



# COMMITMENT REPORT

2024 CSR ESSENTIALS



GROUPE ROCHER

reconnect people to nature



# TABLE OF CONTENTS

4	FOREWORD
6	CULTURE GROUNDED IN COMMITMENT
8	GOVERNANCE
10	STRATEGIC PLAN
12	ECO-DESIGNING INCREASINGLY RESPONSIBLE PRODUCTS THROUGHOUT THEIR LIFE CYCLE
22	REDUCING ENVIRONMENTAL IMPACT AT EVERY KEY STAGE OF THE VALUE CHAIN
32	RALLYING ALL OUR STAKEHOLDERS
44	KEY PERFORMANCE INDICATORS (KPIs)
46	GLOSSARY



# FOREWORD BY JEAN-DAVID SCHWARTZ

## **Natural, effective and committed beauty and wellness**

Dear readers,

Our responsibility, as the world continues navigating unprecedented challenges, is to deliver business results while embracing our social and environmental responsibility. And do all three while creating beauty that is natural, effective as well as committed.

It's a tough journey. But it is driving us forward. Our 2024 Commitment Report looks back on our progress so far and at the road ahead: at our plan to transform every product, every store, every interaction and every time someone uses our products into a step closer to nature.

Groupe Rocher's integrated plant-to-skin model encompasses every step in our cycle: scientific research, our plantations and production facilities, our logistics hubs and various distribution channels, our customer service, our products and, ideally, recycling.

Our comprehensive eco-design approach is fully aligned with this model and, as you will see in this report, we took it to the next level in 2024.

We strive to make progress at every point in our value chain—from eco-designing our products, handpicking our ingredients, meticulously crafting our formulas and developing low-impact packaging, all the way to improving energy efficiency in our industrial operations, selecting sustainable materials for our stores and holding all our partners to high CSR standards.



**Jean-David Schwartz,**  
Chief Executive  
Officer  
Groupe Rocher

We work hand in hand with suppliers who stand by the same environmental and social values, and involve other like-minded stakeholders in our initiatives. That way, we are building a more responsible ecosystem all together. And our 50 million customers—who are also embracing more sustainable consumption habits—play an essential role in bringing this vision to life.

I would especially like to commend Groupe Rocher's 13,000 employees—the driving force behind this collective momentum—for their outstanding dedication. We know that turning our vision into reality isn't easy: it means navigating complexity and adapting to shifting situations all the time. That's why our teams keep learning, innovating and pushing boundaries every day.

We are staying the course in 2025, guided by our firm belief that business performance and corporate responsibility go hand in hand. All together, we will continue growing a vision of beauty that creates value for all our communities—our company, our brands, our teams and our stakeholders.

Beauty that inspires our customers to make more sustainable choices. Beauty that protects, respects and celebrates nature.



# GROUPE ROCHER: CULTURE GROUNDED IN COMMITMENT

2024 facts and figures

Nearly

**€2,2 BILLION**  
in revenue  
(60% in Europe)

More than

**13,000**  
EMPLOYEES

Operations in

**111** COUNTRIES

**90%**

OF BEAUTY  
AND WELLNESS  
PRODUCTS

made in Group-owned  
factories

**93%**

NATURAL-ORIGIN  
INGREDIENTS

on average

**50**

MILLION  
customers

Over

**99%**

FAMILY-OWNED

## A FAMILY-OWNED GROUP WITH INTERNATIONAL OPERATIONS

Mr. Yves Rocher founded Groupe Rocher in La Gacilly, southern Brittany, in 1959, it has since grown into an international player in beauty and wellness, home care, and children's fashion, and it remains family owned and run. Its brands and companies share an unwavering commitment to creating social and environmental value.

**YVES ROCHER**  
FRANCE

 arbonne.



Dr. Pierre Ricaud



**STANHOME**



Groupe Rocher's Gold Medal ranks it among the top 5% of companies assessed by EcoVadis.



## A MISSION-DRIVEN COMPANY

Groupe Rocher has been a mission-driven company since 2019—the year the French law introducing mission-driven status was adopted. In other words, it has formally embedded its purpose in its legal statutes, including one or more social and environmental objectives it commits to pursuing through its business activities. Through this status, Groupe Rocher asserts its pledge to align business performance with social and environmental responsibility within its mission—**to reconnect people to nature.**

## OUR PURPOSE

### What we believe

*Mr. Yves Rocher's personal experience showed him that nature positively impacts people's well-being and inspires them to care for the planet. The company's purpose, accordingly, is to reconnect people to nature.*

### What we do

*We create products, services and experiences that harness nature's goodness to foster well-being.*

### The principles that guide us

*We are a family business building a sustainable ecosystem that combines wealth creation, frugal innovation and a humanist approach to environmental stewardship.*

### How we do it

*We leverage our botanical, agronomic and scientific expertise, through the one-of-a-kind model we have developed in La Gacilly, to cultivate close, lasting connections with communities and the places they live.*

### THE THREE STATED OBJECTIVES SUPPORTING THE GROUP'S MISSION

1

Promote and foster nature-based experiences among stakeholders.

2

Educate on environmental challenges and planetary boundaries.

3

Take action for nature by striving to reconcile human activities with the need to reduce our impact on natural resources.



# GROUPE ROCHER'S GOVERNANCE

## ALIGNED WITH ITS SCALE AND STRUCTURE

In line with international best practices, Groupe Rocher's governance clearly distinguishes strategic leadership and operation management:

**The Chairman of the Board of Directors** sets Groupe Rocher's long-term strategic vision including the mission guiding it.

**Executive Management** oversees day-to-day business operations and implements the Group's strategy over the short and medium term.

## ALIGNED WITH ITS COMMITMENTS AS A MISSION-DRIVEN COMPANY

Social responsibility is at the core of Groupe Rocher's transformation and reaches ever level in its organization:

**The Group's Mission & Impact Department** leads CSR strategy rollout (as defined by the Group's Executive Management).

**The Mission Committee** oversees resource allocation and ensures the Group's strategic direction remains aligned with its mission.

**Each department and brand** has a CSR Sponsor, who works closely with CSR leaders and local CSR correspondents to implement the strategy on the ground.

**The Audit and Risk Committee** ensures environmental and social risks are effectively integrated into the Group's and its brands' CSR policies.





