From health to beauty

PIERRE FABRE LABORATORIES
ACTIVITY AND CORPORATE SOCIAL RESPONSIBILITY REPORT

2015 - 2016
The synergy of our activities is an asset to be cultivated

Thanks to the support measures taken in conjunction with the social partners, we were nevertheless able to considerably reduce the impact of restructuring our R&D and medical visit activities in Pharmaceuticals.

The significant growth of our dermo-cosmetics activity enabled us to take in numerous employees affected by the restructured pharmaceuticals activity, sometimes by anticipating the creation of new positions. In addition to their importance for the employees in question, these transfers highlight the unique nature of our company, which has always been based around two activities, Health and Beauty, benefiting from their synergy.

In pharmaceuticals and pharmaceuticals research, Pierre Fabre Dermo-Cosmetics is consequently the only international cosmetics company to be as firmly anchored in ethics and pharmacy. Our partners, in particular dermatologists and pharmacists, know and recognize this. These facts are important to remember at a time when the company is transforming to meet the challenge of change in the pharmaceuticals world.

Pierre-Yves Revol
Chairman of the Pierre Fabre Foundation and Pierre Fabre Participations

2015 will have been one of the most important years in the company’s history. This is firstly because, with the implementation of the Trajectoire 2018 strategic plan, we have started to build the Pierre Fabre of the future, a company that is faithful to its values and roots but aware of the need to reinvent itself and not afraid of change. Secondly, it is because in 2015 we saw the most significant reorganization project the Group has ever known.

In 2015-2016 EVENTS

No.2
Private pharmaceutical laboratories in France

No.1
dermo-cosmetics laboratory in Europe, No.2 worldwide

Expert in the research, development and production of natural and biological active ingredients
ENTHUSIASTIC ENTREPRENEURS

The history of the Pierre Fabre Group is first and foremost that of one man, a dispensary pharmacist and an enthusiastic entrepreneur. Pierre Fabre grew his dispensary into a pharmaceuticals laboratory on an international scale, rooted in his home region and remained loyal to the humanist values that he always defended.

1951
- Purchase of the pharmacy on place Jean Jaurès in Castres (Tarn)

1959
- Launch of Cycl 3®, varicosities from butcher’s broom (Ruscus aculeatus)

1962
- Starting up of the 1st subsidiary in Spain
- Opening of the 1st Research Center in Castres and launch of the Oral Care activity
- Launch of the Pierre Fabre Laboratories

1965
- Start of the dermo-cosmetics activity

1968
- Opening of the 1st Research Center in Castres and launch of the Oral Care activity

1970
- Opening of the 1st subsidiary in Spain

1974
- Purchase of the Hydrotherapy Center in Avène-les-Bains (Hérault)

1979
- Launch of the cancer drug Taxotère® from tropical periwinkle

1980

1989
- Purchase of the Hydrotherapy Center in Avène-les-Bains (Hérault)

1990
- Launch of the Pierre Fabre Foundation, a government-recognized public-interest organization

1994
- Launch of the Pierre Fabre Foundation, a government-recognized public-interest organization

1999
- Launching of the Pierre Fabre Foundation, a government-recognized public-interest organization

2000
- Launch of Nature Open Library and oncology partnership with Array (USA)

2010
- Opening of the R&D center on the Oncopole campus in Langlade (Toulouse)

2015
- Launch of the Pierre Fabre Fund for Innovation

MORE THAN 50 YEARS OF INNOVATION FROM HEALTH TO BEAUTY

The Foundation, as Mr. Pierre Fabre’s sole legatee, now owns 86% of the Group’s shares.

Net sales €2,208,000k

12,950

2016

2015

2013

2010

2000

1999

1994

1990

1989

1980

1970

1968

1965

1959

1951

1951

1959

1962

1974

1979

2010

2000

1999

1994

1990

1989

1980

1970

1968

1965

1959

1951

1951

1959

1962
A humanitarian dispensary pharmacist, always ready to listen, Pierre Fabre made the human being his highest concern. He had a constant concern for the well-being of patients and consumers. He built long-lasting relationships with his customers and partners. He had both a benevolent and challenging relationship with his employees. Thanks to this relationship, he was able to share his entrepreneurial passion with them and take care of as many people as possible. Today these values underlie our unique and original development model.
Pierre Fabre had a passion for plants. This passion was evident when he presented new projects and when he held impromptu discussions. One day, when making a particularly difficult decision, he exclaimed: “Do you realize what you are asking me? It is as if you were to ask me to cut down a tree.” That said it all: demonstrating the carnal side of this passionate and emotional attachment.

He loved plants for their beauty but not that alone. He was fond of their “content.” He loved getting to know their children. He was fascinated with the living part of the plant, its history, its ties with mankind and its environment. For him, discovering a new plant was a real pleasure, synonymous with a new story to be written.

He favored oat. He was able to provide this humble grain, used to feed horses, with a noble status. In the cosmetics world, which favors sophistication, and that of dermatology, which relies above all on chemicals, it was a pleasure for this man, who appreciated rural life, to be able to make this little plant into an authentic active ingredient designed for fragile skin and recognized by dermatologists.

INSPIRED BY NATURE
A SOURCE OF CREATIVITY
BOTH ENDLESS AND DELICATE
LE DOMAINE DU CARLA - THE CARLA ESTATE
Built in 1875, it is an exceptional place perched above Castres and surrounded by nature. Dedicated to meetings and exchanges, it is the place where the Group’s partnerships materialize. Every year, it receives some 6,000 visitors from all over the world.

CASTRES OLYMPIQUE
The company supports Castres Olympique for two reasons: unconditional attachment to the town of Castres and the similarity between the values of rugby – solidarity, synergy, respect for others, a winning spirit – and those of our company.

SOUAL PLANT
Located about ten kilometers from Castres and opened in 1968, the Soual plant is the historic industrial site of Pierre Fabre Laboratories. Dedicated to dermo-cosmetics, it expanded by 13,000 m² in 2012, particularly to incorporate the production of Sterile Cosmetics. This expansion was an opportunity to experiment with the HQE® approach in industrial buildings.

TERRE D’AVOINE - LAND OF OATS
The Terre d’Avoine site is nestled at the heart of the Tarn, in Puylaurens. It is a fortified farmhouse dating back to 1640, surrounded by fields of Rhealba® oat, an oat variety with exceptional dermatological properties. Organized in collaboration with the Natural History Museum of Toulouse, inaugurated in 2013, this place for sharing knowledge on oats and their dermatological properties tells the story of the A-Derma brand.

LES CAUQUILLOUS
In 2000, the headquarters for our dermo-cosmetics activity were transferred to Lavaur (Tarn), to a place called les Cauquillous. The building, with its futuristic curves inspired by the company logo, is surrounded by a forest and a Mediterranean garden consisting of about thirty varieties of medicinal plants.

TOULOUSE-ONCOPOLE
Built on the rubble of the AZF factory, the Oncopole project is a flagship for innovation and public health for the whole of the Midi-Pyrénées region. The Pierre Fabre Research and Development Center was the first to settle there in 2011. The Group thus asserts its drive to be an internationally recognized player in oncology, while focusing its R&D efforts in France and, more specifically, in its region of origin.

