



CHROMAVIS

FAREVA

CSR REPORT

YEAR 2023



In 2023, we crushed challenges and turned them into wins, setting new records and redefining responsible beauty as creative disruptivity. Each innovation proudly showcased our core values. This milestone marks the start of an exciting new era for us.

Thibaut Fraisse
Chief Executive Officer

CHROMAVIS
FAREVA

MESSAGE FROM THE CEO

A year of impactful innovation

To our ChromaSquad and Stakeholders,

In a year of constant change, Chromavis has remained steadfast in our dual mission: to lead the beauty industry through innovative excellence and to uphold our strong commitment to corporate social responsibility (CSR).

Our collective efforts in 2023 fueled growth, not just in numbers, but in conviction. We welcomed new talents, expanded our horizons, and infused fresh perspectives into our strategies. Chromavis core values—Clarity in vision, Challenge in approach, Community in spirit, and Commitment in every endeavor—anchored this growth.

This year, we championed projects that reflect our commitment to social responsibility, balancing ambition with care. Strategic hires and targeted initiatives reinforced our dedication to sustainable practices and ethics, ensuring every achievement betters our planet and society while staying disruptive in our creativity. Our digital transformation, powered by AI, boosted efficiency and cut environmental impact.

We are evolving rapidly, boosting our operations, and adding new capabilities to develop our business and culture, while also supporting our clients further. By leveraging strategic partnerships and investing in new technologies, we aim to enhance our competitive edge and deliver unparalleled value to our stakeholders, always prioritizing quality and customer satisfaction. Our culture of continuous improvement and innovation allows us to not only adapt to but also shape changing consumer expectations and global challenges.

Turning a page to a new chapter filled with opportunities, our bold roadmap for 2025 and beyond promises innovation, environmental respect, and community support.

As ChromaSquad, we are united and ready to smash our goals, driven by our commitment to excellence and positive impact.

Thank you for your trust, support, and collaboration,

Thibaut Fraisse

Chief Executive Officer

CONTENTS

CHROMAVIS GLOBAL	5
CSR INSIGHTS	15
OUR PILLARS	20
People	21
Planet	41
Product	70

CHROMAVIS GLOBAL

- THE ORGANIZATION
- DREAM, STRATEGY, DNA
- 2023 HIGHLIGHTS
- SUSTAINABILITY STRATEGY
- RISK MANAGEMENT

THE ORGANIZATION

Chromavis Fareva is a prominent leader in the global beauty industry, known for its innovative and sustainable solutions in makeup and nail care products.

Our company excels in the design, production, and distribution of a comprehensive range of cosmetic solutions, including complexions, eyes, lips, and nail products. By leveraging its significant capabilities in research, design, and environmental responsibility, Chromavis merges art and technology to push the boundaries of beauty and style.

Operating under the Fareva Group, Chromavis boasts a robust presence across various countries with specialized R&D centers and production sites, powered by a workforce of dedicated employees worldwide.

At Chromavis, we are also deeply committed to corporate social responsibility, placing a strong emphasis on sustainable sourcing, energy efficiency, and innovative packaging solutions to minimize environmental impact. The company is strategically positioned with a substantial production output, highlighting its role as a major player in the beauty sector on an international scale.

OUR COMPANY

OUR DREAM

BE THE MOST DISRUPTIVE & RESPONSIBLE BEAUTY CREATOR

Disruptive → Disruptive Innovator: Continuously seeking improvement, embracing change, and introducing novel ideas to drive innovation.

Responsible → Socially Responsible Steward: Committed to our Corporate Social Responsibility (CSR) plan, safeguarding our planet, supporting our people, and actively contributing to the well-being of our community.

Beauty Creator → Creative Beauty Enabler: More than a manufacturer, we are a bridge from concept to reality. Experts in designing winning products for our clients, assisting them in brand-building and fostering creativity.

OUR STRATEGY

We are committed to providing disruptive, responsible makeup that delivers top benefits and performance. Our strategy focuses on merging breakthrough innovations with a steadfast commitment to environmental and social responsibility.

OUR VALUE PROPOSITION

What sets us apart is our approach to responsible disruptivity. We strive to balance innovative solutions with ethical practices, ensuring that our advancements positively impact both our industry and the world.

OUR STRATEGIC FOCUS AREAS

RESEARCH AND DEVELOPMENT

We prioritize research into disruptive solutions and the development of responsible products. Our aim is to lead the beauty industry with cutting-edge innovations that are also environmentally and socially conscious.

DEEP CONSUMER INSIGHT

Understanding our consumers deeply is at the heart of our product development. We invest in gathering and analyzing consumer insights to tailor our offerings to meet their evolving needs and preferences.

CUSTOMER NETWORK MANAGEMENT

Building and maintaining strong relationships with our customers is crucial. Our network management strategies ensure we deliver exceptional value and service, fostering long-term loyalty and trust.

AGILE SUPPLY CHAIN

Our supply chain is designed to be agile, allowing us to bring products to market swiftly. This agility ensures we can respond quickly to trends and demands, maintaining our competitive edge.

TALENT AND CULTURE MANAGEMENT

We believe that our people are our greatest asset. Managing talent and nurturing a positive, inclusive culture are essential to our success. We are committed to developing our employees and fostering a collaborative, innovative work environment.

OUR DNA

THE 4Cs: OUR VALUES

Being 'Driven by future' means creating **a place for talents** to bloom, generating a **sustainable, responsible, unique, and disruptive proposition** for partners, as well as empowering our **expertise** and **technology** to shape and deliver the **innovation** of tomorrow.

This **DNA** is based on the '**Chromavis 4 Cs**', as we defined our **core values**: **Clarity**, **Challenge**, **Community** and **Commitment**.

CLARITY means putting **transparency** first and always expressing a clear message in every situation. This includes giving honest and genuine feedbacks, and learning how to **communicate** in a seamless, straightforward way.

CHALLENGE is a strong engine that encourages our people to be more **passionate** and **committed**, boosting powerful innovation as well as the **ambition** to make our workplace better every day. Learning everyday to create **opportunities**, we try to turn the tables and we work with passion, going **the extra mile** together.

Our sense of **COMMUNITY** in fact underlines the importance of people perceived as a **true team**, as a group of individuals that can make the difference walking **the same path**, sharing the same **culture, goals, and strategy**. We encourage meaningful human connections in order to promote a productive, engaging, and positive culture. This translates into **mutual respect**, constructive spirit, **open mindfulness**, and a constant **selfless support** to any colleagues in need.

COMMITMENT drives us towards **excellence**. Every step of the way we are obsessed by **customer satisfaction**, and carefully plan every move in order to reach our goals and meet the **expectations** of every client. A **joint effort** that reunites people from all of our sites, who work tirelessly in order to achieve what was promised, reasonably investing their time and energies into this **shared venture**.

OUR DRIVERS

At Chromavis, our journey is propelled by six key drivers: Innovation, Sustainability, Naturality, People Empowerment, Customer Insight, and a Start-Up Approach.

Innovation is at the heart of everything we do, constantly pushing the boundaries to create groundbreaking beauty solutions.

Sustainability underscores our commitment to environmental responsibility, ensuring that our practices and products contribute to a healthier planet.

We emphasize **Naturality** by prioritizing ingredients that are safe, effective, and derived from nature.

People Empowerment is vital, as we believe in fostering a work environment where every individual can thrive and contribute to our collective success.

Customer Insight drives our understanding of market needs and consumer preferences, allowing us to tailor our offerings to meet and exceed expectations.

Our **Start-Up Approach** keeps us agile and responsive, enabling us to quickly adapt and innovate in a fast-paced industry. Together, these drivers form the foundation of our mission to be the most disruptive and responsible beauty creators.

OUR BELIEFS



PEOPLE, ENVIRONMENT, SOURCING ARE AT THE CENTER OF OUR CORPORATE SOCIAL RESPONSIBILITY.

A strict Code of Ethics clearly defines the fundamental ethical values of our company and constitutes the basic element of our corporate culture.

The quality of our products is a central pillar in order to guarantee the consumer safety.

RESPECT, SATISFACTION AND SAFETY OF EMPLOYEES, CUSTOMERS AND FINAL CONSUMERS GUIDE AND INSPIRE US.

