

INCREASING OUR
**POSITIVE
IMPACT**

DP | DÔMES
PHARMA



**CSR REPORT
2023**

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OUR PURPOSE

(RE)INVENTING, WITH PASSION AND HUMANITY, SOLUTIONS FOR THE HEALTH AND WELL-BEING OF PETS FOR MORE COMPLICITY AND A BETTER LIFE.



Anne MOULIN
Principal shareholder
and President of
DÔMES PHARMA USA



Together, let's increase our positive impact

75 years ago, our expertise in animal health was developed in response to the emerging need to provide care - and a better life - for household pets.

Today, this mission is still ours, but it comes with new responsibilities. In a world shaken by successive crises and global warming, we have a duty to take account of the social and environmental challenges of our business and to play our part in transforming society. Our 2020-2025 strategic plan fully integrates our commitment to CSR and our ambition to cultivate human capital, sustainable development and economic performance.

Our corporate culture and values encourage us to take a positive view of the challenges we face. In everything we do, we believe in the strength of the collective and in the power of Boldness, Responsibility and Kindness to find solutions and transform threats into opportunities. To reaffirm this approach and make it the guide for all our actions, we have made it a central part of our daily lives and are committed to always striving to **increase our positive impact!**

Our values

Our heritage is the values that have inspired our predecessors and are the pillars of our shared culture. Today, these values guide our CSR approach and our mission: to help transform society with Boldness, Responsibility and Kindness.

Our core principles

We champion the road less traveled

- We choose to make products and services that are different, either in their own right, by their production method or via their distribution channel.
- We take advantage of sectors that are untapped by other players.
- We are a multi-expertise group capable of being the link between the different players in the health sector. .

We are free to invent our own model

- Agility in choices and decision making
- Our independence and our family shareholding give us freedom of choice.

We place Relationships at the heart of our concerns

We take care of what and who is around us:

- Employees
- The patient (human or animal)
- Customers (owners, vets, pharmacists, manufacturers)
- The supplier
- The environment.

A man with a goatee is holding a tabby cat. The image is overlaid with a purple tint.

Think with **BOLDNESS**

A person is climbing a rock wall. The image is overlaid with a blue tint.

act with
RESPONSIBILITY

A person is sitting on a wooden deck, petting a dog. The image is overlaid with an orange tint.

show **KINDNESS**

THE DÔMES PHARMA GROUP



DÔMES PHARMA is an independent, family-run group with 75 years' experience in the veterinary pharmaceutical industry.

A vertical integration

From development to manufacturing and marketing, we are involved in the entire value chain of the medicinal product. This specificity guarantees our independence and puts us in contact with all the players in animal health: scientists, manufacturers, pharmacists, vets and pet owners.

Strong international development

Since 2016, the Group's ambition has been to claim its place as an international player in animal health, with the aim of generating 35% of its sales outside France by 2025.

Present in Europe in the most mature countries for the development of animal health, we have also been present in North America since 2022 with the opening of a subsidiary in the United States, and the acquisition of a biotech in 2023 which will consolidate our position as world leader in veterinary ophthalmology.

Key figures

90 M€

Turnover by 2023

363 employees

Including 80 field sales staff. 6 sites in France, the United Kingdom, Germany, Spain and the United States.

83%

Of our sales come from animal health

140 products

54 Marketing Authorizations in France and 19 abroad.

30 countries

Including 5 directly: France, UK, Germany, Spain and USA.

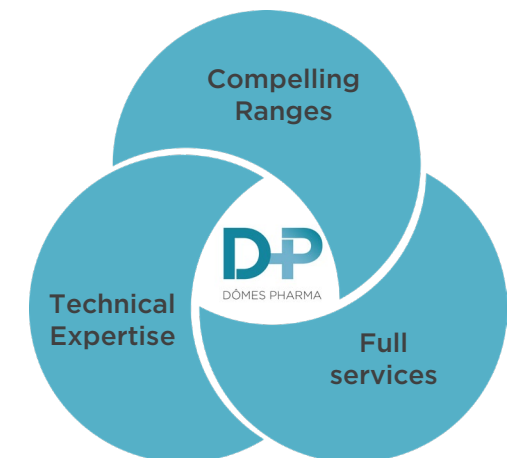
Leaders

in our therapeutic specialities

Our products meet real needs. Thanks to our holistic approach, we have become leaders in therapeutic areas that were previously underserved by the industry. Fully committed to improving access to veterinary medicine, we bring relevant improvements and innovation to veterinarians and pet owners in our areas of expertise.

OPHTHALMOLOGY	POISONING
EPILEPSY	ANXIETY
	DIGESTIVE

A holistic approach



THE CSR APPROACH

of the DÔMES PHARMA Group

DÔMES PHARMA's commitment to CSR dates back to 2017.

4 areas of progress were identified: Governance, Responsible Purchasing, Environment and Human Resources, including QWL, social dialogue and human capital development. These have enabled the Group to make a great deal of progress in these different areas.

Since then, the context and the world have changed. The covid-19 pandemic, terrorism, the war in Ukraine, the climate emergency and, more generally, economic and financial difficulties have plunged us into the era of 'permacrisis'. This is why, since 2021, the CSR approach has been integrated into the Smart Moves 2025 strategic plan, which is no longer just a destination but a way of moving forward, a step towards changing the way we do things.

Referring to the triple bottom line "People, Planet, Profit", our ambition is to CULTIVATE human capital, sustainable development and economic performance to increase our POSITIVE IMPACT.



INCREASING OUR
**POSITIVE
IMPACT**



PEOPLE, PLANET, PROFIT

The CSR orientations of our strategic plan

PEOPLE : Focusing on the skills and **DEVELOPMENT OF EMPLOYEES** within the Group

PLANET : Significantly improve our **CARBON FOOTPRINT** by achieving at least 2 life cycle improvements on 80% of the products we manufacture by the end of 2025.

PROFIT : Maintain profitable growth to ensure our **INDEPENDENCE** and finance our investments, guide our decisions and actions to satisfy all our customers and maintain a **UNIQUE AND PERSONALISED RELATIONSHIP**

CSR OBJECTIVES

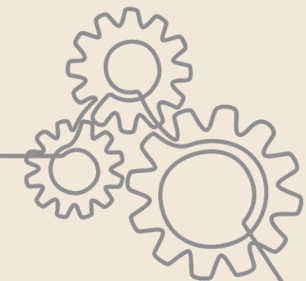
smart 2025
MOVES



CSR INDEX = 200

(CSR Index 100 in 2021)

PEOPLE | PLANET | PROFIT
33% 33% 33%



80%

of products must have improved 2 aspects of their life cycle

A person is seen from the side, writing on a whiteboard. The whiteboard is covered with several sticky notes of various colors (yellow, orange, blue) and has some handwritten text. The person is wearing a patterned sleeve and a black bracelet. The background is slightly blurred, showing other people in a meeting setting.

PEOPLE. INCREASING OUR **SOCIAL POSITIVE IMPACT+**

Capitalise on the **SKILLS** and
DEVELOPMENT OF EMPLOYEES
within the Group.