Proud of our roots
Developing from what we have built here, on our land.
I HAVE MORE OF A TASTE FOR ACTION FORECASTING, PREPARING FOR THE FUTURE THAN FOR LOOKING BACK ON THE PAST.
over 90% PRODUCTION is carried out in France

RESEARCH & DEVELOPMENT CENTERS

PIERRE FABRE RESEARCH AND DEVELOPMENT CENTER (FRPC)
Oncology, Dermatology, New Chemical Entities, Pharmaceuticals development, Toxicology and Clinical development, Translational Medicine, Technology

PIERRE FABRE IMMUNOLOGY CENTER (CFPI)
Oncology, New Biological Entities and Biotechnology

PIERRE FABRE RESEARCH CENTER (CRIE)
Canceron Health Care Centre (Paris)

PIERRE FABRE DERMOCOSMETICS ASIA INNOVATION CENTER
Tokyo (Japan)

PIERRE FABRE DERMOCOSMETICS RESEARCH CENTER AND SKIN RESEARCH CENTER
Gien (France)

PIERRE FABRE RESEARCH CENTER (CRDPF)
Older People and Neurology

PIERRE FABRE RESEARCH CENTER (CRIE)
Central Nervous System, Developability, Translational Medicine

PIERRE FABRE DERMOCOSMETICS RESEARCH CENTER AND SKIN RESEARCH CENTER
Toulouse (Oncopole)

PIERRE FABRE IMMUNOLOGY CENTER (CFPI)
Oncology, New Biological Entities and Biotechnology

PIERRE FABRE RESEARCH CENTER (CRIE)
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Older People and Neurology

PIERRE FABRE RESEARCH CENTER (CRIE)
Central Nervous System, Developability, Translational Medicine

PLANT-BASED ACTIVE INGREDIENT RESEARCH UNIT
Toulouse

WATER RESEARCH UNIT

DISTRIBUTION CENTERS

DERMO-COSMETICS AND HEALTH CARE

PHARMACEUTICALS

PRODUCTS DISTRIBUTED IN
130 COUNTRIES

NEARLY 13,000 EMPLOYEES

PRODUCTION CENTERS

PRODUCTION AND PACKAGING OF PRESCRIPTION DRUGS AND HEALTH CARE PRODUCTS
Gien (France)

Võ Chiêu (Hanoi City - Vietnam)

Tien (Vietnam)

PHOTOTHERAPY AND AROMATHERAPY

Guia (Vietnam)

ASEPTIC CYTOTOXIC PRODUCTION

Ho Chi Minh City (Vietnam)

PRODUCTION AND PACKAGING OF DERMOCOSMETICS

Ho Chi Minh City (Vietnam)

Aïn Saade (Lebanon)

Bejrout (Lebanon - Beirut)

Amman (Jordan)

Aseptic cytotoxic production

Ceylon (India)

PRODUCTION OF ACTIVE INGREDIENTS

Pharmaceuticals, Nutraceuticals and Cosmetics

Gaillac (France)

Rigal-de-Tarn (France)

Kocher (Switzerland)

Villa de los Praos (Argentina)

HARD-BOILED PHARMACEUTICALS LOZENGES

Aigues (France)

PROFILE

KEY FIGURES AS OF DECEMBER 31, 2015

PRODUCTS DISTRIBUTED IN 130 COUNTRIES

NEARLY 13,000 EMPLOYEES

ASIA/OCEANIA

AFRICA

6,425 FRANCE

1,020 AMERICA

380 AFRICA

2,170 EUROPE

2,955 ASIA/OCEANIA

NEARLY 13,000 EMPLOYEES

IN 43 COUNTRIES

PHARMACEUTICALS

DERMO-COSMETICS AND HEALTH CARE

18

Vision & Strategy

48 SITES IN FRANCE

27 SITES IN THE TARN REGION

over 90% of farmland dedicated to organic farming in the Tarn region

100% PRODUCTION is carried out in France

of farmland dedicated to organic farming in the Tarn region

200 HECTARES of farmland dedicated to organic farming in the Tarn region

PRODUCTS DISTRIBUTED IN 130 COUNTRIES

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NEARLY 13,000 EMPLOYEES

IN 43 COUNTRIES

PHARMACEUTICALS

DERMO-COSMETICS AND HEALTH CARE

18

Vision & Strategy
BERTRAND PARMENTIER: Our net sales exceeded €2.2 billion. This is a historic success. It is an unprecedented situation in the pharmaceuticals industry where “open innovation” has become a vital driver for success. With this in mind, we launched围绕二十个倡议.

We must also take all the necessary changes to our road map to ensure its progress.

One of your priority projects relates to re-engineering pharmaceuticals R&D. How is this transformation coming along?

BP: No, because our portfolio of prescription drugs will continue to bear the negative effects of the regulatory measures aimed at reducing the French National Health Insurance budget deficit over the next few years. We also know that the growth drivers for our R&D will not be enough to offset the shortfall in earnings generated by these measures in the short term. In this context, we had to review our sales force in France to suit the reality of our product portfolio and fundamentally transform our pharmaceuticals R&D model to turn the Pharmaceuticals branch around. These transformations doubtlessly helped us form new partnerships, nurture the creativity of our strategy and the confidence they create in our clear desire to implement. From this point of view, 2014 was the year we assured our strategic position, “from Health to Beauty”, as a source of sustainable competitiveness, and this gave rise to a new strategy. 2015 was the year we re-engineered pharmaceuticals R&D. This first major agreement must pave the way for us. Thanks to the consolidation of our operational profitability, we now have the right organization to build our portfolio of molecules.

How well is the Trajectoire 2018 strategic plan progressing?

BP: As a reminder, the Trajectoire 2018 plan is underpinned by the desire to renew ourselves, while remaining true to the values we pursued by Mr. Fabre and through the ambition to succeed in the continuity mission entrusted to us by the guarantor, Pierre Fabre Participations. It is therefore a demanding and an exciting effort, which brings us together under a common, motivating vision!

The 2016-2018 period will be used to run the initiatives, now well underway and marked by key stages. Of course, each initiative is not in stone and we must aim to make all the necessary changes to our road map to guarantee its progress.

How did the Employment Safeguard Program announced for the Pharmaceuticals branch take place in December 2014?

BP: The project related to the net loss of 565 positions with the Pharmaceutical branch. In the affected perimeter, 255 employees benefited from a voluntary departure scheme, supporting the creation of a new task force, lengthy training or early retirement.

In addition to this, the measures taken enabled us to offer at least one internal transfer solution to each employee affected by the reorganization.

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The Pierre Fabre Group has a unique shareholding structure that guarantees its continuity and independence, in line with the values of our founder. The substantial-majority shareholder is the Pierre Fabre Foundation. It also develops its employee stock ownership plan, and employees thus form the second-largest group of shareholders. This structure is unique in France and is aimed at ensuring the long-term stability of the company’s capital.

**THE PIERRE FABRE FOUNDATION**
It is the Group’s controlling shareholder (holding 86% of the shares) through its controlling company, Pierre Fabre Participations (PFP). As the foundation is dedicated first and foremost to its public interest mission, it delegates the supervision of the Group’s management to its subsidiary Pierre Fabre Participations. It is chaired by Pierre-Yves Revol.

**PIERRE FABRE PARTICIPATIONS**
The controlling company validates the Group’s strategy, appoints its main executives and ensures that the continuity mission defined by Pierre Fabre is respected:

- Ensuring the Group’s independence
- Maintaining both the Pharmaceuticals and Dermo-Cosmetics activities
- Reweighting a significant proportion of profits in R&D
- Prioritizing long-term goals over short-term financial results
- Maintaining the Group’s footprint in its birth region and its corporate social responsibility culture
- Allowing the Pierre Fabre Foundation to pursue its objectives through a suitable dividend payment policy

Its Board is chaired by Pierre-Yves Revol.

**PIERRE FABRE SA**
It is the Group’s holding company. It elaborates the Group’s overall strategy, consolidates and coordinates its activities, and hosts support functions and shared services. Its Supervisory Board is chaired by Jean-Jacques Bertrand. Pierre Fabre Pharmaceuticals and Pierre Fabre Dermo-Cosmetics are the main subsidiaries of Pierre Fabre SA, and are in charge of the pharmaceuticals and dermo-cosmetics businesses respectively.

**EMPLOYEE SHAREHOLDER PLAN**
The Pierre Fabre Group has developed its employee stock ownership plan, and employees thus form the second-largest group of shareholders. This structure is unique in France and is aimed at ensuring the long-term stability of the company’s capital.

- **PIERRE FABRE FOUNDATION** (majority shareholder)
- **PIERRE FABRE Participations** (controlling company)
- **PIERRE FABRE SA** (treasury stock)

- 86% for Pierre Fabre Participations
- 6.2% for Pierre Fabre SA
- 7.8% for Pierre Fabre Foundation
Our Governance

Ruscus plan over 10 years of employee stock ownership

For 11 years, owing to the desire of Mr. Pierre Fabre, Group employees are highly involved in company performance via an employee stock ownership plan: the Ruscus plan. Employees and the Pierre Fabre Foundation are the Group’s only shareholders. This situation is unique on the French industrial scene, guaranteeing the Group’s independence.

