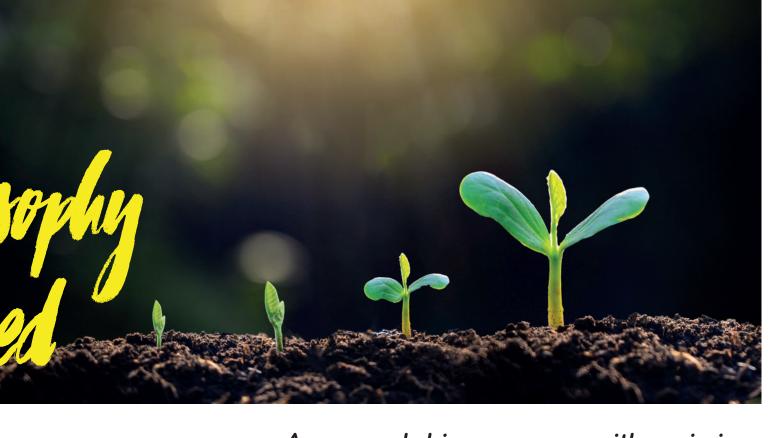
# NAOS Middle East Sustainable Commitments



NAOS





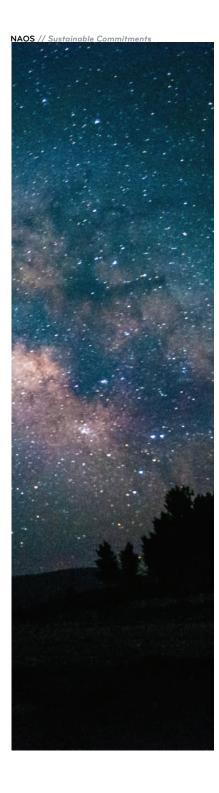
## A purposed-driven company with a mission, inspired by a claimed humanist utopia.

We are committed to CARE about health, mankind and life. In line with the sustainability principles, NAOS key purpose lays at the junction of three ecosystems: Health, Mankind, and Life. Keeping those pillars at the core, NAOS aims to serving everyone, remain ethically fair and celebrate individual uniqueness.

We wish to be the change we want to see for a healthier world.

To be the change that NAOS wants to see for the world in the areas of beauty, health, wellness and ageing well, we follow values and a raison d'être based on our belonging to a philanthropic 'foundation' whose mission is:

To sustainably establish the long term company's purpose with an ethical system based on health and wellness.





### Middle East Sustainable Commitments

NAOS has always been an atypical player in the dermo-cosmetic market, from the 70s when it was established, to today, with 2030 fast approaching. Calling into question, refusing conventional wisdom, NAOS challenges certainties to invent a new path in skincare, with products that are innovative and accessible to all.

We want to redefine our place in the ecosystem, aware of the depth of the planetary challenges that represent climate change.

We aim to be a company that serves the world through the positive impact of its way of thinking and its actions in support of human health and the health of our planet.

We are making 10 commitments, organized in 4 fundamentals derived from The Care Movement.



- Limit the environmental impact generated by NAOS ME activity
- Follow a Responsible Purchase Policy
- Reduce our Carbon Footprint

#### **(/////** for Our Communities

- Offer ecobiological products that contribute to improve customers health, well-being and life
- Go from skin care to Human care
- Raise awareness of our communities with authenticity and honesty

#### (AKE for Responsible Enterprise

- Work in an ethical and honest way
- Express ourselves through responsible communication and marketing

#### (AKE for Our People

- Being driven by a people-centric approach
- Promote a culture turned towards the world and towards the others



"Because the planet can't be saved unless people show it a little love, our company is focused towards responsible growth, to co-construct a sustainable future for us all."





## Limit the environmental impact generated by NAOS ME activity



#### No Air Freight Policy

Starting 2023, we will exclusively import the goods from France to UAE by boat as the CO2 emission factor of the ocean freight is 20 time less than air transportation.