OUR
2023
OBJECTIVES

- **DEVELOPING TALENTS**
Since 2021, the Group has been focusing on training to develop skills, change working habits, develop management and retain talent.
- **PROMOTING WOMEN'S LEADERSHIP**
With the aim of having 50% women in management positions by 2030, the Group has set up a programme to help female employees assert themselves and develop their professional ambitions.
- **MEASURING ENGAGEMENT**
After two QWL barometers in 2018 and 2021, the Group launched its first engagement-o-meter this year, which will serve as the basis for annual monitoring taken into account in our CSR index.
- **IMPROVING QUALITY OF LIFE AT WORK**
As we do every year, we are listening to our employees to find out what their expectations are and always aiming to improve the quality of life at work.

PEOPLE. INCREASING OUR
**SOCIAL POSITIVE
IMPACT +**



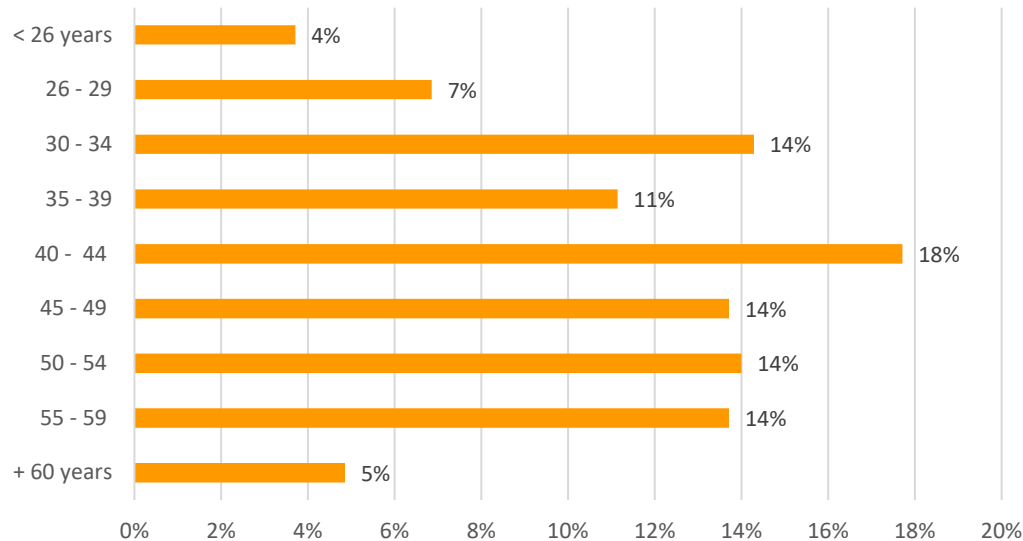
KEY FIGURES
2023

363 employees

64%

36%

Breakdown by age



**PERMANENT
CONTRACT**

96%
of employees

44 years old

On average

10 years

Average years service

2,127 hours of training

14h on average per person trained.

Training budget 1%

of payroll

Rate of absences 5.45%

The average rate was 6.70% in France in 2022 according to the Ayming and AG2R LA MONDIALE 2023 barometer.

Turn-over 14%

9% resignations

The closure of a Group subsidiary partly explains the high staff turnover rate of 2023.

ENGAGE-O-METER

Relationships
with colleagues

7.6

Relationship with
the manager

7

Personal
development

5,3

Alignment with
the company

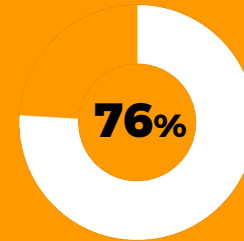
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Working
conditions

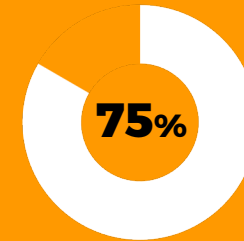
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Fulfilment at
work

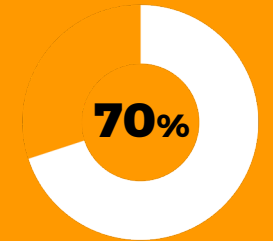
7.3



Proud to work
for the Group



Motivated by
their job



Happy at work

Areas for improvement for 2024

- Career development: training opportunities, support, outlook for the future
- Working conditions: workload, work organisation
- Fulfilment at work: recognition

Women's leadership: a proud heritage

While only 14% of companies in France are run by women, the DÔMES PHARMA Group has had 3 generations of outstanding and inspiring female directors. Firstly, Simone Moulin, who ran the Group's 1st laboratory, Vétocentre, in the 1960s. Then there was Chantal LUGNIER in the 1980s, a partner of Jean Moulin and still Vice-Chairwoman of the Supervisory Board today, who created the DÔMES PHARMA Group in France and chaired it until 2016. And finally Anne Moulin, who initiated the international expansion before leaving herself in 2022 to develop the business in the United States, where she finalised the acquisition of a veterinary ophthalmology biotech. It's a heritage we're proud of, but one which imposes a responsibility on us: to help develop women's leadership within the Group.

Women of DÔMES PHARMA: our program to develop female talent

On the occasion of International Women's Rights Day on 8 March 2023, the Group officially launched its "Women of DÔMES PHARMA" programme, which aims to reflect on and take action to help female employees assert themselves and develop their professional ambitions. It includes:

- **The company's membership of the Women Initiative Foundation**, which enables it to take high-quality international training courses.
- **Deployment of a leadership training program** to support all the Group's managers, which will also benefit the development of women in positions of responsibility.



On 8 March 2023, 5 Group employees from different countries, professions and generations spoke about their vision of the place of women in the world of work.

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IMPACT +**



WOMEN OF DÔMES PHARMA

FIGURES FOR OUR WOMEN'S LEADERSHIP PROGRAM IN 2023

<p>14 GRADUATE EMPLOYEES</p>		<p>McGill</p>	<p>5 courses 5 UNIVERSITIES: STANFORD, MCGILL, PARIS-SACLAY, NUS BUSINESS SCHOOL, CENTRALE SUPÉLEC</p>	<p>CentraleSupélec</p>		
			<p>360H OF TRAINING</p>	<p>Stanford University</p>	<p>4 COUNTRIES USA, SINGAPORE, CANADA, FRANCE</p>	
<p>16 TRAINING PATHWAYS</p>						

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Conference



Estelle METAYER, lecturer and adjunct professor at McGill University (Canada), where she teaches in the leadership programmes, gave a talk on "Female leadership: meeting the challenges of the new world of work". After outlining the changing roles and expectations in the world of work in terms of leadership and the skills required, Estelle Métayer presented the strengths of female leadership and the measures to be implemented to encourage the emergence of female leadership.

OUR ACTIONS
2023
DEVELOPING
talents



Project management training



This training course, created in-house by the IT department, aims to develop a real project culture and a common vocabulary within the DÔMES PHARMA teams. Organised into 3-hour sessions, it takes place in 2 phases: a theoretical phase and a practical session. The aim is to support employees who have to manage projects in order to increase the success rate, unify practices (organisation and project management vocabulary) and reduce the difficulties encountered by offering tools and keys to successfully completing a project.



27

% of staff.

