



BIOTECHNOLOGIES

GREENTECH

GREENTECH

Progress Report

2022-2023



*« Look deep into nature,
and then you will understand everything better.. »*

Albert Einstein



Summary

Editorial by J.Y Berthon, Greentech CEO

Greentech, a committed company

A pionner's story
Products for life
A strong CSR policy
Certifications reflecting our ongoing commitment

SOURCING sustainably

Defending social and environmental values
Sourcing responsible raw materials
Growing greener: agro-ecology
Growing fairer: fair trade
Contributing to local economic development
Mastering traceability

INNOVATING sustainably

CSR at the heart of Research
A committed R&D team
Collaborating and sharing knowledge
An active R&D
Development concepts that are useful...
...and responsible

PRODUCING sustainably

A continuous progress approach
Quality, safety and sustainability
Water management, a major challenge
Growing in a new way: agro-ecology and hydroponics
Producing in a new way: eco-extraction
Treating in a new way: preserving drinking water
Waste treatment

LIVING TOGETHER sustainably

Collective intelligence and respect for people
Ensuring quality of life and well-being at work
Encouraging diversity
Training: one of the Greentech pillars
Maintaining social dialogue
Guaranteeing safety at work
Developing employment
Patronage and sponsorship
The Greentech Foundation

PEOPLE & PLANET: ONE HEALTH



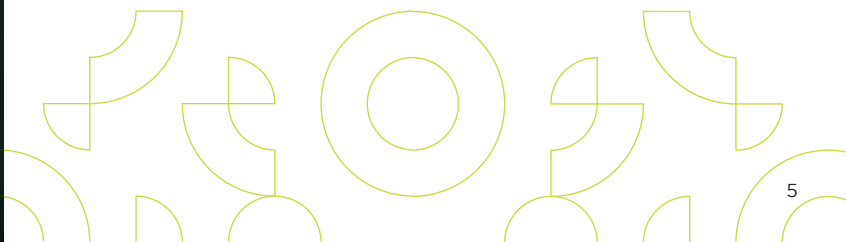
« Social and environmental responsibility has been in Greentech's DNA from the start. It is at the heart of our activities »

For over 30 years, the Greentech group companies have been working together to meet the challenges of tomorrow, by combining scientific innovation, sustainability and ethics.

Our approach is systemic, because we are convinced that the world is a whole and a question of balance: climate, biodiversity and health are linked and need to be addressed in a holistic way. Our business model is deeply rooted in social and environmental concerns, and from the very beginning we have cultivated a position of pioneer and explorer, developing products that take care of People and the Environment.

We have built our group in a spirit of progress shared by all our stakeholders - people, the planet, producers, suppliers and customers - with the idea of preserving the source. From the outset, we have included the consequence in everything we do: everything we do must be sustainable. We source nature to resource the future is our motto: we are convinced that innovation can save the planet if it is a source of progress.

Jean-Yves Berthon, Greentech CEO



We source Nature to resource the Future

A pioneer in ethical biotechnologies, Greentech creates high-tech active ingredients from natural sources in the plant, marine and microbial worlds.

Addressed to major markets (cosmetics, pharmaceuticals, human and animal nutrition, agronomy and the environment) and thanks to the cross-fertilisation of its companies' expertise, Greentech develops innovations representing natural, industrial and high-performance solutions.



Greentech, a pionner's story

The story begins 30 years ago, in 1992.

The Rio Earth Summit established the foundations for better management of the planet and introduced the concept of «sustainable development».

That same year, in October, we created Greentech, one of France's first biotechnology companies. We had high ambitions: to explore the promises of living organisms, to go beyond research, to imagine applied biotechnologies - for cosmetics, agronomy, pharmaceuticals, the food industry, the environment... To one day produce, on a large scale, natural alternatives to the all-chemical model that was dominant at the time...

It's a story of pioneers, with all that that implies: exploring, trial and error, convincing... But starting before anyone else gives you a head start.

In the mid-1990s, in the midst of the mad cow crisis, the cosmetics industry made a radical shift towards plant-based products. We were ready to accompany this change. From scientists, we became explorers, travelling the world in search of natural raw materials, discovering sources, unknown plants, micro-organisms; in the earth, in water, in ice, even in the clouds at 5000 m altitude...

Sourcing is not about finding the right source; it's about preserving that right source. By applying to the letter the recommendations of the Earth Summit - conservation of biodiversity, sustainable use of resources, fair and equitable sharing of their exploitation - we have built the basis of an ethical model, guaranteeing the future.

Over the years, cosmetics have naturally led us to a crossroads, with applications in agronomy, nutrition, health and the environment.

At Greentech, plant, marine and microbial biotechnologies now mutually inspire each other, at the crossroads of scientific disciplines. The soil's health is linked to the skin's balance, plant proteins can compensate for animal proteins, algae can be

transformed into ingredients for tomorrow's nutrition, micro-organisms can replace chemical pesticides, and an understanding of the microbiota opens up a huge field of shared progress...

In 2022, 30 years after the Rio Summit, the new IPCC reports are a wake-up call that the answers to climate change and pollution can no longer wait. How can we feed and care for 10 billion people in 2050 without destroying the planet?