#### Waste Management

Since 2019 we are partnering with a local recycling station in UAE that collects and recycles our office-generated waste constantly.



#### Go Green rules

A list of eco-friendly and effective rules is applied in our regional affiliates. From energy and resources savings to transportation, we want to induce change in the daily work routines of our collaborators.



#### **ESG** impact

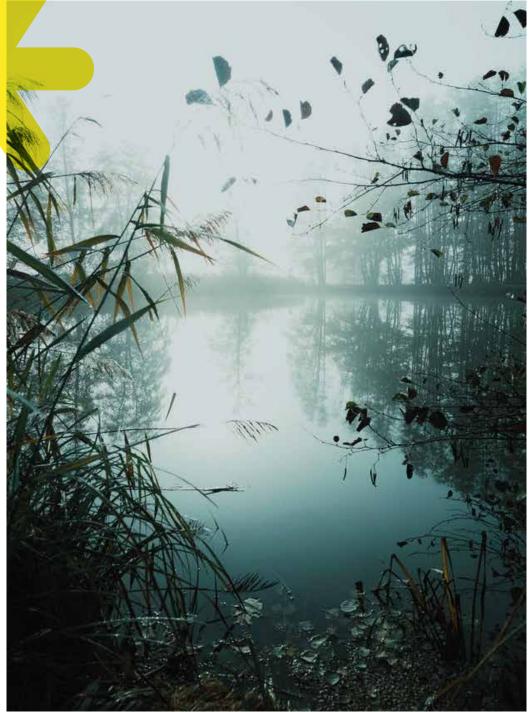
Environmental Social Governance (ESG) reporting is done on a yearly basis. Indicators related to the Environmental and Societal impact and our NAOS ME Governance are shared with our Headquarter in France, helping us monitor our environmental impact.



#### Biodiversity

We are profoundly committed to respecting all living things and care deeply about the impact our products may have on the health of all ecosystems, including aquatic ecosystems. That is why we have developed a new approach, inspired by ecobiology:









## Follow a responsible purchase policy

We have started defining a **responsible purchase policy** based on criteria such as local supply, reusable and recyclable material use, while bonding with our suppliers through a **Responsible Charter for suppliers and subcontractors**.

Since 2020, we started our **zero single-use plastic policy** implemented in all our regional offices.

2025 Plan (Global)



reduction of all the plastic packaging



of recycled material in all NAOS products



of reused packaging with a continuous eco-conception approach



Going beyond our sourcing, we have launched a pilot Recycling Program that allows our consumers to recycle their waste and get rewarded for their contrubution to limit our impact on the environment.







Scan the QR code or click here to sign up





#### Reduce our Carbon Footprint

Since 2019, NAOS ME is measuring its carbon footprint, covering the scope 1,2 and 3 within its regional affiliates.
Always seeking for improvement, a yearly carbon reduction target is set to 10% reduction of the total footprint.

By 2030, NAOS (worldwide) has the objective to be carbon neutral on the scope 1 and 2, and reach total carbon neutrality (scope 3) by 2050.

We have started our first carbon contribution towards carbon neutrality by compensating the carbon footprint of our UAE freight. Choosing a trustworthy partner, specialized in carbon offsetting projects with social and environmental co-benefits for the local communities involved, and certified Gold Standard. The Offsetting Program is in Myanmar, the 3rd largest contributor to deforestation worldwide. As the forest disappear, the price of wood gets higher, driving more and more families into energy poverty. Cutting expenditure on wood makes a huge difference to families already living in poverty, and reducing

time spent foraging for wood means more time to spend on smallholdings and securing good harvest.

