


















Non Financial Reporting Statement

2024



Groupe

Contents

	Message from the C.E.O	3
	Group graphics	4
	Business model	5
	Our beliefs	6
	Our values.....	6
	Our raison d'être	7
	A CSR policy at the heart of our strategy: our 6 commitments	8
	Governance	10
	Decarbonizing our sites	11
	Energy transition.....	11
	Reducing waste.....	11
	Reducing the carbon footprint of travel.....	12
	Reduce our consumption, Sobriety	13
	Energy.....	13
	Water actions.....	14
	Eco-design, Eco-use	15
	Carbon footprint.....	17
	Life cycle assessment.....	17
	Safety (products, users, consumers).....	18
	Nature, biodiversity, regeneration	19
	Environmental analysis.....	19
	Preventing a major industrial accident.....	20
	Taking biodiversity into account in product development.....	21
	Taking biodiversity into account on our sites.....	21
	Preserving biodiversity through our corporate philanthropy.....	22
	Ecosystem	23
	Responsible purchasing.....	23
	Customers.....	25
	Ethics.....	26
	Company.....	26
	Social model	28
	Chance for all: employability and digital inclusion.....	28
	Social justice: total compensation attractive and protective.....	28
	A sense of community: responsibility and social commitment.....	28
	Well-being: balancing work and family and personal life.....	28
	Safety: an absolute priority.....	29
	Employer branding: attract, engage, retain.....	30
	Training: a strategic lever at the heart of our HR policy.....	31
	Risk mapping	33
	DPEF methodology	36

Message from the C.E.O.

At a time when eco-skepticism still persists in many forms, when our companies are still having to deal with too much regulatory procrastination (NFRD or CSRD?...), **we are pursuing our roadmap as a responsible company to sustainably accompany the transformation of the economy.** At a time when we may be talking about what is most precious to mankind, its future, it is astounding to note that too many currents of thought are moving towards values hostile to all forms of collaboration, in the face of planetary or collective challenges. We must constantly question our effectiveness, but even more so our robustness. Many of the actions we take now will not have visible effects for several years, **so it is our social cohesion that must guarantee our ability to invest with determination over the long term.**

Claude Bercq
C.E.O.





170 years of expertise

Groupe

246 M€
turnover for
the Group



Headquarter
in France



11 subsidiaries

**NORTH AND
CENTRAL AMERICA**
CONDAT CORPORATION

SOUTH AMERICA
CONDAT DO BRASIL

FRANCE
LUBRICANTS
CONDAT SA
COSMETICS
LABORATOIRES BEA
LABORATOIRES SICOBEL

CHINA
CONDAT Qingdao

CHINA
CONDAT CHINA

ITALIE
COSMETICS
GALA COSMETICI

● production units ● commercial subsidiaries



ISO 9001 certification on 6 production sites

OUR STAFF:



744
Employees worldwide
of which **542** in France

3,9%
of the wage bill
dedicated to training
in France



Employees of companies covered by the NFRD

2 POLES OF ACTIVITIES:

15%
Health
and
Beauty



85%
Industrial
lubricants and
special products



LUBRICANTS AND SPECIAL PRODUCTS

30 technologies and
know-how in formulation

5 900 product references

42 markets and fields of
application

73% of export turnover

HEALTH & BEAUTY



DISTRIBUTION

4 674 points of sales

36 brands:

■ own brands
■ distributed brands



526 products



40% of products
certified BIO⁽¹⁾ or natural
origin

Labels Cosmos, Nature et Progrès, AB, Ecocert
Co-founding member of Cosmebio



98% cosmetics
of own brands
made in France

⁽¹⁾ Outside the beauty institut circuit



PRIVATE LABEL

222 customers

4 subcontracting expertises:
Cosmetics, liquid and solid, Soaps
and Perfumes



519 references
certified Cosmos /
Ecocert / NOP / RSPO

Certified site **ISO 22716 (BPF)**



100% of products
made in France

60%
of export turnover



PRIVATE LABEL

656 cosmetic products
formulated exclusively from natural, vegan,
organic and fair-trade raw materials.



100%
of products
made in Italy



Our convictions

Our values

Le Groupe CONDAT est engagé depuis plus de 20 ans dans le développement de solutions plus respectueuses des individus et de la planète. Cet engagement, porté par l'ensemble de nos collaborateurs, s'appuie sur les valeurs fortes du Groupe :



Build to last

It means **undertaking**, with the common objective of achieving **responsible performance** that takes into account social and environmental issues. It means **bringing to life a corporate culture of more than 170 years**, by sharing our **experience** and our **know-how** to achieve our **respective ambitions** together, always with the aim of protecting our ecosystem.



Responsible

It means **developing respectful and ethical solutions**. It is about **educating** to increase awareness of everyone's respective **responsibilities** towards the planet. It is also about developing and expressing a long-term vision by listening to our stakeholders.



Company in motion

It means ensuring the **long-term future** of our Group through a strategy of **diversification** and **specialization**. It means anticipating technical and societal challenges, and finding new capacities for **innovation** in these present and future **challenges**, to guarantee our customers and employees a **dynamic** of continuous progress.



Relationship quality

It means to place **people** at the heart of our exchanges because we are convinced that it is above all the quality of the relationship that makes the **collaboration effective**. We seek the **fulfillment** of our employees, partners and customers.

Our reason for being

In accordance with its values, the CONDAT Group has defined its purpose, its reason for being:

ENCOURAGE SOCIAL AND ENVIRONMENTAL COMMITMENTS BY PROPOSING A SAFE, EFFECTIVE AND LEAST-IMPACT PRODUCT OFFER

ENCOURAGING SOCIAL AND ENVIRONMENTAL COMMITMENT

- ▶ Committed company
- ▶ Successful and ambitious social model
- ▶ Shared and sustainable value creation

A SAFE, EFFICIENT AND LOW-IMPACT PRODUCT OFFER

- ▶ Anticipation of regulatory risks and rigorous monitoring of these requirements
- ▶ Product technicality and innovation
- ▶ Sustainable and eco-designed offer

It is indeed a desire for leadership at all levels of its value chain that the Group wants to exercise in its product development, responsible performance and social performance missions.



A CSR policy at the heart of our strategy: our 6 commitments

Driven by our value of «Building to last», the CONDAT Group reaffirms its commitment to sustainable development. The current climatic and environmental crises require us to go beyond the mere incrementation of our previous CSR policies, and to transform our processes and habits in order to drive a transition compatible with planetary limits. Decarbonization and energy transition are implemented at all our sites.

Always focused on creating sustainable value, we deploy a culture of co-development with our stakeholders and partners (customers, suppliers, local players) to go beyond our respective roles in favor of a common goal that respects the environment and society.

It's no longer enough to simply reduce our environmental footprint in order to maintain natural ecosystems; the aim now is to help rebuild them, by promoting the restoration and revitalization of biodiversity.

Many of the actions we're taking now won't have a visible impact for several years, so we need to make our social cohesion the first cog in our project, the strong element in our model, if we're to move forward.

Our CSR policy guides all our strategic decisions, as well as our operational practices, and is perfectly in line with our multi-year corporate project. **ACT²⁶** (**Accelerate, Cooperate, Transform, Innovate, Values**) to make this approach to progress a reality and shared at all levels of the company, and beyond.

In line with the principles of the Global Compact and Responsible Care, our CSR policy is reflected in our 6 commitments, which are translated into objectives and performance indicators at our sites.

6 COMMITMENTS:



DECARBONATE OUR SITES: Reduce the carbon footprint of our sites by ensuring an energy transition.



DECREASE CONSUMPTION, SOBRIETY: Reduce the consumption of all our resources to the incompressible threshold when operating our sites.



ECO-DESIGN & ECO-USE: To develop products with a low environmental footprint and/or low resource consumption. At the same time, enable our customers to reduce the quantity of lubricants used in their processes with at least equivalent performance.



NATURE, BIODIVERSITY, REGENERATION: Promoting the preservation and restoration of biodiversity by supporting associations, re-vegetating our sites and sourcing plant raw materials for nature's regenerative purpose.



ECOSYSTEM: Implement collaborative initiatives that have a positive social or environmental impact on our value chain or local area.



SOCIAL MODEL: Developing human potential while respecting human rights, with safe and fulfilling working conditions that promote performance and teamwork.

To illustrate the basis of our approach, the alignment of the Group's commitments and the Sustainable Development Goals is shown in the infographic below, and examples of actions are given in the next pages.

