

Less is **more**

Less impact. **More care.**

Contributing towards global carbon neutrality by 2045



Our roadmap
to reduce our
carbon emissions



Editorial

As a pharmaceutical company, Théa develops, produces, and supplies ophthalmic treatments for patients worldwide, within a highly regulated environment where quality, safety, and continuity of care are essential. Any changes to materials, processes, or suppliers must therefore be carefully assessed and implemented over time.

Aware of the environmental challenges facing the pharmaceutical industry and of the need to address its impacts, Théa integrates environmental aspects into its activities while operating within strict regulatory, technical, and safety constraints. These aspects are progressively incorporated into the design, production, and delivery of treatments, in line with regulatory requirements and patient safety priorities.

In this context, Théa conducted its first carbon footprint assessment in 2023, covering Scope 1, Scope 2, and Scope 3 emissions. This work made it possible to identify the main sources of emissions and to define priority areas for action. Accordingly, Théa has defined a structured approach to reducing carbon emissions, focused on the areas where its activities have the most significant impact.

This approach is defined to align with the global climate objective of carbon neutrality by 2045, and to support a step-by-step reduction of emissions across Théa's entire value chain.

This roadmap is built around a long-term objective covering Théa's key operational and value-chain emissions. Scope boundaries and progress will be monitored and reviewed periodically, taking into account developments in data availability, scientific methodologies, supplier engagement, and the wider regulatory environment.

The first area of action concerns eco-design and responsible purchasing, with the aim of addressing emissions across the product life cycle (Scope 3). This includes integrating environmental criteria into sourcing decisions, working with suppliers, and applying eco-design principles to product and packaging development. **These actions support an intermediate objective of a 25% reduction in Scope 3 emissions by 2030, compared with a 2022 baseline.**

A second area of action focuses on energy efficiency and lower-carbon operations, covering Scope 1 and Scope 2 emissions. Measures are being implemented across sites and facilities, alongside evolving mobility practices. **These actions support an intermediate objective of a 42% reduction in Scope 1 and Scope 2 emissions by 2030 compared with a 2022 baseline.**

To provide a solid foundation for these objectives, Théa is evolving its internal governance and gradually developing employee awareness and training, as well as establishing dialogue with its partners and stakeholders.

Contributing towards global climate targets of carbon neutrality by 2045 will rely on step-by-step progress, involving teams across the Group and close coordination with partners throughout the value chain.

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President of Théa
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Improving environmental performance while reducing our carbon footprint



“Our responsibility as a pharmaceutical company is first and foremost to patients. Environmental considerations must be addressed within the realities of our industry, where safety, quality, and regulatory compliance are essential. By defining a long-term carbon objective and clear milestones, we are structuring efforts that are already underway and embedding them into how we operate and make decisions.”

Jean-Frédéric Chibret
President of Théa

Our roadmap to align with the global climate objective of carbon neutrality by 2045



OUR ROADMAP TO ALIGN WITH THE GLOBAL CLIMATE OBJECTIVE OF CARBON NEUTRALITY BY 2045

Governance

Our commitment

We are implementing appropriate governance to successfully carry out our roadmap and ensure that both our employees and stakeholders are involved in this process.



Actions completed

- Coordinating environmental topics at Group level to ensure consistency across entities
- Establishing an Environment Committee which reports to Théa Executive Committee
- Involving Innovation, Purchasing, Operations and other relevant functions in defining and implementing actions within their respective scopes
- Discussing and monitoring priorities, progress and key orientations through steering and oversight bodies
- Completing two carbon assessments and monitoring trajectories
- Ensuring alignment with regulatory requirements and operational constraints
- Implementing actions progressively, in line with a step-by-step approach
- Participating in working groups and representative organizations of which Théa is a member



Roadmap towards

2026 → 2030/2035

Updating and expanding carbon footprint assessments every two years. By 2030: activities generating more than 90% of the Group's revenue will be covered by the assessment

Participation in "ACT Pas à pas" program in 2026 (methodology founded by ADEME and CDP)

Training employees on climate-related issues

Sharing knowledge on the environmental impacts of eye care with and among healthcare professionals



COMMITMENTS AND UPCOMING ACTIONS

Eco-design & Responsible Purchasing

Reducing our carbon footprint across the product life cycle

Our Commitment

We are taking action across the entire life cycle of our products by placing eco-design and responsible purchasing at the heart of our sustainability approach. These two levers allow us to reduce CO₂ emissions where it matters most: materials, suppliers, product development and distribution.

Responsible Purchasing

We are strengthening the way we design and source goods and services to encourage lower-impact choices.

- Integrating environmental and social criteria into purchasing decisions.
- Working with suppliers and partners to reduce global carbon footprint.
- Setting up a governance around circularity and working with our suppliers.
- Prioritising solutions that limit emissions and resource use.
- Supporting local initiatives from affiliates to reduce the impact of service purchasing

Our objective: build a value chain aligned with our sustainability ambitions and the global climate targets.

Eco-design

For more than 30 years, we have been incorporating eco-design principles into the development of our products and packaging to minimise their environmental impact whenever possible.

Our main actions focus on:

- Setting up a governance around circularity and working with our suppliers and CMOs.
- Using materials more efficiently and increasing recyclability.
- Sourcing lower-emission materials
- Reducing waste generated throughout the product life cycle.
- Considering transport and distribution impacts as part of design choices to reduce them.

Our objective: create solutions that combine performance, safety and reduced carbon emissions.