CERTIFICATIONS



FAREVA FOUNDATION



www.fareva.com/en-gb/_Foundation

CHROMAVIS' FOREST



<https://www.freedom.net/it/organization/chromavis-fareva>

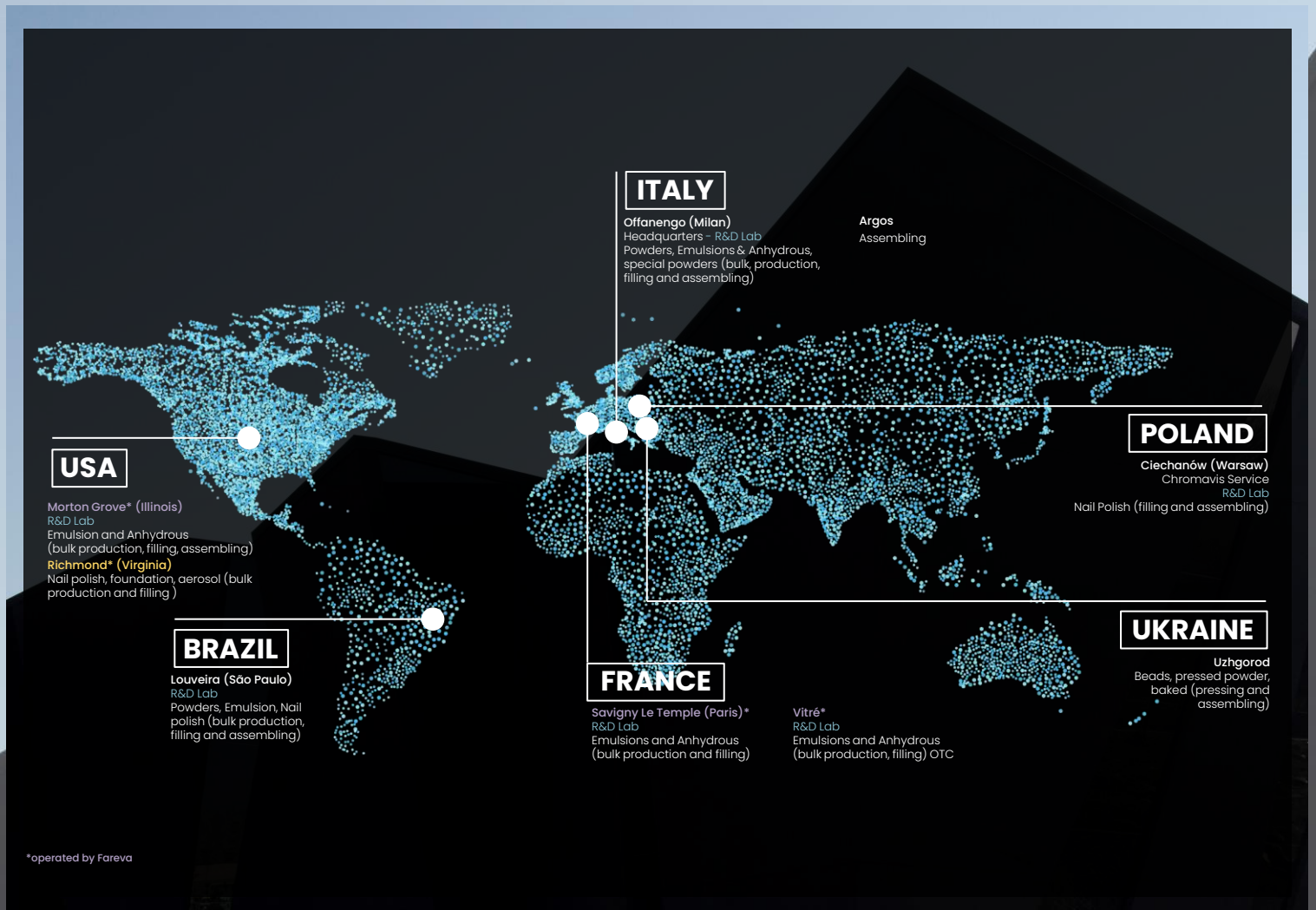
GLOBAL COMPACT



Uniting business for a better world

CHROMAVIS
FAREVA

OUR GLOBAL REACH



ROADMAP

ACHIEVEMENTS

2023



2025



2027

PEOPLE

- **Engagement:** People global connection enhancement
- **Performance:** System Platform launch
- **Culture:** Roadmap from values to behaviors
- **3 Paths training** for new hires, improvement, talents
- HQ survey **TOP EMPLOYER**

- Creation of stand alone **Chromavis Academy**

PLANET

- **CO₂ reduction** campaign
- Start **Ecovadis rating for all affiliates**
- Chromavis **Forest**
- HQ being **Ecovadis Platinum**
- Chromavis forest allowing **HQ to be 100% CO₂ neutral** for direct emission

- **Affiliate Ecovadis Gold**
- **B-Corp certification** start-up
- **100% CO₂ neutral** for direct emissions

PRODUCT

- **70%** of catalogue compliant with internal **Black List 1***
- All **Innovation** Projects being **Responsible**
- **100%** of formula catalogue compliant with internal **Black List 1*** and 25% to internal **Black List 3***
- All **Innovation** Projects being **Responsible**

- **70%** of new business acquisition with **Responsible Products**

CSR INSIGHTS

CORPORATE SOCIAL RESPONSIBILITY	16
RESPONSIBLE PRODUCT	17
RESPONSIBLE FORMULA	18
RESPONSIBLE PACKAGING STANDARDS	19

CORPORATE SOCIAL RESPONSIBILITY

OUR PATH FORWARD

At Chromavis, our vision of success transcends the traditional metrics of performance to encompass the broader dimensions of sustainability and responsibility.

Our commitment to corporate social responsibility (CSR) is built on the foundation of ethical behaviour, transparency, and sustainable development, integral to our economic performance and organizational culture.

This report embodies our journey towards embedding these principles at the core of our operations, showcasing our dedication to making a positive impact on both the environment and society.

DEFINING A RESPONSIBLE PRODUCT

FORMULA – PACKAGING – SUPPLY CHAIN

A Responsible Product embodies our commitment to sustainability at every level of its lifecycle. It begins with a Responsible Formula, extends to Responsible Packaging, and is supported by a Responsible Supply Chain.

This integrated approach not only involves rationalizing production sites and component suppliers to reduce the carbon footprint associated with transportation but also strives for recognition through esteemed certifications such as COSMOS and Fair Trade.

Responsible Packaging prioritizes sustainability through:

- Utilization of recycled materials.
- Development of recyclable, refillable, and reusable packaging options to extend product life.
- Reduction in packaging volume and weight to minimize waste.
- Minimization of secondary packaging use.
- Lowering environmental impact by sourcing packaging materials locally and selecting suppliers committed to environmental stewardship.

CRAFTING A RESPONSIBLE FORMULA

ETHICAL & ENVIRONMENTAL IMPACT

A Responsible Formula stems from sustainable design principles, utilizing a curated and concise selection of raw materials from a rationalized portfolio. This includes responsibly sourced materials, characterized by:

Ethical Impact: Sourcing from RSPO-certified suppliers, ensuring respect for animal welfare, and avoiding child labor.

Environmental Impact: Favoring locally sourced materials to minimize carbon footprint and selecting suppliers who prioritize environmental sustainability.

The formula is created through a Responsible Process, which focuses on:

- Minimizing water usage
- Reducing energy consumption (encouraging the use of cold processes)
- Lowering greenhouse gas emissions
- Decreasing waste production

OUR PILLARS



PEOPLE



PLANET



PRODUCT

CHROMAVIS
FAREVA



PEOPLE

- 2023 KEY FIGURES
- ETHICAL VALUES
- THE CHROMASQUAD
- CHROMAVIS ACADEMY
- INTERNAL ACTIVITIES
- EXTERNAL ACTIVITIES

KEY FIGURES

YEAR 2023

Nationalities

34 | 887

Employees

Age (average)

41,3 | 651

Women

46%

Female Management
(Executives & Directors)

Training Hours

14.196 | 90%

Permanent Contracts

35%

10 to 35 Years of Company
Seniority

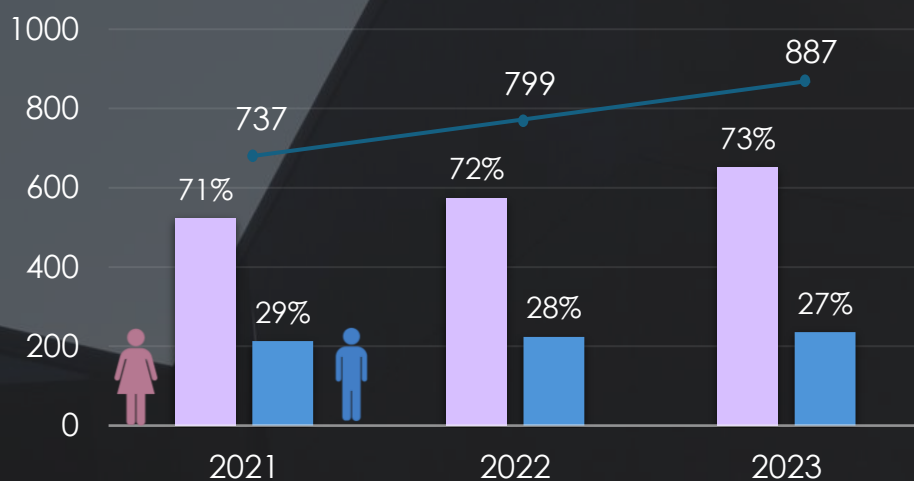
26%

10 to 20 Years of Company
Seniority

KEY FIGURES

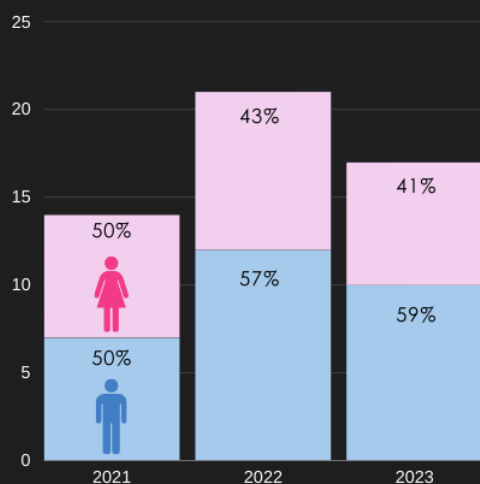
YEAR 2023

PEOPLE GROWTH

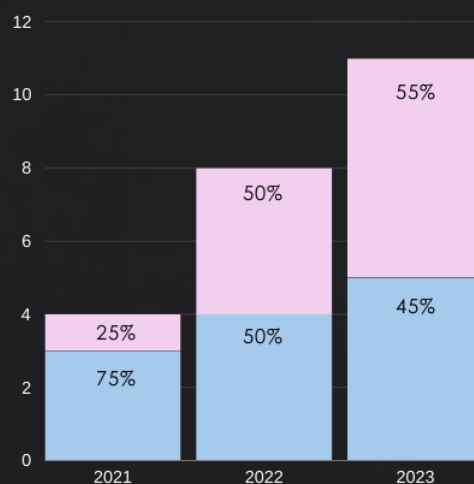


OUR MANAGEMENT

EXECUTIVES



DIRECTORS



ETHICAL VALUES

We always operate in compliance with human rights and individual values, ensuring the transparency of our activities and fighting corruption. People stand at the heart of our Corporate Social Responsibility.

CODE OF ETHICS

This guideline of principles was designed to ensure that our company's core ethical values are clearly defined, establishing the foundation of our corporate culture and setting standards of conduct for all our employees and business partners.

WHISTLEBLOWING

A specific procedure has been created to allow our people to report any incorrect or illicit behaviours or abuses related to the work environment. Employees who need to report violations can fill out an online form with all the details. The complaint is then sent to an internal team responsible for addressing these concerns. This process ensures protection for anyone who chooses to report abuse, guaranteeing the confidentiality of their identity.

