DÔMES
PHARMA
CSR REPORT
2024

For 78 years, Dômes Pharma has remained a family-owned company, passed down through three generations of committed entrepreneurs. Today, under my leadership, and as a member of the third generation of our family shareholder, we continue to uphold the values that have guided us since the beginning: responsibility, boldness, and a deep respect for all those who place their trust in us—our employees, partners, care givers and pet owners.

Being a family business means thinking beyond short-term gains. It means ensuring that every decision we make today contributes to a sustainable, responsible future—because our ambition is not only to grow but to pass on a thriving company to the next generation.

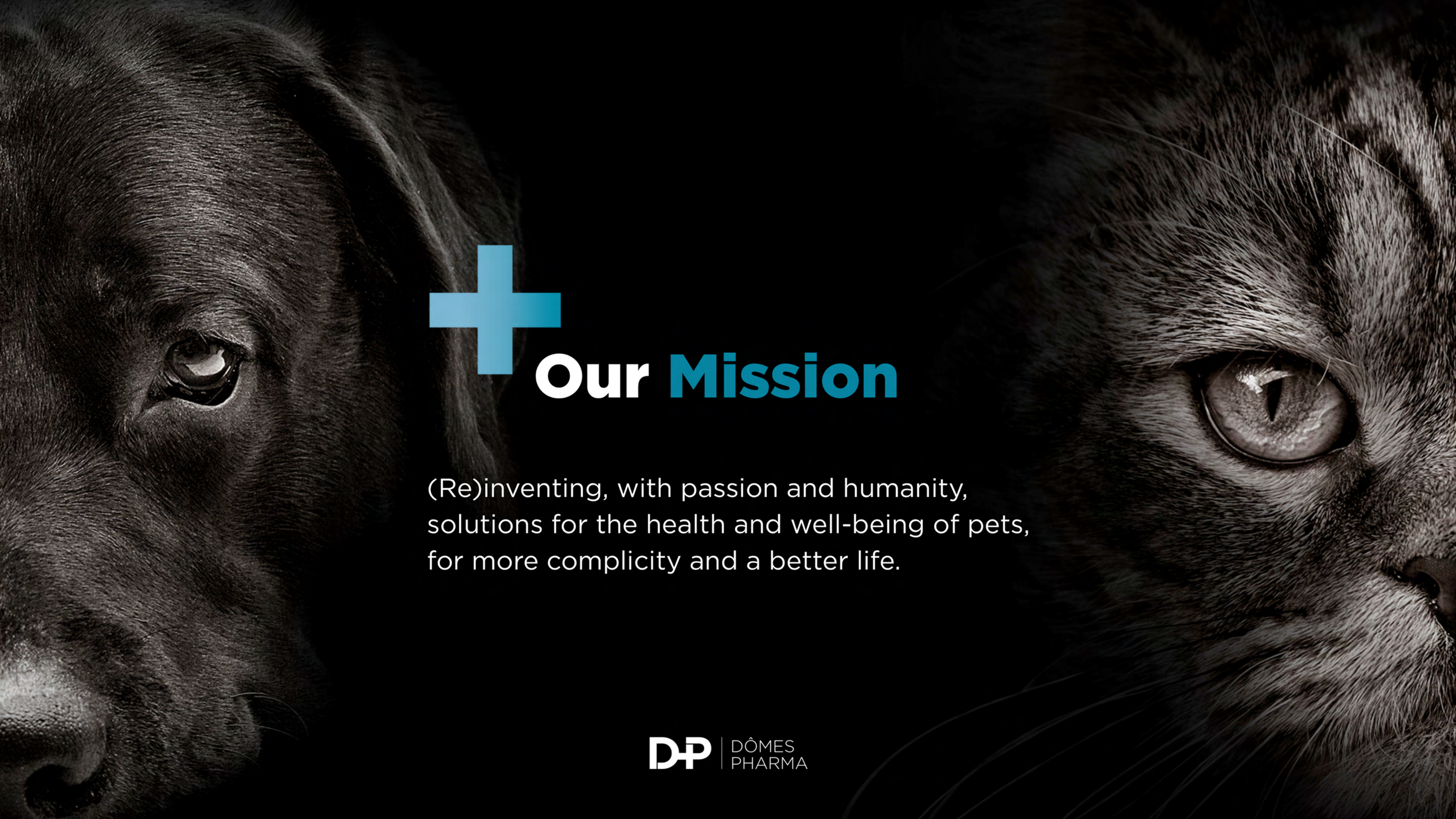
CSR is therefore not an add-on to our strategy; it is embedded in our DNA. Our long-term vision compels us to act with care, whether it's for the well-being of our people, the health of our planet, or the prosperity of our business and the communities we serve.