17

Sessions

9

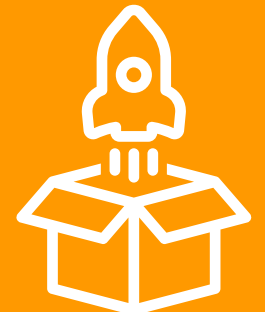
Trainers

4.8/5

note from
participants

Workshops to discover and experiment with collaborative tools

To support its managerial and cultural transformation initiated in 2019, the Group's managers have undergone training to develop postures, practices and collaborative tools aimed at stimulating and capitalising on collective intelligence. At the initiative of 4 "pathfinders", whose role is to oversee the development of practices within the Group, workshops to try out these tools were offered to all employees wishing to learn about these practices. 3 workshops were organised: Deepening the fundamental tools (active listening, resonance, feedback, etc.), the Feeling/Sense/Movement dynamic (the rocket) and intervision.



OUR PROJECTS
2024

- **DEVELOPING & RETAINING TALENT**

In line with our plan to develop skills, 4 projects will be deployed in 2024 to define the integration path for managers, develop promising profiles, encourage collaboration and design a training programme to develop expertise in our media marketing and sales teams to reinforce our holistic approach and our desire for excellence.

- **PROMOTING FEMALE LEADERSHIP**

In 2024, the "Women of DÔMES PHARMA" programme will continue with the renewal of our membership of the Women Initiative Foundation, which will enable us to offer 6 international training courses in which 14 women from the Group will be able to take part. Our ambition for 2024 is to set up a mentoring programme within the company, organise a new leadership conference and implement an action plan to reduce the pay gap between men and women.

- **IMPROVING QUALITY OF LIFE AT WORK**

As part of a continuous improvement approach, quality of life at work and work-life balance are on the agenda for 2024, with the reorganisation of the head office cafeteria to transform it into a multifunctional collaborative space.

PLANET. INCREASING OUR
**POSITIVE IMPACT ON
THE ENVIRONMENT +**

Significantly reducing our
CARBON FOOTPRINT

OUR OBJECTIVES
2023

- **RAISING AWARENESS ABOUT CSR**

Informing employees about the challenges of sustainable development, defining CSR, gathering their expectations and disseminating the company's initiatives and objectives. Encourage initiatives and best practices in all departments.

- **REDUCING OUR CARBON FOOTPRINT**

Implement the 2023 "Green Actions "* roadmap to reduce our carbon footprint, based on the conclusions of the working group following the carbon assessment carried out in 2021-22 (see next page). The ambition is to significantly reduce and even aim for carbon neutrality by 2025.

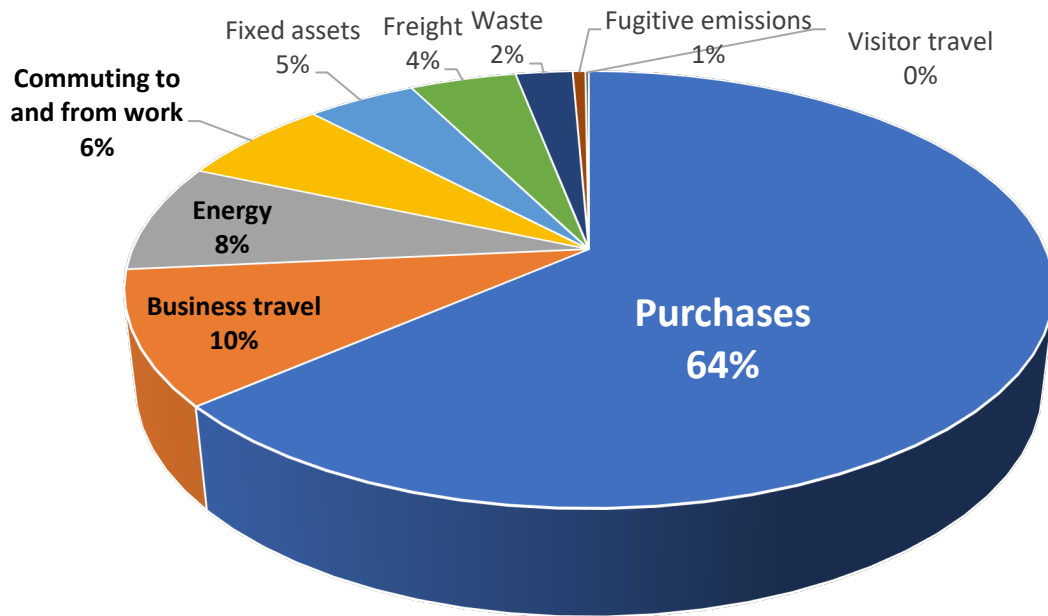
- **IMPROVING OUR PRODUCTS**

To develop or optimise packaging in order to improve the ecological impact of our products by working on the various points of an eco-design cycle.