		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Governance	CSR is at the heart of our strategy, through our commitment to the Global Compact.																	✓
Decarbonation	Reduce the carbon footprint of our sites by ensuring an energy transition.							✓		✓			✓	✓				
Reducing our consumption, Sobriety	Reduce the consumption of all our resources to the incompressible threshold during the operation of our sites.						✓			✓			✓	✓	✓			
Eco-design & Eco-use	Develop products with a low environmental footprint and/or low resource consumption. At the same time, enable our customers to reduce the quantity of lubricants used in their processes with at least equivalent performance.			✓						✓			✓	✓				✓
Biodiversity, Nature, Regeneration	Preserve and restore biodiversity by supporting associations, the re-vegetation of our sites and the sourcing of plant-based raw materials to regenerate nature.		✓	✓											✓	✓		
Ecosystem	Implement collaborative initiatives in our value chain or on our territory with positive social or environmental impact.	✓	✓	✓								✓			✓	✓	✓	✓
Social model	Develop human potential while respecting human rights, with safe and fulfilling working conditions that promote performance and teamwork.	✓	✓	✓	✓	✓					✓							



Governance

The CSR policy defined by top management is deployed throughout the Group, and is managed and monitored by various departments, bodies and functions:

- The CSR Committee (made up of the Group CEO, the Development, Human Resources and Operations Directions, and the CSR Manager), monitors the deployment of the Group's CSR policy and redirects its course according to the current and future regulatory context and requirements. The aim is to have a committed and pragmatic CSR approach that prepares the Group for the contemporary and future CSR challenges that correspond to our business and our ambitions,
- The Group CSR Manager feeds the CSR Committee with new ideas for developing the CSR approach, ensures that the CSR policy and roadmap are implemented in all processes, and assists the Process Managers to facilitate deployment. She is a member of the Process Management Committee.
- Process Managers implement the elements of the CSR policy and roadmap relevant to their own activity. During steering meetings (Reassembly Committees and Management Committees), they ensure cross-functional and inter-process coordination of these actions. They report to the Executive Committee on progress, deviations and any corrective action taken, at the quarterly Process Review, or, for subsidiaries, at the biannual CSR Steering Committee meetings.
- The «Quality and Performance» department is responsible for assessing the CSR performance of processes, in the same way as other key performance indicators (economic, operational, etc.). The strategic projects of the Activ 2026 business plan which incorporate a global QHSE/CSR dimension are based on the EFQM Excellence model to optimize their implementation. The Group Quality and Performance Director leads a team of internal quality auditors for assessment and continuous improvement in all areas, including CSR, and is also a member of the Process Management Committee.
- The Compliance department, which reports directly to the Group CEO, ensures the overall regulatory compliance of our activities, particularly in terms of the impact of these activities on our stakeholders, the application of laws, codes and ethical rules, and ensures that a risk map is drawn up.

In order to objectively assess results and identify areas for improvement, the Group is regularly audited by third-party organizations (ECOVADIS, customer audits, ISO 9001 certification, etc.).

The ECOVADIS⁽²⁾ assessment guarantees our Group's CSR performance on 4 criteria: Social, Environmental, Ethical and Responsible Purchasing. Our commitment to CSR and our results we have enabled, the CONDAT Group to be awarded the Platinum medal, the highest distinction awarded by EcoVadis, for the second time in 2023. This recognition places us among the top 1% of the best-rated companies in the world.



To take this approach a step further, CONDAT is proud to have been a member of **the CEC «Convention des Entreprises pour le Climat»** since 2023.

The ambition of this program is to help companies and their managers move towards «regenerative enterprise», i.e. to go beyond the ambition of a responsible company by moving towards a business model that contributes to the environment and society. The 11 months program culminated in the writing of a roadmap for each company, with redirection levers and objectives to move away from «business as usual» and have a positive impact on the environment and society. The CONDAT roadmap published on the CEC website has been translated into CONDAT's CSR policy for the next 3 years. CONDAT, mobilized as a CEC Alumni, remains active, contributive and promoter within this program.



⁽²⁾ECOVADIS, a French company based in Mission, was set up in 2007 and to date has assessed more than 100,000 companies in 175 countries.



Decarbonizing our sites

Acting against climate change and decarbonizing are key concerns for the CONDAT Group. Having identified the main sources of greenhouse gas emissions from its activities, the Group is working to reduce them on all its sites (carbon footprint scopes 1, 2 and 3⁽³⁾ or scopes 1 and 2⁽⁴⁾).

Energy transition

Firstly, reviewing our energy modes is a way of reducing the carbon footprint of our operations and ensuring a transition to more virtuous processes.

In the Lubricants and Specialty Products branch, a modification to the boiler and the installation of a water loop to recover the heat available on several pieces of equipment at the Chasse-sur-Rhône site will enable gas consumption to be reduced by 30% compared to 2023. At CONDAT Do Brasil, the fuel oil used for the boiler has been replaced by bioethanol (renewable energy). Renewable electricity has been used at the Brazilian and North American sites since 2020 and 2021 respectively. Finally, the 2024-2026 CSR policy plans to step up energy transition studies, notably by considering the installation of photovoltaic panels in Brazil and China.

In the Health & Beauty branch, Gala is taking action on several levels to decarbonize its site:

- The introduction of waste heat recovery in 2024 to reduce energy consumption ;
- Renewable electricity consumption under certificate ;
- The purchase of carbon credits to offset emissions linked to the use of natural gas.

At the same time, several modes of energy transition are being analyzed at Laboratoires BEA to determine the most efficient. In 2024, the installation of voltaic panels was studied on both sites in Provence.

⁽³⁾Lubricants and Specialty Products Division and Laboratoires BEA

⁽⁴⁾Laboratoires Sicobel

Reduce waste

The creation and destruction of materials generate greenhouse gases, and it's important to keep waste levels as low as possible. This also helps to protect resources by avoiding wastage of materials.

Each Group site has an action plan. The primary objective is to reduce waste at source. A major investment at CONDAT SA has made it possible to scrape pipes, which optimizes the emptying of installations and thus limits product losses linked to inter-campaign rinsing. As a result, between 2019 and 2024, CONDAT SA has reduced the carbon footprint of its waste by 30%. At the same time, CONDAT CORP aims to reduce the weight of this waste by 50% between 2024 and 2026 by avoiding its generation during the process and by better segregating waste to increase its recovery.

In China, the aim is to remain below 1% waste in relation to total production.

To reduce the use of plastic on our sites, a major source of waste, several actions have been implemented:

- The use of recycled plastic (CSA and S&B);
- Reducing packaging consumption (CDB, S&B);
- A second life for containers (CSA);
- Replacing some packaging with renewable materials (S&B).

When waste is generated, it is sorted so as to ensure that it is processed or recycled (e.g. for energy purposes) in the most appropriate way, thereby reducing its impact on the environment.





Reduce the carbon footprint of travel

A review of the modes of transport used for our shipments is underway to meet our greenhouse gas reduction targets. CONDAT SA has renewed its commitment to FRET 21 and is aiming for a 5% reduction in greenhouse gases from its shipments in 2025 compared with 2022. To this end, CONDAT SA is implementing rules to avoid shipments by air, by proposing alternative solutions to its customers.

CONDAT SA's sales forces have introduced rules for optimizing travel to reduce mileage and allow more rest. This new tour organization has reduced their overall transport footprint by 3% between 2023 and 2024.

Remote work agreements deployed at our French sites help to reduce the number of commutes to and from work. In addition, various initiatives encourage soft mobility on several sites (see insert).



Encouraging soft mobility



Employee awareness and involvement in respecting the environment also revolves around the theme of more responsible transport. At the Chasse-sur-Rhône site, a group of employees has been tasked with promoting soft mobility initiatives to raise awareness among all staff of the need to make commutes journeys that have less impact on the environment. The Klaxit car-sharing platform has been promoted for three years, and maps showing the various forms of public transport and their costs according to place of residence have been distributed to all staff. Finally, since 2012, CONDAT SA and Laboratoires SICOBEL have repeatedly taken part in the Rhône Alpes Mobility Challenge, winning a number of prizes (including 1st prize for the Pays Viennois in the category for companies with over 100 employees).

In 2024, bicycle parking facilities were built or improved in China and France to promote soft mobility.

Challenge
Mobilitéé!
avec  **La Région**
Auvergne-Rhône-Alpes





Reduce our consumption, Sobriety

The CONDAT Group continues its commitment to energy sobriety and the reduction of resource consumption. Through process optimization, innovation and responsible management, the Group is improving its efficiency while limiting its environmental impact.

Energy

CONDAT SA decarbonization target for scopes 1 & 2 :
2026: -30% carbon footprint versus 2023 (energy consumption)

In the Lubricants and Specialty Products division, a number of initiatives have been taken to optimize manufacturing processes and improve energy efficiency: temperature reduction, increased batch sizes and equipment modernization.

At the level of CONDAT SA, these efforts have reduced energy-related greenhouse gas emissions by 4% between 2015 and 2024, despite a significant increase in tonnage over the same period. In 2024, an investment in packaging enabled us to a 30% reduction of product conveyance, with a corresponding reduction in energy consumption. In addition, modifications made to the boiler in 2024 should result in a 30% reduction in gas consumption in 2026, compared to 2023.

At CONDAT China, new process settings have led to a 5% reduction in air compressor energy consumption.

CONDAT CORP also improved its efficiency by reducing the generation of by-products, thus optimizing performances and reducing the energy required for production processes.