More than ever, biotechnology is a key part of the solution... With concrete, effective, natural and sustainable alternatives that produce without destroying, it is transforming industrial models and reinventing the way we consume.

Connected to the major challenges of the century, the companies in the Greentech group and their teams want to be committed players, at the service of future generations.

OUR VISION

PEOPLE & PLANET: ONE HEALTH

Greentech, products for life

Our business model is based on innovation in the service of human health and wellbeing, while preserving the planet. Social, environmental and societal benefits are fully integrated into our activities, and have been a factor in our success for over 30 years. Cosmetics, pharmaceuticals, nutraceuticals, agronomy, the environment: we talk about cross-fertilisation between our expertise and our brands. Everything is linked, and progress in these areas is essential for a more sustainable and healthier future.

VISION, MARKETS & PRODUCTS

PEOPLE AND PLANET: ONE HEALTH

Caring for your health and well-being

COSMETICS

Greentech researches, develops and produces **active ingredients** for cosmetics from natural sources (plants, algae/microalgae and micro-organisms).

NUTRITION

Production of **plant, seaweed and microalgae extracts**, rich in proteins and essential fatty acids, as well as prebiotics and probiotics for intestinal health.

PHARMACEUTICAL

Production of **Active Substances and Excipients** for the pharmaceutical market. **GMP plant extracts, algae and microalgae**, as well as **prebiotics and probiotics** (for physical and mental health), forming a line of products for the microbiota and prevention of neurodegenerative diseases.

Caring for the planet

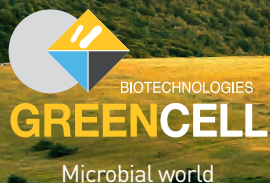
AGRONOMY

Offering natural alternatives to the chemical industry's conventional fertilisers and plant protection products is the challenge we are taking up for tomorrow's agriculture.

Greencell offers biotechnological solutions that provide **effective, natural alternatives to fertilisers and pesticides**, for bio-fertilisation, bio-stimulation and bio-control.

ENVIRONMENT

Biotechnological solutions based on micro-organisms for 3 major applications: **water/effluent** (specific microbial cocktails for the bio-treatment of urban and industrial wastewater and landfill leachate. It's also an excellent way of preserving drinking water - essential for life, and critical today for part of the world's growing population), **polluted sites and soils** (the biological treatments of polluted sites and soils offered by Greencell naturally decontaminate the soil and improve its fertility) and **methanisation**.



GREENTECH^{GROUP}
WE SOURCE NATURE TO RESOURCE THE FUTURE



4 major strategic priorities

SOURCING
sustainably



LIVING TOGETHER
sustainably



INNOVATING
sustainably



PRODUCING
sustainably





A strong CSR policy

For Greentech, sustainable development is a key purpose, a reason to act every day.

It runs right to the heart of the company's business, as we extract plants from all over the world and add value to them in a variety of markets.

It is at the heart of every relationship we have with our employees, who, whatever their position or mission, are ambassadors for the company and key players in its success.

It is at the root of every partnership we create with our suppliers, based on mutual respect and shared progress.

It initiates every development project that the company undertakes in conjunction with its local partnerships.

It guides the strategic directions the company takes, and strengthens its ability to prevent risks, analyse its environment and act according to the local context.



Certifications reflecting our ongoing commitment

Greentech has been awarded the **ISO 26000 label** for 2019 (confirmed level), by one of its founders and a leading figure in CSR, Alain Jounot. This standard contributes to achieving the 17 United Nations Sustainable Development Goals (SDGs).

In 2022, Greentech was awarded a Silver **score by the ECOVADIS** platform, an independent rating agency that evaluates companies' CSR practices by focusing on 4 major themes: Social and Human Rights, Environment, Ethics and Governance, and Responsible Purchasing. These are themes that have been put into action since the company was founded.

In 2022, Greentech also received the **Gold level of the Eco Res'Peer label**, whose commitments combine various environmental principles, in particular ecology, economy, responsibility and resilience, with 5 areas of action: site development, waste and resource management, fluid management (water, energy, etc.), cooperation and collaboration, transversality and the circular economy.





SOURCING sustainably



Defending social and environmental values

Greentech's vocation is to take an explorer's approach around the world in order to identify sources and, most of all, to do its utmost to preserve them:

- To be involved in preserving the plant species used in its ingredients, to act in a mutually satisfying and fair partnership with its producers.*
- To guarantee traceability of origin, to advocate sustainable growing and collection practices, to build a fair relationship with its local producer communities around the world.*

Greentech analyses the characteristics of a territory and identifies «win-win» partnerships and initiatives to make a significant contribution to local development as part of its activities, while respecting the biodiversity and traditional knowledge of sovereign countries.

SDG 8 - Promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all.

SDG 17.11 - Significantly increase exports from developing countries.

SDG15.6 - Promote fair and equitable sharing of benefits arising from the use of genetic resources.

Sourcing responsible raw materials

Responsible sourcing is a synergy between 2 axes: growing differently (agro-ecology) with new, greener farming methods, and growing more fairly, with fair remuneration for our partner producers.