In 2024, this responsibility takes on even greater importance as we navigate a rapidly changing world. Climate change and resource scarcity are pushing us to accelerate our environmental initiatives, from eco-designing our products to reducing our carbon footprint. Evolving regulations and the growing expectations of pet owners are driving us to develop safer, more sustainable solutions. At the same time, we are strengthening our commitment to employee well-being and inclusion, recognizing that our people are our greatest asset in navigating an increasingly complex world.

This commitment is reflected in our CSR approach, structured around three pillars: People, Planet, and Prosperity. In this report, we share our progress, our initiatives, and our ambitions to continue making a positive impact—today and for the generations to come.

**Anne MOULIN**

*Group Principal shareholder and President of DÔMES PHARMA USA*

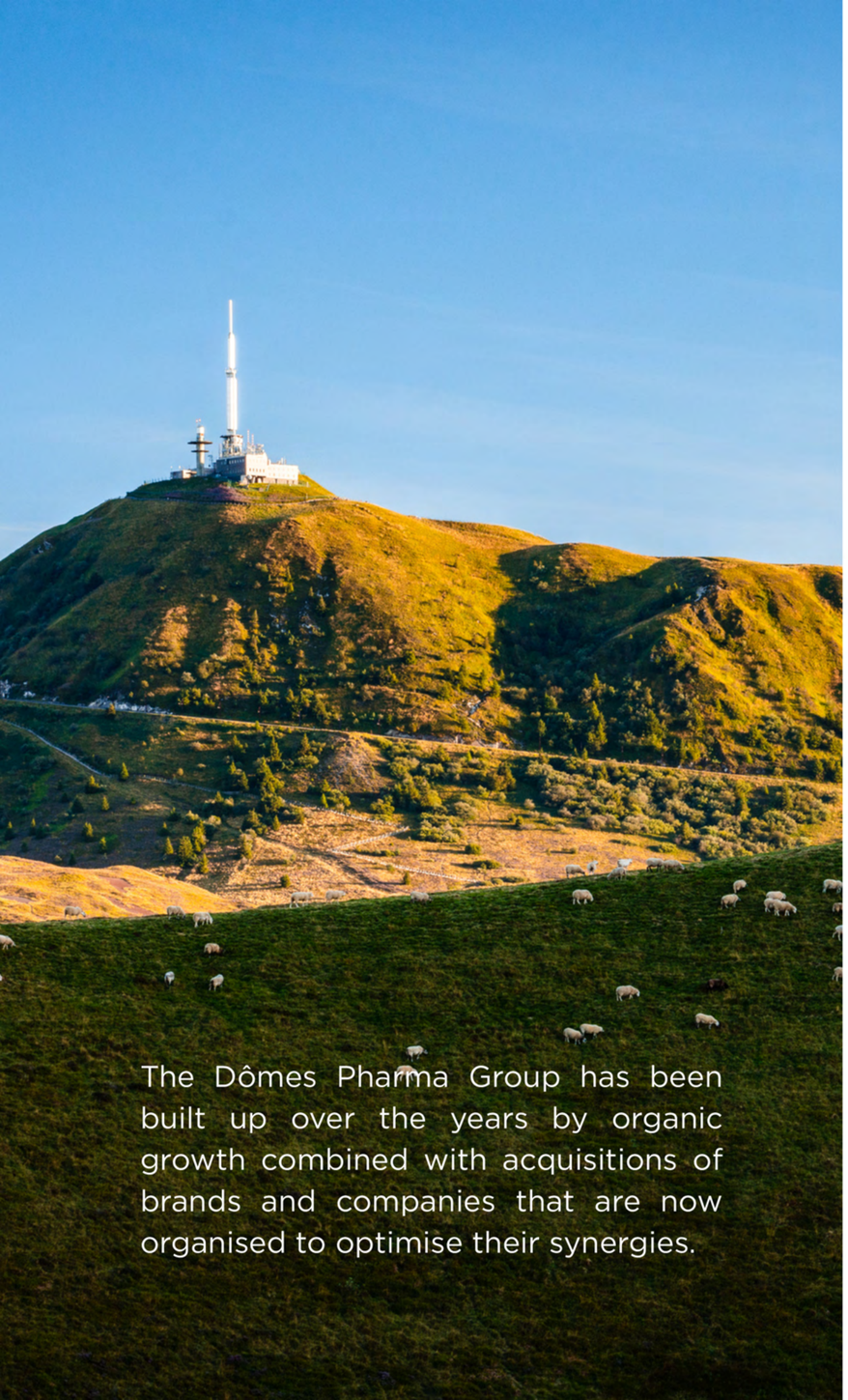


# Our Mission

(Re)inventing, with passion and humanity,
solutions for the health and well-being of pets,
for more complicity and a better life.