#### **THE OKR METHOD: OBJECTIVES AND KEY RESULTS**

This method rallies teams around shared goals. “Commitment” ranks on a par with the three other strategic objectives, namely “Brand desirability”, “Sales growth” and “Profitability improvement”. The key results associated with the “Commitment” objective include development of responsible products, continued progress on our carbon trajectory and employee engagement.



《

*The Group  
is boldly reimagining  
its mission in light  
of the 21st century’s  
challenges, anchored  
in purposeful  
governance  
and backed by its  
shareholder family.  
I’m honored to be  
part of this collective  
conversation about  
transformation  
in a Group that is  
determined to balance  
business performance  
and care for  
the living world.*

》

**Tarik CHEKCHAK,**  
Member of  
Groupe Rocher’s  
Mission Committee  
and Director  
of the Life-Inspired  
Strategies Division  
at the Institute  
for Desirable Futures

## **CSR IS AT THE HEART OF GROUPE ROCHER'S STRATEGIC PLAN**

**Our 2030 strategic plan** places corporate social responsibility at the core of our transformation.

This transformation is built around the social and environmental commitments that form the foundation of Groupe Rocher's value proposition for its customers.

These commitments cover the entire value chain, from ingredient selection to end-of-life management.

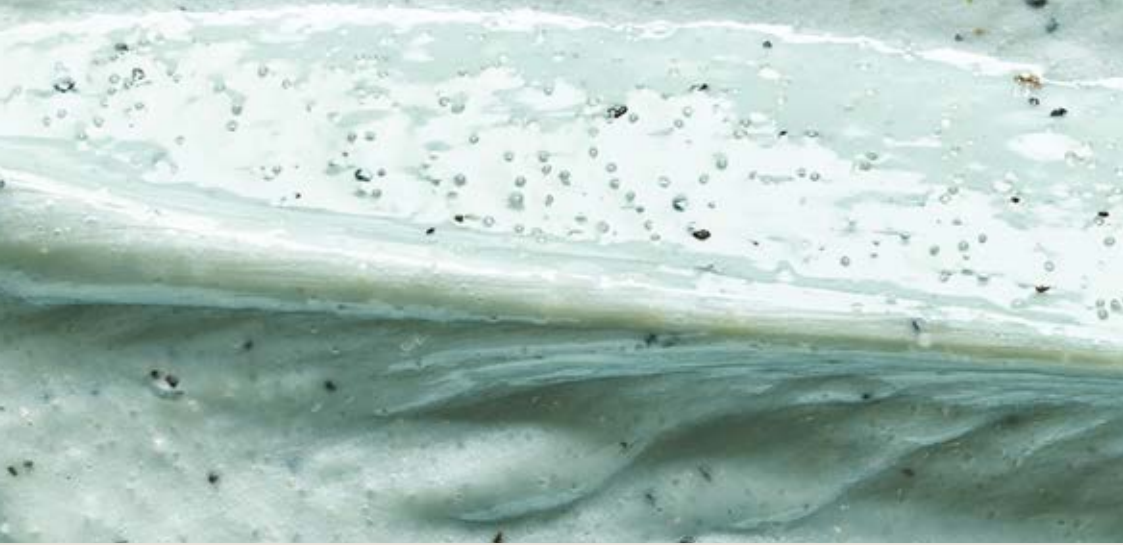
## **ECO-DESIGNING INCREASINGLY RESPONSIBLE PRODUCTS THROUGHOUT THEIR LIFE CYCLE**



**REDUCING  
ENVIRONMENTAL  
IMPACT AT EVERY  
KEY STAGE OF  
THE VALUE CHAIN**

**RALLYING ALL  
OUR STAKEHOLDERS**





# **ECO-DESIGNING INCREASINGLY RESPONSIBLE PRODUCTS THROUGHOUT THEIR LIFE CYCLE**





**INGREDIENTS**



**FORMULAS**



**PACKAGING**



## **EVERYTHING STARTS WITH ECO-DESIGN**

Groupe Rocher has adopted a framework to take its transformation to the next level across its brands.

Within this framework, every product will need to meet a dozen criteria, covering raw materials, formulas and packaging, by 2030.

The framework provides a structure yet is adaptable enough to reinforce Group-wide consistency while respecting each brand's distinctive identity.

And the overarching goal is to make the Group's portfolio ever more relevant, exacting and responsible.

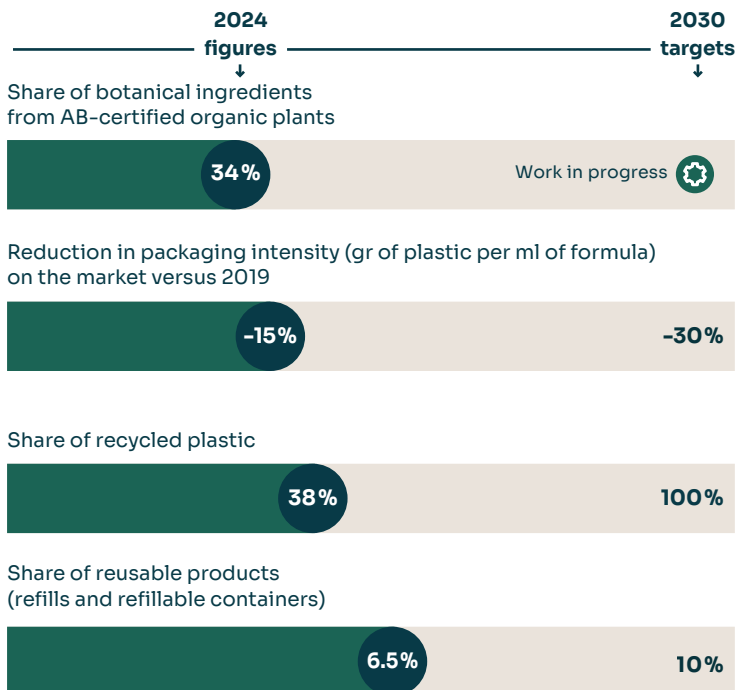




*Responsible innovation guides everything we do—including the 68 patents we have filed so far and the 6 new ones in 2024. A team of 220 experts is bringing our vision—From Plant to Skin—to life in highly effective and sustainable skincare products including Yves Rocher's Lift Pro-Collagen Serum and Sabon's Rose Intense Rehydrating Serum.*



**Véronique SCHWARTZ-BOISHU,**  
Chief Scientific Officer, Groupe Rocher



# HAND-PICKED INGREDIENTS



## A COMPREHENSIVE EVALUATION

All Groupe Rocher brands pay close attention to the raw materials they use in their products. They all need to meet high quality, safety and naturality standards, and then the Group assesses them against stringent CSR criteria.