PLANET. INCREASING OUR
**POSITIVE IMPACT ON
 THE ENVIRONMENT+**

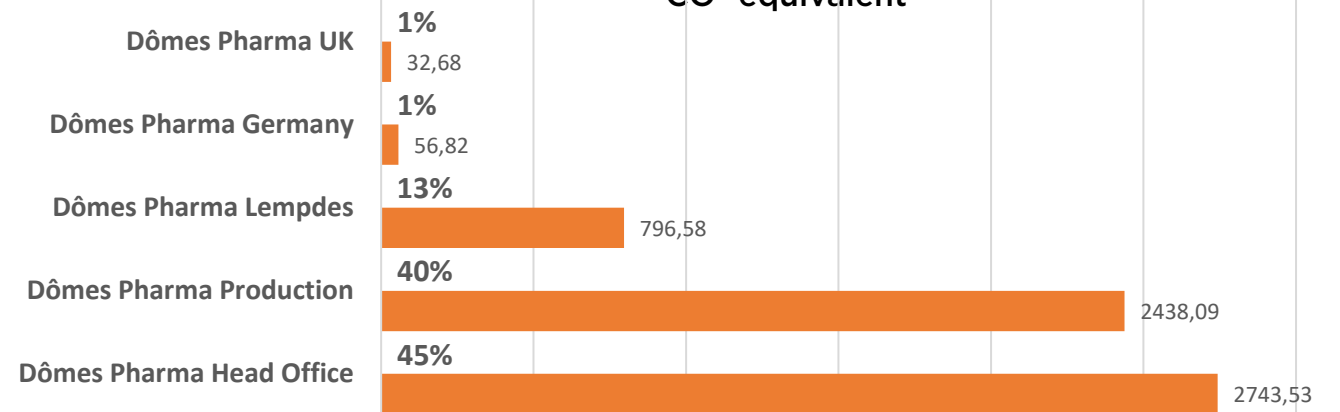
CARBON FOOTPRINT 2021

Breakdown by category



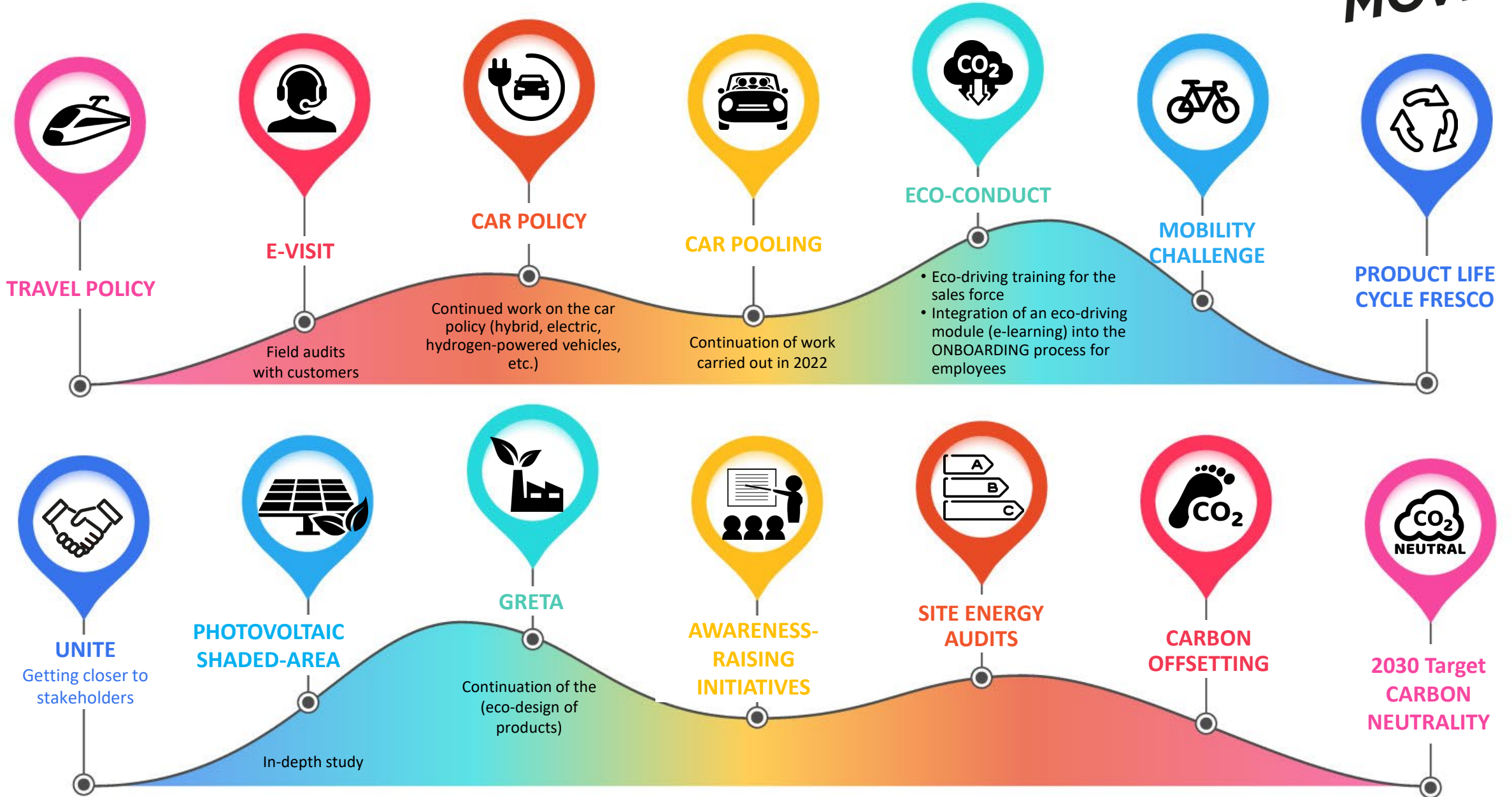
Category	Quantity in tons of CO ² equivalent
Purchases	4 176,41
Business travel	648,65
Energy	526,69
Commuting to and from work	422,33
Fixed assets	299,03
Freight	291,19
Waste	155,74
Fugitive emissions	34,63
Visitor travel	9,45

Breakdown of emissions by site in tons of CO² equivalent



ROADMAP GREEN ACTIONS 2023

smart ²⁰²⁵ MOVES



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THE ENVIRONMENT+**

**OUR ACTIONS
2023**
REDUCE
CARBON FOOTPRINT



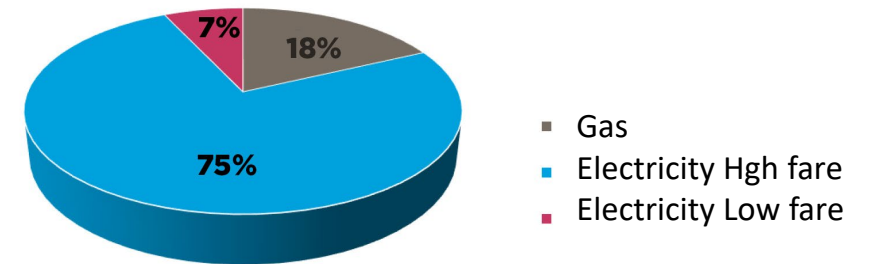
ENERGY BALANCE FOR THE DÔMES PHARMA PRODUCTION SITE IN FRANCE



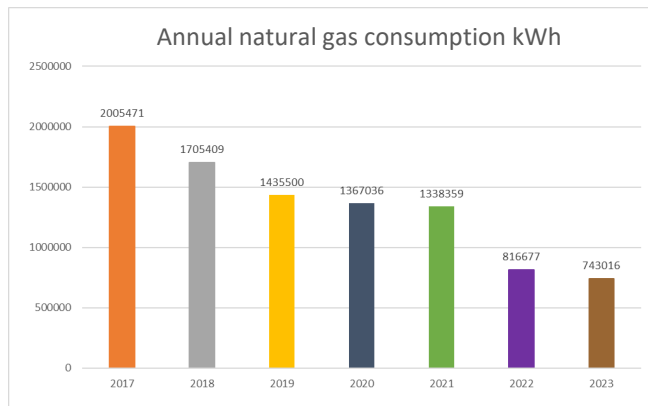
To complete the carbon assessment carried out in 2021, the DÔMES PHARMA production site has signed up to the BPI's "Diag Eco-Flux" operation to make savings while reducing its impact on the environment, thanks to advice on how to optimise energy, water, material and waste flows.

It should be noted that the pharmaceutical industry has major quality constraints that influence consumption. Air treatment and site temperature maintenance account for a significant proportion of consumption. In particular, the AHUs are switched on 24/7 to maintain the required quality levels.

Breakdown of the production site's energy consumption in MWh by 2023



NATURAL GAS



Very sharp reduction in natural gas consumption in recent years. Since 2018, we have reduced our consumption by 56.4%.

Natural gas consumption is down 9% compared with 2022. This reduction is partly the result of the investment made to change the boiler and recycle the hot water from the chillers.

The review highlighted areas for improvement in gas consumption:

- Installation of a water law that varies the water temperature according to the outside temperature, which could reduce energy consumption by up to 15%.