SOCIAL MEDIA POLICY

Our social media Policy was developed to provide employees with clear guidelines for the correct use of social media when referencing the company. The goal is to help Chromavis employees avoid any mistakes that could inadvertently damage the company's image or professional relationships with customers and suppliers.



THE CHROMASQUAD

Being part of the same company while located at different sites around the world, we consider the individual sense of belonging to this multifaceted reality to be of primary importance.

We therefore focus on helping our people feel part of the same great team every day, guided by a common and shared dream: ChromaSquad refers to us as a team, while Chromavisian identifies each individual member.

To make this choice we launched a survey to choose the name to identify all Chromavis people. The response to this initiative has been excellent and has generated great public engagement. Many employees expressed their opinion by voting for their favourite among various proposed options, or by suggesting a possible name themselves.

NEWCOMERS KIT

Every newcomer to the Chromasquad receives a welcome kit with an assortment of branded gifts and makeup products, as well as useful documents and tools to help them easily become familiar with company procedures.

NEWCOMERS BREAKFAST

In addition to the welcome kit, we regularly host "Newcomers Breakfasts." These events are a vital part of our onboarding process, providing a great opportunity to welcome new people and allow them to network. Newcomers can meet colleagues, the Executive Committee, and the management team, fostering connections and integrating seamlessly into our company culture. In this occasion, we share knowledge on our fundamental values (the 4Cs: CHALLENGE, COMMITMENT, CLARITY AND COMMUNITY) as a base of our identity and culture.

OUR COMPANY MEDIA CHANNEL

To support our global team and foster a sense of unity, we have established a comprehensive intranet as a Company Media Channel accessible to every Chromavision. This platform serves as a central hub where employees can find vital information about the company, job procedures, and tools. It offers the latest news, updates on events, and access to training opportunities through the Chromavis Academy. The intranet also features sections dedicated to corporate policies, organizational charts, and essential documents. With quick links to support services, HR information, and various operational tools, the intranet ensures that all team members, regardless of location, can stay informed, connected, and equipped to perform their roles effectively.

The screenshot displays the Chromavis FAREVA intranet interface. At the top, the 'CHROMAVIS FAREVA' logo is visible. Below it is a search bar with the placeholder text 'What are you searching for today?'. The main content area is divided into three sections: 'NEWS', 'CHROMASQUAD', and 'JOB POSTING'. The 'NEWS' section features a large banner for the 'CHROMASQUAD OLYMPIC CHALLENGE' with the text '30,175 kilometers together' and 'CHROMASQUAD OLIMPIC CHALLENGE - 30,175 kilometers together'. The 'CHROMASQUAD' section includes a 'HR' icon and a link to 'New Chromavisions - June 2024'. The 'JOB POSTING' section shows a 'HR' icon and a link to 'Packing and Finished Product Senior Technician'. On the right side, there is a 'Quick Links' section with a grid of icons and labels: SupportIt, HR Info, Whistleblow, Contacts, Zucchetti HR, Oracle, Chromateca, Sinergerst, OnPlant WMS, and Our Forest.

CHROMAVIS ACADEMY

The Chromavis Academy is dedicated to fostering continuous learning and professional growth within the Chromasquad. It consists of a comprehensive training platform accessible through our intranet, along with live, in-person training sessions.

The academy covers a wide range of topics, but places a particular emphasis on our Product Academy, which focuses on makeup and nail product collections. This ensures that every Chromavisionian is well-versed in the latest product innovations and industry trends. By offering both online resources and hands-on training, the Chromavis Academy supports the development of personal and technical skills, empowering our team to maintain high standards and drive innovation in the beauty industry.

OUR TRAINING PLATFORM

PERSONAL SKILLS

Soft skills development and Management by Objectives (MBO), workshops, and appraisals, ensuring personal and professional growth.

TECHNICAL SKILLS

Specialized training in Quality, R&D, IT, and HSE to maintain high standards and technical expertise.

PRODUCT PLATFORM

Video training sessions on makeup collections to stay updated on the latest product innovations and industry trends.

STANDARD OPERATING PROCEDURES (SOP)

Detailed guidelines and procedures ensure consistency, quality, and efficiency across all operations.

INTERNAL ACTIVITIES - HQ

WELFARE

This agreement enables employees to adopt the "collective bonus" for various services such as health, sports and leisure, and family activities. This benefit is available to employees and their families without any taxation.

AGREEMENTS

We are committed to enhancing the well-being and satisfaction of our employees through various agreements with a wide range of activities and services located in the area. These agreements provide our employees with access to exclusive discounts and special offers, supporting their overall well-being and fostering a more balanced lifestyle. A special agreement was signed with the Nursery of Offanengo to ensure affordable rates for all our employees. This initiative aims to support family management and promote a better work-life balance.

E-CHARGERS

Four charging stations for electric cars have been installed in the parking area of our headquarters. These stations are available to our employees to encourage the use of renewable energy sources.

HIGH-SCHOOL SCHOLARSHIPS

Chromavis provides scholarships for the children of employees attending five-year high school courses. This initiative is part of a program promoted by the Industry Union 'Associazione Industriali di Cremona' and is intended for associated companies.

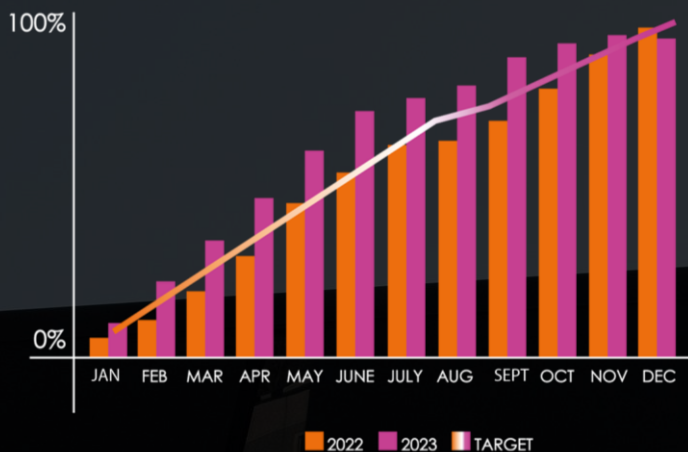
INTERNAL ACTIVITIES

SAFETY AND HEALTH PROMOTION

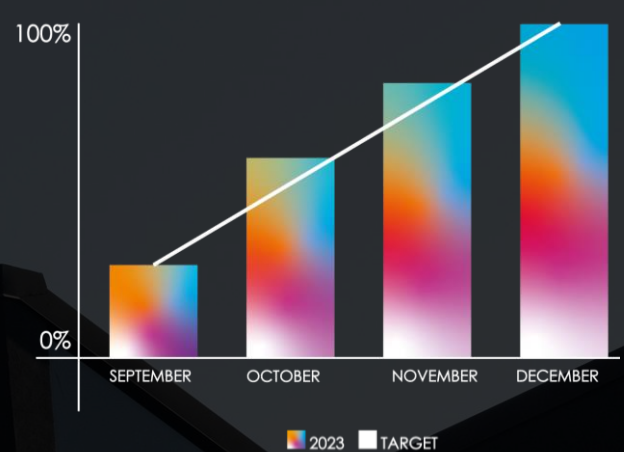
DIGITIZATION OF HEALTH SURVEILLANCE

To enhance our green and sustainable business practices, we have fully digitized the process of sending medical examination results conducted within the company. This procedure is carried out in complete compliance with our Privacy Policy.

HEALTHCARE SURVEILLANCE 2023 – CHROMAVIS



HEALTHCARE SURVEILLANCE 2023 – ARGOS



HEALTHCARE SURVEILLANCE

In terms of health surveillance, the year 2023 concluded with a reduced percentage (1.2% for Chromavis) of planned check-ups not carried out. This gap is not attributable to deficiencies in the EHS function but is mainly due to absences caused by illnesses or long-term leaves. The recovery of the missing personnel is scheduled for the first available sessions in 2024 when they will be present. The data related to Argos only shows the year-end detail as it was not possible to proceed with a plan covering the entire 2023. The management standard will be unified in 2024.

WHP PROGRAM

Through this program, we promote a workplace that fosters health and well-being. Hospital Service: We provide a first aid service for illnesses, including private transport from the company to the hospital emergency room and to the employee's home.

INTERNAL ACTIVITIES

CHROMAVIS CHALLENGE



A series of initiatives related to the promotion of physical and environmental well-being in the company kicked off last June with the launch of the second edition of 'THE RACE - The Colorful Regatta'.

This recurring initiative is designed to promote social relations between employees at our various locations around the world and encourage a healthy and balanced approach to life outside the workplace.

Participants in the challenge were required to walk every day, accumulating points and collecting virtual trophies, fostering a shared team spirit. The competition took place through the KIPLIN app, a platform that helped everyone keep track of their progress and compete alongside their team in a series of daily trials.

THE RACE - The Colorful Regatta was embraced by colleagues from all our sites, who together walked an impressive 34,773,444 steps over 21 days.

In addition to promoting physical and mental well-being and encouraging bonding within our company and our teams, this challenge allowed us to leave a tangible mark of our commitment to sustainability.

Every participant received a tree planted in their name through Treedom, an online platform that allows people to plant trees remotely and follow updates on the agroforestry projects they support. The best 25 teams and the top 20 individual participants were awarded an instant garden to be kept at home or in the office, further encouraging a greener lifestyle.

INTERNAL ACTIVITIES

PROMOTING DIVERSITY AND INCLUSION

We firmly believe that diversity is a valuable source of creativity and innovation, stemming from the sharing of diverse knowledge, perspectives, and viewpoints. Inclusivity is key to transforming diversity into a powerful asset for our company.

Our commitment to inclusivity is reflected in our workforce. As of 2023, 887 employees from 34 different nationalities work at our headquarters, including 651 women, 46% of whom hold managerial positions. Additionally, our team includes 35 individuals with health conditions or impairments.

