals in some forty low-HDI countries.



48

Children’s associations supported

60,000

Children supported on 4 continents since the launch of the Clarins Children’s Prize

41 million+

Number of school meals financed by Clarins with Feed since 2011



HEALTH

THE KEY ROLE OF THE FONDATION ARTHRITIS IN THE FIGHT AGAINST RHEUMATOID DISEASES

Founded in 1989 on the initiative of Jacques Courtin, and now chaired by his son Olivier, the Fondation Arthritis (formerly ARP) is France’s leading private initiative for funding research into rheumatism and musculoskeletal (MSK) diseases. A major public health issue, these diseases affect nearly 20% of the world’s population, and around 18 million people in France.

Recognized as a charitable organization since 2006, Arthritis funds grants and research projects, directly supports innovation and science, and raises awareness among healthcare professionals and the general public.

€1,000,000

Amount - excluding skills sponsorship - paid by Clarins to Arthritis in 2023 via a fixed percentage of the purchase price of products in the Aroma range.

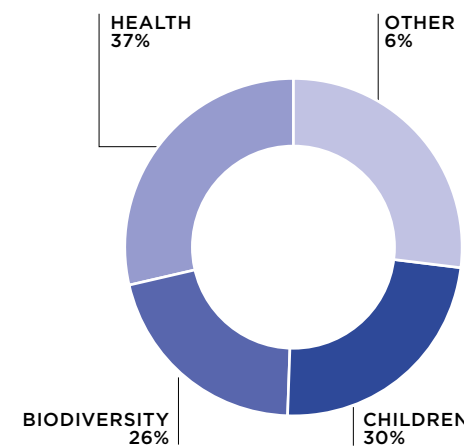
650+

Number of projects supported since 1989

€25 million

12 years of Clarins funding for the Fondation Arthritis

ORIENTATION OF OUR FINANCIAL SUPPORT FOR SOLIDARITY INITIATIVES



291,000 CARE PRODUCTS DISTRIBUTED FREE OF CHARGE IN 2023

Hygiene and beauty are essential sources of health and self-confidence, and should be shared with as many people as possible, especially those who have been made vulnerable by life.

Driven by this conviction, Clarins made a commitment to two French associations in 2023 by donating 291,000 products.

DONS EN NATURE “ADN”, the NGO that collects and redistributes new, non-food and basic necessities. 39,000 Clarins products were donated to the agency to be offered to those in need via 149 associations.

SOLIDARITY DONATIONS, in particular through the Femmes en fête program, which helps women regain their self-confidence. A total of 252,000 Clarins products were donated to the association in 2023 and distributed to over 132,000 women.



CARING FOR THE PLANET

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

OUR ENVIRONMENTAL IMPACT

“A sustainable and constant reduction in our emissions”

In 2023, Clarins is on target to achieve a 30% reduction in emissions compared to 2019. In all energy-consuming areas, the actions taken are part of a sustainable continuation of the decarbonization policy initiated several years ago.



TRANSPORT

Internationally, sea transport remains the norm and air the exception. Compared with 2022, the latter's share has risen slightly due to geopolitical tensions and their consequences on sea routes (2.8% vs. 1.7%). Clarins maintains its objective of limiting air freight to less than 2% of total freight by 2025 (as was the case in 2022).

A NEW REFRIGERANT SYSTEM AT THE PONTOISE PLANT

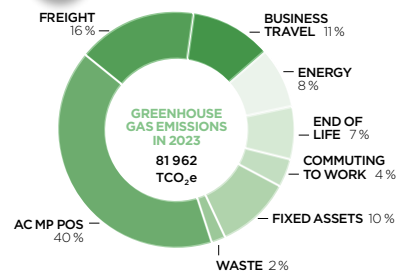
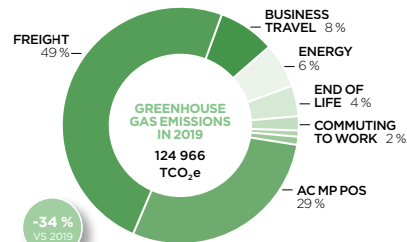
In 2023, Clarins will invest €1.5 million to equip its Pontoise plant with new cooling units. Not only are they more energy-efficient, they're also safer for the environment, thanks to the use of an inert gas that does not contribute to global warming.