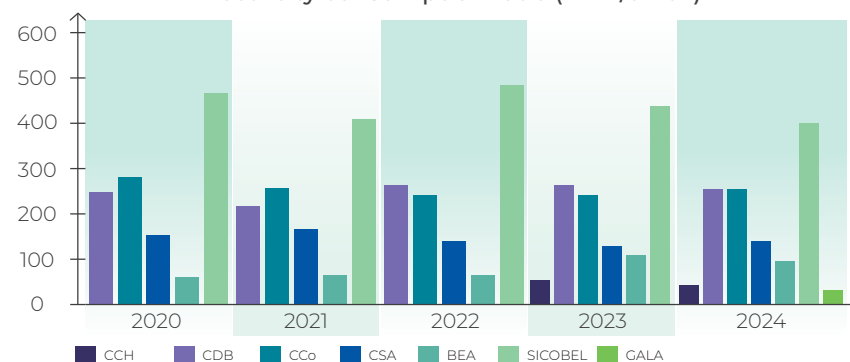
By the end of 2024, SICOBEL Laboratories will have reduced their electricity consumption by 7% compared with 2023, despite an increase in production. This performance was made possible by optimizing air filtration system parameters.

⁽⁵⁾ Production volumes are expressed in tonnes for lubricants and in thousands of units for Health and Beauty.

At BEA Laboratories, tests are underway to lower product manufacturing temperatures and develop new formulations incorporating a cold process. In addition, optimization of the heating phases has improved the ratio of energy consumption per ton produced.

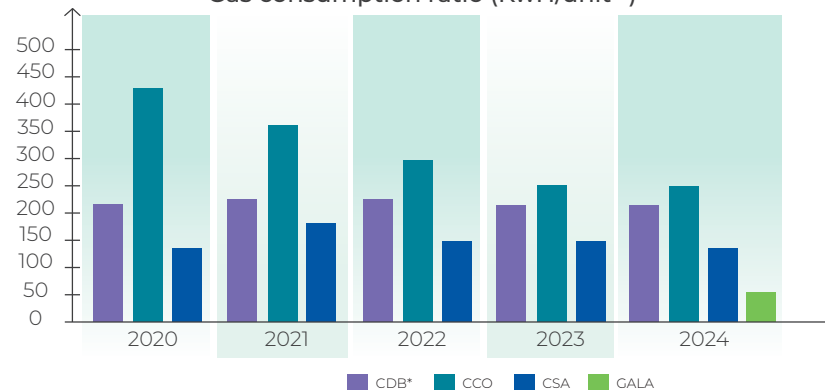
Finally, at the GALA site in Italy, the quest for energy efficiency led to the installation of a system for recovering waste heat, thus contributing to better resource management.

Electricity consumption ratio (KwH/unit⁽⁵⁾)



The CONDAT Qingdao site has not yet reached full operational capacity, so is not included in electricity consumption figures.

Gas consumption ratio (KwH/unit⁽⁵⁾)



* CONDAT Do Brasil's gas consumption is a fuel oil consumption (bionatural since 2024) converted into Kw consumption



Actions on water

In an increasingly challenging climate, managing water resources is becoming a major challenge. The Group deploys several levers to reduce its impact and optimize its consumption.

For Lubricants and Specialty Products, the first line of action is based on reducing water consumption. At the CONDAT SA site, a wide range of initiatives has made it possible to reduce consumption by more than 17% between 2019 and 2024. This performance is based on improving the efficiency of production tools, automating processes and measuring consumption in real time to react quickly in the event of any drift.

The second is to act on our aqueous discharges, either by reducing their volume or by encouraging the reuse of water to give it a second life.

At the CONDAT SA site in 2024, the installation of a closed cooling circuit will enable a gradual 60% reduction in water consumption by 2026, compared with 2023.

The CONDAT do Brasil plant, designed with closed-loop cooling circuits, has optimized consumption. However, its water use ratio is still influenced by the volume of aqueous formulations produced.

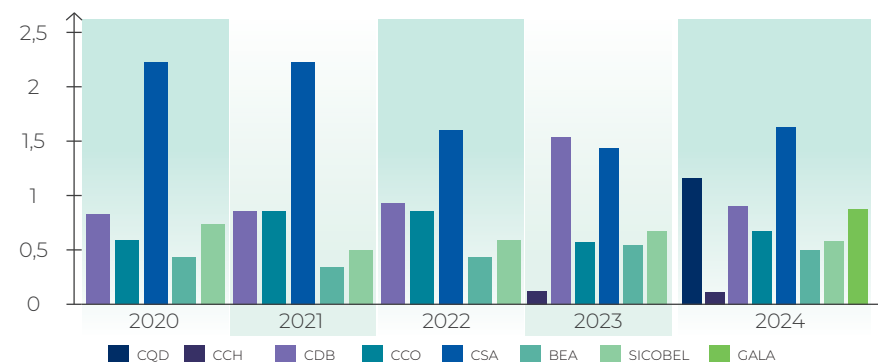
An action plan is underway at CONDAT CORP to reduce the use of process water.

At the Qingdao site in China, an innovative process recondenses and reuses evaporated water, reducing consumption by over 90% compared with a traditional process.

In the Health & Beauty sector, water consumption varies according to the annual product mix. The development of solid cosmetics is part of an approach to preserve this resource.

Finally, at the GALA site in Italy, an integrated process cooling system significantly reduced water consumption.

Water consumption ratio (m³/unit⁽⁵⁾)

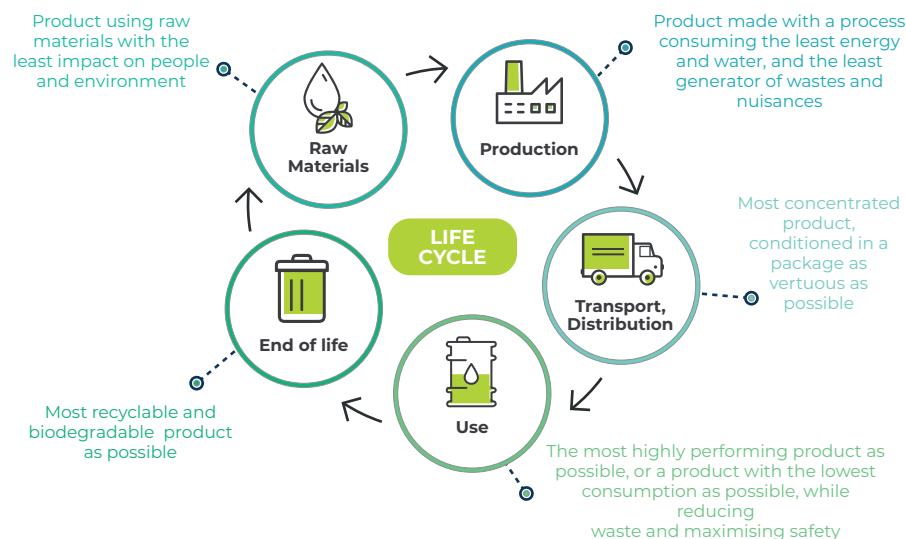




Eco-design, eco-use

The CONDAT Group implements a global eco-design approach to reduce the impact of its products and move its value chain towards more virtuous developments for mankind and the planet.

This approach is based both on an eco-design tool adapted to each activity according to its main impacts, and on a commitment to continuous progress for eco-designed products.



Lubricants and Specialty Products Division

For the Lubricants and Specialties division, the LUBRISCORE tool® can be used to assess the eco-design level of a product, product by taking into account the 5 stages of the life cycle and the main impacts on which we can take action.



In 2024, the target was reached with the development of 10 new ecodesigned products.

In addition, one way of reducing the environmental impact of our products is to use renewable raw materials wherever possible. In 2024, the percentage of raw materials at Group level, renewable energies still

account for a very significant 31% of all raw materials (with a maximum of 48% for CONDAT CORP).

Finally, with a view to the circular economy, another option is to use raw materials derived from recycling or waste recovery, such as re-refined oils.

Health & Beauty Division

2 of our subsidiaries have developed an eco-design tool adapted to their market. The «Natscore» for Laboratoires BEA, designed for subcontracting, and the «Cosm'éthic score» for Laboratoires SICOBEL, suitable for own brands or distributed.

Laboratoires BEA

The target set for BEA laboratories was that at least 30% of new formulas validated by customers in 2024 should meet eco-design criteria. The rate achieved is 39%, exceeding the target.

In 2024, the total number of products certified with a label (Cosmos, Ecocert, Ecodetergent, NOP, BDIH) will be 404, with a regular renewal of ranges and a marked orientation towards a high level of percentage of naturalness.

Last but not least, a strong drive to raise awareness among customers and prospects of the need for eco-design of packaging has been pursued, with the promotion of the «3R» concept (Reduce, Reuse, Recycle) for new projects and numerous innovations in the solid products range.

REDUCTION



REUSE



RECYCLING





Laboratoires SICOBEL

The 2024 eco-design objectives cover both SICOBEL's own brands and distributed brands. Actions have been taken on both formulas (natural ingredients, absence of controversial ingredients) and packaging (French manufacturing, recycled or recyclable materials).

The product catalog contains 404 references⁽⁶⁾ of which 161 are certified organic (i.e. 40%)..

We also pay particular attention to the commitment of our distributed brands:

For example, Nuviline, based on natural marine collagen, is a French brand that is committed to sustainable development. Its marine collagen has seven times less carbon impact than bovine collagen.

As for Aloesol, this is a French brand of certified organic aloe vera cosmetics, offering products made from fresh aloe vera leaves grown in southern Spain.