The Ruscus plan, given its name as a tribute to the first plant used by Pierre Fabre when the company was created, is a major factor in the way the Group organizes its capital. It also helps to build up the capital of the company, which upholds the values of our founder: independence, entrepreneurial drive, continuity and team spirit.

With this stock ownership plan, employees become joint owners of the Group and are more closely involved in corporate life and the company’s growth.

The plan was developed to enable employees, in particular employees with modest incomes, to build up their assets. Through this measure, which is the equivalent of at least one year’s salary, taking the company matching contribution into account, the employees can build up their assets. Through this measure, which is the equivalent of at least one year’s salary, taking the company matching contribution into account, the employees can build up their assets. Through this measure, which is the equivalent of at least one year’s salary, taking the company matching contribution into account, the employees can build up their assets.

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The Ruscus plan was rolled out in France in 2005, and in 2008 it was extended to six European countries: Germany, Belgium, Spain, Greece, Italy and Portugal.

In 2016, Poland entered the Ruscus Plan and, in the years to come, Ruscus will be open to other subsidiaries.

In 2005, the company’s stock was set at a level that was 20% higher than the reference price of its stock on the market. As a result, employees were able to receive the equivalent of one year’s salary, taking the company matching contribution into account. The Ruscus plan was rolled out in France in 2005, and in 2008 it was extended to six European countries: Germany, Belgium, Spain, Greece, Italy and Portugal.

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The shareholding structure of the Group, mainly held by a government-recognized public-interest organization, gives us the independence we require to ensure our activities are in line with a long-term vision and encourage responsible growth.

We thus place the importance of corporate social responsibility (CSR) at the heart of our development model, in line with the humanist and civic values of our founder. In 2015, AFAQ Certification, an independent organization, assessed our CSR approach according to the AFAQ 26000 method and granted us the level “exemplary,” which was a first for a French company.

In 2015, Pierre Fabre obtained the “EXEMPLARY” level in the AFAQ 26000 ASSESSMENT.
In 2015, the Pierre Fabre Group generated €1,320 million in net sales. The Group is positioned with benefit in the main emerging countries where the pharmaceutical market is experiencing strong growth. The Group has been implementing the vision and strategy since 2015. A STRATEGIC POSITION THAT SETS US APART

As a pharmaceutical and cosmetics group, Pierre Fabre has been maximizing its potential to deliver a service that meets the needs of patients and people. The Group has a continuum of activities that run from the pharmaceuticals to dermo-cosmetics, nutraceuticals, and agri-food. The Pierre Fabre Group is recognized for its unparalleled expertise in the dermatology sector, and its unparalleled products in all the dermatology countries. Pierre Fabre holds a unique position in its competitive environment. This is a real competitive advantage. Key elements link all of our activities, from dermo-cosmetics, onco-dermatology, and dermatological research to medical promotion, and the delivery of personalized skin care advice. The Group especially excels in two areas. On the one hand, research on natural active ingredients, on the other hand, research on biological active ingredients. When it comes to active pharmaceuticals ingredients, the Group has a controlled drug value chain. A CONTROLLED DRUG VALUE CHAIN

As a pharmaceuticals manufacturer, the Group is responsible for the entire value chain, from the selection of the raw materials to the distribution of the finished products. Pierre Fabre is a world leader in the development and manufacture of active ingredients for pharmaceuticals or cosmetics laboratory brings together such a continuum of expertise in botany, agronomy, nutrition, extraction of plant-based active ingredients, formulation, and preparation of plant-based pharmaceuticals or cosmetics. Likewise, through its Eau thermale Avene brand, Pierre Fabre has achieved unparalleled expertise in understanding the dermatological mechanisms of thermal spring water. In addition, Pierre Fabre pharmaceuticals research has become a recognized player in the field of targeted therapies (monoclonal antibodies, immunotherapeutics, and cell therapies). The Dermo-Cosmetics branch can also rely on our cutting-edge technology expertise when developing new care solutions from biologically active ingredients. In December 2015, the Pierre Fabre Group decided to share its plant heritage and expertise in the photo-industrial value chain, by allowing access to our sample library of 3,000 plant extracts. This is Nature Open Library, an open-innovation program in the pharmaceuticals, nutraceuticals and agri-food sectors.
PHARMACEUTICALS

ACCELERATING INTERNATIONALIZATION AND INNOVATION

Recognized for Our Growth Franchises

Commercially, in France and abroad, the Group has decided to organize itself around 3 growth franchises: The Oncology franchise is made up primarily of pharmaceuticals revenues in 2015. Conscious of the heavy investments required when developing a new drug, we are focusing our research and development efforts on 4 treatment areas: oncology, dermatology, the central nervous system and onco-immunology. Onco-dermatology is also a relevant field of research for the Group, at the crossroads of our expertise in oncology and dermatology. The fourth franchise is the Consumer Health Care, a significant growth driver for our pharmaceuticals branch.

Oncology is Our Main Priority

We dedicate a level of investment to R&D which is the highest in the industry. 18% of our pharmaceuticals revenues in 2015. Conscious of heavy investments required when developing a new drug, we are focusing our research and development efforts on 4 treatment areas: oncology, dermatology, the central nervous system and consumer health care. Of these research areas, oncology is our top priority. Our Research and Development Center at the Toulouse Oncopole campus and our Immunology Center at Saint-Julien-en-Genevois are working on cytotoxic molecules, targeted therapies and monoclonal antibodies for cancer treatment. The two centers combine their expertise in the fields of the future: immunocompugense on the one hand and onco-immunology on the other. One-dermatology is also a field of research for the Group, at the crossroads of our expertise in oncology and dermatology.

What are the priorities for the Pharmaceuticals branch?

Frederic DUCHESENE, CEO Pharmaceuticals Division

We will continue our development in oncology, which accounts for around 20% of the Group’s revenue. We have over 13 years of experience behind us in this therapeutic field, to which we are going to devote 50% of our R&D spending. Oncology is the most international of our commercial franchises, with over 90% of business conducted internationally. In 2015, this wealth of experience enabled our company, Pierre Fabre, to sign a strategic partnership agreement with Pierre Fabre to co-develop and sell 2 latest generation molecules: binimetinib and encorafenib. Our second franchise, named Ethics, sells our prescription products, excluding oncology, in particular in urology, gynecology, cardiology and diabetes. We have just signed a large exclusive promotion agreement in Europe, for Turkey with Pfizer, for an oral product. As for the Consumer Health Care franchise, it is developing and marketing family health care, oral care, phytotherapy and consumer health care products. In this context, we are offering innovative companies special access to our exceptional sample library containing 150,000 plants and plant extracts. The second initiative is the Pierre Fabre Fund for Innovation. This fund is aimed at key oncology research centers combine their expertise in the fields of the future: immunoconjugates on the one hand and cytotoxic molecules, targeted therapies and mono-clonal antibodies for cancer treatment. The two centers combine their expertise in the fields of the future: immunocompugense on the one hand and onco-immunology on the other. One-dermatology is also a relevant field of research for the Group, at the crossroads of our expertise in oncology and dermatology.

FD: For us, it is a significant driver for the growth and performance of our manufacturing activity. We are offering our partners, pharmaceutical laboratories or biotech companies, a comprehensive development and manufacturing offer. Our services cover areas from chemical, biological and pharmaceuticals development to industrial production, around 3 separate areas of activity: cytotoxic- or biotechnological-based injectable products, pharmaceuticals licensed and active ingredients, especially those of natural origin. We have just signed a large contract for manufacturing pharmaceuticals licensed for smoking cessation on the American market. To honor this contract, and more than ever, we are investing in our Aignan plant, in the Gers region, which will soon be audited to obtain the FDA certification already granted to our plant in Pau (injectables) and Gaillac (active ingredients).
As the inventor of dermo-cosmetics, Pierre Fabre Dermo-Cosmetics offers innovative skin care and hair care solutions following a strict principle: making beauty ethical. As the only international dermo-cosmetics player present in the field of therapeutic dermatology, we are making beauty ethically a flagship for our relationship with dermatologists. We have been to support patients and healthcare professionals throughout the course of treatment, with follow-on or supplementary products to the therapeutic treatment.

We make patients support our priority.