PLANET. INCREASING OUR
**POSITIVE IMPACT ON
THE ENVIRONMENT+**

**OUR ACTIONS
2023**
REDUCE
CARBON FOOTPRINT



ENERGY BALANCE FOR THE DÔMES PHARMA PRODUCTION SITE IN FRANCE

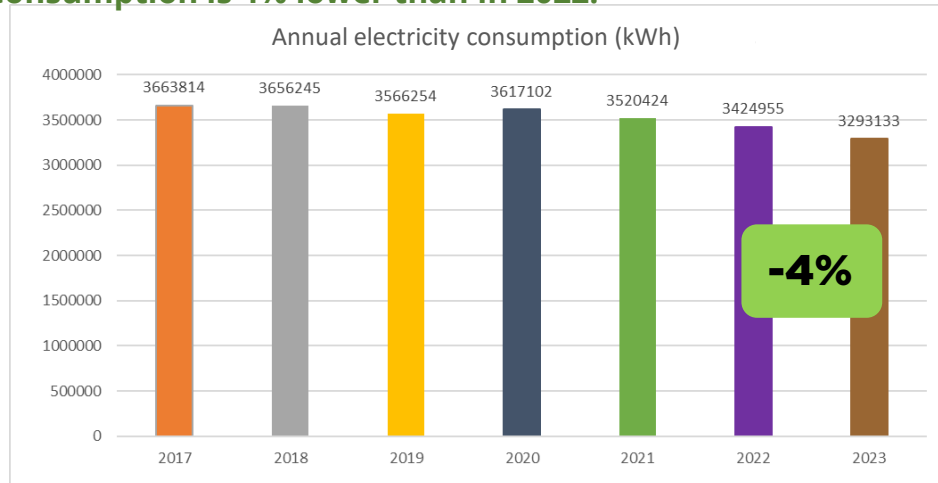


ELECTRICITY

The assessment highlighted areas for improvement in terms of site consumption:

- Work to reduce the electrical load, in particular by automating the shutdown of certain equipment and by signalling.
- Reducing leaks in the compressed air system
- Recover the heat produced by the compressor
- Implement measures to reduce air-conditioning requirements in summer, with possible savings of up to 12%.

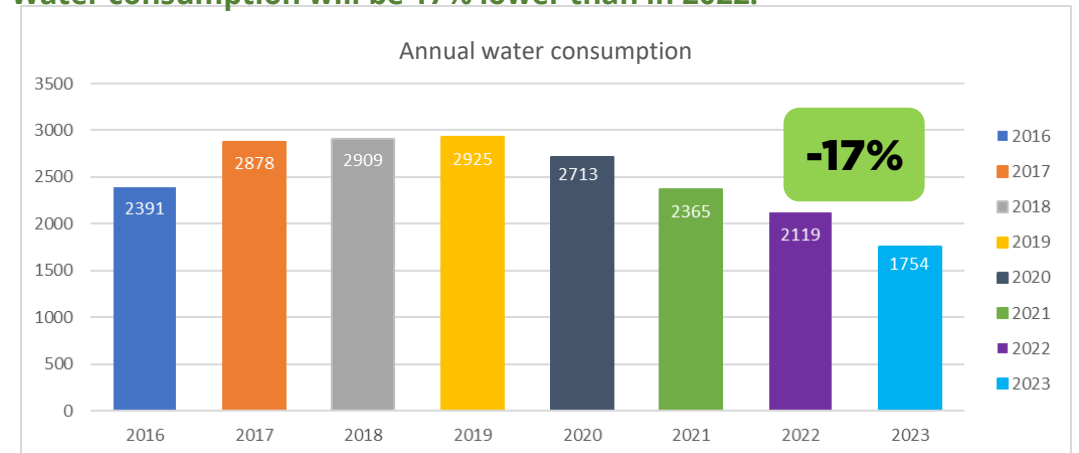
Consumption is 4% lower than in 2022.



WATER

A discharge agreement has been drawn up between our production site and SEMERAP (a local public company involved in water, sewerage and the environment). Continuous monitoring is carried out for pH, temperature, flow rate and conductivity. Quarterly 24-hour assessments are carried out. In 2024, the site will install a wastewater pre-treatment plant.

Water consumption will be 17% lower than in 2022.



PLANET. INCREASING OUR
**POSITIVE IMPACT ON
THE ENVIRONMENT+**

**OUR ACTIONS
2023**
REDUCE
CARBON FOOTPRINT



ENERGY AUDIT OF DÔMES PHARMA'S TERTIARY SITES IN FRANCE

Breakdown of consumption by site and by category



To complete the carbon assessment carried out in 2021, DÔMES PHARMA's 2 tertiary sites in France have commissioned an energy audit to identify areas for improvement, particularly in terms of monitoring and controlling electricity consumption. The DÔMES PHARMA Head Office site is the biggest consumer, accounting for over 65% of consumption. On both sites, heating and air conditioning consume the most (between 48 and 50%).

At the Pont-du-Château site, the Warehouse air conditioning accounts for almost 90% of total air conditioning consumption. Electric charging points account for around 4% of total consumption at both sites.

The following areas for improvement have been identified and will be studied in 2024:

- Understand and reduce weekend electricity consumption.
- Putting up posters to raise awareness and remind people to reduce electricity consumption
- Implement Centralized Technical Management (CTM) to replace manual individual settings
- Controlling the temperature of the storage area
- Automate lighting in the storage area

ECO-DESIGN OF PACKAGING PROJECT

The project aims to develop or optimise packaging to improve the carbon impact of products. Improvements are envisaged in 3 areas/

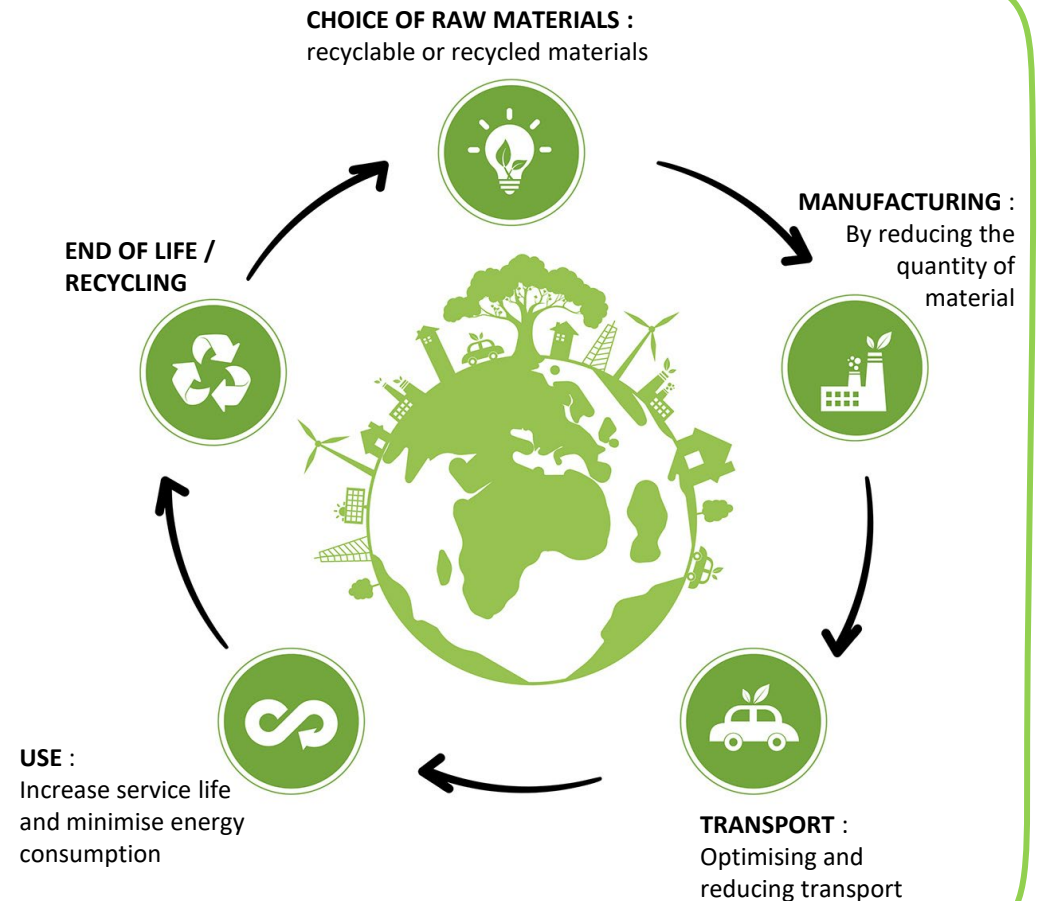
- **Choice of raw materials:** taking care not to lose the technical specifications of existing packaging.
- **Manufacturing:** respect for the environment, forests, local populations, workers, etc.
- **Transport:** reducing the transport impact of packaging