Among our own brands, of the 29 new products launched in 2024, 17 are certified ORGANIC or NATURAL (according to ISO 16128). Moreover, 54% of sales generated by our innovations come from organic or natural products.

We are reinforcing this commitment by developing a sustainable, local partnership around the DOLPIC brand's flagship asset «ARNICA DE PROVENCE».

Similarly, OSMAÉ suncare and after-sun products, made in France, stand out for their packaging made from recycled plastic and recyclable PET.

The positive trend in the naturalness of the formulas developed is shown below:

Naturalness of formulas*

	2020	2021	2022	2023	2024
% of references certified organic	14%	16%	26%	33%	31%
of ISO 16128 references	37%	32%	36%	37%	43%
% of ORGANIC or ISO 16128 references	51%	48%	62%	70%	74%

* own-brand cosmetics, excluding Thalac

Gala Cosmetici

Gala Cosmetici produces cosmetics based on natural, organic, vegan and fair-trade raw materials.

The company develops concentrated cosmetics such as solids (facial cleansers and shampoos) and rehydratable powders (body cleansers and face and hand soaps); concentrated formulations mean fewer products are used and less water is consumed. Preference is given to packaging made from recycled or recyclable raw materials.



⁽⁶⁾Excluding Thalac products (distributed exclusively in beauty salons)



Carbon footprint

Reducing the carbon footprint of its products is a CONDAT Group ambition, materialized by the «Product Decarbonation» project in our ACTIV26 corporate project, to enable our customers to reduce their own impact. For several years now, the Lubricants and Specialty Products business has been using over 31% bio-sourced materials, which directly reduce greenhouse gas emissions. We also promote the use of recycled raw materials, both in our packaging and in our formulas. It's also a way of guarding against the impact that climate change could have on the sourcing of plant-based materials. All these actions have resulted in the setting of a target in 2024 to reduce the carbon footprint of our raw materials by 2026 versus 2023.

With the eco-use project, included in our ACTIV26 corporate project, we are also seeking to reduce the carbon footprint of our products by cutting consumption during use. This translates into the development of «long-life» products (to reduce the need for oil changes), concentrated products (to reduce the load during transport) and new application technologies.

The R&D teams are mobilized and put all their expertise at the service of these ambitious projects.

Boosted by its low-carbon-impact natural products, the Health & Beauty division doesn't stop there. Raw materials derived from up-cycling (e.g. prune stones, «ugly» fruits which are not the aesthetic standard for food) are used in cosmetics compositions, thus reducing their environmental footprint. The promotion of new types of cosmetics, such as solid cosmetics, has a multifaceted impact on the environmental footprint, by avoiding the use of water, and reducing the quantities transported and the volume of packaging.

Work is also being done on packaging to encourage the use of cardboard rather than cellophane, or containers of French origin and made from recycled materials.



Life cycle analysis

Human activity impacts not only the climate, but potentially 8 other biophysical processes that together regulate the stability of the planet and our ecosystems:

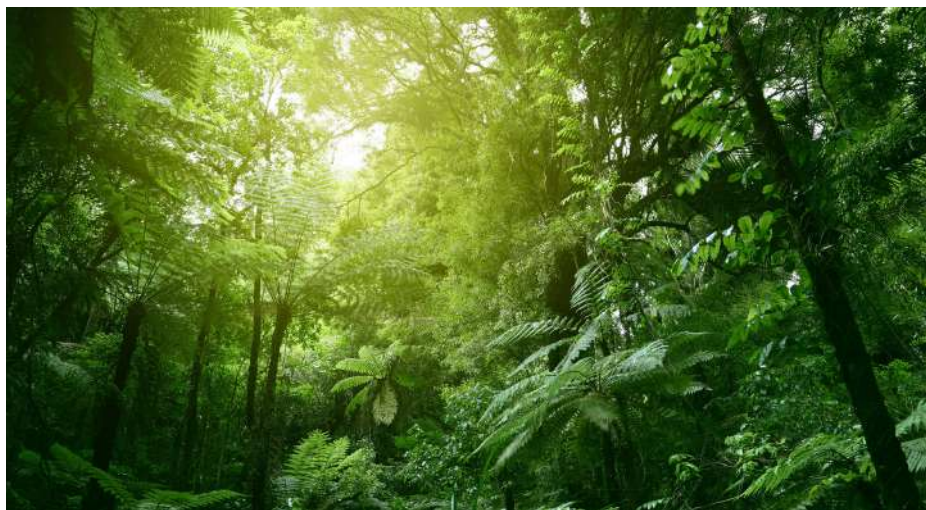
- Biodiversity,
- Water resources,
- Land use,
- Ocean acidification,
- The ozone layer,
- Nitrogen and phosphorus cycles,
- Air quality,
- The introduction of new entities into the biosphere.

For each of these parameters, a limit not to be exceeded has been defined in order to maintain the balance of our planetary ecosystems: this is the concept of planetary limits developed by scientists in 2009.



To help maintain this planetary balance, it is important to consider the impact of an activity on the planet's overall limits. This is the aim of Life Cycle Assessments, which take into account all the impacts of a product, from design to end-of-life.

At present, for all the Group's businesses (Lubricants and Specialty Products Division, as well as the Health & Beauty Division), additional parameters are required from our suppliers to ensure that the production conditions of certain raw materials are in line with our own, and that in seeking to protect the climate, we do not have a more unfavorable impact on another criterion. For example, in the lubricants business, when we seek to substitute fossil raw materials with plant-based raw materials, we assess the cultivation method to determine its overall environmental impact. Virtuous cultivation methods (certified agriculture, absence of deforestation, local cultivation) help to preserve biodiversity as well as the climate, avoid changes in land use, and reduce pollution. For the Health and Beauty business, RSPO certification is required for most of our palm oil supplies, guaranteeing sustainable production of this material.



Safety (products, users, consumers)

In the Lubricants and Specialty Products division, the design of CONDAT Group products is based on a rigorous approach to product safety and environmental aspects, taking into account the classification of substances and regulations specific to each geographical area and application market.

Where countries do not have specific regulations on chemicals, the European REACH regulation is applied by default, as it is one of the most stringent in terms of safety for man and the environment. A team of chemical engineers, specialized in product regulations and covering all our geographical areas of activity, works closely with R&D to anticipate changes in chemical product classification and to guide design towards the safest possible products. In addition, the Lubriscore system assigns a penalty in the event of unfavorable health and/or environmental classifications, so as to encourage virtuous development. The CONDAT Group goes further than the law by implementing an internal policy which prohibits or imposes the substitution of substances with the most severe rankings for humans.

For the Health & Beauty Division, additional specific regulations are taken into account (cosmetics, dietary supplements) by dedicated and specialized teams reporting directly to Group Management, so as to guarantee the same level of requirements in all our subsidiaries.





Nature biodiversity regeneration

Environmental analysis

As a committed manufacturer, the CONDAT Group places the environment at the heart of its activities. Based on the principle of double materiality, an environmental impact analysis was carried out in 2024 on the entire value chain of all its sites, covering biodiversity, climate and resources. This study is complemented by an assessment of the financial risks and opportunities associated with environmental trends. This approach will enable the Group to anticipate and adopt preventive and adaptive actions, in order to strengthen its sustainability approach and ensure a responsible transition in response to current and future challenges.

Action on water discharges

Only the classified Chasse-sur-Rhône site is subject to specific, regulated measures. Below are the analysis results for each year for CSA, attesting to the compliance of our aqueous discharges with regulations.

	2020	2021	2022	2023	2024
Compliance with ELV*	97	98	95	98	98

% average
*ELV : Emission Limit Values

Beyond legal compliance, we take a proactive approach by working in partnership with local water and municipal service stakeholders. Our goal is to exceed regulatory requirements often by anticipating them in order to ensure a higher level of protection.

Atmospheric impact

At all our sites, we implement action on another dimension: air quality. We must guarantee that none of our discharges are a source of dust emissions, other chemical compounds or odor nuisance. To achieve this, we conduct regular and precise monitoring. We make ongoing investments to continuously enhance our effectiveness in this area, whether by adopting innovative treatment solutions or by deploying continuous measurement systems to improve the accuracy of our monitoring.

Also, as a chemical manufacturer, we must take into account our environment and prevent industrial incidents and accidents.





Preventing a major industrial accident

All sites

The prevention of major accidental risks (fire, pollution, explosion), which only concerns the production sites of the Lubricants and Specialty Products Sector, is an integral part of the management of our activities. Risk analysis covers not only existing facilities, but also the design of new equipment and the manufacture of new products. The in-house technical standards applied incorporate the requirements of applicable regulations and refer to best practices.

Our preventive maintenance, monitoring and control strategy also takes these issues into account.

In order to deal effectively with the possibility of a major industrial accident at the parent company's site, we have set up a comprehensive crisis management system based, in particular, on a 24/7 on-call system.

Crisis exercises

At our Chasse-sur-Rhône site, we test our ability to act on average 10 times a year, according to different formats, procedures and scenarios. The members of the crisis unit are trained and supported to be able to respond to all situations, even in deteriorated situations. This crisis unit relies on two internal entities: a group of second-response team members (volunteer firefighters) trained to act in situations such as a fire (while wearing Insulated Breathing Apparatus [IBA]) and a group of first-aid rescuers supervised by our nurse, trained to deal with injured people.