Growing greener: agro-ecology

Greentech supports growers' Good Cultural Practices. Greencell, a Greentech Group company, develops biofertilisation and biocontrol products. Sustainable, healthy and effective alternatives to pesticides and other chemical products.

SDG 2.4 - Efficient and resilient agriculture

In terms of responsible purchasing, 86% of raw materials (plants, fruit, essential and vegetable oils, etc.) are bought directly from the producer, thanks to a close relationship with our partners on the ground, and in particular with a Sustainable Supply Chain Manager in the Greentech Purchasing Department, who is responsible for meeting our suppliers throughout the world.

51% of our vegetable raw materials are purchased organically (as a % of purchasing turnover), i.e. 283 references, for 1075 organic ingredients.

When developing new active ingredients, we always give priority to sourcing locally in France, to keep our carbon footprint under control. More than 500 of our ingredients are of French origin.

Growing fairer: fair trade

9 of our supply chains are Fair Trade certified under the Fair for Life standard: Cameline (France), Aloe Vera (Mexico), Inca Inchi (Peru), Lotus (Vietnam), Almond (Palestine), Turmeric (Madagascar), Coconut Sugar (Indonesia), Yuzu (France) and Bamboo (France).

SDG 17.10 - Fair multilateral trading system

Greentech is committed to concrete actions linked to agro-ecology, in particular RSPO (Roundtable on Sustainable Palm Oil) certification.

SDG 15.2 - Sustainable forest management

Member of the Interprofessional Association for Yellow Gentian *Gentiana Lutea*, which promotes a sustainable development approach involving all links in the industry to improve resource management, increase social equity and enhance the value of gentian from the Auvergne-Rhône-Alpes region in France.

SDG 12.2 - Sustainable management and rational use of natural resources

We carry out supplier audits/visits in order to monitor the working conditions of our partners. Greentech employees are also trained in the risks of corruption, with the introduction of an e-learning module and the signing of an anti-corruption charter.

SDG 16.2 - Childhood abuse and exploitation - SDG 16.5 - Corruption

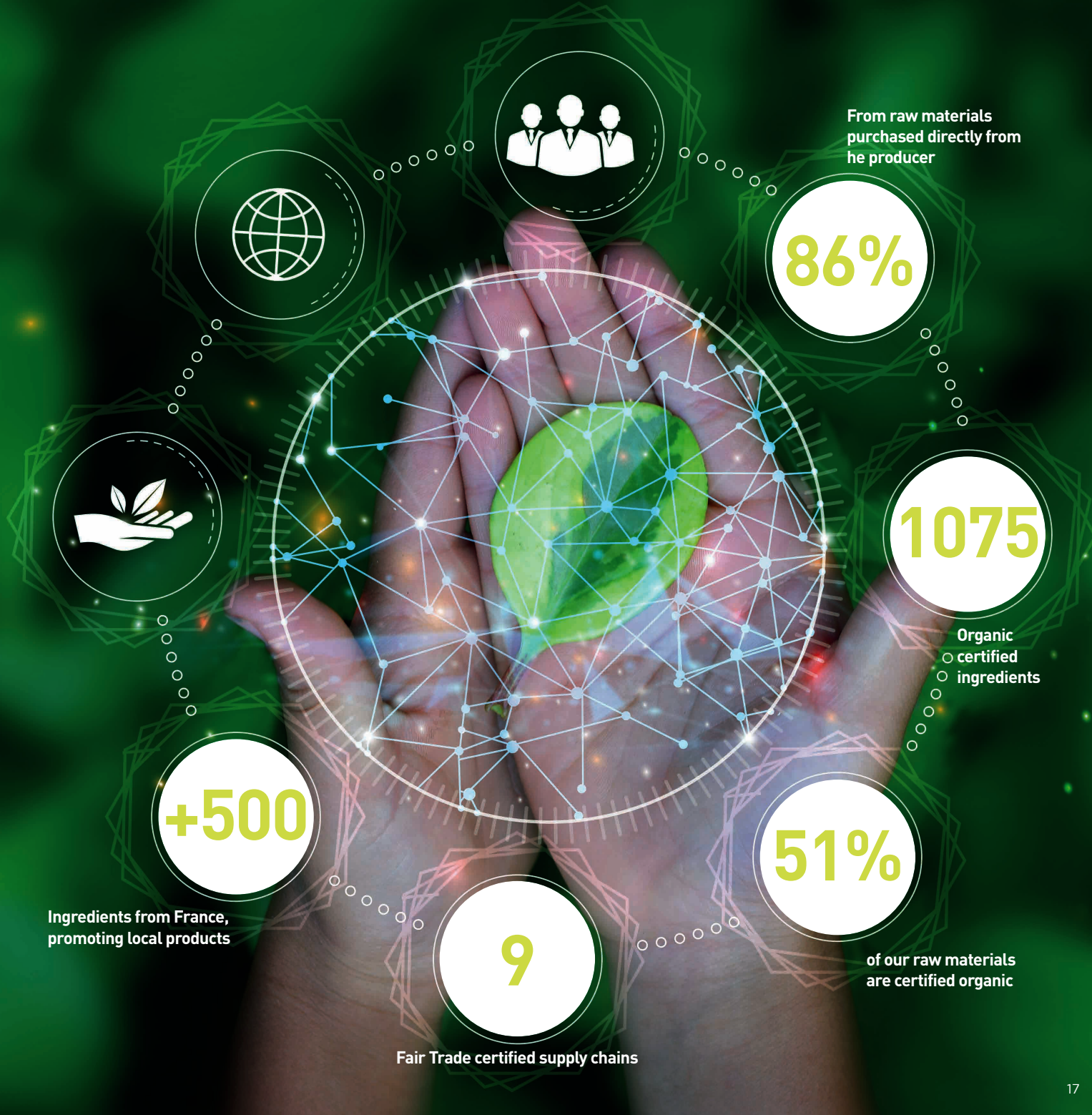
Contributing to local economic development and creating a positive impact