The project distributes cook stoves at half price



%50 reduction in wood consumption



Preservation of forests



Reducing household expenditure on fuel



%80 reduction in Air Pollution

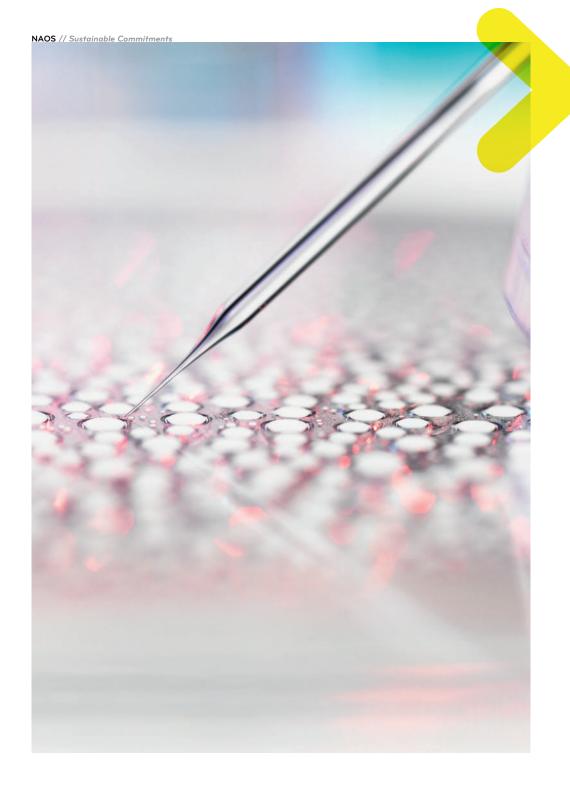


Improving health and safety of the community



Watch Video







## Offer ecobiological products that contribute to improve customers health, well-being and life

NAOS products come from an ecobiological formulation based on the use of biomimetic, polyfunctional and pure active ingredients at the most effective dose. Nothing more. Nothing less.

"Observing what nature does best to develop effective & sustainable solutions, healthy skin is our first model."

#### We consider the skin as an ecosystem.

And like each part of our planet, our skin has its own ecology that can be affected by external challenges. WE create formulas that leave a positive footprint within the skin ecosystem.

Pure ingredients Right doses Naturally assimilated At NAOS, before trying to create new technologies, we observe what nature does best to develop effective and sustainable solutions.

Responding to high-quality and safety standard, NAOS products are made in France, and are aiming to support and strengthen natural skin's abilities. We support prevention and maintenance of the healthy skin condition, allowing to rebuild the confidence our users need daily, and that they deserve.



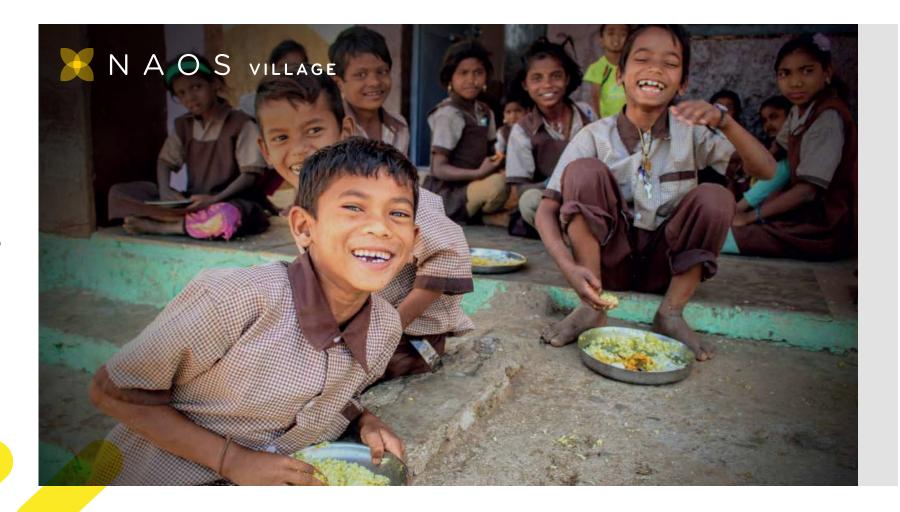
#### Act for the community beyond skin care

Since 2018 we are partnering with the global humanitarian organization Action Against Hunger to develop NAOS Village Humanitarian Program held in Dharni, India.