Various stages are necessary to assess the potential gains for each product: Identification of possible improvements for each product, selection of accessible solutions, test phase for each solution, validation and final choice and finally feedback.

In 2023, a group of 10 people from different functions took part in the project. In all, 10 products were studied and areas for improvement investigated with a view to making changes.

Results:

- 2 improvements were considered to be: favourable
- 3 are considered: unfavourable
- 2 were considered: improvable
- 3 are considered: to be studied



PLANET. INCREASING OUR POSITIVE IMPACT ON THE ENVIRONMENT+

OUR ACTIONS 2023

RAISING AWARENESS of CSR and its challenges



Efficiency and circularity, levers for the energy transition



Keynote of Grégory Richa



Meetings & Conferences



6 information meetings on CSR were organised to explain and raise awareness of CSR. These meetings reached 240 of our employees, i.e. 60% of the workforce.

A circular economy awareness week was organised from 22 to 26 May. The highlight of the week was a **conference-debate** by Grégory Richa, author of "Pivoting towards a circular industry", which brought together more than 100 employees.

DÔMES PHARMA also **hosted the GIMRA** (Auvergne Regional Pharmaceutical Industry Group) conference on CSR.



Awareness groups

Awareness-raising groups have been set up to regularly disseminate advice, information and information on the 3Rs (Reduce-Reuse-Recycle waste), energy saving and eco-responsible resolutions.



Climate & Circular economy



The Climate Fresco was introduced to the DÔMES PHARMA Group in 2023. The first employees have received training so that it can be deployed more widely in 2024.

A circular economy fresco has also been created to raise awareness of the life cycle of products and integrate this data into our packaging reduction project.



PLANET. INCREASING OUR
**POSITIVE IMPACT ON
THE ENVIRONMENT+**

OUR ACTIONS
2023
REDUCE
CARBON FOOTPRINT



Eco-driving training



As part of the Green Actions 2023 plan, the Carbon footprint team has invited all employees to take part in an **e-learning program on eco-driving**, a form of driving that reduces fuel consumption and therefore greenhouse gas emissions. The modules provide training for different vehicles: internal combustion, electric, rechargeable hybrids and non-rechargeable hybrids. Home-work journeys account for 10% of the Group's emissions. **100% of the sales force in France and 35% of employees will have taken this training by 2023.** 91% found the training useful and 78% learned new skills.

Green Car Policy

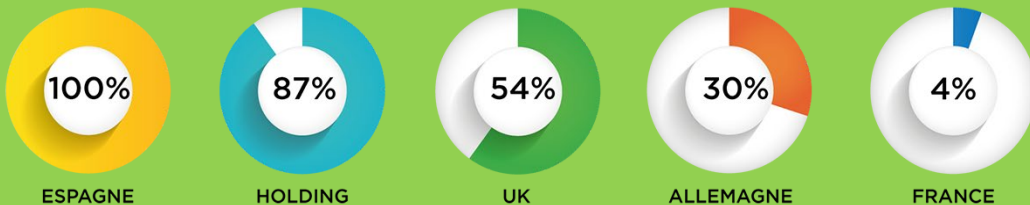


Since 2021, the Group has been pursuing a policy of converting its car fleet to 100% electric, rechargeable hybrid or hybrid. There is still a wide disparity between subsidiaries, which is due to the length of lease renewals. All car parks are equipped with recharging points.

26%

Au global de véhicules électriques ou hybrides.

Electric and hybrid vehicle equipment by subsidiary



Mobility challenge



As part of the Mobility Challenge Auvergne-Rhône-Alpes, employees were invited to select an alternative mode of transport to their car. A competition was organised to reward the most original means of transport.

A welcome breakfast was organised to make the operation festive and to photograph the participants.



Travel policy



The result of consultation between a group of employees and the management team, the travel policy implemented in 2023 aims to reduce the Group's carbon footprint by favouring the most environmentally-friendly means of transport. The train is preferred for all business travel. Public transport is preferred to taxis. Company electric vehicles or car hire, preferably electric, is possible, preferably with several people and when public transport is not possible. Air travel is not permitted within France except in connection with an international flight.

Digitalising processes

Use of software to digitise signatures and archive contracts. The vast majority of contracts are signed digitally. By 2023, 90% of the employees concerned had received training on the tool. In 2023, we also switched to electronic voting for the election of staff representatives. The result: less paper, greater security and a higher turnout.

PLANET. INCREASING OUR
**POSITIVE IMPACT ON
THE ENVIRONMENT+**

**OUR ACTIONS
2023
RECYCLE**



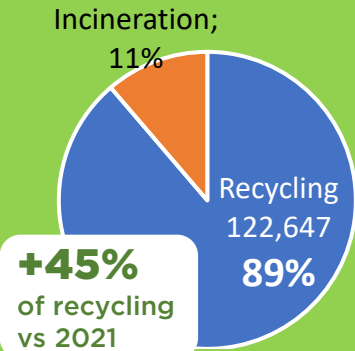
IN SUPPLY CHAIN

- Selective sorting of plastic, cardboard and CIW at shop level.
- Resale of surplus pallets to Patrie in St Hilaire Lacroix (63), a Puy-de-Dôme company that favours local resources and recycles wood waste.