Dermo-cosmetics care products are often recommended by dermatologists to support or aid patient compliance with a medical treatment and help improve quality of life. It is normally the case in cancer treatment, on where treatment often causes side effects with two impacts on quality of life: discomfort or even pain and the effect on self-confidence. Pierre Fabre Dermo-Cosmetics prioritizes support for patients and healthcare professionals by developing specific programs.

-One Smile [Ono Education Skin-side effects Ministered for Living Even better] (developed by Avène Dermatological Laboratories in conjunction with leading neo-dermo-cosmetics laboratories). This training and awareness-raising program provides an educational description of the range of dermatological symptoms that result from cancer treatments. The aim is to help medical staff manage side effects and support patients in regaining self-confidence. www.one-smile.com

Hydrotherapy treatment: the Avène Hydrotherapy Center offers a unique, 3-day, anti-melanoma photocure for patients. 

Foundation for Atopic Dermatitis: created in 2004, it provides financial research and clinical studies on atopic dermatitis. In addition, it develops and organizes educational initiatives and distribution of patient and parent-oriented educational materials. This project is currently coordinated by its founder, leading dermatologist Dr. Helmut Margreiter.

How is the internationalization of Pierre Fabre Dermo-Cosmetics (PFDC) coming along?

ERIC DUCOURNAU: Over 65% of our sales are now made outside France, following 2015, a year in which our international sales grew by almost 15% (to €310 million) as a result of our current exchange rate (12% at the constant exchange rate). Our progress was almost twice as fast as the market average. Eau thermale Avene is now the No. 1 dermo-cosmetics brand sold worldwide. This performance is firstly linked to the opening of new subsidiaries, notably in Korea in 2015, India in 2014 and South Africa and Australia in 2015. In addition, we are launching our brands in markets where they were not yet sold, for example Rene Furterer in China or KLORANE in South Korea. Incidentally, China has become our main international subsidiary with net sales of over €100m in 2015. Brazil is a another market where we are experiencing growth, and we are currently making significant investments in the local plant where our Brazilian brand Dermo is manufactured. Lastly, we opened an innovation center in Tokyo, the aim of which is to supplement the offer of our brands with products that are specifically designed for Asian skin. The first product to be released from this center in 2015, Avène’s Aqua Crème Gel, experienced great commercial success in Japan and will be launched in 5 other countries in the region in 2016. Whatever the market, our main objective is to be closely connected to dermatology and pharmacy professionals. We only distribute our products in channels where they can benefit from our long experience in professional advice, including on the internet.

How are you able to guarantee that all of the brands in your portfolio are able to co-exist?

ED: First of all, we are the only international cosmetics company to also be present in dermatological Rx, thanks to our brand Pierre Fabre Dermatology (PFDC). PFDC is present in over 80 countries and has become one of the world’s leading dermatological laboratories, giving the whole of PFDC an ethical base, which many dermatologists appreciate. In addition, our portfolio contains 9 dermo-cosmetics brands, with very complementary marketing positions. Some of these brands have a marked dermo-cosmetics profile, but each has its own target market. Eau thermale Avene has products formulated from thermal water captured at the spring. A-Derma uses active ingredients extracted from Rhealba® oat plantlets grown in the South West of France and Ducray uses synthetic or plant-based active ingredients and also offers hair products. Our other international brands have a more cosmetics profile. Kloraene products are all formulated from plants, for a family target. Rene Furterer is a premium hair care brand that uses essential oils and plant extracts and Galénic is also a premium brand, but dedicated to skin care. Our portfolio includes also 2 local brands: Darrow in Brazil and Glytone in the United States. Each brand meets different consumer needs, they have their own, strong character that sets them apart, while all meeting the safety and efficacy requirements of consumers.
Driven at a very early stage by the desire to have a presence outside of France, the Pierre Fabre Group initially turned to Southern Europe. A natural step for a company located in the Tarn, close to Spain. Incidentally, the Group opened its first subsidiary in Barcelona in 1970. This was followed by Portugal, Italy and Greece. Our dermo-cosmetics brands now have a prime position in these four countries.

Our international development follows the model that made the company a success in France.

Regardless of the country in which we are operating, the virtuous continuum principle – doctor, pharmacist, patient – prevails. This is necessary for pharmaceuticals, but also for dermo-cosmetics. It is, however, a model that we know how to adjust to take into account the specific features of each market where distribution through pharmacies is more or less developed.

Being attentive to all cultures, creating relationships based on trust with local health care professionals, adapting to the realities of the distribution channels of each market without ever surrendering our requirement for professional advice provided in an environment that is consistent with the highly technical nature of our products: this is our approach for internationally building upon what we have constructed from our native land for over half a century.
WE HAVE CREATED NUMEROUS PRODUCTS, GOOD PRODUCTS, DESIGNED WITH PASSION AND CARE, WE HAVE DONE USEFUL THINGS FOR HEALTH.
Caring for the human being as a whole.
In order to do this, we design and develop innovative solutions that contribute to people’s well-being, from health to beauty. We achieve this by cooperating with healthcare professionals, our trusted partners worldwide, by drawing relentless inspiration from nature and plants, and by placing pharmaceutical ethics at the very heart of our operations.

Health is a unified whole. It is not just about being free of disease or disability. As the World Health Organization (WHO) says, it is a state of complete physical, social and mental well-being. The Pierre Fabre Group took on the ambition to meet this need for well-being, with a constant concern for proven efficacy and the highest level of safety, from pharmaceuticals to dermo-cosmetics, from health to beauty. Men, women and children, ill, recovering or in good health, from birth to their last days, Pierre Fabre products care for everyone.
Amounts allocated to R&D reflect the importance that we attach to the discovery and development of innovative therapeutic and well-being solutions, from health to beauty. Pierre Fabre combines pharmaceuticals research and dermo-cosmetics research, thus creating novel links between these different fields. The Group makes use of cross-functional expertise, in particular, research on plants and expert knowledge on active ingredients of natural or biotechnological origin.

**Oncology:**
We are allocating 50% of our medical research budget to oncology, which is the priority area for innovation. Our research is focused on areas with major medical needs, mainly solid tumors, notably cancers of the aerodigestive tract such as colon cancer, head and neck cancers, or cancers of the urogenital tract, such as bladder cancer, as well as skin cancers (melanomas) and certain blood cancers such as leukemia. At the crossroads of our expertise in dermatology and oncology, onco-dermatology has become a vital area of our R&D in recent years.

**Central Nervous System:**
Our researchers are working to develop therapeutic solutions in the treatment of schizophrenia, bipolar disorders and depressive disorders.

**Consumer Health Care:**
Our consumer health care innovation unit covers a broad spectrum of solutions in the areas of family health care, oral care and natural health care. In this domain, we are developing drugs as well as medical devices, dietary supplements and cosmetics, with the aim of meeting every individual’s needs on a daily basis.

**Dermo-Cosmetics:**
Our researchers are identifying potential active ingredients and new targets. They are developing suitable knowledge and methods to better understand the physiology of normal skin and skin suffering from a condition, to provide the most comprehensive cosmetology offering possible, from support for skin problems to care for the skin and scalp.

**Dermatological Rx:**
In this area, we are focusing our innovative efforts on treating infantile hemangioma, atopic dermatitis, orphan diseases and onco-dermatological illnesses. The development of new topical treatments for the management of these skin cancers - notably basal-cell carcinomas and actinic keratoses - are our priority now more than ever.

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From health to beauty

Natural substances: Plants and water are a source of multi-disciplinary scientific experiments with the aim of developing original active ingredients used in the fields of pharmaceuticals, family health care and dermo-cosmetics.

Immunoconjugates: At the crossroads of chemistry and biotechnologies, they are currently a booming class of pharmaceuticals for cancer treatment because they allow the active components to be delivered to the very core of a cancerous cell without affecting the healthy cells. Our research teams have complementary know-how for designing, producing and assessing such molecules, by combining the expertise of targeted biotherapies developed in Saint-Julien-en-Genevois, knowledge on the cytotoxic agents studied at Toulouse-Oncopole and the chemistry know-how of the teams in Toulouse.

New chemical entities: Technological advances in molecular and cellular biology, structural biology, molecular modeling and medicinal chemistry contribute to the discovery of innovative therapeutic principles. These therapeutic principles are approved through the implementation of pharmacological models similar to situations tested during studies on patients, and are therefore highly predictive. Today, this expertise is an essential line of research, particularly in oncology and neuropsychiatry.