Our Ambition

We aim to make sustainability a driver of innovation — reshaping the way we design, source and deliver our products. This shared commitment across all our teams and locations will help us achieve meaningful, long-term environmental progress.

-25%

SCOPE 3

These actions support an intermediate objective of a 25% reduction in Scope 3 emissions by 2030, compared with a 2022 baseline.



Roadmap towards

2026 → 2030/2035



Actions completed

Eco-design

- Conducting prospective studies with Schoolab (2023) and (RE)Set (2024) on the design of our products and innovative, lower-carbon materials.
- Life cycle analyses have been carried out on six products.
- Defining a roadmap for the eco-design of our primary packaging.
- Areas of focus include:
 - reducing plastic weight,
 - recyclability and recycling
 - incorporating recycled and/or lower-carbon materials

Responsible Purchasing

- Drafting CSR criteria into our calls for tenders
- Incorporating CSR and carbon issues into strategic meetings with our partners and suppliers
- 100% Made in Europe, including 60% Made in France: manufacturing in Europe for European markets contributes to reducing the carbon footprint of medicines

Commuting and business travel

- Promoting public transportation in the Group's different subsidiaries
- Setting up a carpooling platform
- Making personal electric bikes available to 80 employees in Clermont-Ferrand, co-financed by the company, and a fleet of self-service bikes

Eco-design

By 2030, establishing a carbon database for our products to support eco-design choices and measure emissions reductions.

By 2030, making plastic-free wipes available to 100% of Théa wipe consumers worldwide.

By 2035, cutting the carbon impact of our main primary packaging by half on average.

Responsible Purchasing

By 2035, 100% of suppliers and CMOs will be committed to taking actions to contribute to carbon neutrality and eco-design.

Freight

Implementing a carbon-optimized logistics plan

Commuting and business travel

Establishing a responsible travel policy.

Continued efforts to promote sustainable transport.



COMMITMENTS AND UPCOMING ACTIONS

Energy efficiency & Low-emission mobility

Improving environmental performance while reducing our carbon footprint

Our Commitment

We are improving the energy efficiency and environmental performance of all the buildings and vehicles we operate worldwide — from our headquarters to affiliate offices and production sites. Our aim is to improve efficiency and reduce energy consumption to limit emissions and strengthen the sustainability of our operations.

Efficient Buildings & Facilities

- We are enhancing the performance of our infrastructures to reduce their impact by:
- Modernising equipment to improve energy efficiency.
 - Optimising heating, ventilation, cooling and lighting systems.
 - Integrating renewable energy solutions wherever feasible.

Our objective: operate facilities that consume less energy and emit fewer greenhouse gases.

Low-Emission Mobility

- We have been transforming how our vehicle fleet is managed and powered and that includes:
- Expanding the use of electric vehicles and alternative fuels.
 - Improving fleet performance to reduce consumption and emissions.
 - Promoting responsible mobility practices across our teams.

Our objective: support the transition towards cleaner, lower-emission transportation.

Our Ambition

By improving the energy performance of our sites and mobility, we are making environmental responsibility part of the way we operate every day. This commitment, shared across all our locations, supports lasting reductions in our environmental footprint and contributes to a more sustainable global operation.

-42%

SCOPE 1&2

These actions support an intermediate objective of a 42% reduction in Scope 1 and Scope 2 emissions by 2030 compared with a 2022 baseline.



Actions completed

Energy performance of buildings

- For sites owned by the group:
- Replacing the oil-fired boiler at the head office. Since 2025, 100% of the energy used by sites in France has come from renewable sources.
 - The new Bénac production site complies with RE 2020 and has 100 m² of solar panels for self-consumption.
 - The new facilities at the headquarters of Laboratoires Théa and Théa Pharma France have been designed to meet the most stringent environmental standards.
 - 125 m² of photovoltaic panels for self-consumption and a green roof have been installed at the headquarters, and technical building management has been implemented to optimise energy consumption.
 - The Farmila production site (located in Milan, Italy) is ISO 14001-certified and is equipped with an energy production system that is less carbon-intensive than the overall Italian energy mix.

- For sites leased by the group:
- A full guide was developed to help our subsidiaries implement good practice for energy efficiency and/or choose the more efficient buildings when relocating.
 - Several subsidiaries have chosen to move to more environmentally efficient sites. For instance, Théa UK's headquarters are located in Keele University's Science and Innovation Park, where 50% of the on-site electricity is generated by 12,500 solar panels and two wind turbines.

Vehicle energy efficiency

- Installation of electric charging stations at the Group's sites in France and many of its subsidiaries (e.g. Greece, the UK, Sweden, Spain, Belgium...).
- Electrification of the company vehicle fleet, particularly for pharmaceutical representatives, in France (with 18% of the fleet to be electric or hybrid by 2022, rising to 58% by 2025), and in subsidiaries (Spain, the UK, Sweden, Belgium, Greece...).



Roadmap towards

2026 → 2030/2035

Energy performance of buildings

Continuing to make demanding choices in terms of environmental performance for renovations and new buildings

Vehicle energy efficiency

Continuing to electrify the fleet as long as the local energy mix allows

Training employees in eco-driving (France)

“Carbon reduction is one component of a broader CSR approach at Théa. Across the Group, environmental, social, and ethical priorities are translated into concrete roadmaps and integrated into governance and decision-making. This commitment is embedded in our CSR framework alongside our responsibilities to patients, collaborators, and partners.”

Flore de Lamaze
Théa's CSR Coordinator



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