IN PRODUCTION

Between 2021 and 2023, recycling rose from 61% to 89% and no landfill was carried out. Over the same period, the proportion of material recycling rose from 28% to 60%. **The quantity of waste is down by almost 8 tonnes compared with 2022.**

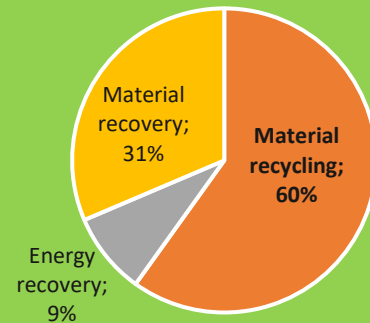
Breakdown of types of 2023 in tonnes



- 6%
waste reduction
vs. 2022



Breakdown of treatment 2023 as a % of total



IN INFORMATION TECHNOLOGY

Recycling of obsolete and non-recoverable equipment by Inéo

IN OUR OTHER ACTIVITIES

Collection, destruction and shredding of paper, which accounts for 62% of waste recycled by our service provider Inéo. This represents :



13 993 Kg collected



71 364 kWh saved



237 111 kg wood saved



428 185 L saved



Impact

76.68 Kg saved

Type of waste	Total weight in kg	%
Electrical & electricity equipment.	3 536	41%
Furniture	3 349	39%
Ordinary industrial waste	624	7%
Wood	325	4%
Cardboard	302	4%
Glasses	183	2%
Metals / Scrap metal	115	1%
Cartridges / Toners	39	
Batteries	32	
Others	18	

OUR PROJECTS
2024

- **IMPROVING THE CARBON FOOTPRINT OF OUR PRODUCTS**

7 product improvements have been identified for 2023 and will be implemented from 2024. 127 lines have been selected, which will enable one or more improvements to be made to 79 products.

A second section concerns longer-term projects:

- Abandoning the use of plastic for our single-dose containers in favour of bio-sourced and biodegradable materials
- Bio sourcing of the active ingredient in one of our products
- Optimising the packaging and palletising of our products for shipment.

- **REDUCING OUR CONSUMPTION**

The aim is to reduce our Group-wide energy consumption by 10% by 2024.

- **OBTAIN ECOVADIS CERTIFICATION**

In 2024, we will begin the process of obtaining Ecovadis certification.

- **RAISING AWARENESS OF CSR**

Informing, supporting and encouraging our employees to change their professional and personal habits to meet the challenges of sustainable development remains at the heart of our priorities for 2024.

PROSPERITY. INCREASING OUR
**ECONOMIC AND SOCIAL
POSITIVE IMPACT+**

BUILDING STRONG, CLOSE
RELATIONSHIPS WITH OUR
PARTNERS, INVESTING IN OUR
LOCATIONS AND MAINTAINING
A UNIQUE, PERSONALISED
RELATIONSHIP.

OUR OBJECTIFS
2023

- **HELP TO IMPROVE EVERYONE'S DAILY LIFE**

Participating in the transformation of society and improving everyone's daily life are the two new missions that companies must fulfil. DÔMES PHARMA has chosen to do this in part through its Corporate Foundation, created in 2019 and dedicated to animal therapy.

- **WORKING TOGETHER AND LISTENING**

Initiate and/or strengthen our relations with our stakeholders and our ecosystem in order to relay their expectations internally and inspire our CSR policy. Mapping the groups that represent our different areas of activity (pharmaceutical industry, veterinary world, environmental protection, IT, HR, communications, etc.) to ensure that we are represented in each of them.

- **MAINTAINING CLOSE RELATIONS WITH SCHOOLS,
UNIVERSITIES AND RESEARCH INSTITUTES**

The exchanges are enriching for companies, teaching teams and students alike. It is both a societal duty to participate in the training of young people and an opportunity to draw on research teams at the cutting edge of innovation. What's interesting about universities is that they can immerse themselves in the needs of the professional sectors that concern them.

PROSPERITY. INCREASING OUR ECONOMIC AND SOCIETAL POSITIVE IMPACT +



5
YEARS

90
Applications
received

53
Funded
projects

500
thousand €
distributed

Having witnessed the unique bond between humans and animals for over 70 years, the DÔMES PHARMA Group decided to set up a corporate foundation dedicated to animal therapy in 2019. Its mission: to enable the most vulnerable among us to share a moment of complicity, relaxation or care with an animal, to benefit from the profound and lasting benefits of this relationship.

The DÔMES PHARMA Foundation is made up of 3 colleges of permanent members who ensure that it runs smoothly and that grants are selected and approved. Volunteer employees are involved in both the selection of projects and their implementation:

- **College of founding members:** Anne MOULIN, principal shareholder, Chantal LUGNIER vice-president of the Supervisory Board, Dominique MOULIN president of the Executive Board.
- **College of staff representatives:** Marianne SAATDJIAN (Marketing Product Manager), Nathalie CALISI-KRYSA (DMV), Florence LEPAGE (Communications).
- **College of qualified persons in the field of animal therapy:** Yasmine Debarge, Delegate of Canidea (Confédération Nationale des Organisations de chiens de médiation) - Dr in social sciences, Hélène Viruega, co-founder of the Equiphoria Hippotherapy centre, Dr Sonia Wittreck, Veterinarian specialised in adapted horse riding.



24 ANIMAL THERAPY PROJECTS SUPPORTED IN 2023

In 2023, the Foundation received 34 grant applications. The applications were examined by volunteer staff and members of the Foundation's Board of Directors, who selected 24 projects for funding, including :

- **ANEF 63** : Animal therapy sessions
- **CHU DE TOURS**: Animal sessions
- **EHPAD JACQUES BONVOISIN**: Animal therapy sessions
- **SOUL SHELTER**: Palliative care for animals at the end of their lives
- **YOU CARE**: Animal therapy sessions
- **LA RONZIERE**: Animal therapy in the disability sector
- **TRAIT D'UNION**: Animal therapy sessions for families accompanying children in hospital
- **AHAPA**: Animal therapy sessions
- **ANIMAL MIEUX ETRE**: Equitherapy sessions for people with physical or mental disabilities
- **ASAPAD**: Animal therapy sessions
- **ENVOL ISERE AUTISME**: Animal therapy sessions
- **PSYCH'A PATTES**: Animal therapy sessions
- **LES QUATRE A**: Complete renovation of their premises where guide dogs are trained
- **CAMELEON**: Financing of animal therapy sessions for children and teenagers who have been victims of sexual violence
- **VETERICARE**: Solidarity-based financing solutions for major veterinary expenses
- **ASSOCIATION ADAPT EQUIT**: Construction of a workspace dedicated to the project
- **ADAMAL** : Animal therapy sessions
- **CENTRE MUTUALISTE DE REEDUCATION ET READAPTATION DE KERPAPPE**: Canine therapy sessions in paediatrics for the 2023/2024 school year
- **AMICALE DES PATIENTS DE VAUCLAIRE**: Equitherapy for young patients aged 12 to 18.
- **UNANIMA ASSOCIATION**: Remobilisation and skills identification week for young people from the local mission in Rennes.