Fragrance ingredients and compositions, for example, are assessed based on six criteria:

**93%**  
**OF THE INGREDIENTS**

that Groupe Rocher purchases today (by volume) are of **natural origin** (as defined in ISO 16128).

Compliance with  
the **Group's policy  
on ingredients**

**Location**  
of production facilities

Manufacturing  
**processes**

**Biodegradability  
and ecotoxicity**

**Naturality**  
(as defined in ISO 16128)

**Sustainable sourcing**



## MORE SUSTAINABLE SUPPLY CHAINS



Groupe Rocher is aware of its reliance on plant-based supplies, and has been mapping business, social and environmental practices among its direct suppliers and its wider supply network for several years. A deep understanding of these value chains, which are often complex, is essential to sourcing ingredients that respect the living world. The Group has appointed a dedicated in-house team to lead this program.

Their assessments, which are grounded in the realities of farming and harvesting, enable it to classify supply chains based on their potential negative or positive impacts across the three dimensions of sustainable development (social, economic and environmental). The team liaises with all Group departments to help prioritize action in each supply chain, which can involve phasing out certain ingredients from the portfolio or rolling out improvement plans in partnership with suppliers.

**1,313**  
**RAW MATERIALS**  
mapped in 2024.

### BEST PRACTICE

#### ***SUSTAINABLE GUAR INITIATIVE***

Groupe Rocher launched one of its improvement plans on January 1, 2024, alongside Solvay and TechnoServe. This plan will benefit 300 families that produce guar—an ingredient used in many hair care ranges—in two villages in the Bikaner district of Rajasthan, India. The plan will unfold over three years and includes training in agronomics, social impact (women's empowerment and children's education), economic measures (fairer pricing) and environmental initiatives (supply of tree seedlings).

### NOT SO SIMPLE

Raw material supply chains are often long, complex and involve many players—which are usually scattered across several countries. They encompass cultivating and harvesting plants, processing and transport.

# METICULOUSLY CRAFTED FORMULAS



« We have developed unique expertise in formulating natural ingredients into nature-based, sensorial and effective formulas that work in harmony with the skin and its needs. We refine this unique know-how with every formula, by enhancing absorption of active ingredients and the effectiveness of our textures. »

**Estelle Bouvet**, Head of Formulation

## DECADES-DEEP EXPERTISE IN NATURALITY

Every Groupe Rocher cosmetic brand upholds the same standard—effective, natural and committed beauty. Its scientific teams have pursued naturality without compromising efficacy since Mr. Yves Rocher created Cosmétique Végétale® in 1959. The Group's charters on ingredients and fragrances are updated at regular intervals and include:

Clear commitments and mandatory criteria regarding **ingredients in fragrance compositions and other formulas** (cosmetic and non-cosmetic);

The full list of **prohibited or restricted substances**;

**A list of approved** filters and preservatives;

A list of all **banned extraction or manufacturing processes**.

### AVERAGE PERCENTAGE OF NATURAL ORIGIN INGREDIENTS IN FORMULAS

**YVES ROCHER**  
FRANCE

**82%**



**93%**



Dr. Pierre Ricaud

**81%**

**STANHOME**

**94%**

## TWO KEY CRITERIA: BIODEGRADABILITY AND ENVIRONMENTAL SAFETY

When selecting formulations, Groupe Rocher's scientific teams pay special attention to their biodegradability and environmental safety, to ensure they respect ecosystems and biodiversity.

**89%**  
**OF OUR RINSE-OFF  
CLEANSING PRODUCTS\***

are highly biodegradable.

\*Yves Rocher



### DISTINCTION

Sabon Japan's Black Body Cleanser ranked second in the Body Wash category of the Best Cosmetics 2H 2024 ranking by Mimi Beauty.



### HIGHLIGHT



The Lift Pro-Collagen Serum received a B rating on the Green Impact Index, a tool that evaluates a cosmetic product's environmental and social impact. Its formula is 98% of natural origin, biodegradable and designed to minimize impact on aquatic ecosystems.

# A MULTIFACETED APPROACH TO PACKAGING

## THE GOAL: USE LESS PLASTIC

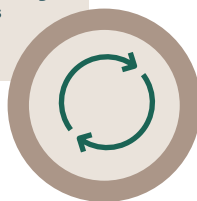
### **The best kind of waste is no waste.**

Reducing plastic use in packaging is one of the central challenges in Groupe Rocher's eco-design strategy. It introduced its policy on plastic in 2015, setting ambitious goals for all brands through to 2030. Its goals include lightening some kinds of packaging, eliminating certain materials, and expanding its solid and refillable product ranges. The Group also opted into the Plastic Act, a collective action plan to reduce the cosmetic sector's plastic footprint, in 2022.

### ARBONNE IN ACTION

#### **ARBONNE HALVED THE PLASTIC CONTENT**

in its packaging by 2024—reaching its target two years ahead of schedule. This reduction (measured as plastic intensity, i.e. grams of plastic per milliliter of formula since 2019) equates to avoiding over 220 metric tons of plastic per year.



## REFILL AND REUSE: TWO CORNERSTONES OF THE CIRCULAR ECONOMY

**Packaging and product reuse** are two key components in the Group's campaign to enhance circularity and thereby reduce environmental impacts at the end of its products' life cycle.

Its brands have taken a variety of measures: Petit Bateau, for instance, launched its second-hand program in 2017 and Yves Rocher started up its returnable glass product trial in 2024.





## STEPPING UP RECYCLABILITY

At Groupe Rocher, increasing recyclable content in packaging involves removing materials that interfere with recycling processes, non-recyclable resins and mixed materials. Dr. Pierre Ricaud, for instance, has removed metallic decorations from its product caps and Yves Rocher has phased them out of its Christmas collection packaging. As a result, 55% of the Group's packaging was fully recyclable in 2024.

**1,043 KG**  
**OF MAKEUP PACKAGING**

collected for recycling  
through the Récolte program  
in 472 Yves Rocher stores in 2024.

## ... AND USING MORE RECYCLED MATERIALS

Groupe Rocher has been reducing its use of virgin materials and increasing use of recycled plastic since 2009, and is aiming for 100% recycled content by 2030.