82,200 tons | **2.8%**
Total freight in 2023 | Air freight share in 2023

CARBON FOOTPRINT REPORT

Since 2020, Clarins has been carbon neutral (scopes 1 and 2). On a like-for-like basis, our emissions have fallen by 34% since 2019. In this way, we are in line with our 2020 objective of achieving a 30% overall reduction in our emissions by 2025 for scopes 1, 2 and 3 of our carbon footprint assessment (excluding services).

The 2023 results are specific, however, as our company decided this year to integrate a Services business (IT and consulting in particular) which had previously been excluded. According to this new calculation, 2023 will see a one-off increase of 16.6% in emissions compared with 2022.

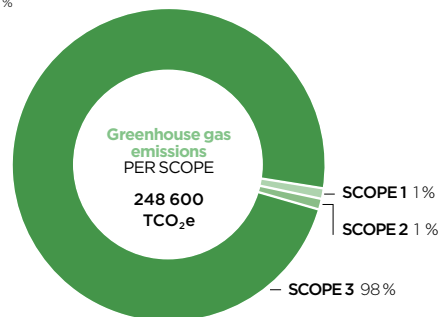


34% reduction

in Clarins emissions compared to 2019 on a like-for-like basis

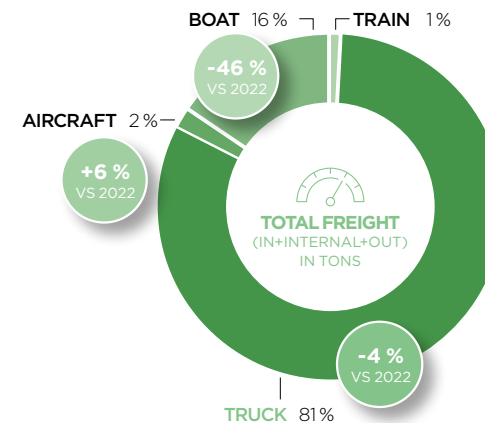
30% decrease

Clarins overall emissions reduction target for 2019/2025 (on the 3 scopes excluding services)



16.6% increase

in emissions in 2023 vs 2022 (extended scope)



ENERGY

Clarins has consistently pursued a policy of energy efficiency and savings.

In 2023, we continued our downward trend in energy, water and refrigerant consumption. We have also increased the proportion of green and renewable energy sources; for example, 100% of our subsidiaries have been supplied with renewable electricity since 2020 (green contracts and RECs), and all our sites in France, Canada and the UK use biogas.



TOTAL ENERGY
27 777 MWh

6% Reduction

in total energy consumption vs. 2022



TOTAL REFRIGERANTS
82,58 kg

91% Reduction

in refrigerant consumption vs. 2022



TOTAL WATER
82 490 m³

1% Reduction

in total water consumption vs 2022

64%

Share of direct green electricity consumed by Clarins worldwide

CLIMATE CONTRIBUTION AND GREENHOUSE GAS REDUCTION

In addition to reducing our environmental footprint, we have programs in China and India to capture CO2 and promote low-carbon activities through the development of renewable energies:

PAWAN WIND IN INDIA, via a program to build wind turbines to generate renewable electricity (40,000 Teq CO₂)

HENAN WINTER HEATING IN CHINA, for the production of a geothermal heating system to replace coal-fired heating (40,000 Teq CO₂)

YAKESHI FORESTRY IN CHINA, with the planting of trees and plants on 43,000 hectares of degraded land to combat erosion and increase the soil's water and carbon retention capacity (6,000 Teq CO₂)

OUR PLANTS AND INGREDIENTS

“Moving from an impact reduction approach to a regenerative model”

Clarins would not exist without plants: natural active ingredients make up over 80% of the ingredients in our formulas. We have always attached the utmost importance to the quality of our sourcing: while organic has been the norm for several years, it is set to become much more widespread in the years to come.