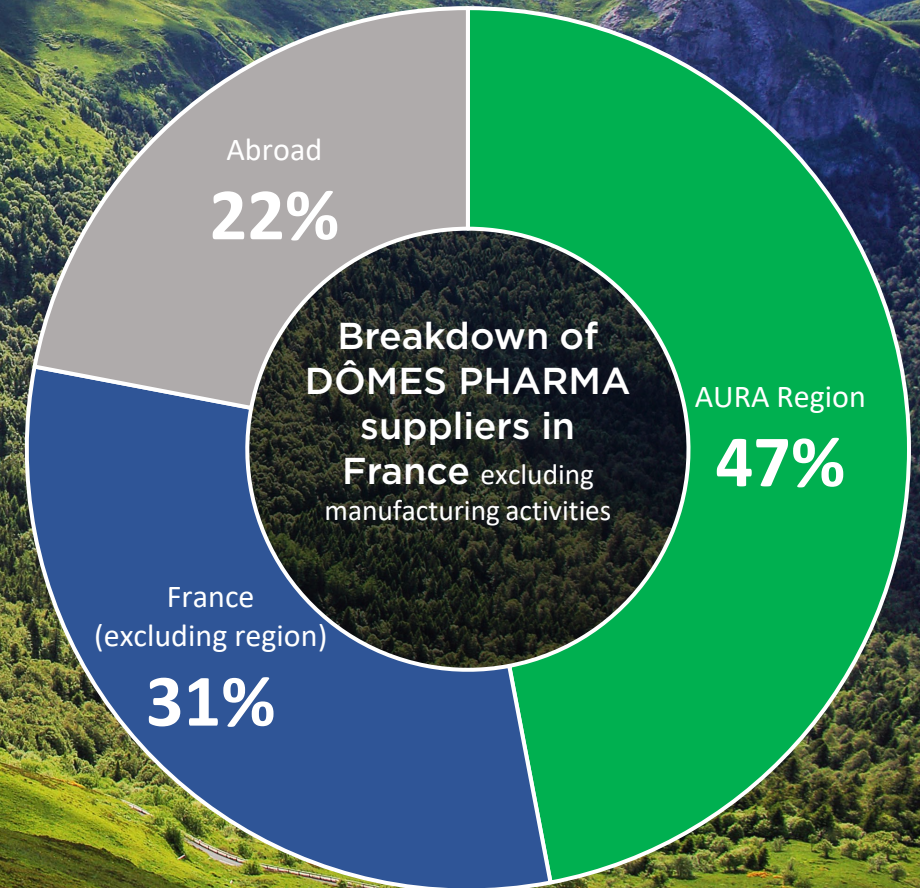
Follow the Dômes Pharma
Foundation on

LinkedIn

PROSPERITY. INCREASING OUR
**ECONOMIC AND SOCIETAL
POSITIVE IMPACT +**

78%

Of our purchases are made in France,
including 47% in the Auvergne-Rhône-
Alpes region, an increase of 47%
compared to 2021



PROSPERITY. INCREASING OUR ECONOMIC AND SOCIETAL POSITIVE IMPACT +

OUR ACTIONS 2023



BUILDING SPECIAL RELATIONSHIPS WITH SCHOOLS, UNIVERSITIES AND RESEARCH IN FRANCE



PREDIV : plant innovation accelerator

DÔMES PHARMA is one of the companies behind the creation of PREDIV, an R&D platform that optimises plant cultivation parameters to validate their use. This innovative project aims to secure and optimise plant sourcing for the pharmaceutical industry. In September 2023, PREDIV inaugurated its R&D platform on the Naturopôle Nutrition Santé business park, the first ISO 14001-certified business park in Auvergne (France).



VIVA Academic Chair

DÔMES PHARMA is a co-founder of the VIVA (Adding value to active plant ingredients) industrial training and research chair, which has been in existence at Sigma Clermont since 2019. For SIGMA Clermont, a High School whose missions cover the training of engineers and doctoral students, research and innovation, the chair capitalises on the expertise of its teacher-researchers in chemistry and industrial manufacturing processes, guarantees a transfer of knowledge between companies and future engineers and meets the R&D needs of industry.



Relations with universities and schools

To coincide with Pharmaceutical Industry Careers Week in 2023, DÔMES PHARMA took part in the first Pharma Industry Tour by GIMRA, launched in partnership with the UCA. This immersion day, aimed at 3rd year students at the Clermont-Ferrand Faculty of Pharmacy, enabled them to find out about all the jobs available with a degree in industrial pharmacy.

In 2023, DÔMES PHARMA also welcomed doctoral students from the Université Clermont Auvergne (UCA) for a tour of our production site and a discussion on plant and animal health. Every year, the R&D department gives courses on veterinary medicines and pharmacovigilance.

Our staff also respond to requests from the university to share their experience with students or train them for job interviews.

Symposium One Health

For the past 4 years, DÔMES PHARMA and the Analgesia Institute have awarded a prize of €18,000 to a "Pain and animal health" project submitted in response to a call for projects. For this 5th and final year of its partnership, DÔMES PHARMA partnered with the Analgesia Foundation and Capdouleur to organise a symposium in Lyon on the theme of "News and prospects in the management of osteoarthritis pain: a cross-view between animal and human health".



PROSPERITY. INCREASING OUR ECONOMIC AND SOCIETAL POSITIVE IMPACT +

OUR ACTIONS 2023

COLLABORATING AND LISTENING TO OUR ECOSYSTEM



PROFESSIONAL ORGANISATIONS IN FRANCE

ECOLOGICAL & REGIONAL ORGANISATIONS

ACCESS VETMED

DÔMES PHARMA is a member of Access VetMed, the European trade union for manufacturers of generic and value-added medicines for the veterinary industry.



SIMV

In France, DÔMES PHARMA is a **member of the Veterinary Medicine Union Group** and participates in various committees.



GIMRA

In France, DÔMES PHARMA is an active member of the Pharmaceutical Industries Group in the Auvergne Region.



Auvergne IT Decision-Makers Club

APSILON is a club of IT decision-makers that organises regular meetings to discuss IT, digital and managerial issues, digital trends and the transformation of organisations in Auvergne (France).



ANDRH

The 1st community of human resources professionals supporting the major changes impacting the world of work and the HR function in France.



LE COQ VERT

In 2023, DÔMES PHARMA joined the BPI's Coq Vert Community. This is THE community of companies committed to the energy and ecological transition. It brings together, federates, connects and supports nearly 1,000 managers who are convinced of the need to act and who have placed the climate issue at the heart of their strategy.



DD+Vet

A think tank bringing together players from the veterinary world. The aim of these discussions is to come up with practical, sustainable solutions for developing more eco-responsible clinic activity.

Clermont-Ferrand Massif Central 2028

In 2023, DÔMES PHARMA joined the committee of corporate sponsors in support of the "Clermont-Ferrand Capital of Culture 2028" bid. Although it did not win, the committee will be reconverted in 2024 to a project of concrete interest in the context of corporate social responsibility.



Marque Auvergne

« Marque Auvergne » is an association that contributes to the collective attractiveness of the Auvergne Area (France) particularly in terms of economic development and recruitment.



OUR PROJECTS
2024

- **BROADENING THE FOUNDATION'S SCOPE OF ACTION**

In 2024, the Corporate Foundation will be embarking on a second 5-year term with a new purpose and a new field of expertise. In addition to the animal therapy projects, the Foundation will be launching a call for projects on the "Well-being of animal carers" to help provide solutions to the difficulties that the veterinary world has been facing for some years now.

- **ESTABLISHING A CODE OF ETHICS**

The process of drawing up a code of ethics, which began in 2023, will be completed in 2024.

- **DRAWING UP OUR RESPONSIBLE PURCHASING POLICY**

- **COLLABORATING AND LISTENING**

We are continuing to strengthen our relations with our stakeholders and our ecosystem to inspire our actions and our CSR policy.

- **MAINTAINING CLOSE RELATIONS WITH SCHOOLS,
UNIVERSITIES AND RESEARCH INSTITUTES**

This mission has been at the heart of DÔMES PHARMA's commitment for over 40 years.



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