**92%**  
**OF THE PET PLASTIC USED**  
**IN THE GROUP** comes from  
post-consumer recycled waste.

NOT  
SO SIMPLE

Using recycled plastics in cosmetic packaging entails several challenges: they are not always readily available, often cost more and involve technical issues (relating to color inconsistency, packaging brittleness and compatibility with some formulas). Overcoming these hurdles requires continuous investment in R&D.

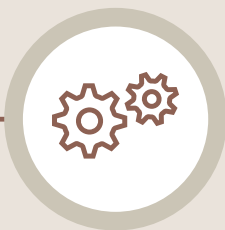
The background of the entire page is a close-up, high-resolution image of a wood grain. The grain lines are wavy and run diagonally from the top-left towards the bottom-right. The colors range from a light tan to a deep, warm brown, with natural variations in tone and texture.

# **REDUCING ENVIRONMENTAL IMPACT AT EVERY KEY STAGE OF THE VALUE CHAIN**





**RESOURCES**



**MANUFACTURING**



**MARKETING**

The background of the page is a close-up, vertical image of a wood grain, showing natural, wavy patterns in shades of brown and tan. The texture is prominent and runs the full height of the page.

## **SHRINKING OUR ENVIRONMENTAL FOOTPRINT**

**We believe that the main metric for a company is its ability to balance business performance with care for the living world. That is why Rocher Group champions an eco-friendly approach, i.e. one that uses resources as efficiently as possible.**

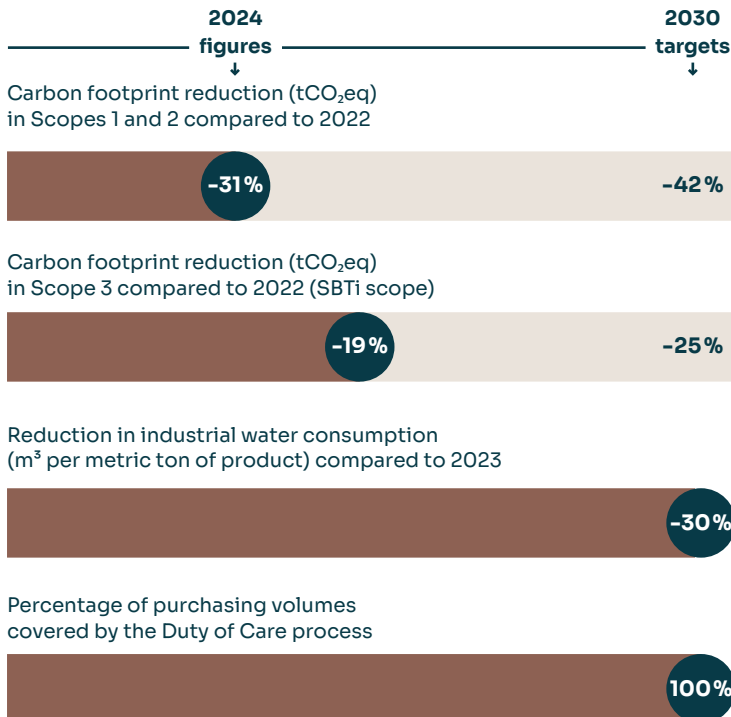
**The Group is committed to reducing its impact on biodiversity, carbon footprint and water footprint across the three key stages of a product's life cycle: sourcing, manufacturing and marketing.**



*Respect for life is at the heart of our approach to sustainability. Anchoring our strategy in biodiversity has prompted us to think again about our full impact—on the climate, water, soil, farming and sourcing. We use every possible lever to preserve ecosystems and minimize our footprint at every stage in the value chain.*



**Marie Marache,**  
Group Mission & Impact Director



# SUSTAINABILITY STARTS WITH SOURCING

## A SUSTAINABLE PROCUREMENT STRATEGY

SOURCE, Groupe Rocher's sustainable procurement program, is its response to increasing natural resource scarcity and growing complexity in supply chains. The goal with this program is to use supplier selection processes and relationship management as levers to achieve the Group's sustainability goals.

Groupe Rocher's supplier relationships are built on strict compliance with Duty of Care requirements and a Supplier Code of Conduct. This Code outlines 10 commitments we expect suppliers to honor, covering business ethics, environmental protection and social responsibility. The target is to align 80% of the Group's purchasing spend with this Code of Conduct.

### TRASCE



#### GROUPE ROCHER JOINS THE *TRASCE* CONSORTIUM

Groupe Rocher opted into TRASCE, a consortium of around 20 cosmetic industry companies, in 2024. This collective initiative aims to accelerate the sustainable transformation of supply chains by mapping them, assessing ESG-related risks in them and identifying necessary measures to support their transition.





# RENEWED COMMITMENT TO BIODIVERSITY

Groupe Rocher updated its biodiversity strategy, to help restore the web of life, in 2024. It has been rolling out this strategy, grounded in its longstanding expertise, since 2010. The three main pillars that guide its efforts to reduce the impact of its activities on biodiversity are:



The Group is committed to sourcing more sustainable plant-based and other active ingredients—i.e. ensuring they are cultivated or harvested in ways that respect the environment and human rights. It is upgrading its practices through a combination of certifications (Agriculture Biologique, Roundtable on Sustainable Palm Oil, Union for Ethical BioTrade, Fair For Life, Rainforest Alliance), partnerships and ongoing research.



The Group factors biodiversity into its eco-design processes by applying mandatory criteria relating to the origin of raw materials, formulas and packaging, as well as reducing the potential impact of its products when customers use them. It is also committed to reducing waste by expanding circularity.



The Group manages the ecology around its facilities through frameworks suited to their category (rural or urban). It also manages all its French bases in partnership with the League for the Protection of Birds (LPO) and the Yves Rocher Foundation.



## THE LEAGUE FOR THE PROTECTION OF BIRDS (LPO) HAS BEEN COLLECTING DATA ON GROUPE ROCHER'S REFUGES IN BRITTANY FOR

# 15 YEARS.

The summary of its findings, which it completed in 2024, shows a strong positive impact on local biodiversity including a 20% increase in the number of bird species, 44% increase in the daytime butterfly population, 37% increase in the orthopteran population (crickets, grasshoppers, etc.) and 87% increase in the odonate population (dragonflies, damselflies, etc.).