PRIORITY TO ORGANIC PRODUCE

Clarins is committed to using 80% organic plants in its products by 2025. In 2023, we will have reached 66% (60% in 2022 and 54% in 2021), thanks to a constant policy of conversion and support for our suppliers. Our efforts are recognized by our membership to the UEBT, the international NGO that brings together companies acting to ethically source their ingredients from natural sources.



UEBT



Clarins is a member of the UEBT (Union for ethical biotrade) since 2021

66%

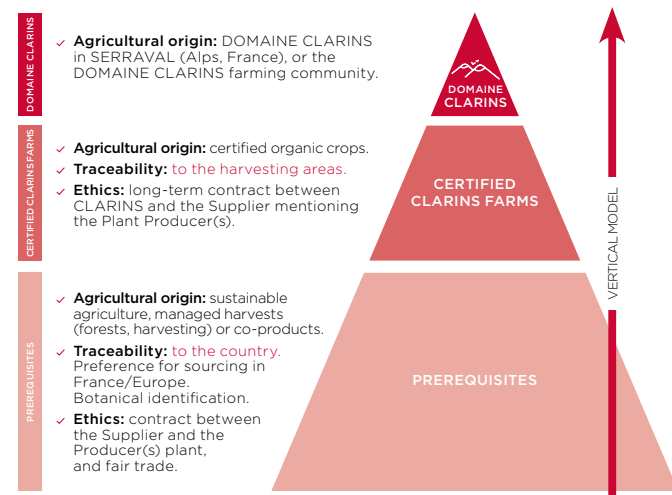
Organic plants in Clarins Herbarium

SOURCING: AN UNCOMPROMISING CHARTER FOR NATURE

Our Responsible Sourcing Charter imposes the highest environmental standards on the plants used in our skin care products: sustainable agriculture as a prerequisite, organic as a standard, regenerative agriculture as an ambition. Today, 86% of our ingredients comply with our charter; this figure will rise to 100% by 2025.

100%

RSPO-certified palm oil in Clarins products



“CO-PRODUCTS” TO OPTIMIZE NATURAL RESOURCES

The use of “co-products” are now an integral part of our plant sourcing: 1.34% of the volume of our plants will come from co-products in 2023 (vs. 1% in 2022).

This approach is based on the principle of using everything that can be used in a raw material to optimize its potential, and therefore reduce its exploitation. At Clarins, this is the case with the organic small apple, whose immature fruit is pruned to optimize the tree’s growth. Or saffron, from which we recover flower petals abandoned by the food industry, and quince, whose leaves we collect in the fall.

SHORT INTEGRATED PRODUCTION CIRCUITS: A PATH FIRST PAVED IN 2016

In 2016, Clarins inaugurated a direct production model for its plants inspired by regenerative agriculture practices with Domaine Clarins Serraval in the French Alps. The Domaine Clarins has proven its relevance as both a place of study and production. In 2023, we have decided to extend this model and make it the very heart of our sourcing over the next few years.

DOMAINE CLARINS: OUR MODEL FOR GOING BEYOND ORGANIC

Nestled at an altitude of 1400 meters in the heart of the French Alps, Domaine Clarins applies the principles of positive, regenerative agriculture: natural inputs, following, hand-picking... Everything is done for a 100% organic production that preserves biodiversity, renews the soil and improves the environment.

2.5 tons of plants from our Domaine are now used in our skin care products. This volume is set to increase over the next few years with the acquisition of a new Domaine, which will make Clarins even more of a “producer and farmer”.

99 YEARS ORE CONTRACT BINDS DOMAINE CLARINS TO NON-NEGOTIABLE ENVIRONMENTAL OBLIGATIONS

6 PLANTS FROM THE DOMAINE INTEGRATED INTO OUR SKINCARE

2.5 TONS VOLUME OF PLANTS HARVESTED IN 2023

60 SPECIES STUDIED

PARTNERSHIPS FOR RESPONSIBLE SOURCING

Clarins is a partner of the world’s leading responsible sourcing programs.