Greentech supports producers in France and abroad: 86% of raw materials will be purchased directly from producers in 2022 (+18% vs 2020). A strong grassroots link in synergy with many national and international players.

SDG 2.3 - Productivity and smallholder farmers

In the areas we operate in, we invest heavily in education for local communities and populations, creating income and infrastructure. This involvement is reflected in the fight against poverty, the reduction of inequalities and the training and skills development of local populations.

SDG 1.5 - People's vulnerability



From raw materials purchased directly from the producer

86%

1075

Organic certified ingredients

51%

of our raw materials are certified organic

9

Fair Trade certified supply chains

+500

Ingredients from France, promoting local products





Mastering traceability

Securing supplies is one of the key challenges facing the consumer goods industry, and the cosmetics industry in particular, in line with consumers' growing expectations in terms of safety, authenticity and transparency under the Nagoya Protocol.

Greentech is one of the founding members of the «DNA and Cosmetics» consortium, the first cosmetics consortium to promote the traceability of natural resources. This contribution to the common good is made possible by a scientific method based on DNA analysis. It ensures the identification of plant species and even varieties with a high degree of reliability by authenticating the species analysed.

SDG 3 - Good health and wellbeing

SDG 12 - Responsible consumption and production

SDG 17 - Partnerships to achieve objectives

SDG 12.2 - Sustainable management of natural resources

OUR RESPONSIBLE SOURCING

WE ARE COMMITTED

with a wide range of suppliers to support economic inclusion

WE DEVELOP

strong and lasting relationships with our suppliers

WE ENSURE

sustainable and fair business practices

WE ARE COMMITTED TO

to respect local cultures and traditional practices

WE TAKE ACTION

to improve environmental, social and ethical performance

WE SUPPORT

our suppliers in developing their business and improving their quality of life

WE CREATE

positive impact projects in communities

Examples of actions

For more than 30 years, Greentech has been supporting its supply chains, backing the necessary local investment and creating lasting human relationships based on mutual respect.

In 2022, once again, we have set up various initiatives to improve the living conditions of our partners, train them in sustainable farming practices and position them on new markets to increase their income.

Organic and Fair Trade Aloe Vera - Mexico

Since 2014, Greentech has been working in partnership with an organic and fair trade Aloe Vera producer in Mexico. The introduction of fair trade, in accordance with the Fair for Life standard, has enabled the creation of a fair development fund generated by purchases made by Greentech and its customers. This fund enables the creation of annual projects for the local community.

Following the success of the eye test mission, during which 800 eye tests were carried out and more than 500 spectacles distributed, the 2022 development fund has enabled new initiatives to be carried out to improve access to first aid in the village of Pastora and to contribute to the physical and mental health of the inhabitants through the practice of sport.

- The creation of a committee of citizen first-aiders: free training for 20 volunteers in first-aid techniques and the use of basic medical equipment to enable rapid intervention in the event of an emergency in various locations in the village of Pastora.

- Purchase of sports equipment: support for local volleyball teams (all categories: children aged 6 to 12, teenagers aged 13 to 18 and young adults aged 18 to 35) with the supply of suitable sports equipment and training programmes to improve the health of the local population.

- Solidarity support: providing support to the family of an Aloe vera picker by funding haemodialysis sessions for a sick relative.

The next investment will be to create a play area for the children of the local community.



Travel to the heart of our supply chains

Web series Greentech:
sourcing around the world

Seasons 1 & 2



SEASON 1
PERU



SEASON 2
MADAGASCAR



Organic and Fair Trade Lotus - Vietnam

The lake in southern Vietnam, in the province of Hau Giang on the Mekong Delta, is home to the traditional organic Lotus crop, certified Fair Trade under the Fair for Life standard. Buffer zones have also been created specifically for this crop.

A number of actions were carried out in 2022 to improve working conditions and the quality of life of the producers and their families:

- Support for producers' education and the local school: Some of the producers learn to read and write in weekly classes.

School equipment was also purchased and distributed to the local school (30 school bags, textbooks and a screen to show the lessons).

- Training in sustainable farming techniques: all the producers received training in the development of crops on acid soil, organic farming and improved farming practices.

- Improving working conditions during periods of high heat: the processing unit has been equipped with fans, and each family has also received one for their home.