At the heart of our hiring process is a commitment to our core values. We seek individuals who embody these values, appreciating diverse backgrounds and unique perspectives.

To foster a culture of diversity and inclusion, we have launched training courses that have engaged 249 employees to date. Our diversity and inclusion project, initiated in January 2021 and still on going, started with five trainees working under the guidance of a tutor to develop specific skills and competencies. This initiative has provided participants with opportunities to be hired within our company and beyond.

INTERNAL ACTIVITIES

CORPORATE EVENTS

TOWN HALLS

Town hall meetings are a vital part of our company culture, serving as a platform for transparent communication and fostering a sense of unity among all employees. These meetings are held four times a year, during which our CEO shares updates on the corporate strategic plan, the state of the business, and both short-term and long-term objectives. Additionally, the CEO personally welcomes newcomers and congratulates employees who have assumed new positions.

All employees from our sites worldwide attend these live-streamed meetings simultaneously. To ensure inclusivity, subtitles are available in the national languages of our main sites, and recordings are kept available on the intranet for future reference. These meetings aim to make everyone feel truly part of our company. **TOWN HALLS**

Town hall meetings are a vital part of our company culture, serving as a platform for transparent communication and fostering a sense of unity among all employees. These meetings are held four times a year, during which our CEO shares updates on the corporate strategic plan, the state of the business, and both short-term and long-term objectives. Additionally, the CEO personally welcomes newcomers and congratulates employees who have assumed new positions.

All employees from our sites worldwide attend these live-streamed meetings simultaneously. To ensure inclusivity, subtitles are available in the national languages of our main sites, and recordings are kept available on the intranet for future reference. These meetings aim to make everyone feel truly part of our company.

INTERNAL ACTIVITIES

CORPORATE EVENTS

We organize a variety of corporate events to foster a strong sense of community and enhance employee engagement. These events are designed to bring together employees and their families during national holidays and special occasions, as well as to offer a wide range of internal activities that promote cohesion and belonging across all our sites. Here are some highlights from our events last year:



INTERNAL ACTIVITIES

SEASONAL AND HOLIDAY CELEBRATIONS

Spring Day: In celebration of Spring, employees at all our sites wear colorful garments. This vibrant event is a nod to our love of colors as a makeup creator, marking a cheerful moment of the year.

Halloween Days: We organized a series of Halloween activities including a makeup look challenge, best Halloween costume contest, a horror tunnel at HQ, special "scary" meals in the canteen, trick or treat sessions with candies, and a best picture contest, creating a spooky and fun atmosphere.

Jumper Day: During the Christmas holidays, employees don funny Christmas jumpers or outfits, adding a festive and humorous touch to the workplace.

Christmas Celebrations: At HQ, we transformed our buildings into a Christmas village with various stands such as a hot chocolate stand, biscuit factory, magician, storyteller, fair games, photo booths, and a little train for factory tours. Christmas celebrations also took place at all our sites, involving employees' families and special days at the factory.

INTERNAL ACTIVITIES

CORPORATE EVENTS | ART AND CREATIVE INITIATIVES

ChromARTist: Our annual art exhibition invites employees to submit their artwork in any medium and compete for a special prize. The 2023 edition, "ChromARTist ROSSO," was a tribute to the color red, essential in cosmetics.

MATRICE Art Exhibition: In collaboration with a local art gallery, we hosted an exhibition showcasing works by emerging local artists. The exhibition was held at our HQ for three months, accessible to all employees.

Barbie-Themed Video Project: We created a fun and colorful "Barbie" themed video involving employees from all sites. The video, produced by a professional filming crew, featured music, dances, and entertaining scenes, and was a great success.



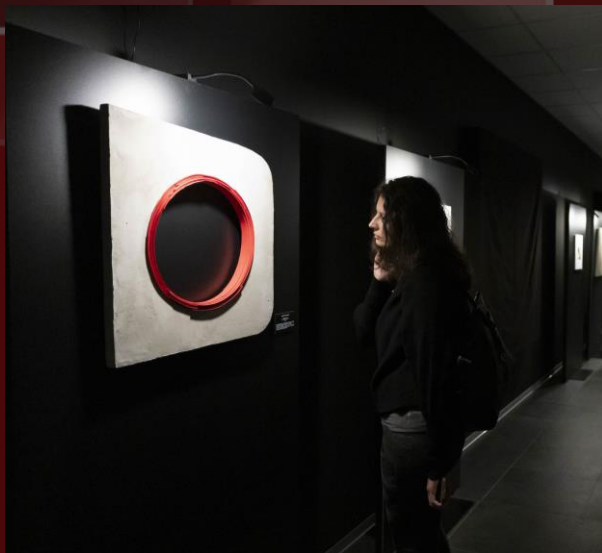
INTERNAL ACTIVITIES

CORPORATE EVENTS | ART AND CREATIVE INITIATIVES



INTERNAL ACTIVITIES

CORPORATE EVENTS | ART AND CREATIVE INITIATIVES



INTERNAL ACTIVITIES

CORPORATE EVENTS

COMMUNITY AND ENGAGEMENT INITIATIVES

Good morning ChromaSquad: Approximately every two weeks, with variations to accommodate all employees' work shifts and rotating schedules, on Fridays we offer a breakfast buffet at our canteen. This initiative fosters a sense of community, allowing employees to spend time with colleagues from different departments and start the last day of the week on a positive note.

Corporate photo shoots: We organize photo sessions where employees get their corporate pictures taken by professional photographers. These photos can be used across all company platforms and LinkedIn.

ChromaSquad++ referral initiative: This initiative encourages employees to refer top candidates for open positions, fostering collaboration and talent acquisition. Successful referrals result in rewards, emphasizing teamwork rather than monetary gain.

General annual meeting: Once a year, teams from all our sites reunite at HQ for a week of training, meetings, alignments, and team-building activities. This comprehensive event strengthens our corporate culture and ensures alignment across the company. The initiative has been launched in 2023 and is already scheduled for the years to come.

CHROMAVIS

FAREVA

EXTERNAL ACTIVITIES

UNIVERSITIES AND BUSINESS SCHOOLS

We strongly believe in nurturing new talents and aim to make our company a place where they can truly thrive. To support this vision, we have established collaborations with international high schools, universities, and business schools. We host visiting professors and students at our headquarters and offer courses taught by our management team.

In addition, many university students complete their curricular internships with us in various departments such as R&D, Sales, and Marketing, gaining valuable hands-on experience.

In 2023, a group of professors from the University of Milan's Faculty of Pharmaceutical Sciences visited our headquarters. They met with representatives from various corporate functions to understand our business environment and identify key topics for developing the curriculum for their new Master's degree in Cosmetic Sciences, which began its courses in 2023.

EXTERNAL ACTIVITIES

LOCAL COMMUNITIES

We deeply value our connection with the Offanengo area in Italy, where our headquarters is located, and are committed to supporting the region's demographic, economic, and social development objectives. Since 2018, Chromavis has proudly been one of the official sponsors of the local women's volleyball team, Chromavis Abo, which competes in the Italian League Series A2 championship.

We believe that sports have an incredible and unique ability to make a positive impact on society, and we are dedicated to playing our part in this effort.

PLANET

- 2023 KEY FIGURES
- CLIMATE STRATEGY - HQ
- CHROMAVIS FOREST
- WASTE MANAGEMENT
- ISO
- EMPLOYEE INITIATIVES

KEY FIGURES

YEAR 2023

100%

Green Electricity

13%

of our electricity produced by our photovoltaic system

1

Photovoltaic system

12.000 sqm

of green area in our Hub

272

Trees in our green area

ECO-SUSTAINABLE HEADQUARTERS DESIGN

Chromavis Headquarters in Offanengo (Italy) was constructed with highly eco-sustainable criteria, designed to create a harmonious relationship between people and nature.

Our sustainable approach focuses on minimizing environmental impact and achieving exceptional energy efficiency.

The facility is surrounded by over 12,000 square meters of greenery, which comprises 25% of the site. This verdant space includes 272 trees from 15 different species, providing a diverse and robust ecosystem. Additionally, there are 2,300 square meters of shrubs and 9,400 square meters of green lawn, enhancing the natural beauty and biodiversity of the area.

These green spaces not only contribute to the aesthetic appeal but also play a crucial role in improving air quality, reducing heat island effects, and promoting a healthier environment for both employees and the surrounding community.

CLIMATE STRATEGY - HQ

At Chromavis, our commitment to environmental sustainability is integral to our mission of leading innovation in the beauty industry. Recognizing the critical impact that industrial activities have on the planet, we have dedicated ourselves to a comprehensive Climate Strategy aimed at significantly reducing our carbon footprint and promoting environmental responsibility across all levels of our operations.

This strategy is built on a foundation of progressive energy management, adoption of renewable energy sources, and rigorous emissions control. We understand that our actions today shape the environmental landscape of tomorrow. Therefore, we are not just responding to global challenges but are actively working to set new standards for sustainability in the beauty sector.

By integrating these environmental goals into our core business practices, we aim to achieve measurable reductions in energy consumption and greenhouse gas emissions, while maintaining our competitiveness and fulfilling our corporate social responsibilities. Our approach is holistic and designed to ensure that as we grow, we also enhance our capacity to contribute positively to our planet's health.

ENERGY INITIATIVES – HQ

ENERGY EFFICIENCY INITIATIVE

Central to our Climate Strategy is a commitment to energy efficiency, which we pursue through both innovative technological upgrades and continuous process optimization. By systematically addressing the energy demands of our production processes, we aim to not only reduce our operational costs but also lessen our environmental impact.

KWH PER PCS



Energy efficiency

The goal is to achieve a 10% reduction in energy consumption (gas and electric energy consumption in production) by 2025 compared to 2020 data. Currently, we have achieved a reduction in electric energy consumption (calculated based on the average consumption per work order) of 9%, which is 90% of the target set for 2025.

ENERGY INITIATIVES – HQ

ENERGY EFFICIENCY INITIATIVE

LED LIGHTING

We have completed a facility-wide replacement of traditional lighting with LED technology, which uses significantly less energy and has a longer lifespan. This change has resulted in a 40% reduction in energy consumption for lighting across our main production areas.