# MORE RESPONSIBLE MANUFACTURING

## GROUPE ROCHER'S LOW-CARBON STRATEGY

Groupe Rocher's carbon footprint reduction trajectory was officially approved by the Science Based Targets initiative (SBTi) in 2024. **Its goal is to reduce its direct greenhouse gas emissions by 42% and indirect emissions by 25% by 2030, against their 2022 baselines.**

Its efforts to reduce direct emissions primarily revolve around energy efficiency and include investments in renewable energy. Its strategy to reduce indirect emissions encompasses its products, suppliers, transportation, stores and digital processes.

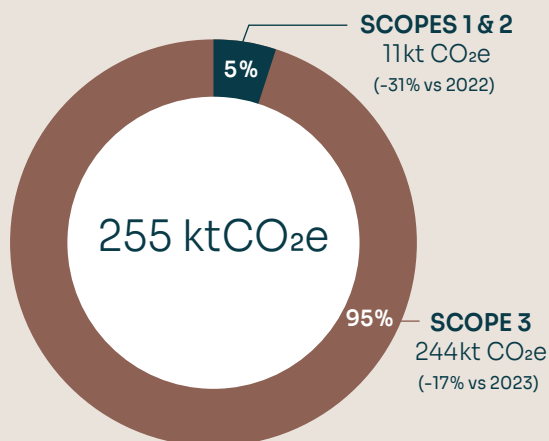
Beyond its mitigation measures, the Group is implementing adaptation measures to strengthen its resilience to the effects of climate change and contribute to global carbon neutrality—most notably by preserving natural carbon sinks.



**In addition to its programs to enhance energy efficiency, Groupe Rocher has opted to invest in renewable energies.**

**2024 FIGURE**  
**46% renewable energy**

### Carbon footprint



#### SCOPE 1

GHG emissions from our own facilities (factories, offices, etc.) and company vehicles.

#### SCOPE 2

GHG emissions from the generation of electricity, steam and cooling used by the Group.

#### SCOPE 3

All other GHG emissions throughout the rest of the value chain (raw material and packaging purchases, product transportation, etc.).



## TRANSPORT

### THE CRITERIA TO SELECT CARRIERS

Freight is Groupe Rocher's second-largest source of indirect greenhouse gas emissions. We have added three criteria to our carrier selection process to reduce these emissions:

1

Optimizing truck and container fill rates.

2

Shortening travel distances.

3

Expanding the use of alternative transport modes and energy sources.

We currently restock

# 53%

## OF YVES ROCHER STORES

in France with green logistics\*, and are aiming for 65% by end-2025.

\* Low-carbon last-mile delivery using a combination of electric, biogas- and biofuel-powered vehicles.

## MANAGING WATER FOOTPRINTS THROUGHOUT PRODUCT LIFE CYCLES

Groupe Rocher's water strategy aims to reduce consumption at every stage of a product's life cycle—from raw material and supplier selection to production in our facilities and on to the way consumers use our finished products (for example by promoting rinse-free products). We pay special attention to water consumption, wastewater recycling and discharge quality.

# 15%

## REDUCTION IN INDUSTRIAL WATER CONSUMPTION

Group-wide, from 2019 to 2024 (m<sup>3</sup> per metric ton of bulk produced) in cosmetic and detergent production.

NOT  
SO SIMPLE

Some types of energy consumptions—especially at production sites—are difficult to reduce. Heating and electricity are essential to keep employees comfortable and operations running smoothly, and don't vary in step with production levels. These factors therefore continue to weigh on the Group's energy performance and carbon footprint.

# COMMERCIAL OPERATIONS AND CSR COMMITMENTS



## YVES ROCHER: ENHANCING SUSTAINABILITY AT EVERY CUSTOMER TOUCHPOINT

**Yves Rocher continued rolling out its more responsible store concept** across France, Spain, Italy, Belgium, the Czech Republic, Poland and Morocco in 2024. Bamboo or kraft paper has replaced plastic in several store fittings. New makeup display units now contain up to 60% recycled materials. Window displays have been redesigned to reduce the environmental impact of advertising campaign updates—for example by switching to cardboard elements that use no metal fixtures.

**In September, it launched its first online marketplace**, showcasing ‘friend’ brands that share its high sustainability and ethical standards. All these brands are required to comply with its 10 CSR guidelines and meet its transparency and service-quality requirements. This initiative is another example of Yves Rocher’s commitment to responsible beauty.



## BEST PRACTICE

### A CARBON SCORING SYSTEM FOR YVES ROCHER GIFTS

Dedicated teams have been measuring the carbon footprint of the brand's gifts since 2023, and aiming to reduce it by 30% by 2030. This enables the brand to make informed, strategic decisions, and customers to gift appealing goods while keeping their environmental footprint in check.



« We reached a new milestone this year when our first marketplace for responsible beauty and wellness went live. We made this move for two reasons: to make the Yves Rocher brand more desirable and make responsible beauty more accessible. We are encouraging like-minded 'friend' brands to sell their goods on this unique platform, hosted on our website, which already attracts 50 million visits a year in France. »

**Louise Elineau-Bleu,**  
Marketplace Director, Yves Rocher

## BEST PRACTICE

### YVES ROCHER'S **263** STORES IN TURKEY

power their operations using solar energy by purchasing renewable energy certificates.







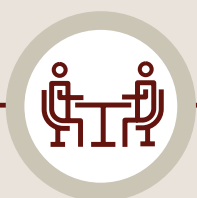
# **RALLYING ALL OUR STAKEHOLDERS**







**EMPLOYEES**



**SUPPLIERS**



**PARTNERS**



**CUSTOMERS**

## **BUILDING A MORE RESPONSIBLE ECOSYSTEM**

To fulfill its mission and enhance its business model's sustainability, Groupe Rocher develops all its products following a co-creation process with and for its communities—suppliers who share its commitment to society and the environment, employees who contribute to and benefit from its products, partners, non-profits and even competitors keen on making more responsible choices.



« *Groupe Rocher is in a position to rally a huge network—its 13,000 employees, nearly 16,000 suppliers, 50 million customers and the Yves Rocher Foundation—around protecting nature. For two reasons: to protect the planet for future generations and to empower every generation to care for it. The goals associated with our status—raising awareness, providing training and taking action for nature preservation—reflect this vision.* »

**Jeanne Renard,**  
Chief People & Mission Officer  
and member of Groupe Rocher's Executive Committee

**99%** OF EMPLOYEES

have taken part in nature experiences or environmental awareness activities.