Fire safety drills are also organized monthly in Brazil.

More generally, 100% of Group employees are trained in fire risk management and the use of fire extinguishers





Taking biodiversity into account in product development

One way of preserving biodiversity is to consider the environmental impact of our products throughout their life cycle. This is a theme addressed by the eco-design department, which promotes the development of «ecofriendly» products assessed by an internal rating system for lubricants and cosmetics (Cf. p15).

This also means meeting certain criteria for our supplies, particularly those from the natural environment. Traceability of the production zone or the absence of deforestation may be required.

We also study the biodiversity regeneration programs proposed by some of our suppliers to ensure that they have a positive impact on the environment. This applies to both plant and mineral raw materials.

Laboratoires BEA are also involved in a project to cultivate local plants, thus contributing to the preservation of essences specific to the Lubéron region, the protection of biodiversity and the enhancement of local know-how, with the aim of integrating these plants at the heart of their cosmetic formulations. (Cf. p20).

How to combine protection of biodiversity and innovation:

Following the cultivation of mountain inula, Laboratoires BEA and their partners are carrying out a new project aimed at adding value to a local invasive wild plant, while reducing its environmental impact. Due to its nature, this plant requires very little water, no fertilizer, and no cultivation. It is drought-resistant and capable of colonizing arid, erosion-prone areas. Rich in beneficial properties, it represents a promising active ingredient for cosmetics, offering low environmental impact cultivation while enabling better control of its spread.



Taking biodiversity into account on our sites

Each CONDAT Group site draws up a biodiversity action plan. The revegetation of our industrial areas is a key objective in this approach, promoting local biodiversity and enabling our sites to better integrate into their environment. The emphasis is on endemic species or those better adapted to changes in temperature and hydrometry.

Beyond the ecological aspect, this initiative is also an opportunity to raise our employees' awareness of local flora and fauna. By highlighting these species, we encourage them to reconnect with nature and better understand the issues involved in preserving it.

After Brazil, CONDAT Qingdao organized a tree plantation, CONDAT CORP continues to grow vegetables on its site. And CSA is also exploring site revegetation options to enhance its integration into the surrounding landscape.



Preserving biodiversity through our sponsorship programs

Corporate philanthropy is also a way of promoting biodiversity and regenerating it in areas far removed from our business.

Concerned about the health of marine environments and aware of their importance in the Earth's natural balances, the CONDAT Group has been supporting ocean protection, alongside Project Rescue OCEAN since 2021 and Longitude 181 since 2023.

Thanks to the Group's support, **Project Rescue OCEAN** has been able to carry out awareness campaigns and collect litter, with the following results for 2023 and 2024:

- 29 tonnes of waste collected ;
- Some 4,000 people mobilized;
- 30 clean-up actions.

With the help of the CONDAT Group, the association was able to acquire a CleanUp Box installed at Valras-Plage. The aim is to make a container with all the equipment needed for waste collection available free of charge to organizations, local authorities or companies wishing to carry out eco-citizen waste collection actions.

The CONDAT Group also supports the **Longitude 181 association**, which works on several fronts to preserve the seabed

- Share the richness of the Ocean, its biodiversity, its wonders and mysteries with photos and reports;

- Alerting people to the threats facing these ecosystems and taking action against destructive activities;
- Participate in research and awareness-raising activities to promote ecoresponsible activities.

This year, CONDAT supported **LONGITUDE 181** in the organization of a seminar entitled «Rencontres de l'Océan Vivant («Meetings with the Living Ocean»». This initiative brought together several experts and advocates to structure a legal advocacy approach aimed at influencing policymakers and decision-makers, by proposing concrete legal measures to **protect marine biodiversity** and, by extension, **the broader living world**.

The CONDAT Group is also committed to terrestrial biodiversity, with a particular focus on the restoration of wetlands. These ecosystems are home to exceptional flora and fauna, and play an essential role in water regulation and purification, as well as flood prevention. Weakened by human activity and global change, they represent major environmental, economic and social challenges.

Finally, the CONDAT Group is supporting the **LPO (Ligue Pour les Oiseaux)** to rehabilitate the Etang du grand Albert in Isère, home to over 30 endangered species. A group of CONDAT and SICOBEL employees even went directly on site to physically help with the upkeep of the site and facilitate its restoration.

These sponsorships, led by the CONDAT Groupe CARES (see insert p27), contribute to preserve the local ecosystems and are a means of mobilizing our employees and the people around them for contemporary environmental issues.





Ecosystem

Purchasing

The Group is committed to taking social, environmental and societal issues into account in its purchasing policy, and thus wishes to build long-term, balanced and trust-based relationships with its suppliers and subcontractors. These relationships must be developed with clarity and respect for negotiated contractual terms. In order to reduce risks and promote sustainable relations with its suppliers and subcontractors, the CONDAT Group has put in place the tools described in the following paragraphs.

Raising awareness and training in responsible purchasing

To develop a responsible purchasing culture, buyers and other players in the purchasing process, specifiers and operational staff were supported by a training session in 2022 (100% of raw materials and packaging buyers at French sites were involved in this training). Buyer awareness-raising continues every year, and was completed in 2024 with awareness-raising sessions on decarbonization and methods for calculating emission factors, so that everyone is in a position to question suppliers on this topic and suggest decarbonized alternatives to the laboratory for study.

Since 2022, every CONDAT SA buyer has been individually objectified on CSR data.



Supplier Code of Conduct

The Group's responsible purchasing approach is guided by the ethical principles set out in its Code of Conduct. As part of this approach, the Group has adopted a specific code, the Supplier Code of Conduct, which summarizes all related CSR aspects. It is deployed at all Group entities. The code's requirements cover human and labor rights, respect for the environment, the quality and safety of products and services supplied, compliance with applicable regulations, and ethics. To respect the principles of business integrity and transparency, suppliers must comply with the principles of competition law, prevention of corruption, prevention of conflicts of interest, confidentiality, transparency of the relationship and sincerity of the information communicated.

When choosing a new supplier, the Group selects the offer best suited to its need to operate under the best conditions of performance, cost and quality, while integrating the CSR performance of the chosen supplier. All new suppliers and subcontractors are informed of the provisions of this Code, which they must respect in the same way as their general purchasing conditions.

Deployed in all Group subsidiaries, the Code of Conduct was signed in 2024 by 95% of all CONDAT SA raw materials suppliers and 78% of packaging suppliers. For CONDAT China, 75% of majority suppliers signed it in 2024, and for CONDAT CORP 100% of suppliers representing 80% of material purchases.



Qualification and evaluation of suppliers and subcontractors

CONDAT's purchasing department uses a number of tools to continuously qualify and evaluate suppliers and subcontractors, including criteria linked to social responsibility.

A special questionnaire assesses partners' performance and compliance in key areas: ethics, safety, environment, social responsibility and product quality.

For raw materials suppliers, the assessment also includes questions on their management system, their adherence to the principles of the Responsible Care® program (chemical sector), and their certifications (ISO, for example).

Since 2021, additional data are required, notably on the proportion of renewable or recycled content in products, as well as their carbon footprint.

Carriers are subject to the same requirements. At CONDAT SA, for example, the proportion of CSR certified carriers has risen from 31 to 41% in 2024.

ECOVADIS platform ratings are also taken into account when evaluating suppliers. In 2024, 80.3% of the suppliers contacted in this context underwent this evaluation, representing more than 85.8% of the amounts purchased, compared with only 57% in the last survey in 2022 (78% in 2023), representing 66% of the amounts purchased for CONDAT SA (85.7% of the amounts purchased in 2023). This indicator takes into account suppliers' ECOVADIS evaluations, and for those without an assessment, their ISO 14 001, OHSAS 18 001 / ISO 45 001, ISO 26 000 and ISO 50 001 certifications are taken into account. If the supplier has one of these certifications, it is considered Committed

equivalent (the lowest badge in Ecovadis evaluations).

These ECOVADIS assessments are included in suppliers' annual performance reviews. In line with CONDAT SA's Health, Safety and Environment (HSE) policy, the Purchasing Department regularly analyzes the HSE performance of the staff working for the Group's main service providers.

These performances are systematically commented on during contract reviews. HSE performance is now included in the annual assessment of service providers working on our production site. CONDAT SA places the safety of these people on the same level as that of its employees, and includes them in its safety performance.

Risk management

CSR risk mapping for purchasing includes risks related to countries of origin, purchasing categories, human rights (in particular the fight against forced and child labor) and anti-corruption. This cartography draws on recognized international sources to assess the risks specific to the countries and activities concerned. Different weightings have been applied to these criteria, resulting in the classification of suppliers into three risk categories (low, moderate and high).

In particular, this mapping helps to guide the audit program carried out by buyers.





Customers

Developing our business in a responsible way means relying heavily on our convictions and values, which invite us to share the meaning of our commitment to our customers, and a true keystone for our partnership.

We are convinced that our CSR orientations must be demonstrated and explained. In 2024, we multiplied the opportunities for exchange on this theme, thanks in particular to a specific awareness-raising campaign carried out by our marketing teams with our customers and partners.