DP | DÔMES PHARMA

Think with BOLDNESS
act with
RESPONSIBILITY
show KINDNESS



The Dômes Pharma Group has been built up over the years by organic growth combined with acquisitions of brands and companies that are now organised to optimise their synergies.

# Our History

**1947**

**1963**
Creation of Vétocentre for the brand
biocanina
Complices pour la vie

**1982**
Acquisition of TVM
tvm

**1991**
Creation of the holding company
DP DÔMES PHARMA

**1992**
Creation of the Lempdes (France) production site

**2000**
Acquisition of the medical device
ASPIVENIN®

**2015**
Acquisition of LERO brand
léro
#jechoisisdêtrebien

**2016**
Acquisition of Forum Animal Health and opening of UK subsidiary

**2021**
Creation of the German subsidiary

**2022**
Creation of the US subsidiary

**2023**
Creation of the Spanish subsidiary

**2024**
Acquisition of biotech
sentrx Animal Care

**2025**
Name unification: One Dômes Pharma
DP DÔMES PHARMA

# Key Figures

Established for 78 years, Dômes Pharma is a French, family-owned & international animal health group, dedicated to companion animal.

| | | | |
|---|---|---|---|
| 2024 turn over | **89m€** | M.A. | **65** |
| Employees | **360+** | Geographies | **30** |
| Products | **140+** | Distributors | **30** |
| Subsidiaries | **5** | | |

# Our Strategy +

**In the vet channel**, at the service of veterinarians and clinic staff in 30+ countries, we lead underserved specialized therapeutic areas, through a holistic strategy that delivers value and innovation:

- OPHTHALMOLOGY
- ANTITOX
- EPILEPSY
- ANXIETY
- DIGESTIVE

×

- UNMISSABLE RANGES
- EXPERT TEAMS
- GLOBAL SERVICES

**In the pharmacy channel**, in France, Biocanina supports pharmacy teams in making better health accessible to as many pets as possible, thanks to a focused strategy offering expertise and safe drug delivery.

- PARASITICIDES
- HOUSING TREATMENT
- DERMATOLOGY
- PERINATALOGY
- HYGIENE

×

- STRONG BRAND IMAGE
- WIDEST RANGE
- TECHNICAL SUPPORT
- CUSTOMER EXCELLENCE

# OUR CSR APPROACH

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

Four 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, Prosperity"**, our ambition is to cultivate human capital, sustainable development and economic performance to increase our **positive impact.**

# PEOPLE

## CULTIVATING OUR **POSITIVE SOCIAL IMPACT +**

# PEOPLE

## DEVELOPING & RETAINING TALENT

In line with our plan to develop skills, projects will be deployed in 2024 to define the integration path for managers, develop promising profiles, and encourage collaboration.

## PROMOTING FEMALE LEADERSHIP

In 2024, the “Women of DÔMES PHARMA” initiative continued with the renewal of our partnership with the Women Initiative Foundation. This collaboration enabled us to offer our female employees access to international programs with prestigious schools.
The year ended with an inspiring conference and the launch of a mentoring program that will be open to all employees starting in 2025.
These initiatives reflect our strong commitment to supporting and empowering female talent within the Group by providing tailored training and development opportunities that address the challenges of today’s and tomorrow’s professional world

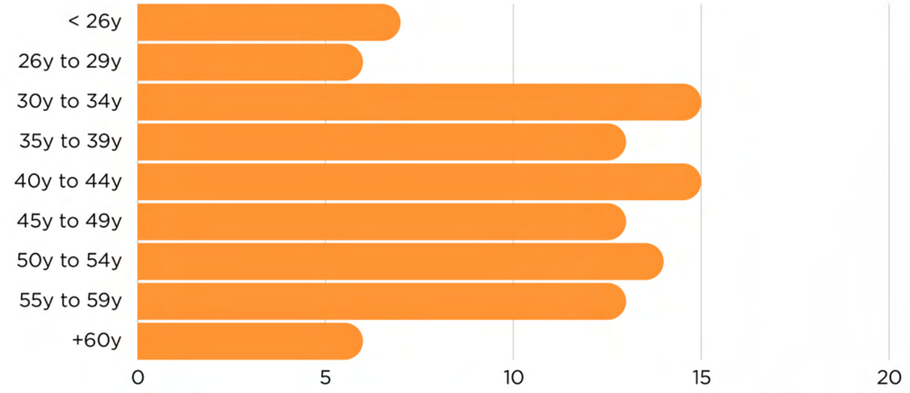
## IMPROVING QUALITY OF LIFE AT WORK

In a continuous improvement approach to quality of work life, we trained all our managers in France on issues related to psychosocial risks.
We also began redesigning the headquarters offices and the cafeteria space to foster greater energy and encourage collective intelligence.