Biotherapies: Based on monoclonal antibodies and recombinant proteins, biotherapies are also at the cutting edge of Pierre Fabre research, and have been studied by us for over 15 years. The interest in monoclonal antibodies lies in their highly targeted mode of action, their efficacy and their better tolerability in relation to chemotherapy treatments.

Translational medicine: To move more quickly and safely from pure research to proof of concept and then to the drug administered to the patient, Pierre Fabre R&D now uses translational medicine, an accelerated clinical development strategy based on innovative clinical designs.

Alongside surgery, radiotherapy, chemotherapy and targeted therapies based on kinase inhibitors, immuno-oncology is now the No. 5 course of treatment for cancer. This new-generation treatment is mainly based on monoclonal antibodies, the molecules naturally produced by our immune system to fight against molecules identified as being foreign by the body.

The Pierre Fabre Immunology Center (CIPF) started looking at antibodies in the early 2000s. While chemotherapy molecules affect cancerous and non-cancerous cells indiscriminately, the CIPF wants to develop new antibodies that specifically recognize tumorous cells, preventing their growth while reducing side effects.

The advent of antibodies has opened up a whole field of research into their derivatives. For the past three years, the stars of cancer treatment have been immunomodulators. These antibodies help patients’ immune systems “unlock themselves” and fight the tumors. At the CIPF, we are trying to find the right antibody formula for each type of cancer. Current research involves combining several immunomodulators with each other and combining immunoconjugates and immunomodulators, to improve the efficacy of the molecules even further.

Text from Figaro Partner, published on May 23, 2016 in the health care section of Le Figaro

PHARMACEUTICALS INNOVATION

The development of a pharmaceuticals drug is a long and complex process, which on average takes 15 years, requiring 10,000 synthesized molecules to market one drug. To rise to this challenge, Pierre Fabre R&D relies on 5 main areas of expertise.

5 AREAS OF SCIENTIFIC EXPERTISE

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- Immuno-oncology: new hope in cancer treatment

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2015-2016 REPORT
To enhance our offer of dermo-cosmetics products, our researchers are identifying new active ingredients of natural, biological or chemical origin and exploring the cutaneous and capillary mechanisms on a tissue, cellular and molecular scale. They are focusing on 7 lines of research and 6 areas of scientific expertise:

**Lines of Research**

- Barrier function: better understanding the biology of the epidermal barrier and identifying active ingredients that foster skin barrier function, resistance to different types of stress or allergens, and offering new anti-aging strategies.
- Pigmentation: proposing new active ingredients to support the treatment of pigmentation disorders.
- Hair biology: studying the cellular and molecular mechanisms that contribute to regulating the hair cycle, sebum, hydration and scalp sensitivity, to improve the treatment of various types of hair loss and other disorders associated with the scalp.
- Photoprotection: studying combinations of filter systems meeting various criteria: chemical (broad absorption spectrum, water resistance, etc.), cosmetic (good sensory quality), safety (local tolerance) and absorption spectrum, water criteria: chemical (broad absorption spectrum, water resistance, etc.), cosmetic (good sensory quality), safety (local tolerance) and absorption spectrum.
- Hydrotherapy: exploring the molecular mechanisms at play in the development of inflammatory skin reactions and developing new support strategies.
- Microbiota: by developing truly "microbial" dermo-cosmetics that promote and restore the diversity of microbial skin flora, researchers from Pierre Fabre Dermo-Cosmetics offer an innovative treatment with effective and well-tolerated care.

**Areas of Scientific Expertise**

- Formulations: Emulsions, foams, lotions, sticks, powders, soaps, oils, etc. Our raw materials are selected to combine effectiveness with comfort and to make our products a pleasure to use.
- Sterile Cosmetics: Disinfective technology that offers formulas containing only the essential active ingredients for the most sensitive skin types, with no preservatives. The guarantee of a safe and effective formula throughout the duration of use.
- Hydrotherapy dermatology: The treatment of patients affected by atopic dermatitis or psoriasis at the Avène hydrotherapy center has clearly demonstrated the therapeutic benefits of its thermal spa water. To better understand its composition and mechanisms of action, Pierre Fabre Laboratories has created the Water Laboratory.
- Pigmentation: Identifying pharmacological targets and active ingredients to increase the efficacy of slimming products. Our research focuses on chronobiology in particular.
- Hair biology: Studying the cellular and molecular mechanisms that contribute to regulating the hair cycle, sebum, hydration and scalp sensitivity, to improve the treatment of various types of hair loss and other disorders associated with the scalp.
- Photoprotection: Studying combinations of filter systems meeting various criteria: chemical (broad absorption spectrum, water resistance, etc.), cosmetic (good sensory quality), safety (local tolerance) and absorption spectrum, water criteria: chemical (broad absorption spectrum, water resistance, etc.), cosmetic (good sensory quality), safety (local tolerance) and absorption spectrum.
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**Sterile Cosmetics**

Since the 1990s, Group researchers and engineers have been designing a unique system for the manufacture of sterile preservative-free skin care products, in the form of disposable single-dose, for the most demanding skin types. To make these sterile products accessible to as many people as possible and to promote compliance with treatments, a new research project has been put in place. This resulted in the launch of a new generation of skin care in 2009: Sterile Cosmetics.

Sterile cosmetics, which ensure absolute efficacy and safety for the most demanding types of skin (baby’s skin, hypersensitive skin, disordered skin, and, in particular, atopic-prone skin), are currently the only solutions to guarantee:

- Preservative-free products containing only the absolutely essential active substances
- A unique manufacturing process developed by Pierre Fabre Laboratories: sterilizing formulas via infusion and packaging them in a sterile environment, according to current standards in the pharmaceutical industry
- Sterility of the product throughout its use thanks to DEFI (Device for Exclusive Formula Integrity), a patented packaging system. DEFI makes it possible to maintain the sterility of the product, even after the tube has been opened, with no risk of bacterial contamination throughout use.

Marketed from 2009 under the Eau thermale Avène brand (Valence Esteére range), Sterile Cosmetics are also available with the A-Derma and Ducray brands. They will be gradually extended to other Pierre Fabre Group products designed for the most demanding types of skin.
SHARING
DEVELOPING AND INNOVATING TOGETHER

NATURE OPEN LIBRARY: SHARING OUR PLANT HERITAGE AND EXPERTISE

For over 50 years, we have been managing the supply chain to develop and produce innovative active ingredients from plants for health care and dermo-cosmetics.

With the launch of Nature Open Library in 2015, we would like to share our expertise in the research, development and industrialization of plant-based active ingredients with private and public players heading innovative projects. This program notably results in providing a multi-disciplinary team of experts in the phyto-industrial value chain (botanists, agronomists, chemists, production engineers, specialists in regulatory affairs, legal experts, etc.) and the opening of our plant extract sample library. With over 15,000 listed samples, including some rare species, it is one of the largest private collections in the world. Since the launch, two partnerships have already been created in 2015: one with an international biotech company specializing in infectiology.

PIERRE FABRE FUND FOR INNOVATION: SUPPORTING INNOVATIVE PROJECTS

Many ideas never come to fruition due to a lack of sufficient expertise to make the transition from the early discovery stage to clinical development. The provision of funds alone does not guarantee the success of a promising drug project. For this reason, we are offering to support project leaders by providing them with our expert teams. Among the skills offered by Pierre Fabre are pharmacology, new chemical entities, bioteraapios, immunotherapy, translational medicine, pre-clinical and clinical development, the manufacture of clinical batches, market access, etc.

With the Pierre Fabre Fund for Innovation initiative, we are enabling biotechs, start-ups and research laboratories (public and private) to speed up the clinical development of their molecules at the advanced stage of research or at the early stage of clinical development. Pierre Fabre Fund for Innovation is mainly for European innovators, and has already received over one hundred applications, which should result in several collaborative projects by the end of 2016.
FROM HEALTH TO BEAUTY

A source of inspiration, exploration and beauty, nature is at the heart of our development models.줄

THE PROPERTIES OF AVÈNE THERMAL SPRING WATER

Avène thermal spring water has been recognized for over two centuries for its soothing and anti-irritating properties. It is the essential active ingredient for a wide range of care products for the most sensitive, intolerant and allergic skin types. To deepen our knowledge of its composition and mechanisms of action, with the support of water experts, Pierre Fabre research teams are leading multi-disciplinary programs.