- Improving mobility: a boat has been purchased for the team and the canal has been maintained. The local road has also been renovated to facilitate access to the farm. The boat is intended for both professional and personal use, to make it easier for families to get around on a daily basis.



Organic and Fair Trade Yuzu - France



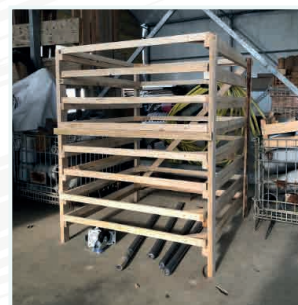
Greentech has partnered with a producer located in the Ardèche department in the south of France. The yuzu is grown organically (using an agroforestry approach) in a glass greenhouse on a family farm. The farm is certified Fair Trade, in accordance with the Fair for Life standard.

The initiatives undertaken have helped to strengthen the supply chain technically and materially:

- **Purchase of equipment:** to make it easier to control the parameters essential to the proper development of the cuttings or seedlings before they are planted in the greenhouse, by purchasing control tools such as a hygrometer, a thermometer, a digital temperature control thermostat and two programmers for watering, as well as equipment to guarantee the uniformity of the water supply with misting nozzles and a heating mat.

- **Purchase of suitable equipment:** the drying and dehydration stage is extremely important for guaranteeing the quality of the finished product. To achieve quality drying, the plants need to be out of direct sunlight, well aerated and left to dry for a set period of time. That's why we've bought the right equipment, a rack dryer.

- **Enhancing technical knowledge:** training in the agro-ecological approach has been provided. It enables the farm's staff to understand the challenges of climate change and the need to adapt the orchard, to understand the concepts of fruit tree growth and to understand the rules of fruit production.



Web series Greentech:
sourcing around the world

SEASON 3
FRANCE



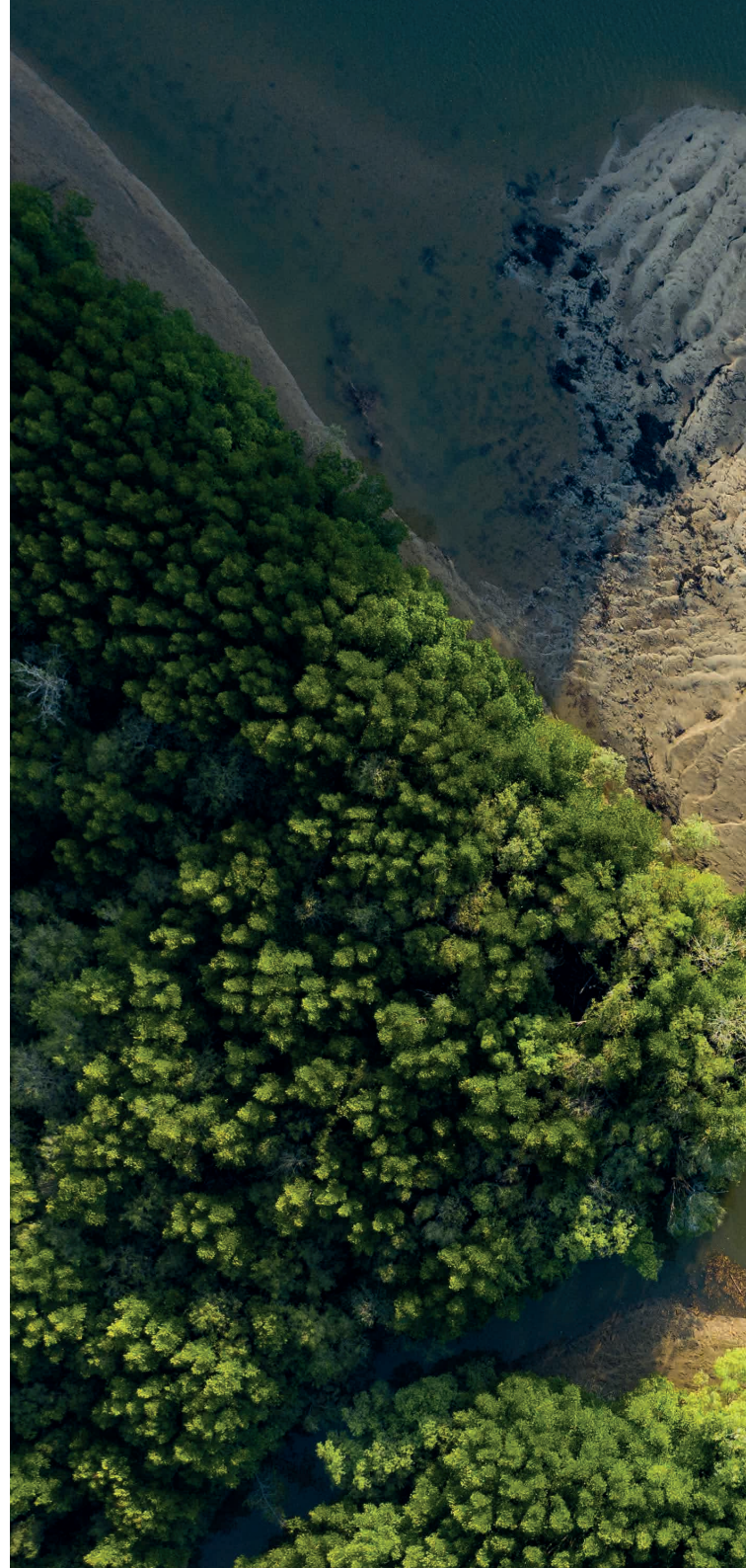
Setting up a sustainable Jujube production chain in Brazil

The Jujube tree (*Ziziphus joazeiro*) is a native species of Brazilian tree that grows naturally in the Caatinga biome in North-East Brazil, where a semi-arid tropical climate prevails.