# KEY FIGURES 2024

**96%** Permanent contract employees

## Average age of employees (%)




**13.8%**
Employee turnover rate

**6.3%**
Resignation rat

**4.4%**
Absenteeism rate

## Breakdown by gender

65 %

35 %

**5 781H** Training in France

**1.53%**
Training costs as a percentage of payroll

## DEVELOPING & RETAINING TALENT

The transformation of the Group, initiated several years ago and accelerated by international expansion, places the **human dimension at the heart of this evolution**. This human focus is structured around several key areas:

- Strengthening cohesion between the headquarters in France and the subsidiaries by cultivating a shared culture and collective mindset.
- Reinforcing Dômes Pharma's managerial culture by aligning management practices across the Group.
- Inspiring, developing, retaining, and engaging talent in this momentum.

Our key challenge around Leadership@DP led to the creation of a training program designed to **strengthen managerial skills within Dômes Pharma**, with the following objectives:

- Provide optimal support, foster employee development, and enhance integration and retention.
- Promote the Group's culture across all subsidiaries through a shared foundation.

This training will be rolled out to all managers within the Group.

## A STRONG COMMITMENT TO WOMEN'S LEADERSHIP THROUGH THE WOMEN OF DOMES PHARMA INITIATIVE

The Dômes Pharma Group has continued its efforts to develop female leadership through the “Women of Dômes Pharma” initiative. This approach reflects our strong commitment to diversity, inclusion, and equal opportunities within the Group.

Our partnership with the Women Initiative Foundation continued in 2024, and **we are proud of the achievements of the past year:**

+ 15 women employees graduated from 16 development programs.
+ 6 high-level training sessions delivered at 4 world-renowned universities: Stanford, McGill, Paris Saclay, and Centrale Supelec, through the Women Initiative Foundation’s programs.
+ 224 hours of training dedicated to skill-building and leadership development.

# PROMOTING FEMALE LEADERSHIP

We have organized an inspiring conference by **Virginie DELALANDE** on : *"Giving Up? Never! The Secrets of Resilience."*

# PROMOTING FEMALE LEADERSHIP

## A MENTORSHIP PROGRAM TO FOSTER LEADERSHIP AND INCLUSION

The Women of Dômes Pharma Initiative has also developed a mentorship program designed for both women and men, aimed at promoting knowledge sharing, skill development, and professional growth.

This program, set to launch in January 2025, aligns with our commitment to supporting talent, encouraging diverse career paths, and strengthening a culture of collaboration and knowledge transfer within the Group. By connecting mentors and mentees, this initiative seeks to foster mutual learning and prepare future leaders for the challenges of tomorrow's professional world.