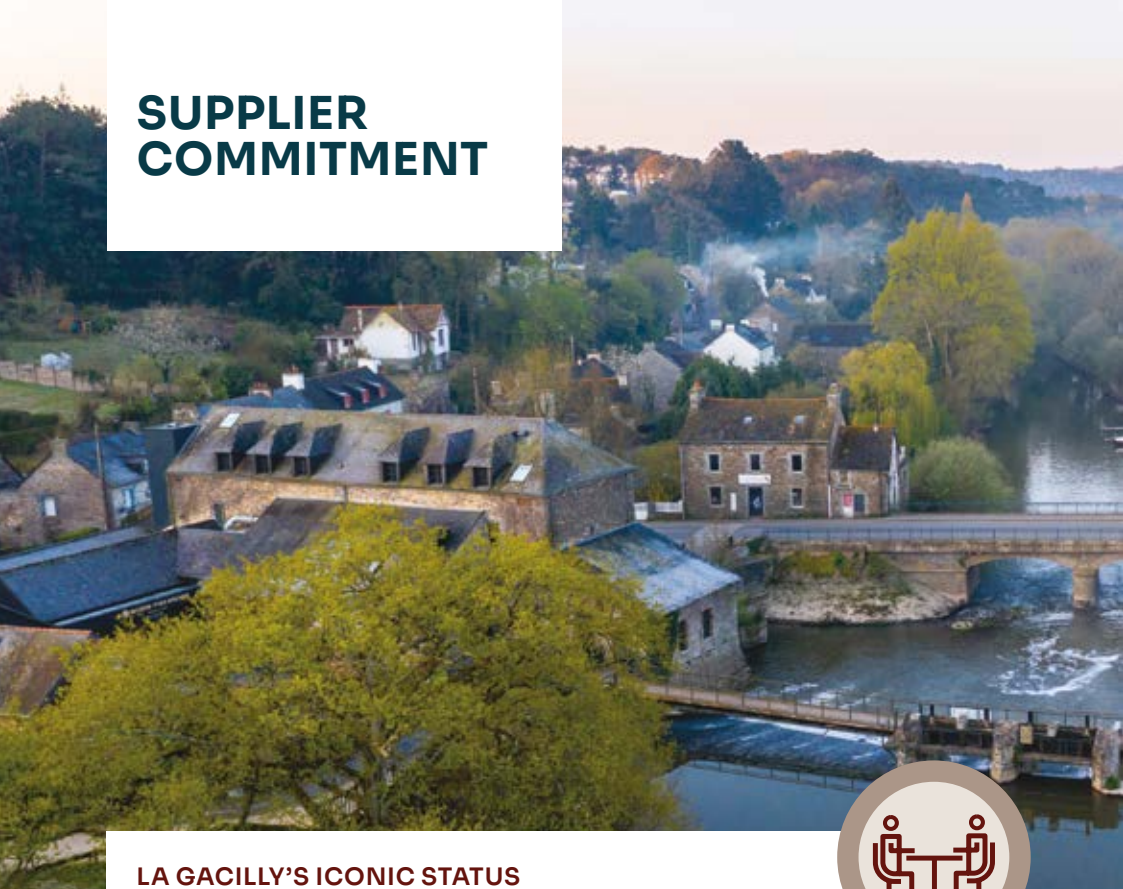
**11** HOURS OF TRAINING  
PER EMPLOYEE PER YEAR ON AVERAGE.

**50 MILLION** CUSTOMERS.

**1,1 MILLION**  
PRODUCTS DONATED TO CHARITIES  
(equivalent to €6.5 million).

**450 PEOPLE**  
will take part in the Nature Academy program in 2025  
(4,000 employees had completed it by the end of 2024).

# SUPPLIER COMMITMENT



## LA GACILLY'S ICONIC STATUS AND SUSTAINABILITY LAB

Every building block in the Groupe Rocher's sustainable business model converges in La Gacilly, southern Brittany: its agroecological farming (including a herbarium and botanical garden), an industrial hub (manufacturing and logistics facilities) committed to reducing its environmental impact, its ecotourism facilities (a museum, restaurant and coworking space) and the Yves Rocher Foundation. And they all have strong ties with their suppliers and nearby communities.

This Groupe Rocher landmark is also a real-life testing ground for ambitious programs—including La Gacilly, Low Carbon, which achieved its objectives in 2024.

**50%**  
**REDUCTION**  
**IN GHG EMISSIONS**  
**FROM SITES (VS. 2019).**  
**2025 TARGET:**  
**75% REDUCTION**  
**IN GHG EMISSIONS**  
**AND 85% RENEWABLE**  
**ENERGY.**



It is also a venue where we regularly play host to suppliers and other stakeholders to talk about the Group's vision, enjoy nature-based experiences and agree on shared objectives, as they for instance did during the first ESG Convention, which took place in 2024 (see opposite).



« *Groupe Rocher is supporting the development of local supply chains that extract value from local bocage (hedgerow) wood. This initiative provides nearby outlets for farmers, who sell their wood through two cooperatives: Bois Bocage (in eastern Brittany) and SCIC Argoat Bois Énergie (in southern Brittany). By promoting sustainable harvesting, the project supports hedgerow biodiversity while protecting other vital ecosystem services such as carbon storage and surface water regulation.* »

**Samuel Le Port,**  
SCIC Argoat Bois Énergie

## FOSTERING DIVERSE AND DETERMINED ECOSYSTEMS

Groupe Rocher can only move forward on its ecological and social transition by joining forces with a wide-ranging ecosystem of like-minded suppliers. We therefore embed CSR criteria and sustainability requirements in every stage of our relationships with suppliers: from onboarding and tenders to our day-to-day teamwork.

**66 %**  
**OF GROUPE  
ROCHER SUPPLIERS  
PREVIOUSLY ASSESSED  
BY ECOVADIS**  
improved their score  
in their follow-up  
assessment in 2024.

The Group places particular emphasis on including companies from the adapted and sheltered employment sector in its supplier base.