WITH ASD, Clarins has been promoting responsible palm cultivation and combating deforestation in Indonesia and Malaysia since 2019.



WITH GLOBAL SHEA ALLIANCE, we have developed fair trade supply chains in Ivory Coast and Burkina Faso, for the responsible and sustainable production of shea butter.



Clarins is a member of the **RESPONSIBLE MICA INITIATIVE** for the responsible use of Mica.



Clarins is a member of the **RSPO**

INTERNAL RATING OF ENVIRONMENTAL PERFORMANCE

For several years now, we have been using our own tool to measure the environmental performance of our products: the Clarins Green Score. Since 2022, we have been testing the Green Retail Score deployed in most of our boutiques worldwide, based on eco-design criteria and end-of-life management of materials and waste.

100%

Ingredients and formulas evaluated by Clarins Green Score

10

Clarins Green Score criteria

18

Clarins Green Score indicators



2025 OBJECTIVE

10% improvement in all our Green Score ratings

THE CIRCULAR ECONOMY

“Reduce, recycle, reuse”

The principles of the circular economy are simple in their formulation: reduce, recycle and reuse. But they are also complex to implement for an international company like ours. Clarins is working daily to meet the challenges posed by this requirement. Our priority is to reduce the use of materials, especially plastics. Tangible results have been achieved, and these must be continued and strengthened over the coming years.

REDUCTION IN MATERIALS

True to the first rule of eco-design, we give priority to reducing our packaging, and therefore the materials needed to make it. In 2023, we succeeded in halving the weight of our sample tubes, while improving their recycled (42%) and fully recyclable content. We have also succeeded in redesigning the capsules of our tubes and bottles to reduce their weight by more than 40% on average.

30 tons

Plastic saved thanks to our new capsules

47%

Weight reduction of our new sample tubes in 2023

RECYCLING AND RECYCLABILITY

Packaging is a key issue for Clarins as it is for the entire cosmetics industry. We aim to achieve 100% recyclability and/or refillability of our packaging by 2025. We are making progress on all criteria, and today 79% of our packaging is already recyclable.

79%

Rate of recyclable materials in our packaging (vs. 70% by 2022)

45%

Recycled paper and cardboard in our packaging (packs and transport)

37%

Recycled glass in our packaging

23%

Recycled plastic in our packaging

28%

Rate of recycled material in our packaging (15% increase compared with 2022, vs. target of 50% in 2025)

100%

Certified cardboard boxes from sustainably managed forests



REFILLABILITY AND REUSABILITY

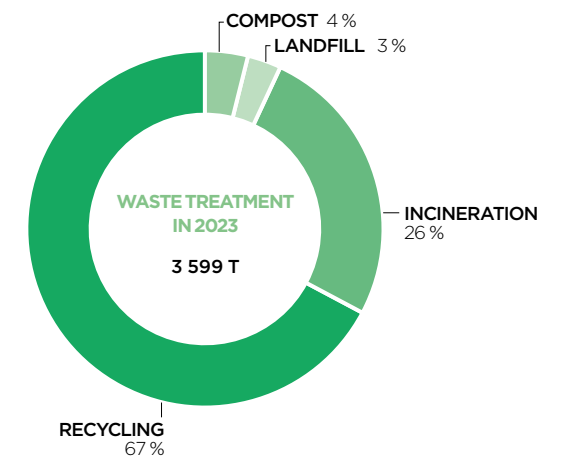
Refillability is a challenge for cosmetic products subject to stringent health requirements. But we're making progress: since 2020, our French stores in Paris, Neuilly and Lille have had an Eco-Bar where our customers can come and refill their bottle for our Eau dynamisante. The first eco-refills were launched in 2022 for our "Tonic" Bath & Shower Concentrate then extended in 2023 to our make-up removers.

1.18 tons

of plastic saved thanks to the "Tonic Bath & Shower Concentrate" eco-refill

OUR ZERO WASTE AMBITION

While the target may feel like a long way away, the objective of total circularity guides and mobilizes our policy. All our make-up remover cases will be phased out by 2020, and all our stores are equipped with a system for collecting used packaging. Like our industrial sites, which send no waste to landfill, we're getting closer to our goal of recovering 100% of our waste.