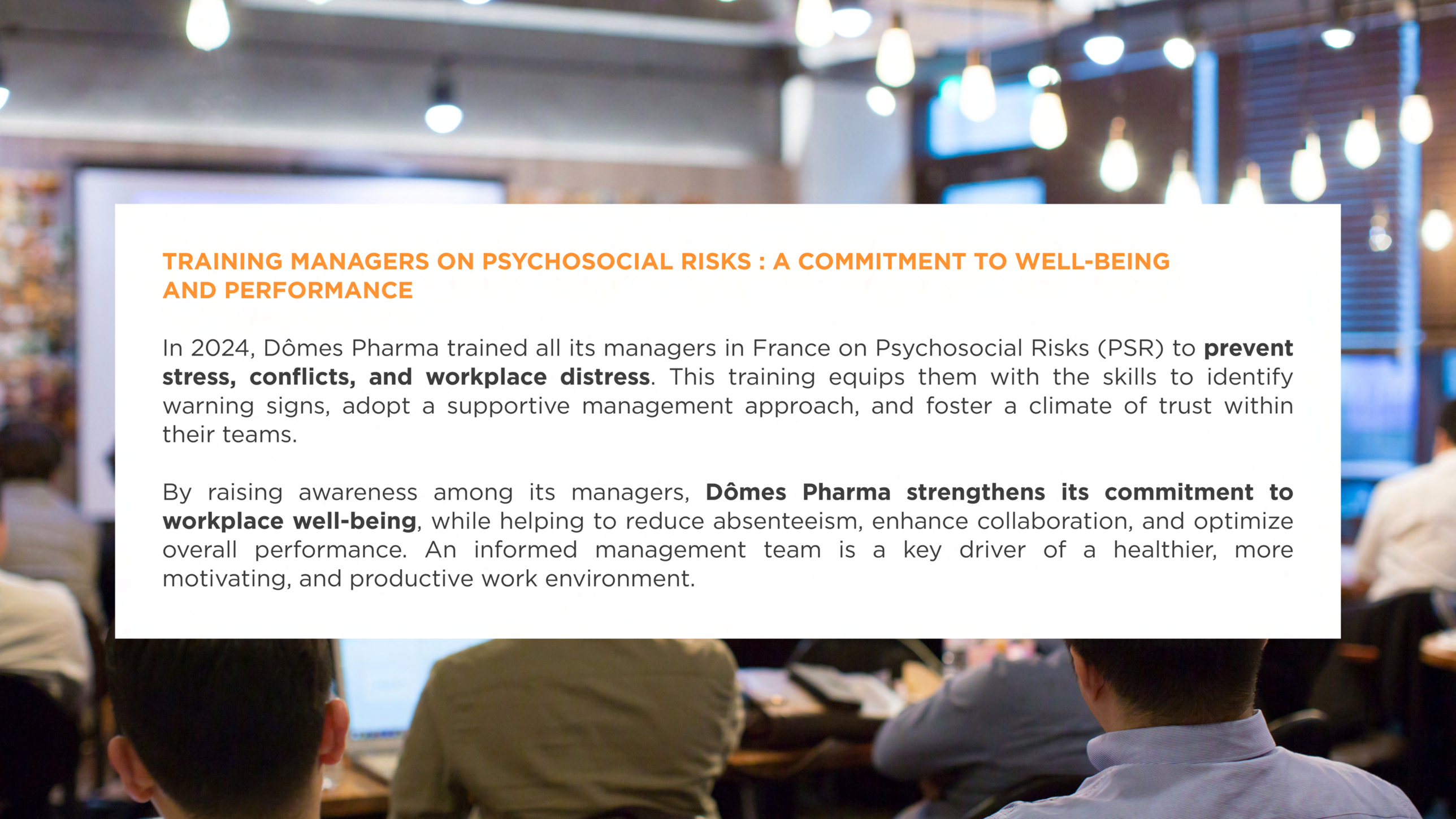
WOMEN OF DÔMES PHARMA

## DÔMES PHARMA IS TRANSFORMING ITS WORK ENVIRONMENT WITH DÔMES@WORK

As part of its Dômes@Work project, Dômes Pharma is continuing the transformation of its headquarters in Pont-du-Château, redesigning workspaces to **foster a collaborative, dynamic, and flexible environment.**

By promoting open offices, diverse meeting spaces, and flexible working methods, the goal is to unlock energy, facilitate exchanges, and stimulate collective intelligence. The variety of spaces—including brainstorming areas, dynamic meeting rooms, focus zones, and relaxation spaces—will provide everyone with the ideal setting to express themselves, innovate, and collaborate effectively.

This transformation aims to create a workspace that nurtures creativity, collaboration, and well-being, ultimately enhancing team engagement and performance.



## TRAINING MANAGERS ON PSYCHOSOCIAL RISKS : A COMMITMENT TO WELL-BEING AND PERFORMANCE

In 2024, Dômes Pharma trained all its managers in France on Psychosocial Risks (PSR) to **prevent stress, conflicts, and workplace distress**. This training equips them with the skills to identify warning signs, adopt a supportive management approach, and foster a climate of trust within their teams.

By raising awareness among its managers, **Dômes Pharma strengthens its commitment to workplace well-being**, while helping to reduce absenteeism, enhance collaboration, and optimize overall performance. An informed management team is a key driver of a healthier, more motivating, and productive work environment.

PLANET
CULTIVATING OUR POSITIVE
ENVIRONMENTAL IMPACT +

# PLANET

## RETHINKING OUR PACKAGING FROM AN ECO-DESIGN PERSPECTIVE

Since 2020, the Group has been actively committed to improving the environmental impact of its products.