## ESG

### ESG CONVENTION — EXPLORING LA GACILLY, LOW CARBON

Groupe Rocher's Finance & Legal Department invited 33 partners (suppliers, bankers and insurers) to visit La Gacilly in September 2024 and see the five pillars of its low-carbon project in action:

Energy efficiency and transition (notably the use of biomass boilers at industrial sites);

Support for a sustainable local wood industry;

Organic locally sourced food;

Responsible mobility;

Digital stewardship.





# ENGAGING AND INSPIRING OUR EMPLOYEES

## SAFETY, HEALTH AND WELL-BEING ARE OUR TOP PRIORITIES

**Safe and healthy surroundings where employees feel at ease are Groupe Rocher's central employer promise.**

We run awareness campaigns and take initiatives to prevent risks every year, including measures to reduce physical strain, ergonomics audits, equipment optimization and workstation adjustments.

We for instance introduced Kimea—an AI-powered system that reviews video feeds to improve workplace comfort and reduce the risk of injuries or occupational illnesses—at all Group production and logistics facilities in France and at Yves Rocher stores in 2024. We also ran a breast cancer prevention program open to all female employees over age 40, based on a predictive assessment by Predilife, benefiting a total of 380 women.

## FOSTERING DIVERSITY, EQUALITY AND INCLUSION

Diversity and inclusion have been embedded in Groupe Rocher's CSR principles for many years, have been overseen by a D&I steering committee since 2023, and in 2024 we appointed brand- and country-level leads to cascade the Group's policy with targeted local initiatives—including **sessions to raise awareness of biases and stereotypes, a conference on inclusive leadership, and training to eradicate harassment and sexist behavior.**

## BUILDING CSR AWARENESS AND EXPERTISE AMONG TEAMS

Providing training on nature-related issues and planetary boundaries is one of Groupe Rocher's core pledges, and it is fulfilling it by providing its employees with a comprehensive range of tailored training programs.

**A general introduction to nature-related issues is available to all employees, in two online modules covering CSR Essentials,** launched in September 2023 and rolled out in 2024. We also provide job-specific CSR training for experts at each department to familiarize them with the sustainability challenges in their field. Then each brand supplements these programs with its own training programs focusing on their specific commitments.

### HIGHLIGHT

**4,582 EMPLOYEES**

trained in the two CSR  
Essentials modules  
4.6/5 average satisfaction rate  
(3,982 respondents).

**5,320 EMPLOYEES,**

i.e. 90% of the workforce, took part in one or more nature-based experiences and/or environmental awareness activities in 2023 and 2024.

## NATURE ACADEMY



**2,906  
EMPLOYEES**

took part in this half-day  
immersive and reflective  
experience organized  
by Groupe Rocher and divided  
into two parts:

a nature walk to reconnect  
with the natural world;

a collective intelligence workshop  
on the biodiversity crisis.

**4.7/5  
AVERAGE SATISFACTION RATE**  
(new format introduced in 2023).

# PARTNERS AND COMMUNITIES MOVING FORWARD TOGETHER

## GREEN IMPACT INDEX: COLLABORATING TO ENHANCE TRANSPARENCY

Groupe Rocher is one of the 22 founding members of the Green Impact Index consortium, which brings together manufacturers, suppliers, non-profits and federations to collectively steer the industry toward greater responsibility and transparency.

The consortium teamed up with AFNOR, France's national standards body, to develop a scoring system to assess and disclose the environmental and social impact of cosmetic products, dietary supplements, and family health and wellness products.

Its score is based on a holistic view of each product's life cycle, encompassing several key sustainability issues. It empowers consumers to make informed choices by favoring products with a lower impact and companies that are genuinely committed to sustainability.

Groupe Rocher Chairman Bris Rocher was appointed head of the consortium in September 2024, and Yves Rocher was the first Group brand to start introducing Green Impact Index labeling on its products.



2024 results (Yves Rocher)

# 16%

## OF REVENUE

from products displaying  
a Green Impact Index label.



# 130 MILLION

## TREES PLANTED

worldwide (including over 6 million in France) through the Plant for Life program.

## FONDATION YVES ROCHER

FONDATION YVES ROCHER  
POUR LA NATURE

The Foundation, which was established in 1991 and earned public-interest status in 2020, is committed to protecting biodiversity in three main ways:

Developing agroforestry;

Restoring forests and encouraging regeneration in other natural areas;

Promoting civic engagement through awareness-raising initiatives.

## ENGAGING THROUGH PHILANTHROPY AND SPONSORSHIP

Each brand shapes its own distinct mission to contribute to the Group's overall purpose. This gives them an opportunity to advance their vision for the common good, extending beyond purely financial and business considerations. Their philanthropy and sponsorships are a natural extension of their mission.

In 2024, for instance, 40 Dr. Pierre Ricaud employees took part in the Cancer@Work sports challenge, for the third year running.

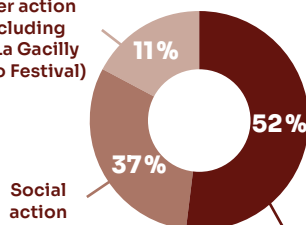
Donations and sponsorships by Groupe Rocher and its brands amounted to

# €6 MILLION

IN 2024

## GROUPE ROCHER DONATIONS IN 2024

Other action  
(including  
the La Gacilly  
Photo Festival)



Social  
action

Environmental  
action

# CUSTOMERS ARE AT THE HEART OF THE SUSTAINABLE BUSINESS MODEL

## PROMOTING RESPONSIBLE CONSUMPTION

Groupe Rocher is fully aware of the **vital role it has to play—both as a product manufacturer and distributor—in guiding its customers towards more responsible consumption habits**. And it is fulfilling this role through all its brands and their product lineups—from their inception to the end of their life, including promotion, marketing and use. The goal, every step of the way, is to make it easier for consumers to make more responsible choices.

### YVES ROCHER TRIALS A DEPOSIT-RETURN SYSTEM

Besides using less plastic, Yves Rocher is exploring ways of reusing glass packaging, which accounted for 45.4% of its total packaging weight in 2024.

It has joined ReCosm—a coalition led by Circul'R and Citeo to promote deposit-return systems in the cosmetic industry—and is trialing one of these systems with 36 face-care items at three stores in France, offering customers a €1 gift card for every jar they return. Return rates at the end of 2024 stood at 4.5%, the pilot will continue in 2025, and the target return rate is 10%.