ENERGY-EFFICIENT MACHINERY

New investments in high-efficiency production equipment have been crucial. For example, the introduction of state-of-the-art HVAC systems that adapt their output based on real-time environmental and operational conditions has slashed our energy use for heating and cooling by 30%.

AUTOMATED ENERGY MANAGEMENT SYSTEMS (EMS)

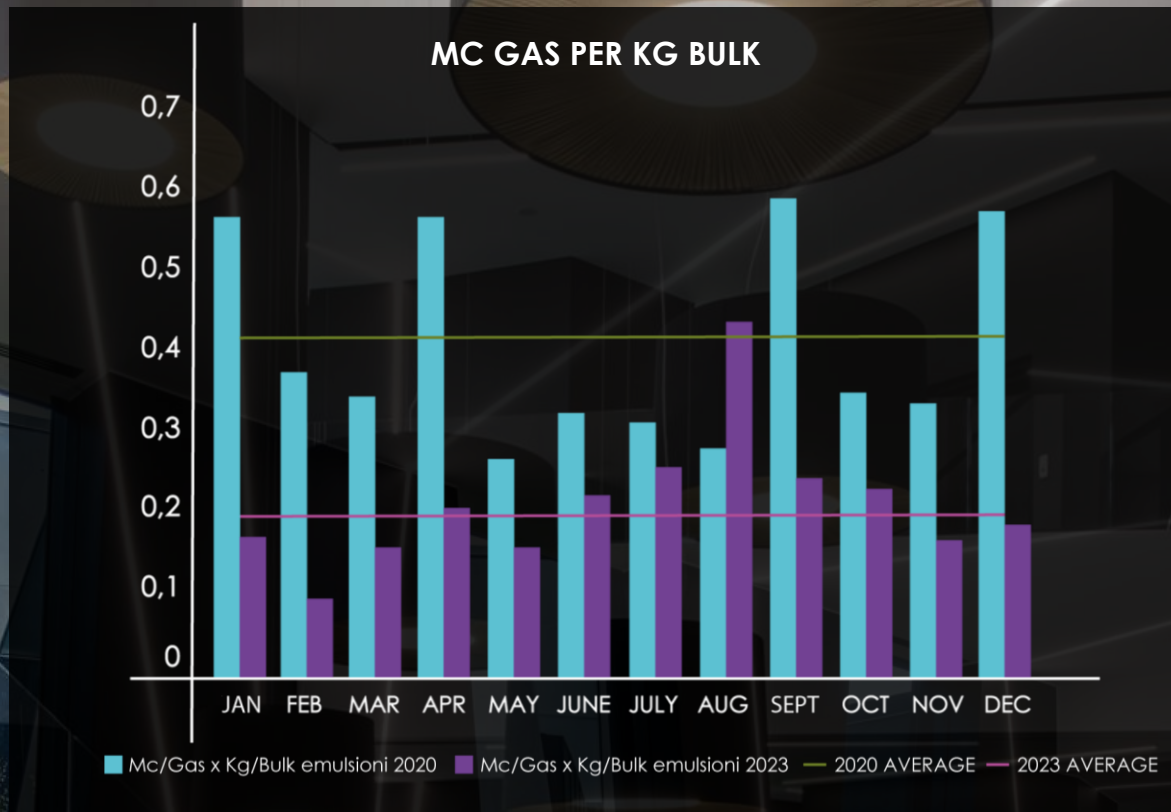
These systems provide real-time data collection and analysis, enabling proactive management of energy use across our facilities. The EMS identifies areas where energy is wasted and suggests corrective actions, leading to more informed and responsive energy use strategies.

PROCESS OPTIMIZATION

Production Process Reengineering: We have revised our manufacturing processes to increase yield and reduce energy consumption. By optimizing the sequence of operations and reducing the need for energy-intensive steps, we've improved overall energy efficiency by 25%.

ENERGY INITIATIVES – HQ

ENERGY EFFICIENCY INITIATIVE



NATURAL GAS

The average gas consumption in cubic meters per kilogram of bulk produced in 2023 compared to 2020 has shown a significant reduction, around 50%. This has been achieved thanks to a more efficient setting of the plants.

WASTE HEAT RECOVERY

Implementing systems to capture and reuse waste heat from our production processes has significantly reduced our need for additional heating energy. This not only conserves energy but also reduces our greenhouse gas emissions.

CHROMAVIS

FAREVA

ENERGY INITIATIVES – HQ

RENEWABLE ENERGY ADOPTION

A pivotal aspect of our Climate Strategy at Chromavis is the adoption of renewable energy sources as a fundamental step towards achieving sustainability and reducing our reliance on non-renewable resources. Our efforts are focused on incorporating various forms of renewable energy that align with our geographic and operational capacities.

SOLAR PANELS

We have installed solar photovoltaic (PV) systems across the roofs of all suitable facilities. These panels are designed to maximize solar energy capture and conversion efficiency

GREEN POWER PURCHASES

To supplement our on-site generation, we also purchase 100% green energy from certified solar and wind sources. This ensures that even when our own production does not meet our total energy demand, the shortfall is covered by renewable sources.

ENERGY INITIATIVES – HQ

RENEWABLE ENERGY ADOPTION

RENEWABLE ENERGY INTEGRATION

Percentage of Total Energy Use: Combining on-site generation and green power purchases, renewable energy now accounts for approximately 45% of our total energy consumption. Our goal is to increase this figure to over 60% in the next five years through further investments in renewable technologies and energy efficiency improvements.

EXPANDING RENEWABLE CAPACITY

We are continuously exploring opportunities to expand our renewable energy portfolio. Plans are underway to assess the feasibility of incorporating bioenergy and geothermal energy into our operations, which would diversify our renewable energy sources and stabilize our energy supply throughout the year.

By adopting these renewable energy sources, Chromavis is not only minimizing its environmental impact but also enhancing energy security and cost stability in the face of fluctuating fossil fuel prices. Our proactive approach to renewable energy adoption underscores our commitment to leading the beauty industry toward a more sustainable and environmentally conscious future.

ENERGY INITIATIVES – HQ

EMPLOYEE TRAINING PROGRAMS ON ENERGY-SAVING PRACTICES

Regular training sessions are conducted to ensure that all employees are aware of and skilled in energy-saving practices. Empowering our staff to contribute to energy efficiency has fostered a culture of sustainability throughout the company.

These initiatives are part of a broader effort to embed energy efficiency into the DNA of Chromavis. By leveraging cutting-edge technology and refining our processes, we are setting new benchmarks for sustainability in the beauty industry and demonstrating that operational efficiency and environmental stewardship can go hand in hand.

ENERGY INITIATIVES – HQ

EMISSION MANAGEMENT

At Chromavis, managing and reducing our greenhouse gas (GHG) emissions is a critical component of our commitment to environmental stewardship. Our emissions management strategy encompasses a range of measures designed to systematically reduce our carbon footprint and mitigate the impact of our operations on climate change.

ENERGY EFFICIENCY

By improving the energy efficiency of our operations through upgrades and process optimizations, we've significantly lowered our energy demand, directly reducing the amount of GHG emissions associated with energy use.

RENEWABLE ENERGY TRANSITION

As outlined in the Renewable Energy Adoption section, our shift towards using solar and wind energy has substantially decreased our dependence on fossil fuels, thereby reducing our direct carbon emissions.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We have implemented stringent criteria for our suppliers to reduce emissions across our supply chain. This includes optimizing logistics to minimize transportation distances and requiring that our suppliers use sustainable practices and materials.

ENERGY INITIATIVES – HQ

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

We have implemented stringent criteria for our suppliers to reduce emissions across our supply chain. This includes optimizing logistics to minimize transportation distances and requiring that our suppliers use sustainable practices and materials.

CERTIFICATIONS AND COMPLIANCE

Chromavis actively participates in voluntary carbon disclosure projects and adheres to international standards for emissions reporting. Our efforts are regularly audited by third parties to ensure transparency and accountability in our emissions reduction claims.

ENERGY INITIATIVES – HQ

ONGOING STRATEGIES AND GOALS

Future Reduction Targets: We are committed to further reducing our GHG emissions by an additional 15% in the next three years. Plans to achieve this target include further investments in energy-efficient technologies, expanding our renewable energy facilities, and continuing to enhance our supply chain management practices.

Carbon Offsetting Initiatives: In addition to reduction efforts, Chromavis is exploring carbon offset programs that support reforestation and renewable energy projects worldwide. These programs are selected to not only offset our residual emissions but also to contribute to global biodiversity and ecological health.

Through diligent management and strategic initiatives, Chromavis is dedicated to continually reducing our emissions and enhancing our contribution to global efforts against climate change. Our ongoing work in emissions management reflects our broader commitment to sustainability and our responsibility as a global corporate citizen.

WATER CONSUMPTION AND CONSERVATION - HQ

Water is a vital resource for Chromavis, integral to our production processes, cooling systems, and overall facility operations. We are committed to sustainable water management practices that minimize consumption, promote recycling, and protect local water resources. This chapter details our water usage, conservation efforts, and initiatives aimed at reducing our water footprint.

WATER SOURCES

Chromavis sources water from both groundwater and the public potable water supply.

Groundwater

Our facility draws water from two authorized wells with a diameter of 323.9 mm and a depth of 30 meters. This groundwater is primarily used in production processes, including as a source of heat exchange for our cooling systems. Regular monitoring of groundwater quality ensures compliance with environmental regulations and helps us detect any potential contamination early.

Public Potable Water

The potable water used at our facility is supplied by the local municipal water service. This water is primarily used for domestic purposes within the facility.

WATER CONSUMPTION AND CONSERVATION - HQ

WATER USAGE BREAKDOWN

Production Processes

Water is essential for various production processes, including the cooling of machinery and maintaining controlled temperatures in product storage areas. Our heat pump systems, which utilize groundwater for heat exchange, produce both hot and cold water to maintain optimal working conditions throughout the year.