## REDUCING OUR ENERGY CONSUMPTION

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

## OBTAIN ECOVADIS RATING

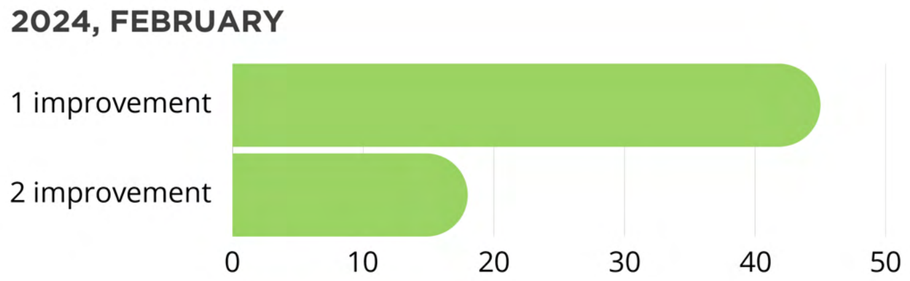
In 2024, we have begun the process of obtaining Ecovadis rating.

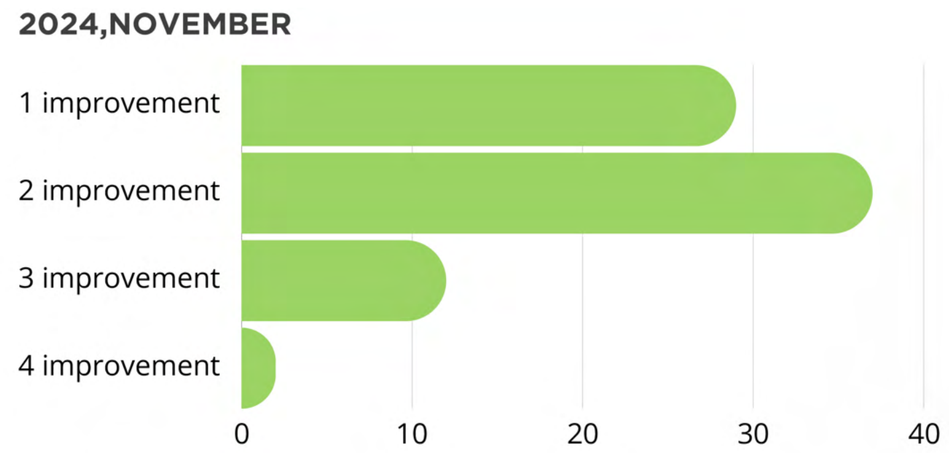
# ECO-DESIGN PRODUCTS

## PRODUCT EVOLUTIONS/IMPROVEMENTS

Since 2020, the Group has been actively committed to improving the environmental impact of its products. We have implemented concrete actions to reduce our ecological footprint.

**Today, 51% of our product portfolio has benefited from at least two significant improvements**. These improvements include, for example, reducing the number of colors used in our graphic charter, reducing the weight of packaging, optimizing and minimizing pallet wrap film, and limiting unnecessary packaging components. These initiatives demonstrate our commitment to adopting more sustainable and responsible practices throughout our production chain.



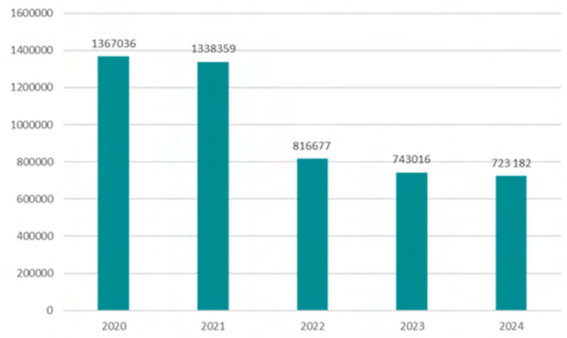
# REDUCING OUR ENERGY CONSUMPTION

Following the Eco-Flux assessment, the Group continues its efforts and focuses its actions on the Lempdes Manufacturing site to **reduce energy consumption**.

As part of this initiative, light bulbs are gradually being replaced with LEDs, air handling units (AHUs) are being upgraded to more efficient equipment, and light sensors are being installed in certain areas to optimize lighting based on actual needs.