It is by sharing a common vision of CSR, where the stakes are high and numerous, that we will succeed in achieving the ambitious objectives of our roadmap.

One of our values is «Build to last», but we could just as easily say «Coconstruct to last», since we believe that co-construction and co-development are essential to achieving common objectives with our partners, as we are moving from a simple customer-supplier relationship to a partnership in which everyone is committed.

For several years now, we have been developing external technical partnerships with our in-house teams specialized in some thirty technologies. This results in real interactions, enabling us to develop together based on our own expertise. Our key skill is to make the link between chemistry and customer applications.



We have the technical and human resources to develop tailor-made products for both our Lubricants and Specialty Products division and our Health & Beauty division, offering eco-designed products with the lowest possible impact on human health and the environment, high-performance products to improve productivity, and products that comply with international regulations.

Our CSR commitment, qualified by our ECOVADIS Platinum medal obtained for the second time in 2023, makes us a virtuous supplier throughout the value chain.

One of the best ways to encourage co-development is to promote our innovative approach. Cosmetic innovation boxes, incorporating the latest trends, have been sent by Laboratoires BEA to partners to showcase our expertise in various new technologies (liquid cosmetics, solids, soaps, fragrances...) and thus feed their own innovation process.

As for the Lubricants and Specialty Products division, the development team is directly responsible for presenting targeted innovations to partner customers to encourage constructive technical exchange.





Ethics

In addition to responsible purchasing and a supplier code of conduct, the Group has introduced a number of tools to promote ethics and empower its teams:

- Its code of ethics for employees;
- The charter of personal rights (employees and third parties) ;
- External code of conduct ;
- Its alert platform (open to all, including third parties outside the Group, and hosted by an independent organization);
- Its IT charter.

These policies, which are available in all our employees' languages, are communicated to them as soon as they join the Group, and form part of their induction process.



Company

External stakeholders

By supporting local associations and promoting open, transparent dialogue with local residents and authorities, the CONDAT Group aims to build a relationship of exchange with its stakeholders.

As economic players, CONDAT SA, Laboratoires SICOBEL and Laboratoires BEA are multiplying initiatives in favor of local employment and its preservation: participation in job forums, sharing job offers with town halls, development of local know-how...

To promote CSR culture among future company executives, CONDAT and Laboratoires SICOBEL employees have given several talks at engineering schools and universities:

- Courses on quality and CSR (QWL) for students in Master 1 at the Faculty of Pharmacy in Lyon;
- Courses on lubricants and introduction to CSR at the ITECH engineering school and the Université de Savoie Mont-Blanc.

At trade fairs and seminars, CONDAT Group employees in the United States, France and China present the Group's CSR commitments in order to promote responsible practices in our value chain.





Internal stakeholders

Taking ownership of CSR issues involves educating the Group's internal players. Various initiatives have been organized to raise employee awareness and make them real contributors to change:

- Charitable actions in favour of the underprivileged for CONDAT Corp, CONDAT DO Brazil, CONDAT China, CONDAT SA, SICOBEL Laboratories, BEA Laboratories;
- Cosmetics donated by Laboratoires BEA and Gala to associations and charity events;
- Maintenance of natural areas home to endangered species at CONDAT SA and Laboratoires SICOBEL;
- Support for an association that helps animals at CONDAT CORP ;
- Creation of a «biodiversity» action plan at each Group site.

All these initiatives supported by the Group are in line with our values: they contribute to the preservation of biodiversity, support the community and help raise awareness among different players (our Responsibility value), with a longterm vision (our Build to last and Enterprise in motion values).



CONDAT Groupe Cares



Voluntary actions to protect the planet and promote social responsibility

With the objectives

- Encourage solidarity initiatives within the Group;
- Preserve the environment and its essential resources;
- Build partnerships with associations recognized as being in the public interest.

The «CONDAT Groupe Cares» group, made up of volunteer employees, is responsible for organizing events to mobilize Group personnel around 4 themes:

- Preserving water ;
- Preserving biodiversity;
- Act locally ;
- Educate, train.

CONDAT Groupe Cares also organizes meetings with our patrons to help raise awareness of their cause and provide physical assistance when needed.

In addition to the many fund-raising, donation, training and information initiatives, our aim is to cultivate an altruistic spirit and a strong social commitment among CONDAT Group employees, and to have a positive impact on society.





Social Model

Our social model puts people at the heart of our company. A model built around four essential pillars: employability, social justice, a sense of community and the well-being of our employees, not forgetting an absolute imperative: safety...

Chance for all: employability and digital inclusion

We firmly believe that every individual should have the opportunity to develop their skills and grow professionally. That's why we invest in ongoing training programs, with a particular focus on digital skills, which have become essential in the fast-changing world of our business. One third of CONDAT SA's workforce has been placed on a digital skills assessment and certification platform. We also support young talent, through workstudy and apprenticeships, to prepare future generations for the challenges of tomorrow. Within CONDAT CORP, long-term career paths are designed for people in the field to enable them to move into positions of responsibility. CONDAT Do Brasil also offers its employees the opportunity to broaden their range of skills by paying for training courses.

Social justice: an attractive and protective total compensation package

Recognition of our employees' hard work and commitment is at the heart of our salary policy. We are committed to guarantee fair and competitive compensation. Our profit-sharing and incentive schemes ensure a fair redistribution of the value created. We also take care to offer protection adapted to every life situation, through comprehensive social security coverage and provident schemes. Improvements to mutual insurance contracts were introduced in all European subsidiaries in 2024 (e.g. extension of family coverage).

	Gender parity (Index)			Gender parity				
	CSA	BEA	Sicobel	CCH	CQD	CCO	CDB	Gala
2024	85	79	86	38%	17%	17%	40%	67%

7% of female managers among subsidiary managers

A sense of community: responsibility and social commitment

Our company is more than just numbers and machines: it's a community where everyone contributes to our collective success. We encourage individual and collective responsibility, whether through our environmental commitments, our solidarity initiatives or our managerial culture based on trust and listening. We want to build a company where everyone feels they are part of the change and proud of their impact. In the context of CONDAT Group Cares, as mentioned above, numerous solidarity and voluntary actions have been carried out at the Group's various sites (collections, donations, environmental awareness campaigns, help with schooling for employees' children, etc.).



Well-being: work-life balance

We know that quality of life at work is essential to our employees' personal fulfillment. That's why we put in place flexible working arrangements that encourage a better balance between professional and personal life: telecommuting, flexible working hours, access to well-being services... Our ambition is clear: to make our company a great place to work. As a result, psychologists, physiotherapists, ergonomists and osteopaths have been invited to work on the premises of our various entities.



Safety: an absolute priority

Finally, safety is a non-negotiable value. We are committed to providing a safe and healthy working environment, where everyone is trained in best practices and made aware of risks. Every accident is one too many, and we do everything in our power to guarantee the physical and mental integrity of our employees.

We are constantly upgrading our means of protecting our employees, using the latest technological developments available for personal protective equipment and process equipment. Our efforts cover the full range of risks inherent in our businesses, with a more specific focus in recent years on chemical and handling risks, a potential source of Musculoskeletal Disorders (MSD).

In this way, we are building a company where social commitment and performance go hand in hand. A company that gives everyone the opportunity to develop, to be recognized and to contribute to a meaningful project



Lubricants and Specialty Products												Health & Beauty							
Employees		2020	2021	2022	2023	CCO	CDB	CSA	CCH	CQD	2024	2020 [*]	2021	2022	2023	BEA	Sicobel	GALA	2024
Rate of frequency	Number of accidents ⁽⁸⁾	4	6	4	10	0	3	3	0	0	6	5	1	3	8	2	2	2	6
	Number of hours worked ⁽⁹⁾	553 958	673 913	676 518	789 611	114 233	95 408	514 241	52 048	32 756	808 685	300 870	326 009	312 933	320 630	193 975	124 349	69 128	387 452
	Frequency rate	7,2	8,9	5,9	12,7	0,0	31,4	5,8	0,0	0,0	7,4	16,6	3,1	9,6	25,0	10,3	16,1	28,9	15,5
Severity rate	Number of days off work	299	426	373	288	0	21	383	0	0	404	179	210	182	114	210	51	20	281
	Number of hours worked ⁽⁹⁾	553 958	673 913	676 518	789 611	114 233	95 408	514 241	52 048	32 756	808 685	300 870	326 009	312 933	320 630	193 975	124 349	69 128	387 452
	Severity rate	0,5	0,6	0,6	0,4	0,0	0,2	0,7	0,0	0,0	0,5	0,6	0,6	0,6	0,4	1,1	0,4	0,3	0,5

Lubricants and Specialty Products												Health & Beauty							
Employees and temporary workers		2020	2021	2022	2023	CCO	CDB	CSA	CCH	CQD	2024	2020 [*]	2021	2022	2023	BEA	Sicobel	GALA	2024
Rate of frequency	Number of accidents ⁽⁸⁾	5	7	4	10	0	3	4	0	0	7	5	2	3	8	3	3	2	8
	Number of hours worked ⁽⁹⁾	568 997	708 486	706 088	810 637	117 633	95 408	530 875	52 048	49 412	845 375	327 601	374 594	345 819	333 317	213 002	126 743	69 128	408 874
	Frequency rate	8,8	9,9	5,7	12,3	0,0	31,4	7,5	0,0	0,0	8,3	15,3	5,3	8,7	24,0	14,1	23,7	28,9	19,6
Severity rate	Number of days off work	307	434	389	288	0	10	278	0	0	425	179	213	182	114	254	53	20	327
	Number of hours worked ⁽⁹⁾	568 997	708 486	706 088	810 637	117 633	95 408	530 875	52 048	49 412	845 375	327 601	374 594	345 819	333 317	213 002	126 743	69 128	408 874
	Severity rate	0,5	0,6	0,6	0,4	0,0	0,2	0,8	0,0	0,0	0,5	0,5	0,6	0,5	0,3	1,2	0,4	0,3	0,8

⁽⁸⁾Accidents are accidents at work resulting in days off work. Commuting accidents are not taken into account.