Sanitary and Domestic Use

Rainwater harvesting systems are in place to collect and store rainwater, which is then used for non-potable purposes such as flushing toilets. This reduces the reliance on potable water for sanitary uses. The rainwater collection system comprises two underground tanks with a total capacity of 10 cubic meters. This system ensures a sustainable and efficient use of rainwater.

WATER CONSUMPTION AND CONSERVATION - HQ

WATER CONSERVATION MEASURES

Chromavis has implemented several initiatives aimed at reducing water consumption and promoting sustainability.

Efficient Heat Pumps and Chillers

Our facility is equipped with high-efficiency heat pumps that operate on a closed-loop system using groundwater for heat exchange. This system not only conserves water but also maximizes energy efficiency.

Chillers used for cooling production machinery and storage areas are also integrated with our groundwater heat exchange system, ensuring optimal performance with minimal water usage.

Rainwater Harvesting

The rainwater harvesting system collects runoff from the facility's roof and channels it into storage tanks. This harvested water is treated and used for non-potable applications, significantly reducing the demand for potable water.

This system also helps in managing stormwater, reducing the risk of local flooding and erosion.

WATER CONSUMPTION AND CONSERVATION - HQ

WATER RECYCLING AND REUSE

Cooling water is recycled within the system to minimize waste. After treatment, the water is re-used for irrigation of the green areas and for internal sanitary requirements.

Monitoring and Optimization

Continuous monitoring of water usage and groundwater levels is conducted using automated systems. This real-time data allows us to detect anomalies, optimize usage, and make informed decisions about water management.

We have installed a piezometer with an automatic water level measuring device to track groundwater levels continuously. This data is integrated into our Building Management System (BMS) for comprehensive monitoring.

Water Quality and Environmental Protection

Chromavis is committed to maintaining high standards of water quality. Regular analytical testing of groundwater is performed to ensure it meets regulatory standards and is safe for use.

Parameters such as pH, conductivity, turbidity, and various chemical contaminants are monitored to detect any potential issues.

Treated process water is subjected to stringent quality checks before being reused or discharged, ensuring that our operations do not negatively impact local water bodies.

WATER CONSUMPTION AND CONSERVATION - HQ

GOALS AND FUTURE INITIATIVES

We aim to reduce our overall water consumption by 15% over the next five years through ongoing conservation efforts and the implementation of new technologies.

As part of our commitment to sustainability, any future expansions of our facility will include advanced water conservation measures, such as additional rainwater harvesting systems and more efficient production processes.

Chromavis is exploring opportunities to engage with the local community on water conservation initiatives, promoting awareness, and sharing best practices.

WASTE MANAGEMENT - HQ

Effective waste management is a crucial aspect of our sustainability strategy. We are committed to minimizing waste generation, maximizing recycling, and ensuring the responsible disposal of waste materials. This chapter details our waste management practices, achievements, and ongoing initiatives aimed at reducing our environmental footprint.

Waste Generation and Types

Chromavis generates various types of waste through its production processes, administrative activities, and facility maintenance. These include solid waste, liquid waste, and hazardous waste. Solid waste comprises materials such as packaging, paper, and production residues. Liquid waste includes process water and other fluids used in manufacturing, while hazardous waste encompasses materials that require special handling and disposal due to their potential environmental and health impacts.

Waste Reduction and Recycling

We have implemented strategies to reduce waste generation at the source, optimize production processes, and encourage a culture of waste reduction among employees. Chromavis places a strong emphasis on recycling and reusing materials. In 2021, 34% of our total waste was recycled and 66% was used to produce green energy, effectively achieving a 0% landfill target. Initiatives include eliminating plastic bottles and cups in favor of reusable stainless steel water bottles and installing automatic water dispensers.

WASTE MANAGEMENT - HQ

Hazardous Waste Management

Chromavis adheres to stringent protocols for the management of hazardous waste, including proper segregation, storage, and disposal. We work with certified hazardous waste disposal companies to ensure these materials are treated and disposed of safely and responsibly.

Innovative Practices

We continuously seek innovative solutions to improve waste management. This includes using advanced filtration systems to treat process water for reuse in production, thereby reducing wastewater volume. Additionally, we have initiated the recycling of stretch film used in packaging to further reduce our carbon footprint.

RE.WIND® Project

Chromavis has taken a significant step in elevating its commitment to sustainability through participation in the RE.WIND® project. The project involves transforming stretch film waste into reusable film for packaging, significantly reducing environmental impact and saving 1,150 kg of CO₂ per 1,000 kg of processed waste. Through this Film-to-Film (F2F) recycling initiative started last May, we have so far collected 2,200 kg of LLDPE4 film to be recycled, resulting in a substantial 2,539 kg CO₂ reduction. This milestone demonstrates our values of Challenge and Clarity, showcasing our dedication to a more sustainable future. Join us on this journey as we actively shape corporate responsibility, contributing to a world where environmental sustainability is at the forefront.

WASTE MANAGEMENT - HQ

Monitoring and Reporting

Accurate monitoring and reporting of waste generation and disposal are critical to our waste management program. Chromavis maintains detailed records of all waste streams, regularly reviewing this data to identify opportunities for improvement and ensure compliance with regulatory requirements.

We aim to further enhance our waste management practices by increasing the recycling rate to 50% and reducing the volume of waste sent for energy recovery. Our commitment includes exploring new technologies and practices to achieve zero waste to landfill in the coming years.

ENVIRONMENTAL IMPACT MANAGEMENT

Chromavis is deeply committed to minimizing its environmental impact through comprehensive management of air emissions, soil and groundwater protection, and noise and vibration control. This chapter outlines our strategies, practices, and initiatives to ensure that our operations are sustainable and environmentally responsible.

Air Emissions

Chromavis closely monitors and manages emissions from its facilities using advanced filtration systems and strict regulatory compliance. Emissions arise from production processes, vehicle use, and emergency generators. To minimize environmental impact, we employ several control measures.

State-of-the-art filtration systems in our production processes capture and reduce pollutants before release. Regular maintenance and upgrades ensure optimal performance. Vehicle emissions are managed by promoting fuel-efficient vehicles, carpooling, and alternative transportation. Emergency generators are equipped with emissions control technologies to minimize their footprint.

ENVIRONMENTAL IMPACT MANAGEMENT

Soil and Groundwater Protection

Protecting soil and groundwater from contamination is a top priority for Chromavis. We implement significant measures, including regular monitoring and maintenance, to ensure compliance with environmental regulations and early detection of potential issues.

Our HQ site features systems to prevent and manage spills and leaks, including containment barriers, spill response protocols, and regular inspections. We also follow best practices for storing and handling hazardous materials to minimize contamination risks.

Chromavis conducts groundwater monitoring to track water quality and levels, enabling prompt corrective actions if needed. By maintaining rigorous standards and preventive measures, we protect local soil and groundwater from adverse effects of our operations.

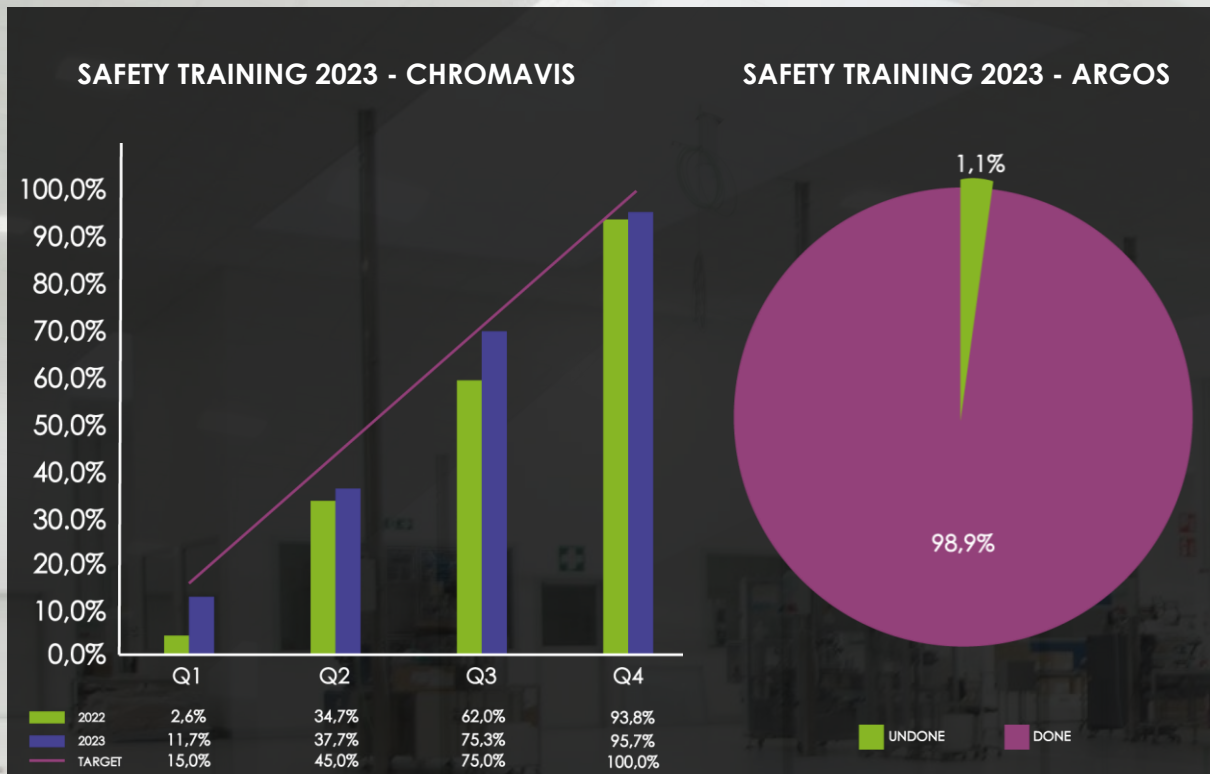
Noise and Vibration Control

Chromavis minimizes environmental and community disruption by regularly monitoring noise levels and controlling noise from machinery and equipment. Our facility includes noise-reducing designs such as sound barriers and acoustic insulation. High-noise activities are scheduled during daytime hours, and employees are trained in noise management.