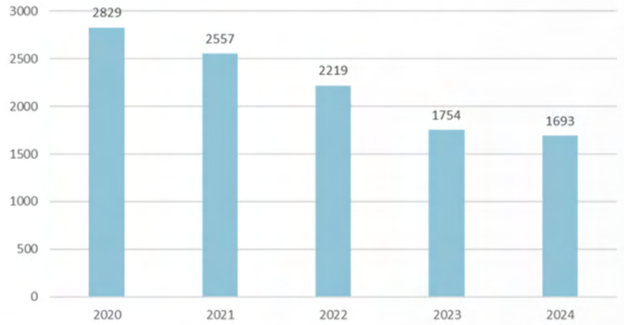
# DÔMES PHARMA MANUFACTURING'S
## ENERGY INDICATORS 2024

Annual natural gas consumption (kWh)



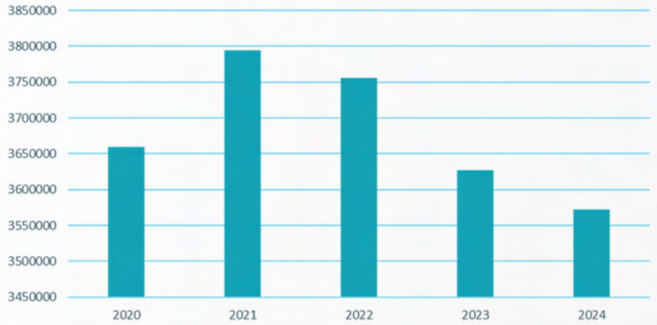

**-2.7%**

Annual water consumption (in $m^3$)




**-3.5%**

Annual electricity consumption (kWh)