The primary objective of this program is to fight against malnutrition of children under the age of 5 years old. There, the infant and maternal mortality rate is 11 times higher compared to other regions of India.







"We decided to build NAOS Village. It is a humanitarian program that allows us to save lives of children, educate them in a healthy environment, and contribute in making the community become autonomous. I am glad that this program will give the NAOS community the opportunity to make a difference in someone's life through their work and participation."

> Jean Girard, Regional Executive Director ME

#### A corporate commitment supported by its collaborators

Last year, we have launched additionally the

#### NAOS ME Sponsorship Program

an educational program that comes to consolidate the achievements of NAOS Village.



Going beyond improving nutritional standards, we are now focusing on education too.

We work to provide uninterrupted access

to quality education, thereby providing enrolled children the opportunity to shape their own future, realize their true potential and grow up to be educated, independent and flourishing citizens.

We offer our collaborators the opportunity to sponsor the education of underprivileged children, allowing them to contribute towards building a better and more equitable future for

communities in need.

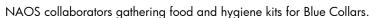
At a larger scale, we want to be at the service of our communities in every possible way. That is why starting 2022 we will support the employees that contribute in a charity initiative by giving them one working day per month to dedicate time in their chosen philanthropic/charitable activity.



# Raise awareness of our communities with authenticity and sincerity

We encourage NAOS people to develop their own sensibility towards sustainability issues. That is why we annually organize a **NAOS Talk.** An event dedicated to raise awareness about climate change and challenging the social and environmental impact of their business practices.











## Work in an ethical and respectful way

We ensure the respect of decent and optimal working conditions. We don't work with suppliers that are not respecting the international labour standards. To strengthen this policy, a "Responsible Charter for suppliers and subcontractors" will have to be signed by our business partners by the end of 2022.



#### Express ourselves through responsible communication and marketing

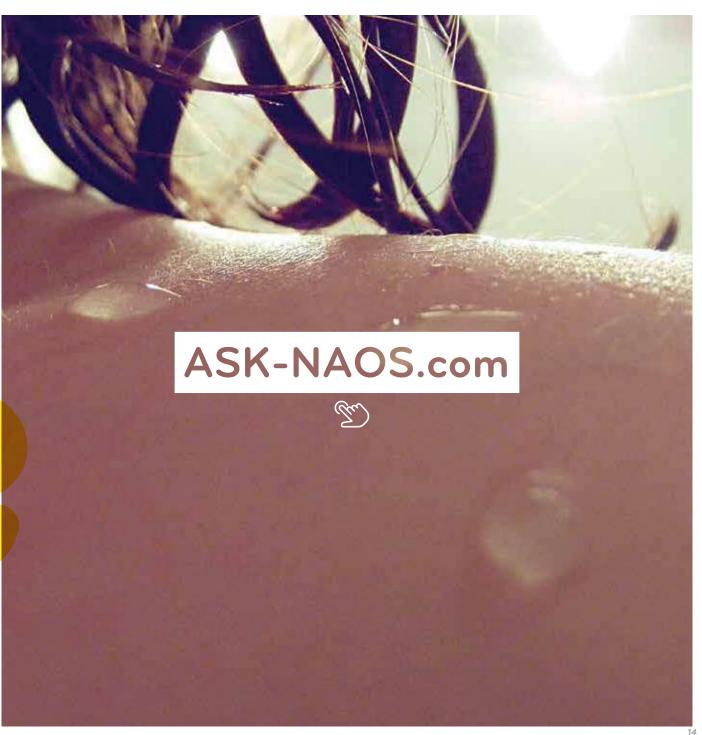
In a world where communication all too often takes precedence over reality, the objective for NAOS is to speak the truth. We want to generate a positive impact through our communication towards our communities. We aim to educate, inform, defend our principles with authenticity and sincerity, and beyond our own products or offering, provide the ability to make choice.