« At Dr. Pierre Ricaud, we show that we care for customers by being completely transparent—about our formulas, our values and our manufacturing processes. We have handled every step of our skincare product development processes in-house, at our manufacturing facilities in France, to ensure effectiveness, full traceability and respect for the environment, for 35 years. This is how we are offering increasingly responsible products, designed with our customers' well-being and the planet in mind. »

**Nathalie Lagron,**  
CEO Dr. Pierre Ricaud

**NOT  
SO SIMPLE**

Developing products that meet a broad range of sustainability criteria involves balancing a variety of demands. Our in-house charter builds on the experience we have acquired in eco-design and raises the bar in 12 key areas. The real challenge is to combine performance, desirability, accessibility and low impact—without compromising on any of them.

**HIGHLIGHT**




Yves Rocher is the **#1 BRAND IN FRANCE** (by volume and value) for solid shampoos and solid cosmetic products.



**ESSENCE DE BEAUTÉ, THE DR. PIERRE RICAUD BRAND'S PREMIUM LINE,** has been available in refillable containers for over 20 years. Following its revamp in 2022, it now comes in a re-engineered jar that is as beautiful as ever with 18% less plastic and 40% less glass.

# KEY PERFORMANCE INDICATORS

## EMPLOYEES


GROUPE ROCHER TARGETS	2022	2023	2024
SENSE OF BELONGING			
Tell Us survey engagement rate in the top quartile of the benchmark panel.*	yes	yes	yes
DIVERSITY & INCLUSION			
50% of women in Brand and Business Unit executive committees by 2030.	49% 	49% 	51%
PERSONAL DEVELOPMENT			
4,000 people trained in CSR Essentials by end-2024.		2,292 	4,582

\* The new Tell Us survey objective for 2025 will be set based on the updated benchmark panel, with a target at least equal to the average of that new panel (which stood at 3.9/5 in 2024 and will be updated in 2025 accordingly).

## CUSTOMERS


















GROUPE ROCHER OBJECTIVES	2022	2023	2024
RESPONSIBLE CONSUMPTION			
20% of Yves Rocher’s personal care qualify for Gestes Engagés (product with a purpose) status by 2025.			14.7%
TRANSPARENCY			
20% of Yves Rocher’s annual revenue derived from products with a Green Impact Index score by 2025.			16%

### Legend

Objectives achieved	 On track	 Delayed	In progress / Under development
---------------------	--	---	---------------------------------

# ENVIRONMENT

GROUPE ROCHER OBJECTIVES 2022 2023 2024

BIODIVERSITY			
Increase the share of botanical ingredients sourced from AB-certified organic plants by 2030.			34%
Increase the share of botanical ingredients sourced from green supply chains by 2030.	43% 	31% 	30% 
CARBON			
42% tCO <sub>2</sub> eq reduction by 2030 vs. 2022 in Scopes 1 and 2.	16,513	-17% 	-31% 
25% tCO <sub>2</sub> eq reduction by 2030 vs. 2022 in Scope 3 (SBTi scope).	222,203	-14% 	-19% 
PLASTIC			
30% less plastic (gr per ml) on the market by 2030 vs. 2019.	-7.7% 	-4.8% 	-15% 
100% recycled plastic by 2030.	34% 	38% 	38% 
WATER			
30% reduction in industrial water consumption (m <sup>3</sup> per metric ton of product) by 2030 vs. 2019.	-11% 	-37%	-30%
100% of rinse-off detergent formulas containing at least 95% biodegradable ingredients by 2030.	89% 	88% 	90% 

# COMMUNITIES

GROUPE ROCHER OBJECTIVES 2022 2023 2024

RESPONSIBLE PROCUREMENT			
80% of purchase amounts covered by Groupe Rocher's Supplier Code of Conduct.	76%	82%	81%
100% of purchase amounts covered by its Duty of Care process.		100%	100%
LOCAL ROOTS			
75% tCO <sub>2</sub> eq reduction at the Group's 14 bases in La Gacilly, Rieux and Ploërmel by 2025 vs. 2019.		-35%	-50%

# GLOSSARY

## **1 / CARBON FOOTPRINT (P. 29)**

A method for calculating an organization's greenhouse gas emissions, covering its Scope 1 (direct emissions from its own activities), Scope 2 (indirect emissions from energy consumption) and Scope 3 (all other indirect emissions in its value chain). The footprint is expressed in metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq) and provides a basis for mapping out carbon reduction strategies.

## **2 / ECO-DESIGN (PP. 4, 14, 20, 27, 44)**

An approach aiming to minimize the environmental impact of a product from its design stage onward, by taking into account its entire life cycle—including raw material extraction, manufacturing, use and end of life. Eco-design encourages sustainable choices such as using recycled or biodegradable materials.

## **3 / PLANT-BASED SUPPLY CHAIN**

All the farmers, cooperatives, processors and other parties involved in cultivating, processing and sourcing sustainable plant-based ingredients. This chain supports environmentally responsible practices and community development.

## **4 / GREENHOUSE GASES (GHGS) (PP. 28, 29, 36)**

Gases that trap heat in the atmosphere and contribute to global warming, including carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). They originate from both human activities—such as transport, industry, agriculture and energy production—and natural sources. Rising concentrations of GHGs are the main driver of climate change.

## **5 / NATURAL-ORIGIN INGREDIENT (PP. 6, 16, 18, 19)**

An ingredient derived from natural resources (plant, animal or mineral) and processed using limited physico-chemical methods. Except for honey and beeswax, no animal-derived materials are used in products from Groupe Rocher's brands.

## **6 / SBTi (SCIENCE BASED TARGETS INITIATIVE) (PP. 28, 45)**

An initiative supported by the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wildlife Fund (WWF). It helps companies set science-based greenhouse gas reduction targets aligned with the Paris Agreement, with the goal of limiting global warming to 1.5 °C.

**Publication directors:**

Mission & Impact Department, Groupe Rocher  
and Groupe Rocher Communication Department

**Sources:** Non-financial performance statements (DPEF)  
2021/2022/2023/2024 and Groupe Rocher's 2024  
Mission Committee Report

**Photo credits:** Emmanuel Berthier, Ronan Moucheboeuf,  
Dominique Rolland, Groupe Rocher, Sabon, Yves Rocher,  
Petit Bateau, Stanhome, Dr. Pierre Ricaud, Arbonne,  
Flormar, Kiotis, Istock

**Design and production:** Agence 3<sup>e</sup> étage

June 2025