**-1.5%**

# DÔMES PHARMA MANUFACTURING'S
## WASTE 2024

**WASTE 2023 = 150.55 TONNES**
**WASTE 2024 = 137.12 TONNES**

**- 8.9%**

CO2 emissions prevented

**19**

eq tonne CO2

Saved energy

**411**

MWh

Water saved

**1 822**

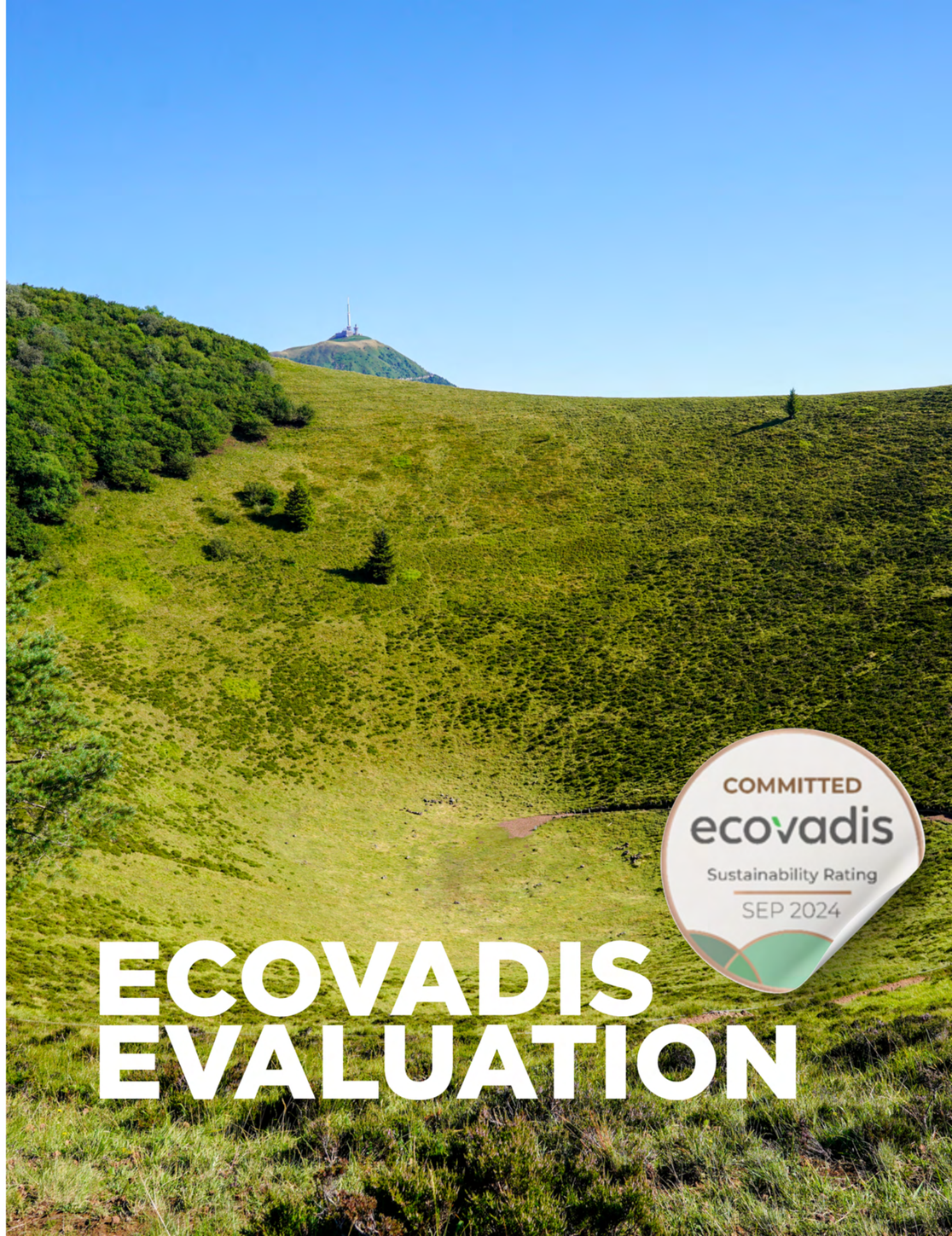
m3

## DOMES PHARMA GROUP'S COMMITMENT TO CSR EVALUATION WITH ECOVADIS

As part of our approach to assessing, monitoring, and improving our CSR performance, Dômes Pharma Group has chosen to rely on the EcoVadis evaluation platform. This assessment is based on four key pillars: environment, labor & human rights, business ethics, and sustainable procurement.

For this first year, an initial assessment was conducted with Europhartech - Dômes Pharma Manufacturing, our production site. Following this evaluation, the company received a recognition badge and is committed to enhancing its practices to achieve an EcoVadis medal.

This initiative fully aligns with our commitment to integrating high standards in sustainable development, ethics, and corporate social responsibility, and continuously progressing toward a more responsible and engaged company.



# DÔMES PHARMA MANUFACTURING'S RESULTS

**Overall score**

Percentile
**45th**

**51**/100

**Environment**

**Labor & Human Rights**

**Ethics**

**Sustainable Procurement**

PROSPERITY
CULTIVATING A POSITIVE
ECONOMIC AND SOCIAL
IMPACT

# PROSPERITY

## BROADENING THE FOUNDATION'S SCOPE OF ACTION

In 2024, the Corporate Foundation began its second five-year term with a renewed mission and a new area of focus. In addition to supporting animal-assisted therapy projects, the Foundation will launch a call for projects on “Caregiver Well-being” to help develop solutions addressing the challenges the veterinary world has been facing for several years.

## ESTABLISHING A CODE OF ETHICS

The process of drafting an Ethics Charter, which began in 2023, was completed in 2024.

## DRAWING UP OUR RESPONSIBLE PURCHASING POLICY

The development of a responsible purchasing policy, initiated in 2023, was also finalized in 2024.

# DÔMES PHARMA FOUNDATION

## A CONCRET SUPPORT TO VETERINARY AND ANIMAL HEALTHCARE PROFESSIONALS

Being a player in the veterinary pharmaceutical industry for over 70 years, the Dômes Pharma Group has witnessed the deterioration in the working conditions of veterinary carers over the years and the growing malaise expressed by the profession.

Firmly focused on the search for solutions, the Dômes Pharma Corporate Foundation has set itself the mission of supporting projects or organisations that go beyond this observation to attempt to provide concrete answers and transform threats into opportunities.

From 15 April to 30 June 2024, the Dômes Pharma Foundation launched its **1st call for projects** to support initiatives in the field of the well-being of veterinary and animal healthcare professionals.

## DÔMES PHARMA GROUP'S COMMITMENT TO RESPONSIBLE AND EXEMPLARY CONDUCT

The Dômes Pharma Group has chosen to adopt a Code of Ethics to reaffirm its commitment to responsible and exemplary conduct.

This document plays a central role in defining the fundamental principles that guide our decisions and behaviors. It formalizes our expectations regarding ethical practices, the prevention of corruption and fraud, as well as respect for human rights, equality, diversity, and the fight against all forms of discrimination or harassment.

This Charter is also part of our sustainable development approach, further strengthening our social and environmental responsibility.

DÔMES PHARMA

# RESPONSIBLE PROCUREMENT CHARTER

DÔMES PHARMA GROUP - 2025

## OUR COMMITMENT TO A MORE RESPONSIBLE AND SUSTAINABLE ECONOMY

Dômes Pharma Group has strengthened its commitment to responsible procurement by structuring its approach with the creation of a dedicated Procurement Department. In line with this initiative, a Responsible Procurement Policy has been implemented to guide our practices and ensure alignment with our ethical and societal commitments.

Complementing our **Ethical Charter and Anti-Gift Policy**, this policy is based on shared principles of integrity, transparency, and responsibility. We expect our suppliers to uphold these commitments and apply them throughout their own supply chains. By partnering with stakeholders who share these values, we combine economic performance, respect for human rights, and ressource preservation, there by **contributing to a more responsible and sustainable economy.**

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