Vibration control is achieved through vibration-damping technologies and regular equipment inspections to minimize impact on infrastructure and the environment.

HSE STRATEGIES – SAFETY TRAINING HQ

The year 2023 concluded with a reduced percentage (4.3% for Chromavis and 1.1% for Argos) of planned training not carried out. This gap is not attributable to deficiencies in the EHS function but is mainly due to absences from the planned training sessions because of illnesses or long-term leaves. The recovery of the missing personnel is scheduled for the first available sessions in 2024.



SAFETY TRAINING - It is significant to highlight that for Chromavis, about 1980.5 extra training hours were conducted, which is 36.5% more than the initially planned hours for 2023. The data related to Argos only shows the year-end detail, as the affiliate was inaugurated in September 2023.

HSE STRATEGIES – CHROMAVIS DO BRASIL

In 2023, our Brazilian site has undertaken comprehensive Health, Safety, and Environmental (HSE) initiatives to ensure a safe and healthy working environment, in line with our ambition of achieving zero harm. The key initiatives and their impacts are as follows:

Compliance and Safety Measures:

- **Fire Safety:** Maintenance of fire extinguishers and fire pumps, regular evacuation drills, and renewal of essential permits including fire brigade and waste management licenses.
- **Electrical Safety:** Testing of atmosphere discharge systems and electrical tools, along with specialized training for maintenance technicians on Brazilian electrical safety standards (NR-10).
- **Diesel Tank Safety:** Conducted diesel tank leakage tests and provided CIPA (Accidents Prevention Internal Committee) training.
- **Atmosphere and Equipment Testing:** Routine tests of the atmosphere discharge system and electrical tools.

EHS Culture Evolution:

- **EHS Committee and Meetings:** Regular EHS committee and fire brigade meetings, monthly EHS meetings to discuss metrics, issues, and positive actions.
- **Safety Engagement:** Implementation of safety metrics (concerns, safety contacts, willingness to act, and EHS ideas) fully electronic via M. Forms, and increased employee participation in safety initiatives.
- **Training and Awareness:** Conducted 36.5 hours of training for 117 individuals (direct and contractors), and achieved 1233 days without accidents resulting in lost days.

HSE STRATEGIES – CHROMAVIS DO BRASIL

Risk Reduction and Safety Improvements:

- **Visual Management and Monthly Gemba Meetings:** Enhanced visual management and monthly safety walks with leadership and operators.
- **Risk Assessments and Mitigations:** Addressed high and moderate risk findings from previous assessments (NR-12, NR-10, NR-09, NR-13), and conducted risk reduction events focusing on EHS, housekeeping, and continuous improvement.
- **Physical Improvements:** Installation of safety demarcations, safety knives, anti-cut gloves, and improvements to emergency showers and pedestrian safety lanes.

Digital Conversion and EHS Portal:

- **Digital Tools:** Introduction of digital tools for safety contact reports, PPE requests, and inspections, reducing paper usage and improving data security and efficiency.
- **EHS Portal:** Creation of an intranet portal for quick access to safety data sheets, training materials, and other EHS resources.

Sustainability and Environmental Initiatives:

- **Energy and Water Conservation:** Installation of water meters, rainwater cisterns, and energy-efficient LED lamps. Replacement of old air conditioning units with energy-efficient models.
- **Green Energy:** Transition to 96% renewable energy sources, achieving significant cost savings and laying the groundwork for 100% renewable energy use.

HSE STRATEGIES – CHROMAVIS DO BRASIL

Community and Employee Engagement:

- **Sustainability and ESG Initiatives:** Training for local EHS representatives on achieving EcoVadis goals, promoting diversity and inclusion, improving work conditions, and enhancing community relations.
- **Employee Development:** Focused on continuous employee development through regular training and engagement in EHS activities.

These initiatives have collectively contributed to a safer and more sustainable working environment, demonstrating our commitment to the health and safety of our employees and the surrounding community. The success of these programs is reflected in our impressive safety record, significant energy savings, and enhanced employee engagement in safety practices.

By implementing these HSE initiatives, our Brazilian site not only ensures compliance but also fosters a proactive safety culture, continuous improvement, and environmental stewardship.

CHROMAVIS FOREST

In 2022, in collaboration with Treedom, we launched an important project to create the first Chromavis Forest. This initiative marks our strong commitment to health, people's well-being, and environmental sustainability. Initially, 100 trees were planted in Cameroon and Ghana, demonstrating our dedication to supporting both the environment and local communities.

Our dedication continues to grow. With additional trees planted last year, the Chromavis Forest has expanded significantly. We now have over 10,000 trees planted across multiple continents. Our ambitious goal is to plant more than 72,000 trees in the next three years, aiming for 100% carbon neutrality for our direct emissions by 2027. This initiative targets the absorption of 7,400 tons of CO₂ over a decade.

NUMBERS

10,204 TREES planted across Africa, America, and Europe

7,400 TONS of CO₂ absorbed in **10 years**

Beyond the environmental benefits, this project also supports the socio-economic conditions of the communities hosting our forests in Cameroon and Ghana. Each tree planted not only contributes to the environment but also helps build a more sustainable and responsible future for everyone involved.

PLASTIC-FREE AND SUSTAINABLE PACKAGING INITIATIVES

At Chromavis, we are deeply committed to reducing our plastic consumption and promoting sustainable practices across all aspects of our operations. Our journey towards becoming plastic-free has involved several key initiatives designed to minimize our environmental footprint and foster a culture of sustainability within our organization.

Ban of Plastic Bottles and Single-use Plastic Cups

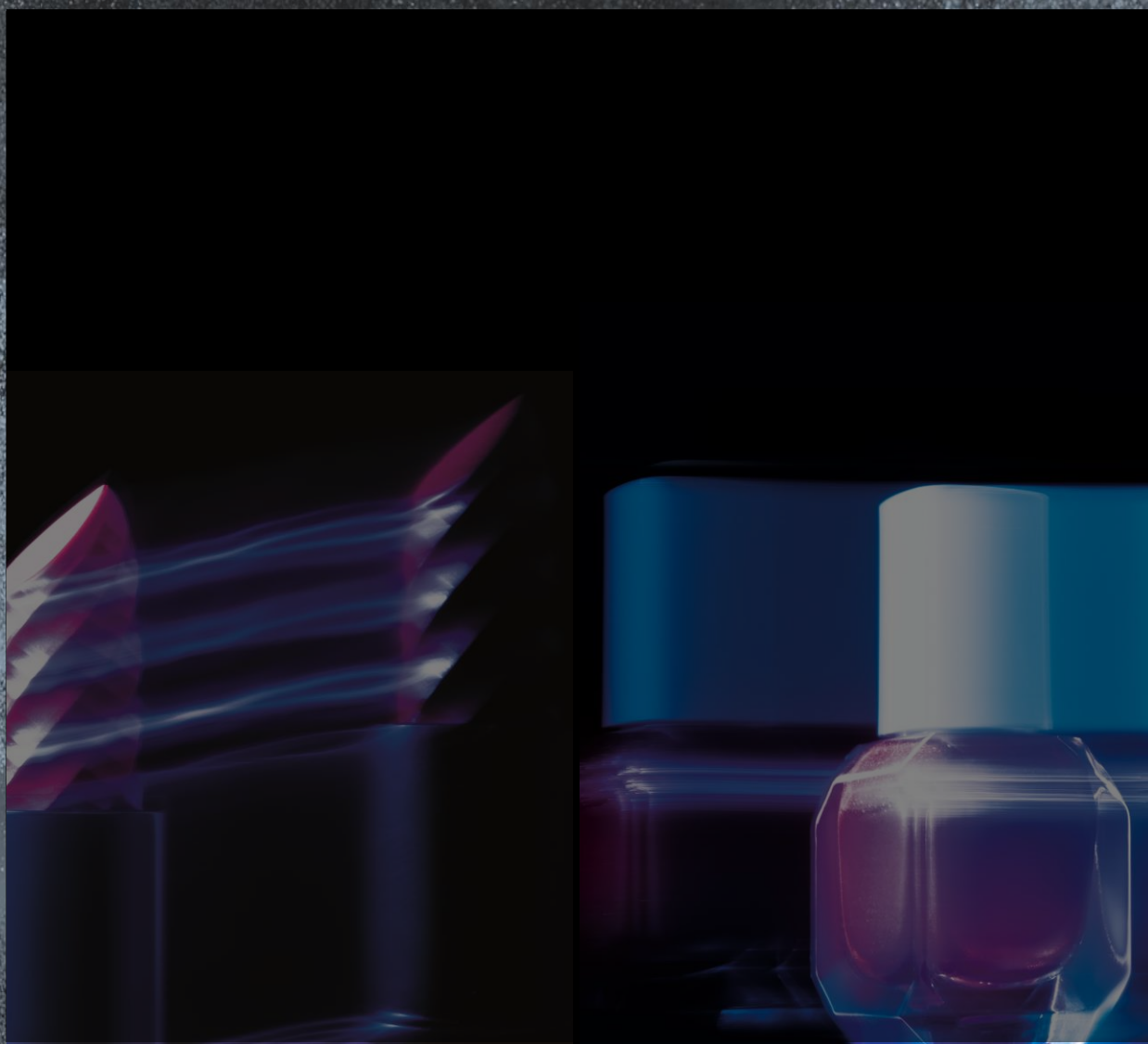
One of our major steps has been the elimination of plastic bottles. We have installed automatic water dispensers throughout our facilities, providing employees with easy access to clean drinking water without the need for single-use plastics. Additionally, we have replaced plastic cups with environmentally friendly paper alternatives for both water and coffee. To further reduce the use of disposable paper cups, ceramic cups are now available in all our cafeterias.

To support this initiative, we have included stainless steel water bottles as part of the welcome kit for all new employees. This ensures that everyone at Chromavis has a durable and reusable option, further encouraging the reduction of disposable glass and cup usage and promoting a healthier, more sustainable lifestyle among our staff.