15%

Waste reduction in 2023

100%

Waste recovery at Clarins industrial sites

JOLI ROUGE : ICONIC AND ECO-RESPONSIBLE

For 2023, our star lipstick has a brand-new packaging: now refillable, the case can hold as many shades (51) as the desired finishes (satin, matte or gloss). Made in France from over 20% recycled materials, its use reduces its environmental impact by 44% from the third refill.

Joli Rouge's formula has also been revised to take the most responsible approach possible: 80% of its ingredients are of natural origin, including a unique duo of plant extracts: cold-pressed organic camellia oil for greater respect for the environment, and shea unsaponifiables from one of our fair-trade supply chains in West Africa.



2025 OBJECTIVE

30%

reduction in plastic at Clarins

PROTECTION OF NATURE AND BIODIVERSITY

“Beauty for good”

Mother Nature is the source of our raw materials; our duty is to give back what we take from her. Our commitment to the planet is reflected not only in our actions directly linked to our business, but also in our many initiatives to restore biodiversity. They illustrate our ambition to give practical meaning to the raison d'être that has driven Clarins since 2021: Making life more beautiful, passing on a more beautiful planet.



FOR THE PRESERVATION OF THE ALPS

This founding program was launched in 1992 in Clarins' beloved Alps. Alp'Action, which has since been taken over by Asters, works to preserve this unique natural ecosystem. Over the last fifteen years, our group's commitment has enabled us to carry out a wide range of activities and management projects in the protected areas of Lake Annecy. Five programs have been set up, including one to preserve the marsh gladiolus, and over a hundred endangered species have been protected or reintroduced, including the Bearded Vulture.



SEEDS OF BEAUTY 1 MILLION TREES PLANTED SINCE 2012

Under the impetus of Christian Courtin, President of the Clarins Group until 2022, Clarins initiated its own reforestation program in 2012: Seeds of Beauty. Thanks to a financing structure linked directly to our products, Seeds of Beauty has grown steadily. In 2023 alone, 110,500 new trees were planted. These are in addition to the 889,500 trees already planted in collaboration with local populations around the world: Indonesia, Thailand, Peru, Brazil, China, Japan, Australia, France, Canada, etc.

LE DOMAINE CLARINS A MODEL OF REGENERATIVE AGRICULTURE UNDER ORE CONTRACT UNTIL 2120

Domaine Clarins is bound to nature by a unique contract: ORE, for Obligation réelle environnementale (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 legal and non-negotiable, with the preservation of biodiversity and the balance of ecosystems as their guide.

Clarins is actively involved in the Biodiversity Transmission and Protection Program with the Conservatoire des Espaces Naturels de Haute-Savoie. Various operations have been underway since 2022:

TRANSMISSION AND COMMUNICATION on the protection of the Alps via explanatory panels at Domaine Clarins.

SKILL 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).

PROTECTION OF BIODIVERSITY, through the identification of seven natural environments on the Domaine Clarins. Classified on the IUCN red list, the Sabot de Venus (orchid family) has been the focus of a specific conservation program.



FIGHTING PLASTIC POLLUTION IN THE OCEANS

Clarins was the first sponsor of Plastic Odyssey in 2017, and has since continued its commitment to this unique project to raise awareness in the fight against plastic waste in the oceans.

In September 2022, the ship Plastic Odyssey set sail from the port of Marseille on a three-year round-the-world voyage, visiting over 30 countries. On board, a crew of around twenty people collect, analyze and develop ways of processing and reusing plastic. The solutions found are then shared and rolled out on land to support entrepreneurs. A comprehensive program of training in low-tech solutions is also being implemented to ensure that plastic, today considered a waste product, becomes a resource tomorrow.