⁽⁹⁾Hours worked are the actual hours worked by all employees over the year, including paid overtime and excluding absences. In other words, they are the normal hours (depending on the employee's work schedule) plus the overtime hours actually worked, including Sunday, public holiday and night work, as well as the time corresponding to stops, breaks and short rest periods in the workplace.

*The 2020 figures have been adjusted to take account of a change in methodology.



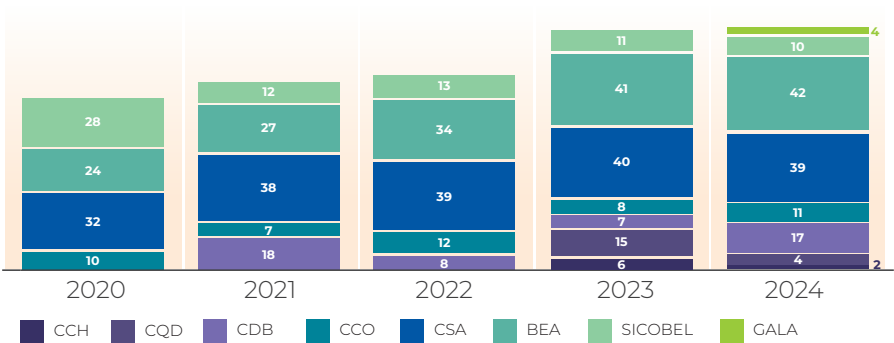
Employer Brand: attract, engage, build loyalty

Like many companies, we face a major challenge: attracting the best talent and encouraging them to stay. To meet this challenge, we have chosen to develop and strengthen our Employer Brand.

But what is Employer Brand? It's all the elements that make candidates want to join us and employees want to develop their careers with us over the long term. It reflects our identity, our values and our commitment to offering a stimulating and meaningful working environment.

In 2024, an extensive internal survey enabled us to better define what makes us unique as an employer and to identify the assets that set us apart.

Number of annual recruitments



Employee commitment rate

	Lubricants and Specialty Products					Health & Beauty			Average
	CSA	CCO	CDB	CCH	CQD	BEA	Sicobel	Gala	
2024	8,3	N/A	8,4	9,8	9,8	7,4	7,6	N/A	8,6

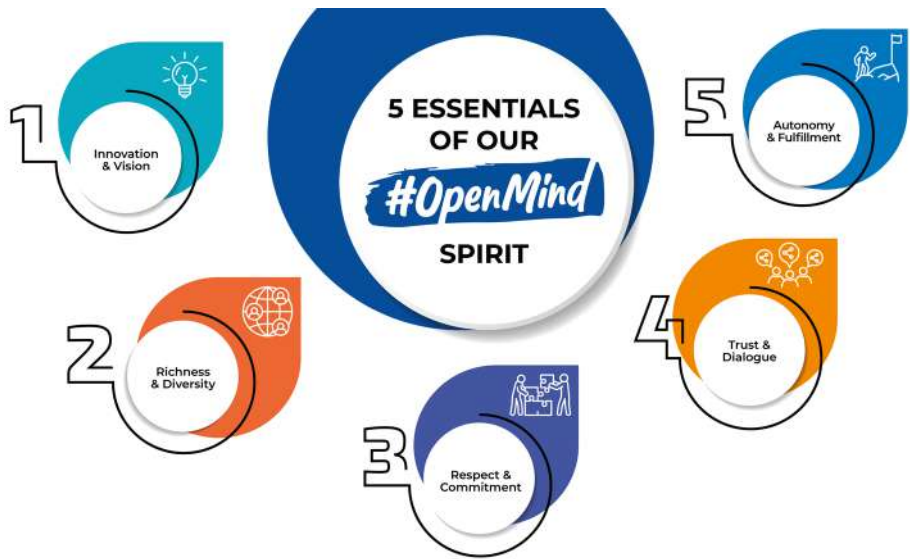
#OpenMind: our signature, our promise

With #OpenMind, we are affirming our ambition to be a company where everyone can grow, learn and thrive within an industry committed to a sustainable future.

Our employer promise is clear:

- A rewarding career, where skills development and progression are encouraged.
- A dynamic working environment that encourages innovation, collaboration and personal development.
- A strong commitment to a responsible future, where every talent contributes to building a more sustainable and inclusive industry.

With this approach, we are strengthening our attractiveness, building employee loyalty and positioning ourselves as a benchmark employer in our sector.





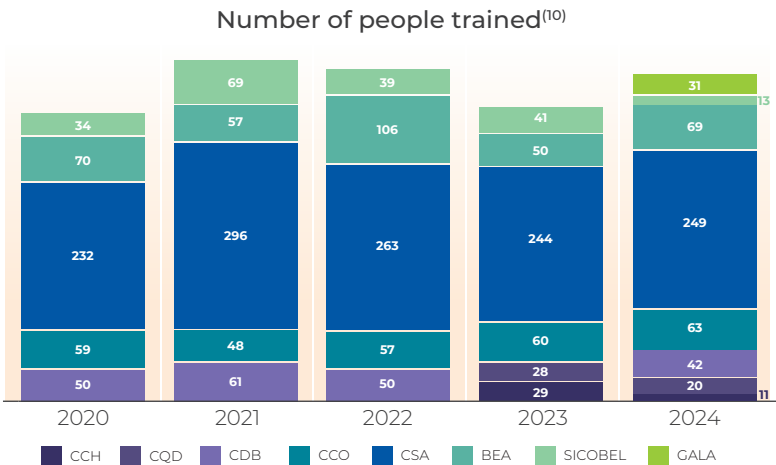
Training: a strategic lever at the heart of our HR policy

In an ever-changing world, training is more than a challenge: it's an absolute necessity. It's a strategic lever that enables our employees to adapt to the transformations of our industry, strengthen their expertise and prepare for the future with confidence.

Our ambition is clear: to offer everyone the means to develop and improve throughout their career. To achieve this, our training policy is based on several key principles:

- **Developing skills and guaranteeing employability.**
We support our employees in obtaining recognized professional certifications, to enhance their expertise and open up new career prospects within the company.
- **Strengthening the leadership and autonomy of our managers**
We give our managers the keys to instilling a dynamic of empowerment, initiative and trust within their teams, thus promoting more agile and participative management.
- **Encouraging collaborative work through soft skills**
Collective performance is as much about know-how as it is about on soft skills. Through our dedicated soft skills program, we help our employees develop the following competencies: communication, emotional intelligence, team spirit and adaptability.
- **Improve your business expertise**
Excellence is based on continuous improvement. We encourage everyone to deepen their technical knowledge and keep abreast of the latest developments and innovations in their field.
- **Anchoring a safety culture at the heart of our commitments**
Safety is an absolute priority and an ongoing challenge. Our training courses are designed to reinforce the right reflexes and anchor exemplary practices, because when it comes to safety, no achievement is definitive: vigilance and prevention must be constantly renewed.

Thanks to these initiatives, we give our employees the means to grow, to surpass themselves and to contribute fully to the collective success of our company. Training is and will remain an essential pillar of our HR commitment, serving the development of each individual and the sustainable performance of our organization.



⁽¹⁰⁾Over the year, whether or not people were still on the payroll at December 31





Safety training

Lubricants and Specialty Products

	2020	2021	2022	2023	2024
Training budget dedicated to safety (€)	48 110	62 644	59 125	70 454	71 073
Total training budget (€)	183 899	162 457	181 505	324 573	247 256
Ratio	26%	39%	33%	22%	29%
Number of hours of training dedicated to safety	1 966	2 368	2 455	3 307	3 405
Total number of training hours	6 264	6 637	5 387	9 644	10 563
Ratio	31%	36%	46%	34%	32%

Health & Beauty

	2020	2021	2022	2023	2024
Training budget dedicated to safety (€)	15 828	11 819	25 358	12 744	30 934
Total training budget (€)	55 526	42 608	176 477	44 232	50 698
Ratio	29%	28%	14%	29%	61%
Number of hours of training dedicated to safety	607	464	970	358	1 118
Total number of training hours	1 265	1 513	2 875	492	2 266
Ratio	48%	31%	34%	73%	49%



Taking into account situations of disability is a constant in our practices. We are very close to the legal threshold for integrating people with disabilities, and we are stepping up our efforts to keep employees who have been made vulnerable by life's accidents in their jobs, and to integrate new employees, as well as outsourcing to ESATs⁽¹⁾.