The jujube bark production chain has been developed in partnership with the Cooperativa Grande Sertão, in the north of Minas Gerais. The bark is harvested by hand from mature trees only.

The bark is obtained by pruning old branches and partially debarking trunks without cutting the tree. This activity is mainly carried out by women and contributes to their financial independence.

Before this supply chain was set up, the jujube tree was seen as a plant of no real commercial interest by the local population, which is why it was often cut down to create pastureland. Since then, however, the sustainable jujube management project has raised community awareness of the need to protect this species in its environment by preventing it from being removed from fields, and of its commercial value, as it provides a significant alternative income in this dry region of the Caatinga. Preserving it protects the quality of the soil in which it grows.





INNOVATING sustainably

*«Beyond innovation,
shared progress».*

CSR at the heart of Research

R&D at Groupe Greentech is perpetually on the move. Research focused on exploring new fields of investigation, new horizons, thanks to emerging techniques, new raw materials and new applications in agro-ecology, the environment, health and wellbeing.

With 20% of its staff in R&D, Greentech is a hub of continuous innovation. The laboratory has its own database, containing more than 30,000 plants and 300,000 biological molecules, over 400 strains of microalgae and 500 microbial strains.

Experts in various fields (human biology, phytochemistry, nutrition, chemistry, microbiology, algology, environment, etc.) combine their knowledge to create new ones.

Our R&D values are strong: responsibility, creativity and curiosity!

SDG 9.5 - Innovation, research and development

A committed R&D team

Collaboration and knowledge-sharing

Collaborative research is one of the keys to Greentech's success. Public and private collaborations: H2020, BBI, Labcom, ANR, etc.

Greentech is also fully involved in knowledge sharing, supervising national and international theses and hosting work-study students and interns.

In 2022, Greentech organised the 8th SPIM (Skin Physiology International Meeting), a unique international scientific congress. Placing the latest research and discoveries in skin physiology at the heart of its concerns, the event aims to share and blend thoughts, points of view and methods of investigation between the different disciplines without taking a dogmatic stance.

It involves experts from all specialities (physiologists, biochemists, dermatologists and pharmacologists) and from all countries (United States, Great Britain, Germany, Italy, Japan, France, Brazil, etc.) and encourages cross-collaboration to advance scientific understanding of skin physiology and metabolic interactions.

Every 2 years since 2008, the Greentech Foundation has organised the SPIM Greentech Awards to promote knowledge of skin physiology and encourage the younger generation of scientists to pursue their research. 2 prizes are awarded: the best Poster (€4,000), elected by all the participants, and the best Junior Scientist (€15,000), elected by the SPIM Scientific Council.

An active R&D

+40 patents

+60 international scientific publications with impact factor

Multi-award-winning innovations (the 2022 innovation, MYRALYS®, an active ingredient that improves the look of the eyes, won the innovation prize at In-cosmetics Korea, a BSB environment award, a Wise ingredient award at Making Cosmetics and a Ringier Award in China).



An abstract, painterly illustration of skin tissue. The background is a mix of light blue, white, and pale pink, with darker, more vibrant colors like purple, red, and yellow-green layered on top. The texture is soft and blended, with some areas appearing more defined than others. The overall effect is a close-up, artistic view of skin's cellular structure.

SKIN

PHYSIOLOGY

INTERNATIONAL

MEETING





Useful development concepts...

Greentech has positioned itself as a major player in research with :

- **an agro-ecological approach**, provided by Greencell, which works both as an alternative to traditional chemistry and in the creation of a new category of agricultural inputs aimed at improving soil quality and thus promoting healthier and more responsible agriculture.
- **an exploratory approach** to the seabed, provided by Greensea, a European leader in marine biotechnologies, with over 30 years' experience in growing microalgae and transforming them into innovative ingredients for a variety of fields (cosmetics, human and animal nutrition, health, agronomy and the environment).
- **a microbiota approach**, with the study of soil microbiota, the study of the link between intestinal microbiota and pulmonary pathologies as well as neurodegenerative diseases, skin microbiota, etc.
- **a psychobiological approach**, with over 15 years' experience in the psychobiological systemic approach and the development of Feel Good cosmetic active ingredients.

...and responsible

When developing new products, R&D focuses on renewable plants. If this is not possible, the plants are cultivated. We also give priority to sourcing in France, in order to reduce the carbon impact of our products by working locally.

The recycling of by-products is always studied, with a view to achieving zero waste.