With 16 of the 30 ports of call scheduled for its expedition, the Plastic Odyssey vessel was halfway through its journey by the end of 2023, having already covered the entire Mediterranean basin, visited the Horn of Africa, crossed the Atlantic and skirted the coasts of South America. After crossing the Panama Strait, it will head out into the Pacific, aiming for the Indonesian coast in the first quarter of 2024.

DOZENS OF LOCAL ACTIONS AROUND THE WORLD TO PROTECT NATURE AND DEVELOP AGROFORESTRY

Every year, Clarins subsidiaries support dozens of associations and local initiatives around the world. These include numerous initiatives for reforestation and agroforestry:

REPLANT LOVE in California where, for the fourth year running, our US subsidiary has invested in the Santa Monica forest reforestation program run by the Malibu Foundation after the terrible Woolsey fire of 2018. Over 21,000 trees have been planted in the last four years, including 500 in 2023 to create a mini-forest

TREE CANADA and GREENING AUSTRALIA, with reforestation projects in Canada and Australia carried out with the support of our local subsidiaries.

THAMMA RASKA in Thailand, with a mangrove regeneration program.

AGROFORESTRY IN FRANCE, to support the production of the organic alcohol used in Clarins skincare products from French sugar beet (98 hectares of AEI equivalent - Area of Ecological Interest - planted thanks to the farmer support program).



137

Associations and social projects supported in 2023

30

Countries visited by the Plastic Odyssey expedition

1,000,000

Trees planted since 2012 with Seeds of beauty

110,000

New trees planted in 2023

2120

Expiry of the ORE contract linking Domaine Clarins to nature

5

Programs to preserve biodiversity and protect endangered species with Asters

MORE THAN EVER, OUR APPROACH IS BASED ON CONTINUOUS PROGRESS

Guillaume Lascourrèges, Director of Responsible Development, takes stock of 2023 and the Clarins We Care approach to the key issues of environmental impact, responsible sourcing and the circular economy.



Guillaume Lascourrèges
Responsible Development Director

In terms of the environment, what can Clarins take away from 2023?

Guillaume Lascourrèges. The year was positive in many respects. With regards to the circular economy, organic production and decarbonization, we continue to make progress, surpassing our estimates. When we launched our Clarins We Care approach in 2020, the targets set for 2025 were ambitious. In the early years, it's relatively easy to reach major milestones, and we found ourselves ahead of schedule at the end of 2022. One might have feared a plateau effect; in a race, it's always the last few meters that are the hardest to cover! But that didn't happen, and we continued to make progress.

What explains this good result?

GL. Unquestionably, the mobilization of our teams. They share the company's strategic determination to move progressively towards a more regenerative model. There's a positive tension between management and the field, with constant dialog and explanation of the issues at stake and the means to be implemented to achieve our objectives. Of course, a management team like mine is responsible for setting objectives and ensuring that they are met; but above all, it has to share and involve all the players in a positive dynamic. The demand is there: our monthly training courses on responsible development are always fully booked; our Clarins Academy training modules are among the most viewed; and every year, we train over 120 new arrivals in France over a full day.



Among the year's successes, what would you highlight in particular?

GL. Organic farming continues to make progress towards our 80% target, with 66% of our plants being organic by the end of 2023, compared with 60% in 2022. Through these conversions, we protect the land and the people who cultivate it, ensuring the sustainability of the business for future generations. In terms of the circular economy, we're proud to have succeeded in developing a refillable format for one of our bestsellers, the Joli Rouge lipstick. In the make-up sector, with such small and complex formats, this is a success. I'm also thinking of our product samples, whose new packaging has halved in weight, reducing the weight of plastic by 16 tons.

What are the results in terms of energy and decarbonization?

GL. We consumed less water and energy in 2023 than in 2022, with respective reductions of 1% and 6%. On freight, we had already exceeded our target of reducing air freight to less than 2% by 2025, but we are seeing a slight increase in 2023 due to geopolitical tensions in the Red Sea and Gulf of Aden. Finally, there are two ways of looking at carbon. Factually, our balance sheet shows a significant increase in our emissions compared with last year: 16.6%. This is due to our decision this year to include financial investments (mainly consulting and IT) which until then had been spread out as depreciation. On

a like-for-like basis, however, we have seen a 34% decline since 2019. We are maintaining our objective of achieving an overall 30% reduction in our non-service emissions over the 2019/2025 period, across all three scopes.