We are also continuing our partnership with AKTISEA, a firm specializing in disability support in the workplace, to step up our awareness-raising initiatives among our employees.



Education is not limited to business and professional aspects.

We are convinced that we have a social responsibility as an industrial company. To this end, CONDAT is committed to raising awareness on a wide range of subjects: environmental, to take better account of climate change, but also to encourage critical reading, perspective-taking and discernment on current events and major social issues.

The following topics were discussed at conferences open to all:

- Moving from debate to dialogue to work with collective intelligence
- The art of asking the right questions
- Why be wary of simple things?

⁽¹⁾Help through Work Establishment and Service

Risk mapping

Risk mapping methodology

In 2020, the company produced a materiality matrix, a key tool in the development of its CSR strategy. It enables us to prioritize issues according to their importance for internal and external stakeholders, and their impact on the Group's economic success.

This process was carried out in 3 stages, with the help of an external expert:

1. Assessment of the current situation: individual internal and external interviews with all our stakeholders, documentary and sector studies, link with the strategic vision to identify some 50 potential issues;
2. Analysis, prioritization, reformulation and selection of key issues, in conjunction with a risk/opportunity analysis of 14 key issues;


3. Materiality study: the 14 key issues were submitted to all our internal and external stakeholders through a cross-evaluation. «importance» vs «performance» .

This method laid the foundations for a CSR policy and a 3-year roadmap. This was reinforced by our participation in the CEC in 2023 and the double materiality analysis carried out in 2024.



In addition to the materiality analysis, a mapping of Group risks was carried out jointly by the Internal Audit department and the Quality and Performance department, based on interviews with process managers, and validated by management.



The combination of these two analyses enabled us to draw up the risk map linked to CSR issues, as shown below.

Non-financial information category	Associated risks	Stakeholders	Policy	Risk	KPI	Reference
Social (gender issues)	Damage to the health and safety of employees (accidents at work and accidents in the workplace) occupational diseases)	Employees	Compliance with regulatory obligations Preventive actions Training courses Prohibition on the use of new CMR references or substitution of the use of existing classified references		Number of accidents at work Number of training hours	Pages 29 & 32
	Shortage of strategic skills, lack of attractiveness and decline in retention	Employees	Training courses Employee versatility (skills grid) Skills transfer (mentoring, skills mapping) Digital tools for capitalising on data (CRM, COPTIS, SAP EHS, LMS platform...)		Number of people trained Number of hours of training Training as a proportion of total payroll	Pages 31 & 32
	Reduced employee motivation / deterioration in the social climate	Employees	Promotion of values of Ensuring a constructive climate and wellbeing in the workplace Employee satisfaction survey		Level of employee commitment	Page 30
	Existence of professional inequalities and discrimination	Employees	Combating discrimination of all kinds, keeping disabled employees in work. Partnership with ESATs. Establishment of a whistleblowing channel to report offences or breaches of Group policy. Introduction of a Human Rights Charter. Assurance of a minimum living wage, above the minimum wage according to the legal obligations.		Gender equality index or share of female managers Share of female employees within the Group	Page 28

Non-financial information category	Associated risks	Stakeholders	Policy	Risk	KPI	Reference
Fighting corruption (Ethics and corruption issues)	Reputational risk	Non-trading company Shareholders Employees	Manage business relationships transparently and responsibly: - Implementation of a code of ethics - Setting up an alert platform - Raising awareness among staff and third parties - Implementation of the supplier code of conduct - Evaluation of suppliers - Contractual clauses		% of suppliers who have signed the code of conduct	Page 23
	Financial risk (penalties and fines) Criminal risk (company or manager or employees)	Civil society				
	Loss of markets	Shareholders Employees Suppliers Shareholders				

Non-financial information category	Associated risks	Stakeholders	Policy	Risk	KPI	Reference
Environment (issues surrounding the impact of our activities)	Increase global warming (energy waste, transport)	Civil society	Optimising the production process (including waste management) Raising awareness among staff and stakeholders Joining the Fret 21 initiative Carrying out a carbon footprint and greenhouse gas footprint (including mobility footprint) and action plan		Electricity and gas consumption Carbon footprint Tonnes of CO ₂ saved by transporting our finished products	Pages 12 & 13
	Degradation of water, air and soil quality	Civil society	Investment in more efficient production facilities, maintenance of installations		On-site measurement of Emission Limit Values	Page 19
	Increasing scarcity of resources (waste of water, raw materials)	Civil society	Optimising the production process Search for renewable or recycled raw materials Eco-design		% renewable PM Number of eco-designed products, of sales generated by ecodesigned products Water consumption	Pages 14 & 15
	Deterioration of biodiversity	Civil society	Selecting responsible sources of supply Controlling the number of environmentally hazardous materials			
	Industrial accident	Employees Civil society	Prevention and awareness policy Disaster action plan		Number of industrial accidents Number of exercises carried out Specific safety training courses	Pages 20 & 32

Non-financial information category	Associated risks	Stakeholders	Policy	Risk	KPI	Reference
Societal (the issues surrounding the quality and safety of our products)	Damage to the health and safety of users (risk of generating a hazard related to the use of finished products for safety, human health and the environment)	Customers	Product compliance with the law Application of European standards (REACH, cosmetics regulation), in the absence of local regulations		Number of health-related losses due to non-compliance	Page 18
			Eco-design (including a ban on the use of new CMR references or substitution of existing classified references, better conditions for implementation)		Number of eco-designed products	Pages 15 & 16
			Implementation of a policy of collaboration with stakeholders to develop solutions with less impact (safety, environment, etc.).		CSR-related co-developments	Page 25
	Purchases of raw materials that are not compliant (environmental impact, laws and regulations) or from suppliers who do not comply with regulations	Supplier Community	Responsible purchasing policy Control over our suppliers Approval policy for raw materials by the Product Regulatory Affairs department Carbon footprint		Number of suppliers committed to CSR (score above 47 in ECOVADIS) 100% of PM approved (from a safety point of view)	Page 24

Non-financial information category	Associated risks	Stakeholders	Policy	Risk	KPI	Reference
Droits des personnes	Purchases of supplies and services from suppliers who do not respect people's rights	Civil company Suppliers	To ensure that human rights and international conventions (ILO) are respected in all decision-making and in relations with partners, in particular : - No child labour - Responsible purchasing policy; - Setting up an alert platform - Specific clauses in contracts - Ethical assessment of third parties - Supplier code of conduct		Number of suppliers committed to CSR (score above 47 in ECOVADIS)	Page 24
	Child labour	Employees				

The Group implements various policies to help its employees combat food insecurity, promote responsible, equitable and sustainable eating and improve their physical condition (canteens, fruit baskets, vegetable gardens, use of unhealthy vegetables in canteens, vegetarian menus, sports sessions, osteopathy sessions, etc.). However, these subjects are not part of the company's economic activity, but rather its choices in terms of well-being in the workplace, and are therefore not covered by the DPEF.

Similarly, animal welfare and the Nation-Army link are not subjects for the Group and are not dealt with in this document

NFRD methodology

Perimeter

The CONDAT Group's business is divided into two divisions:

- **Lubricants and Specialty Products division:** commercial subsidiaries (because not significant) are excluded from the scope of consolidation. They include CONDAT SA (CSA, France), CONDAT Corp (CCO, USA), CONDAT Do Brasil (CDB, Brazil), CONDAT CHINA (CCH, China) and CONDAT Qingdao (CQD, China).
- **HEALTH & BEAUTY DIVISION:** two of the division's three subsidiaries have been included in the scope since 2018, namely Laboratoires SICOBEL (SI, France) and Laboratoires BEA (BEA, France). Gala, acquired at the end of 2023, is now also included in the NFRD scope of analysis.



Methodology for drafting / producing the CONDAT Group's Extra-Financial Performance Statement

The production of the Extra-Financial Performance Declaration is coordinated by the Group CSR Manager. It involves the subsidiaries' management teams, the CSR correspondents in each subsidiary, and the Group's support processes.

The structure of the document and the indicators presented are reviewed annually in the light of regulatory requirements and, above all, of changes in the Group's challenges and responses to them.

Indicators are defined by the Group, filled in by the subsidiaries' operating departments and reviewed by the internal audit department.

The external audit (article R225-105-2 of the French Commercial Code) is carried out at the level of the parent company (CONDAT SA) and subsidiaries.

(by sampling indicators and/or issues). Auditors' independence is defined by regulations.

Most of these indicators are already monitored periodically as part of the Group's CSR policy.

Definitions and calculation methods are known and explained to all, monetary data are converted at the exchange rates applied in the statutory consolidation of accounts, and the units used are those of the metric system.

The various indicators are 100% consolidated, split between the Lubricants and Specialty Products division and the Health & Beauty division.



Headquarters CONDAT Group : 104 Avenue Frédéric Mistral – 38 670 Chasse-sur-Rhône – France - Tel +33 4 78 07 38 38
condat@condat.fr – www.condat.fr