Avène thermal spring water, alliance between rain and rock

Avène thermal spring water owes its properties to its unique composition. Its therapeutic reputation has been recognized since 1736 and scientifically proven. Properties are harvested by this precious, secret water, during the long journey it makes towards the spring.

First, there is rain. Waterfaller falls over an area of around 20 km² called the impoundment, which collects the surface water and directs it towards the underground reservoir. The water gradually transfers to a permeable rock, dolomite. It starts on a long, underground journey during which it collects minerals and trace elements. Gradually, during this descent, which is over 1,300 m deep, the water heats up, reaching 60 to 65°C. Via a natural phenomenon called thermosiphon, this hot water is pushed to the surface and reach the spring via cracks in the rock.

Avène thermal spring water owes its properties to a dual heritage. On the one hand, it benefits from a unique, invariable composition of minerals - bicarbonate, calcium and magnesium - and trace elements. On the other hand, its mineral content is low, balanced and most of all perfectly constant. Why? It remains underground for over fifty years.

THE OCEAN OBSERVATORY

In order to increase our access to original natural molecules (particularly in botany, zoology, and dermatology), while preserving marine biodiversity, in 2001, we created a mixed research team at the Oceanological Observatory at Banyuls-sur-Mer (Laboratoire Arago) in conjunction with the Pierre and Marie Curie University (Paris VI) and CNRS (National Center for Scientific Research). This team specializes in microbial ecology to studying marine micro-organisms, a renewable source of original biological active ingredients and is contributing to a better characterization of this biodiversity, which still remains almost unknown.

Its collection of microorganisms is registered at the World Federation for Culture Collections and includes over 2,000 species. To enrich this collection, the Oceanological Observatory takes part in zoological campaigns on the different seas of the world, such as the campaign organized by the explorer Jean-Louis Etienne on Clipperton Island deep in the Pacific.

DISCOVERING THE BENEFITS OF PLANTS

Convinced that the 250,000 flowering plants listed to date, and those that remain to be discovered, may hold health and beauty benefits, we have made research into plant biodiversity a major focus. These scientific investigations are integrated into Botanical Expertise Pierre Fabre, a certified approach for the responsible development of innovative, safe and effective plant-based active ingredients. Numerous sciences and technologies are brought into play to identify plants that are to be researched, in particular phytochemistry, chemotaxonomy and epidemiology.

Our researchers are working on identifying molecules that are responsible for the activity of a plant, discovering the extraction process guaranteeing a constant active ingredient content and method ensuring the reproducibility of this content in extracts produced on an industrial scale. In parallel, our agronomists are selecting the variety that is richest in active molecules, and defining the optimal cultivation and harvesting techniques.

A source of inspiration, exploration and beauty, nature is at the heart of our development models. 줄

THE PROPERTIES OF AVÈNE THERMAL SPRING WATER

Avène thermal spring water has been recognized for over two centuries for its soothing and anti-irritating properties. It is the essential active ingredient for a wide range of care products for the most sensitive, intolerant and allergic skin types. To deepen our knowledge of its composition and mechanisms of action, with the support of water experts, Pierre Fabre research teams are leading multi-disciplinary programs.

These have unlocked the secret of its unique mineral composition: an underground journey of over fifty years, during which the water gradually infiltrates a permeable rock, dolomite. It starts on a long, underground journey during which it collects minerals and trace elements. Gradually, during this descent, which is over 1,300 m deep, the water heats up, reaching 60 to 65°C. Via a natural phenomenon called thermosiphon, this hot water is pushed to the surface and reach the spring via cracks in the rock.

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We have chosen to internalize the design and manufacture of most of our products, from research to distribution, to guarantee quality by controlling the entire logistics chain. Our manufacturing applies innovative processes, based on a progress initiative, which constantly raises the standards and the overall level of quality.

ISO 9001 FOR ALL OF OUR industrial sites dedicated to dermo-cosmetics and Château-Renard ISO 14001 FOR ALL OF OUR sites dedicated to chemistry and our Soual production unit for dermo-cosmetics

MANUFACTURING IN COMPLIANCE WITH THE STRICTEST STANDARDS

Pharmaceuticals in dry, paste and liquid forms. Constructed in 1981 by Rhône Poulenc, the Gin site (Lure) was integrated with Pierre Fabre Laboratories in 1993. Today it is the Group’s largest pharmaceuticals production site. It manufactures and packages pharmaceuticals and cosmetics products and medical devices in dry forms (such as capsules, tablets and sachets), or as pastes and liquids.

Purée forms and traceability. The Gin site also produces pharmaceuticals products in aseptic conditions. Specialized in aseptic filling using innovative, constant flow production technology, with American partners, many benefits for our European and French pharmaceuticals site to gain approval from the American Food and Drug Administration (FDA) in 2015.

RIGOR IN ALL OUR MANUFACTURING

Pharmaceuticals and dermo-cosmetics. The Soual site (Tarn), supported by the neighboring workshop of Mazamet, manufactures and packages dermo-cosmetics products (creams, milks, lotions, soaps, sticks, etc.). The Axvee industrial site (Hérault) manufactures and packages Eau thermale Avène branded products from the spring water drawn nearby at the Sainte-Odile source. Further to the significant investments made between 2011 and 2013, the two plants are producing Sterile Cosmetics products in a sterile environment. In 2015, the Axvee production unit gained FDA approval to import OTC products to the USA. The Avène site in Bagnères-de-Bigorre is a key site in our strategy, almost complete and the site will be further certified ISO 9001 certification in late 2015.

Specific Know-How

Cytotoxic molecules and products in aseptic conditions. Specialized in aseptic filling using isolator technology to manufacture cytotoxic molecules, for use in Paclitaxel plant (Pyrénées-Atlantiques) was the first French pharmaceuticals site to gain approval from the American Food and Drug Administration (FDA) in 1993. It uses innovative, constant flow production technology, with American partners, many benefits for our European and French pharmaceuticals site to gain approval from the American Food and Drug Administration (FDA) in 2015.

Hard-boiled pharmaceuticals and cosmetics. The production of hard-boiled lozenges used in manufacture of active ingredients, at every stage in the development and production of lozenges, takes place in Gien (Loiret) and Ho Chi Minh City (Vietnam). Production and packaging are very closely linked in these plants too.

A very wide variety of products can be produced, taking the various patient needs into account. These products are produced in three different forms at our plants in Gin (Lure), Mazamet, France, and McMA City (Vietnam). Production and packaging are very closely linked in these plants too.

A COMPLETE RANGE OF SERVICES ON BEHALF OF THIRD PARTIES

For over 20 years, Pierre Fabre CDMO (Contract Development and Manufacturing Organization) has been providing a wide range of services and offering innovative solutions to major partners. Our CDMO model offers the highest level of quality at each stage of the process. Our industrial and technological know-how means we can propose a comprehensive or customized offer, from supplying components to delivering to customers, for pharmaceuticals and cosmetics products, dietary supplements and medical devices. Our industrial teams are able to help development teams from the design stage. This collaboration, which takes place in the very early stages of the product and production/industrialization process, makes it feasible to design and launch new products.

Our core business is manufacturing large batches of reproducible products at our Gin site, which is globally recognized for its expertise. The site also offers a specialized area of independent workshops, specialized in the aseptic filling of soft and sterile lyophilized biotechnology cancer drugs using isolators. These are integrated into pre-filled syringes and bottles in the form of liquids and suspensions.

Sterile Cosmetics and Dermo-Cosmetics. The Château-Renard conversion is almost complete and the site will be fully dedicated to dermo-cosmetics operations in mid-2016. Soual obtained ISO 14001 certification in late 2015.

Active ingredients. In its Gaillac (Tarn), Virrey del Pino (Argentina) and Palézieux (Switzerland) plants, Pierre Fabre produces active ingredients of plant, biological or synthetic origin for the pharmaceuticals, cosmetics and nutraceutical sectors. The Group has cutting-edge industrial expertise in fields such as extraction, hemisynthesis, chemical synthesis, plant cell cultivation and supercritical fluids. Tests are meticulously performed at every stage in the development and manufacture of active ingredients.