What are the points of progress for the coming year?

GL. Recyclability and refillability. We're making progress on the first front, with 80% of our packaging now made from recyclable materials. We've gained ten points in three years, but we've still got twenty to go to reach our 100% target; it's technically difficult, and we also have to deal with very different regulations and capacities in Europe and around the world. As far as rechargeability is concerned, we have some very exciting product launches in the pipeline which should enable us to take a major step forward in the next two years. That's what it's all about. Plastic neutrality no longer seems ambitious enough: what we need to do is reduce consumption - which means working on weight and rechargeability - and keep a firm focus on maximum recyclability. These simple principles of the circular economy are complex to roll out for a group the size of Clarins; but they are as necessary as they are exciting to implement.



KEY FACTS & FIGURES

- The Clarins Group in 2023 —
- Progress on our CSR commitments —
- Main ESG indicators —

THE CLARINS GROUP IN 2023

FAMILY-OWNED
FRENCH BEAUTY
COMPANY
FOR
69 years



7,910
EMPLOYEES

77%
ON PERMANENT
CONTRACTS

100%
TRAINED EVERY
TWO YEARS

86%
WOMEN

114
EXPERTS
dedicated to research

141
DISTRIBUTOR
COUNTRIES

- Subsidiaries
- HUB
- HUB + Subsidiaries
- Factories

24 SUBSIDIARIES

MANUFACTURING

100% FRENCH MANUFACTURING
Produced with
100%
RENEWABLE ENERGY

PRODUCTION

1 PLANT IN FRANCE

1
HEAD OFFICE
IN PARIS

LOGISTICS

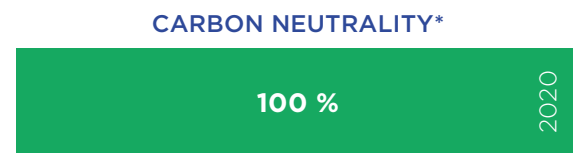
1 INTERNATIONAL CENTER
4 REGIONAL CENTERS

SALES

93% EXPORT SALES



2020-2025 Progress on our commitments



*Scopes 1, 2 and 3 excluding services

Commitment
✓ **CARBON NEUTRALITY BY 2020**



Commitment
↗ **80% ORGANICALLY GROWN PLANTS BY 2025**

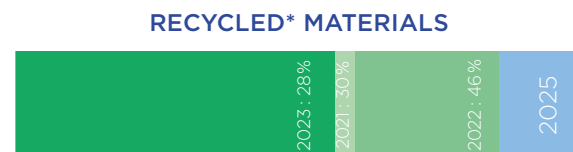


*Skincare and make-up ranges (excluding outsourcing)

Commitment
✓ **100% OF FORMULAS RATED BY 2021**
(WITH A COMMITMENT TO IMPROVE GREEN SCORE BY 10% BY 2025)

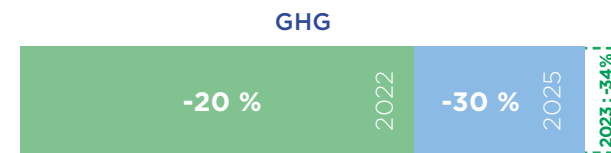


Commitment
↗ **100% RECYCLED MATERIALS IN PACKAGING BY 2025**



*Exclusion/withdrawal of tertiary packaging

Commitment
↘ **50% RECYCLED MATERIALS IN PACKAGING BY 2025**



Commitment
✓ **-30%* REDUCTION IN GREENHOUSE GASES BY 2025**

*Excluding services



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



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



Commitment
→ **98% OF FREIGHT TRANSPORT EXCLUDING AIR FREIGHT BY 2025**



*Over the last 12 months

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



CLARINS WE CARE

GRI standards compliance



CLARINS GROUP

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

Clarins Group's *raison d'être*



2023 CSR REPORT

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