Plastic-free Transport Packaging

Our commitment to sustainability extends beyond reducing plastic waste. We ensure that all carton boxes used for delivering finished products to our clients are 100% FSC certified. The Forest Stewardship Council (FSC) certification guarantees that the forests from which our packaging materials are sourced are managed responsibly, preserving biological diversity, and supporting the well-being of local communities and workers. This approach not only ensures the sustainability of our supply chain but also aligns with our broader goals of economic and environmental sustainability.

PRODUCT



CHROMAVIS
FAREVA

KEY FIGURES

(YEAR 2023)

100% Vegan Formulas within marketing developments (January 2021-June 2022)

65% of Vegan Formulas in our Portfolio

N° 51 Tested Formulas in our Portfolio

• **N° 29** Natural Formulas with Natural INDEX ISO 16128 **>70% <90%** within marketing developments (January 2021-June 2022)

• **N° 53** Natural Formulas with Natural INDEX ISO 16128 **>90%** within marketing developments (January 2021-June 2022)

• **N° 14 + 13** Cosmos Natural & Cosmos Organic Formulas within marketing developments (January 2021-June 2022)

• **N° 30** Patents + **7** pending (**12** focused on sustainability)



CHROMAVIS
FAREVA

OUR EXPERTISE

We are always investing extensively in R&D to keep expanding our horizon, fusing creativity and technical ingenuity. We offer a complete range of make-up solutions covering all categories: complexion, eyes, lips, and nails, also covering a specific medical devices offer. Our great expertise in both make-up and nail polish sectors allows us a unique stylistic alignment in terms of market trends. We adopt a NATURAL, CLEAN, and SUSTAINABLE approach which is at the core of our MISSION and inspires our researchers every day, combined with a highly technical know-how on nail polish natural-based formulas. A strong company asset is represented by the many patents we obtained both in make-up and nail sectors.

ONE STEP AHEAD INNOVATION **EMOTIONALLY CONNECTING** **SPECIAL EFFECTS** **DISRUPTIVE & RESPONSIBLE**

Every day, we strive to be more impactful and thoughtful as we create emotionally connecting cosmetics, focusing on making functional products that really come alive as we put our souls into them.

Through visual special effects and superior performance, we build radically amazing textures with genuine personalities.

We foresee our future as innovators by turning our dream into reality, working towards delivering solutions that are both disruptive and responsible at the same time.

Starting from visionary concepts, we study the most innovative and environmentally conscious formulas, producing them through advanced and planet-aware processes.

OUR EXPERTISE

CLEAN COLLECTIONS

Chromavis started its journey towards clean collections more than 5 years ago, following the newest market changes and demands: increasing the naturality of our formulas, reducing the number of ingredients used, considering black lists requirements, increasing the usage of eco-designed packaging, up to presenting Cosmos and Cosmos Organic certifiable collections.

THE 5 Rs OF SUSTAINABLE PACKAGING

REUSABLE

RECYCLABLE

ENSURE SUSTAINABILITY

REDUCE WASTE

MINIMIZE CARBON FOOTPRINT

REPURPOSABLE

REFILLABLE

RECYCLED

Use of packaging composed of recycled materials:

MONO MATERIAL

PIR

PCR

BIOBASED

MATERIALS TO BE RECOVERED

REFURBISHED

RE-MANUFACTURED

Designed to be repurposed with a different function (e.G. Décor)

Product quality certifications

CHROMAVIS
FAREVA

OUR EXPERTISE

The quality of our products is a central pillar to guarantee safety for our employees and customers. Our goal is to always look ahead, anticipate, and respond to the different needs of our customers, guaranteeing the highest level of quality.

Certificato n° 2016648

Certificato n° 1616231

PRODUCT QUALITY SOURCING & RAW MATERIALS

We recognize that improving our procurement performance is an ongoing process and that our suppliers are important partners in our journey to become more sustainable. Procurement at Chromavis is based on respect for our suppliers, their corporate culture, their growth, and their employees. The quality of the relations with them contributes to our long-term success based on reliability, trust, and loyalty. We support the development of our suppliers through a process that includes constructive dialog and joint effort. As we have a deep concern for sustainability issues, we want our suppliers to share the same values and expect them to meet the same standards for ethics, human rights, health and safety, and environment that we set for ourselves. Sustainability is one of the main criteria we use to assess our suppliers in addition to quality, innovation, and supply chain performances. We plan to use our suppliers' EcoVadis results to evaluate our highest risk suppliers through independent third-party auditing processes. The intent of our follow-up program is to educate and help suppliers make progress on their path toward becoming more sustainable companies.

PRODUCT QUALITY

SOURCING & RAW MATERIALS

P

PALM OIL

Palm oil is sometimes used by our raw material suppliers; it does not appear on the INCI, but Chromavis requires its suppliers to declare whether the raw materials contain palm oil. If they do, we purchase RSPO Mass Balance-certified materials when available. This certification aims to minimize the negative impacts of palm oil cultivation on the environment and communities, particularly in terms of deforestation, modern slavery, and the prevention of child labor.

Raw materials in use (2023):

422 raw materials in use that are Palm Oil derivate:

- 92% are RSPO Mass Balance certified.
- 0.90% are RSPO Segregated certified.
- 0.20% are under information request.
- 6.90% are not RSPO certified.

Since 2019, all new Chromavis formulas have contained only RSPO-certified raw materials. Compared to 2022, Chromavis has reduced the proportion of raw materials in its portfolio without RSPO certification from 18% to 6.9%.

2023 Annual Consumption

422 raw materials in use that are Palm Oil derivate:

- Total palm oil derivatives consumed: 210,480 kg.
- 99.20% are RSPO certified..
- Only 0.80% of palm oil derivatives are not RSPO certified.



Chromavis reached the RSPO Membership (nr 4-1604-24-000-00)

PRODUCT QUALITY

SOURCING & RAW MATERIALS

C

CONFLICT MINERALS

Chromavis does not purchase any Conflict Minerals or their derivatives.

In accordance with Section 1502 of the Dodd-Frank Act, the United States Securities and Exchange Commission (SEC) adopted the Conflict Minerals Rule in 2012. This rule requires publicly traded U.S. companies to determine whether their products contain tin, tantalum, tungsten, or gold (3TG) and to disclose if these minerals were sourced from the Democratic Republic of the Congo (DRC) or its nine adjoining countries (DRC+9: Angola, Burundi, Central African Republic, Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia).

3TG minerals are classified as conflict minerals when they originate in the DRC+9 region and are used to finance armed groups operating there.

N

NATURAL MICA

Chromavis avoids purchasing natural mica from unreliable sources. Each supplier must issue a no-child-labor declaration for their materials to be validated.

- Natural mica is a mineral used as a substrate for the production of pearlescent pigments.
- Most producers source mica from Indian mines due to its high quality. However, illegal mines have been identified in the eastern states of Jharkhand and Bihar, where an estimated 5,000 children are reportedly working.
- Mica extracted from illegal mines is often sold to exporters who mix it with mica from legal mines, creating a high risk of child labor involvement when mica is purchased from exporters rather than directly from verified mines.
- 94% of raw materials containing natural mica come from suppliers who are members of the Responsible Mica Initiative (RMI). Furthermore, 96% of Chromavis formulas contain mica sourced from RMI member manufacturers.

OUR EXPERTISE

Our target is to:

- . Assess the main suppliers with a growing covered purchase value year by year
- . Minimize our environmental impact and encourage our suppliers to adopt best practices that minimize their environmental impact, buying safe and healthy raw materials and packaging
- . Work in partnership with suppliers to achieve our common goals to buy sustainable products and services
- . Work with suppliers who adopt a strong safety control of their products
- . Continually improve our Suppliers' evaluation program in order to achieve higher performance over time
- . Operate ethically and in compliance with applicable laws

CHROMAVIS
FAREVA

MEETING MARKET NEEDS

Focus group

When developing a new concept or a new product idea, we love to test it by listening to opinions and learning from the behaviors and attitudes of a small selected community that can represent the final consumer. This process helps us identify the likely first impressions and reactions of a potential consumer and therefore understand if we are following the right direction or if we need to adapt the concept under analysis to better respond to market needs.

Internal panels & external efficacy tests

In addition to regulatory testing associated with consumer health and safety, we are committed to formulating products with the highest quality and performance. The first step of our testing consists of conducting internal panel tests during the product development phase to give our teams a thorough insight into the product results to obtain the best outcome in terms of performance and pay-off. External tests are then conducted at designated laboratories on a selection of formulas to validate the main claims declared. From January 2021 until June 2022, 39 external efficacy tests were successfully conducted on our formulas. The most common claims tested (clinical or instrumental) were lasting hydration, no transfer, and water resistance. All claims were confirmed for 95% of the tested formulas.

MEETING MARKET NEEDS

Local & targeted services business development units

Since 2020, Chromavis has created three Business Development Units: one in Italy for the European market, one in Asia, and one in the US. Local Marketing means a better understanding of local market trends and needs, a better-customized product offer, fast solutions, and shorter timing.

Local R&D labs

We have six R&D Laboratories in the world: one in Italy, one in the USA, one in Brazil, two in France, and one in Poland. Research and innovation are at the core of our business. Being closer to our clients allows us to be even stronger on this side.

On the operations side, we offer our clients local and targeted services: local Production, local R&D, and quite recently local Marketing teams located in EMEA, US, and Brazil. This leads to an agile operational strategy as we consider speed the key to customer satisfaction and to achieving our innovation goals.

MEETING MARKET NEEDS

Chromavis Atelier

In 2020, we launched Chromavis Atelier, a revolutionary business model that allows our clients to approach the market faster, launching products in record timings. Quick launches require ready-to-go products that are compliant with both clients' and country blacklists, and so ready to be sold. Therefore, we offer a 360° consultancy: from deep regulatory know-how up to the global creative content needed to develop, execute, and launch a brand on the market. Since its creation, this service has allowed us to provide noticeable support to many cosmetic companies and brands that intend to approach make-up innovation quickly and with excellent results.



CHROMAVIS

FAREVA

Thank You