Pharmaceuticals products, for conventional cytotoxic agents and products from biotechnology.

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CONTRACT DEVELOPMENT AND MANUFACTURING ORGANIZATION (CDMO)
ATTENTIVENESS

The Pierre Fabre Group is committed to improving the treatment, health and well-being of patients and consumers.

To carry out this mission, we form partnerships based on trust all over the world and at home with health care professionals who are in the best position to prescribe or recommend the Group’s products. They know their patients’ needs and can provide them with the information required for the correct use of our products better than anyone else.

We apply this vision to pharmaceuticals but we also apply it to dermo-cosmetics products, which we feel, in certain cases, should be recommended by a dermatologist and systematically prescribed by qualified individuals or people trained to give suitable advice.

SUPPORT AT THE HEART OF THE MODEL

Whatever the extent of the disease or discomfort from which the patient or consumer is suffering, we consider it a health risk. Based on that principle, our vision is that everyone should benefit from advice and monitoring, where appropriate, by a health care professional: doctor, pharmacist, dermatologist, dentist, podiatrist, nurse, etc. We believe that only health care professionals are in a position to identify the most suitable solution with patients for their pathology or needs.

We provide them with training tools and information in order to support them in their task of diagnosis, advice and therapeutic education. The Foundation for Atopic Dermatitis, as well as Club dermaweb and Club pharmaweb, are three significant examples of this.

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TRAINING AND INFORMATION

All health care professionals, in particular doctors and pharmacists, are involved in our research and receive regular information on our proprietary products. We provide them with training tools and information in order to support them in their task of diagnosis, advice and therapeutic education. The Foundation for Atopic Dermatitis, as well as Club dermaweb and Club pharmaweb, are three significant examples of this.

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In France, aromatherapy is a developing practice in hospitals. It is now included in clinical protocols supporting patient care. Our brand Naturactive wanted to support certain initiatives:

1. The Eugène Marquis Center for the Fight Against Cancer in Rennes to assess the impact of massage with essential oils on the consumption of anxiolytics.
2. La Rochelle-Ré-Aunis Hospital Center on the impact of diffusing essential oils in rooms and aromatic massage for the comfort of cancer patients.

The hospital teams will each establish suitable aromatherapy treatment protocols, a complementary approach that helps improve the treatment of hospitalized patients. For Naturactive, these partnerships benefit from financial support corresponding to the studies carried out. A call for projects was just launched at the national level to hospital pharmacists in order to select new programs.

ATTENTIVENESS PROVIDING SUPPORT, FROM PRESCRIPTION TO ADVICE

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Wh...
The comprehensive treatment of patients also requires educational and preventive measures.

PREVENTION

PREVENTING SKIN CANCER

The Eau thermale Avene brand is involved in numerous actions worldwide:
- Supporting the Day for Preventing and Screening Skin Cancers in France, Spain and Mexico
- In partnership with the European Skin Cancer Foundation, a foundation which aims to improve knowledge on skin cancers and to support research projects in this therapeutic field
- Creating websites dedicated to sun protection in Italy and Spain: www.benvenutosole.it and www.saludysol.es
- Production of a public-domain documentary, "La Memoria a flor de piel" available on YouTube
- Creation of numerous campaigns in Turkey, using fun and educational materials
- Production of a public-domain documentary, "Women smoking" to encourage interdisciplinary discussions on the dangers and general management of smoking amongst women
- Providing tools (tests, brochures, CO analyzers) to help health care professionals raise awareness on smoking cessation amongst the general public
- Producing a STOP study over one year in pharmacies in South-West France, with the objective of assessing the effectiveness of individual interventions in pharmacies on stopping smoking
- Organizing conferences on the subject of "smoking cessation" to encourage interdisciplinary discussions on the dangers and general management of smoking amongst women
- Performing a study on stopping smoking in pharmacies to help health care professionals raise awareness on smoking cessation amongst the general public
- Participating in the national program in Singapore to raise awareness on oral hygiene for children under the age of 7, providing toothbrushes and toothpastes to all children in nursery school
- Creation of an international program through the "Sports pour Tous" federation, on the public interest of sun protection to prevent skin cancer "Il Mamma a flor de piel" available on YouTube
- Creating websites dedicated to sun protection in Italy and Spain: www.benvenutosole.it and www.saludysol.es
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SMOKING CESSATION

Committed to smoking cessation for over 20 years, Pierre Fabre Health Care is involved in public health actions that target the general public and to help healthy individuals stay in good health.

In order to do this, we are developing programs that support the work of health care professionals. Our goal: to ensure that health of patients suffering from severe or chronic pathologies is not worsened, and to help healthy individuals stay in good health.

PREVENTION IN ORAL CARE

Based on our unique experience in oral care, Pierre Fabre Oral Care is getting involved in awareness-raising and prevention actions. The objective is to raise awareness among the general public, and children in particular, on the rules of good oral hygiene and the importance of regular dental check-ups.

In France, educational tools and applications are being developed to motivate children to brush their teeth and support is provided to numerous charities offering dental care to the poorest people.

Creation of the "Oral Care Coach" and "Oral Care KIDS" mobile app in Switzerland
- Play written in Portugal and Bulgaria that is performed in schools and libraries to raise awareness about the importance of good oral care
- Participation in the national program in Singapore to raise awareness on oral hygiene for children under the age of 7, providing toothbrushes and toothpastes to all children in nursery school
- In line with their mission, caring for the human being as a whole, Pierre Fabre Laboratories is encouraging patients to adapt their physical activity, when adapted to the illness, physical capabilities and medical risk of the patient, is a recognised and scientifically-approved non-medication therapy, which can be accessed by all, in addition to traditional treatments. However, the prescription of APA remains very rare and faces various obstacles.
- To encourage the development of this type of medical prescription and the practice of physical activity adapted to health, since July 2013, the Pierre Fabre Group has notably created a partnership with the French "Sports pour Tous" (Sport for all) Federation.
- This federation, represented throughout France, has developed and provided programs adapted to sedentary people or people with chronic illnesses. As part of this partnership, Pierre Fabre has taken various types of action to support health care professionals prescribe APA, notably:
  - Creation of patient physical-activity assessment forms for doctors to help provide long-term exercise support
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Adapted Physical Activity (APA)

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PREVENTION ADDRESSING PUBLIC HEALTH CHALLENGES

HEALTH CHALLENGES

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Adapted Physical Activity (APA)
dermatology

AT THE HEART OF dermatology

In dermatology and dermo-pediatrics we are innovating to provide patients, dermatologists, general practitioners and pharmacists with new treatments and specific educational and training tools.

- Provision of a portfolio of products covering the main dermatological conditions such as acne, fungal infections, psoriasis, atopic dermatitis and alopecia.
- Development and marketing of a major therapeutic treatment in infantile hemangioma.
- Creation and management of Club dermaweb and Club pharmaweb, 2 free websites for dermatologists, pharmacists and dispensary staff, for training and information on dermatology.
- Creation of a corporate foundation fully dedicated to the fight against eczema: the Foundation for Atopic Dermatitis.

INNOVATION

ONCO-DERMATOLOGY

A PUBLIC HEALTH ISSUE

Skin cancer rates have trebled over the last 30 years. This has become a real public health issue, both in terms of prevention and therapy. We estimate that one in six people will develop a skin cancer in the future. The development of new treatments for managing these cancers, especially melanoma, which is the most dangerous form, has become a public health priority. With our proven expertise in both oncology and dermatology, onco-dermatology has become a natural, vital area for our research.

3 RESEARCH CENTERS

- Pierre Fabre Research and Development Center (Cap d’Agde, Toulouse)
- Pierre Fabre Dermo-Cosmetics Research Center (Vigoulet)
- Skin Research Center (Hôtel-Dieu, Toulouse)

SHARING

THEME OF RESEARCH

A FOUNDATION DEDICATED TO ATOPIC DERMATITIS

Created in 2004 by Pierre Fabre Dermo-Cosmetics, the Foundation for Atopic Dermatitis helps fund research and clinical studies on atopic dermatitis. For over 10 years, the Foundation has been helping to treat patients by developing centers in France and abroad and funding clinical studies. It has helped create and develop 56 Atopy Schools in Europe, China, Colombia and Mexico to develop therapeutic education. In addition, it develops and organise educational initiatives and events, produces and distributes information materials intended for practitioners, parents and children.