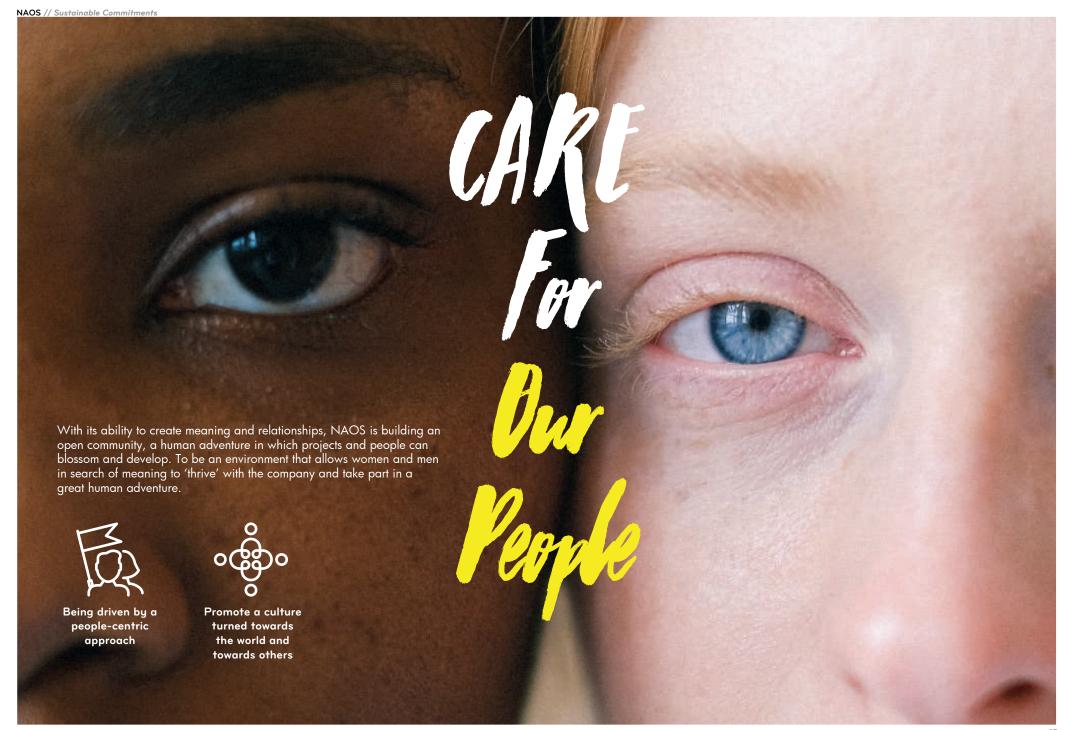
We commit to reflect our standards of transparency and inclusivity in our messages.



#### **ASK NAOS Initiative**

Following this approach, and also born from this desire for transparency, we share with you the composition of the formulas of our 3 brands Bioderma, Institut Esthederm and Etat Pur. Ask NAOS is the platform that will make you discover the origin, nature and role of each ingredient.









Being driven by a people-centric approach

We attribute NAOS ME success to our collaborators. We have developed a policy of flexibility which offers, for example, the possibility for our office-based people to **work from anywhere in the globe**, which also gives them a balance between work and private life. We offer flexibility in working hours for our collaborators who need additional support due to medical conditions.

We support mobility and career development by prioritizing internal promotions, allowing our collaborators to grow inside the organization.



## Promote a culture turned towards the world and towards the others

We offer our collaborators to contribute to build a better world through their work and action. With the NAOS Village, the volunteers act to provide help to the Action Against Hunger field team in India.

The importance of building an inclusive environment lays in our wish for people to feel a sense of belonging. We are proud to count towards our collaborators:









Representing more than 30 Nationalities



NAOS ME volunteers and Action Against Hunger field team after building poultry units for beneficiaries.