Greentech is constantly developing new green processes, using different solvents and extraction tools. The aim is to increase yields and reduce energy costs.

Current developments use new eco-extraction methods based on the recovery of French raw materials and co-products.

PRODUCING sustainably

*« High-tech, controlled
and responsible production »*

A continuous progress approach

Sustainable production is the result of a number of actions being taken on a daily basis: health and safety, quality, energy management, water management, waste treatment, recycling, etc.

Everything is interlinked, and it is the synergy between all these concepts that enables us to get as close as possible to a so-called sustainable production system. A continuous improvement approach embodied by all Greentech employees.



Quality, safety and sustainability

At Greentech, quality is everyone's business. **The quality department represents the customer within the company.** No priority can be given to the detriment of people's safety and the quality of our offer.

- Our aim is to avoid serious accidents and to guarantee the safety of our processes and our employees.
- We are committed to ensuring the quality and safety of our products.
- We encourage eco-design and sustainable value creation through innovation.

All our operational sites have a quality management system in place. Depending on the site, we comply with ISO 22716, GMP Part II, COSMOS, Natrue, FSCC 22000 and other regulations.

In addition, one of our sites is ISO 22000 certified for one or more of its activities, while two other sites are GMP certified.

We regularly carry out internal audits at our industrial sites. These audits are carried out by a specialised 'quality audit' team whose mission is to provide management with an accurate and independent assessment of compliance with Greentech's quality management system. They are also designed to ensure the success of customer audits.

The results and priorities in terms of product quality and safety are presented and discussed at the Safety Committee.

At Greentech, we ensure the competence of our employees through appropriate training and regular coaching.

100% of staff trained in health and safety

20 employees trained in validation qualification

100% of employees trained in GMP Part II







Water management, a major challenge

At Greentech, water management is a 3-step process: better cultivation, with a new approach to agronomy; better production, by advocating eco-extraction; and better treatment, by controlling waste and treating effluents.

Growing in a new way: agro-ecology and hydroponics

Better farming means first and foremost setting up an agro-ecological system: using micro-organisms to revitalise the soil and improve its structure, using natural bio-stimulants and polymers to retain water in the soil and replace chemical fertilisers to produce cleanly, while conserving water.

Better growing also means managing irrigation water. Hydroponics, or the art of growing crops without soil, is an effective solution that saves 70-90% of water compared with traditional growing methods.

Convinced that this system of cultivation is an effective solution for ceasing to draw on natural resources and thus conserving water, Greentech has invested in a company specialising in vertical cultivation: Prediv. This partnership will enable us to optimise growing practices with a view to their implementation by our growers.

Producing in a new way: eco-extraction

Eco-design is at the core of Greentech's concerns. This involves sustainable and responsible sourcing, as explained in the first part of this report, as well as the implementation of a production process that respects the principles of eco-extraction.

Each stage of the process is optimised in order to select the most appropriate conditions (development of new green solvents or agro-solvents, extraction parameters, tools, process intensification, etc.) to increase yields and reduce energy costs, in particular the use of water in order to preserve it.

Treating in a new way: preserving drinking water

Greentech biologically treats effluent using microbial cocktails developed by Greencell, a company in the Greentech group. These are high-performance ecological treatment solutions that preserve the planet's resources.

These micro-organism-based cocktails (carefully selected bacteria, yeasts and fungi) will digest pollutants (whether chemical or organic), reduce organic matter, neutralise odours and clarify the water to obtain grey water that can be used for irrigation, and so add value to effluent while preserving drinking water, a resource that is increasingly regarded as 'blue gold' and which will be one of the major challenges of the next few years.

This natural treatment technique will also consume much less energy during the treatment process, thereby reducing the carbon footprint, as well as limiting the production of sludge in wastewater treatment plants.

The industrial world must transform itself to move towards a greener, more environmentally-friendly industry. Biotechnology is part of the solution. They offer new, more sustainable approaches at every stage of the process.

Waste treatment

The collection, treatment and recovery of waste are major challenges for the environment and for Greentech. The company is committed to minimising its impact on the planet, and in this context has put in place a strong waste treatment policy adapted to the different waste streams.

This involves recycling and recovering as much waste as possible, in particular paper/cardboard, unsoiled waste and plastic.

All plant waste from extraction is recovered as compost. Chemical waste is treated by a dedicated waste stream. Our non-recyclable waste (CIW) is sent to an energy recovery facility for incineration.

Even if the best waste is waste that is not produced, when waste is produced it must be integrated into an efficient recycling system so that it can be sorted, recovered and treated.

SDG 12.5 - Waste reduction and recycling



97%

of our waste is recycled and recovered
(excluding incineration)



35.8%

of our waste is recycled
by composting



LIVING TOGETHER sustainably



Collective intelligence and respect for people

Greentech is first and foremost a collective adventure, based on sustainable and responsible human relations with all our stakeholders: internally, with a system of collective intelligence in which each employee plays an essential role within the company, and externally, with a strong local presence and partnerships founded on mutual respect and shared progress.



Ensuring quality of life and wellbeing at work

2022 represented a positive acceleration in the development of wellbeing in the workplace at Greentech. A number of initiatives have been put in place to create a real sense of cohesion within the company and to give even greater recognition to the people who make Greentech progress:

- General **salary increase of 4%** in October 2022. 78% of employees having already benefited from an increase over the year.
- **New exceptional bonuses** paid in 2022, in addition to profit-sharing.
- A « Greentech gross annual minimum **wage** » rising from €25,200 to €27,000.
- Introduction of an **additional 6th week of holiday**..
- Provision of **leisure facilities** for employees (petanque, beach volleyball, picnic area, etc.).
- A convivial celebration of **Greentech's 30th anniversary** with a day of themed conferences by recognised experts on a sustainable future (agro-ecology, environment, cosmetics, health, nutrition), a lunch and visit to the Château de la Batisse and its gardens, a trip in 32 hot-air balloons to Menat and a day of conferences on optimism.
- A **company crèche** with places reserved for all children of Greentech employees who so wish.
- An **inter-company restaurant**, with part of the cost covered by Greentech.
- Reimbursement of **concert tickets** (28 tickets reimbursed in 2022).
- **Fitness classes** every thursday lunchtime with a dedicated certified coach.
- Contribution of €50 per family towards adult or child **sports licences** (21 licences reimbursed in 2022).
- Organisation of a **children's Christmas** with a show, a snack and a gift equivalent to €35 for each child.
- Organisation of several **corporate events**.









Encouraging diversity

At Greentech, we are convinced that promoting diversity in an inclusive environment is the key to a company's success. For us, progress must be the result of bringing together different backgrounds.

Greentech: an eclectic company



49,49%
Men



50,51%
Women



36 years
Mean age



100%
Equality index ♂♀



+15
Nationalities



97%
Presenteeism

SDG 8.5 - Employment and decent work

Training, one of Greentech's pillars

In a world of constant change, companies need to adapt to new trends and technological advances to remain competitive. One of the most effective ways of doing this is to invest in professional training for employees.



+2000
training hours



25
trainees



7
Staff development

Maintaining social dialogue

One of Greentech's core values is proximity. Proximity with our customers, our partners, our suppliers and also with our employees. We have always practised an «open door» policy, an allegory of management's willingness to talk to every member of staff, thereby encouraging upward communication within the company.

Greentech has also set up a satisfaction survey to assess the level of employee commitment. Thanks to a high response rate (90%), management has been able to put in place an action plan that will bring it even closer to employees' needs.

Maintaining an internal social dialogue also involves empowerment. To this end, progress groups, made up of employees from different departments, have been set up to encourage collaborative intelligence and to work together to imagine the Greentech of tomorrow.

3 progress groups:

- Developing the corporate culture
- HSE (Health, Safety and Environment)
- Leisure activities

An internal team was also formed, made up of company employees, to create an in-house news magazine about the company. A great way to discover the company from a different angle and in a fun way.

Guaranteeing safety at work

Greentech has made safety at work a priority. A working group made up of members of management and employees in the field has been set up to implement effective measures with a single objective: zero accidents in the workplace.



2

work accidents
(vs 5 in 2021)



27%

workplace
first-aider



100%

Employees trained
in first aid



Systematisation of **over-moulded earplugs** for all employees exposed to noise, as well as **protective eyewear adapted to their eyesight**

Developing employment



91%

Permanent
contract



+2

Disabled employees
recruited in 2022



20 M€

Invests in
rural areas



Local partnerships : local producer for weekly vegetable deliveries and local bakery for bread deliveries

SDG 10.2 - Automation and integration

SDG 11.a - Territorial development

Patronage and sponsorship

Each year, Greentech supports initiatives in the fields of art and sport. These are areas that join the corporate world in a quest for performance and perpetual improvement. Art is about creation and limitless imagination. Sport is about the team, the human dimension, surpassing yourself...

Also in 2022, Greentech sponsored an adapted sports chair for children. Inclusion through sport, in partnership with the French company PlayMoovin, to promote access to sport for all.



Greentech has also sponsored 2 boats in the EDHEC and Spi-Dauphiné races, and is a partner of ASM rugby and the Cournon women's basketball team. In motorbike racing, Greentech takes part in the Rallye des Gazelles, the world's only ISO 14001 rally-raid, the Trophée Andros, the alternative energy category rally, the French mini-green motocross championship and the Le Mans 24-hour race.







The Greentech Foundation

The Greentech Corporate Foundation is dedicated to life sciences. It works in close collaboration with international academic laboratories and recognised experts in several scientific fields.

It promotes science and all scientific activities that contribute to the progress of people in their environment.

Every 2 years, the Greentech Foundation organises the SPIM (Skin Physiology International Meeting), an international congress on the latest scientific advances in skin physiology, bringing together nearly 200 participants from all over the world and young researchers who come to present their research work to their internationally recognised elders.

All of this is organised with a single objective in mind: to encourage and promote the life sciences and to share knowledge in the interests of shared progress.

www.skin-meeting.com



**We source nature
to resource the future**

www.greentech.fr
www.greentech-group.com



GREENTECH

GREENTECH

Progress Report 2022-2023

www.greentech.fr