FIND OUT MORE

www.fondation-dermatite-atopique.org/en

CLINICAL TRIALS

Skin Drug Reactions Base

FIND OUT MORE

www.clubpharmaweb.com/front/en

www.clubdermaweb.com/front/en

INNOVATION

SKIN EXPERTISE

As the inventors of dermo-cosmetics, we offer innovative skin care and hair care solutions following a sacrosanct principle: making beauty ethical. Our dermo-cosmetics researchers have developed undeniable expertise in the interlinked areas of dermatology and cosmetology. In close collaboration with the best international specialists, they conduct various clinical studies, thus helping develop new dermo-cosmetics concepts and building on knowledge of the skin. Our dermo-cosmetics care products are recommended by health care professionals, and administered by staff trained in our ethical approach to beauty, thus guaranteeing individually tailored solutions.

Club dermaweb, dermatology website for doctors

Club dermaweb is a unique site for dermatology training and information for doctors. It offers medical content written up by experts, approved by a scientific committee and updated weekly. Club dermaweb has been awarded numerous prizes and recommended by international scholarly societies. Available in five languages (French, English, Spanish, Portuguese and Chinese), it has over 23,000 registered members in over 150 countries, including approximately 74% dermatologists.

Club pharmaweb, dermatology website for pharmacists

Club pharmaweb supports pharmacists in choosing dermatology advice. It offers comprehensive scientific content on dermatological conditions. The content is approved by a scientific committee and is regularly updated. The site offers free access for pharmacists and pharmaceuticals personnel. It has almost 12,000 registered members in over 20 countries.

Focus on Skin Drug Reactions App

This mobile application enables doctors and pharmacists that are Club dermaweb members to easily find out about the skin reactions attributed to a drug. They can either search by drug (and find the list of reactions) or by skin reaction (and find the list of medications that can cause it). 1,500 drugs associated with over 5,000 skin reactions are listed.
BEING CURIOUS ABOUT THE WORLD AROUND US

"THE SAME ADVENTURE WHICH ALLOWS US TO SHARE STRONG VALUES"
The values at the heart of corporate culture

The Pierre Fabre culture is built on 9 strong values shared by all members of the company. These values, directly inherited from the humanist and entrepreneurial spirit of our founder, shine through on a daily basis in our collective practices and our individual actions. We promote these values among new employees and in all regions where the company operates, particularly through the training program "Culture & Avenir" [Culture & Future]. Combined with our business model, our values make work meaningful, and make Pierre Fabre Laboratories an employer of choice.

CREATING DEVELOPMENT OPPORTUNITIES FOR OUR EMPLOYEES

The pharmaceuticals and cosmetics industry is experiencing increasingly rapid economic, regulatory and technological changes that affect our organization and activities.

Jobs and skills planning system: to support these changes and because we are convinced that our employees are the driving force behind our performance, a new jobs and skills planning system agreement was signed with social partners in France in 2013. Its objectives are to provide support as job and job scope change, taking into account those which are to be created, changed or eliminated; to adapt and strengthen employee skills, particularly through training; to promote internal mobility through specific measures and to support employees in their career development process.

This dynamic approach has also been implemented abroad, through management of staffing and skills requirements in our subsidiaries, and anticipation of economic and regulatory conditions by area.

OFFERING A SAFE AND SOUND WORKING ENVIRONMENT

To support our international development challenges, we have re-negotiated our HR teams both at the head office and locally, creating dedicated teams in our main subsidiaries: there are currently 16 “country” human resources managers. This HR segmentation has been built and driven around a common mission: to establish and sustain the Pierre Fabre model in each country where we are developing, in line with specific local conditions, and to identify and lead a pool of international talent.

Remuneration and "Benefits & Compensation" policy: to support international development, we make sure that we are familiar with the local employment markets and that we put in place a competitive policy that is suited to the different types of mobility and the constraints of the countries in which we operate.

OHSAS 18001 CERTIFIED SITES

We have chosen to obtain certification according to the OHSAS 18001 standard for our 2 main production sites for active ingredients, in Gaillac (Tarn) and in Virrey del Pino in Argentina, as well as at our Skin Research Center at Hôtel-Dieu (Toulouse), where we carry out clinical studies.

FIND OUT MORE
www.pierre-fabre.com/en/human-resources

7.8% OF THE COMPANY'S SHARE CAPITAL is held by employees
92.6% EMPLOYEES ARE SHAREHOLDERS in the 7 countries concerned by the plan
6.7% EMPLOYEES WITH DISABILITIES in France

Our Human Resources policy is rooted in the unifying drive of Pierre Fabre to combine the company’s economic project with a social one. This policy supports the business as it evolves, and its international development in particular, and allows employees, our company’s most valuable asset, to grow.

Training: in order to help employees enhance their command of their position and to develop skills that are essential for the future, the company has built a corporate university, in addition to a range of training options available. This university receives over 1,500 Group employees a year.

Supporting international development

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AN ACTIVE INTERNATIONAL ACADEMIC PARTNERSHIP POLICY

For many years now, Pierre Fabre Laboratories has been implementing an active policy promoting relations with schools and universities in our home region and we are currently developing these relationships throughout the world. Due to the diversity of our activities and the wealth of our business areas, we are taking action at all training levels, from high schools to universities and prestigious graduate schools.

The interlinked collaboration between Pierre Fabre Laboratories and the schools and universities can take several forms:

- Regularly taking part in recruitment drives and selection panels
- Participating in events on campuses to present the company and its business areas
- Involving company managers in teaching, at conferences or round-tables.
- Helping create degree programs
- Creating teaching chairs
- Funding student scholarships
- Welcoming young students during internships or work/study training programs
- Conducting company projects and site visits

PROGRAMS OF EXCELLENCE FOR YOUNG GRADUATES, SPRIEENGBOARD FOR AN INTERNATIONAL CAREER

To attract young talent, Pierre Fabre Laboratories is offering a range of programs and measures with an international dimension.

Excellence Marketing program
In partnership with the Toulouse Business School, this program, leading to a diploma, is designed to train Product Managers with high international potential. These young graduates then join the company, often through positions under the Volunteer for International Experience program. We have also opened up this excellence in marketing program to talent coming from our international subsidiaries to help their integration and quick immersion into the culture and methods of the Group.

VIE (Volunteer for International Experience)
Each year, more than forty young graduates join Pierre Fabre Laboratories for a 12-24 month assignment to be trained in various positions such as product manager, management controller, logistics project manager, etc. The VIE program is a real opening to the international arena, and provides the opportunity to reveal the potential of young graduates hoping for an international career.

Pierre Fabre International Graduate Program
To offer high-potential young talent an innovative, appealing career, Pierre Fabre Laboratories launched their first International Graduate Program in 2015. This program is a real pathway to excellence and a career booster, and aims to offer unique international experience to our future managers.

This program offers an 18-24 month assignment encompass course in various company departments, alternating between France and abroad, with operational assignments and strategic project management. The aim is to understand the Group’s culture and operations before joining a subsidiary at the end of the program.

A COMMITMENT TO ACADEMIC RESEARCH ON OUR CORE BUSINESS

The “Agile Supply Chain” chair at the École des Mines d’Albi in April 2016, Pierre Fabre Laboratories and the École des Mines d’Albi created a corporate chair on agility in supply chains. This chair gives our managers the opportunity to develop their skills through specific exchanges and training programs. The chair is both the result of over 15 years of collaboration between the school and the company and the creation of dynamic cooperations, which is a vector for future innovation in an area of excellence for both partners. Aiming to accelerate the dynamics between the industrial and academic worlds, the chair aims to encourage engineers and PhD students to carry out applied research, notably on real Pierre Fabre Group situations, in order to develop new concepts and tools that may improve the agility of our supply chain.

IN 2015

150
TYPICAL PEOPLE
in work/study training programs
benefited from training
given

169,396
HOURS OF TRAINING
5,332
EMPLOYEES
benefited from training

Happy Trainees

84% of students in work/study training programs or internships with Pierre Fabre recommend the company

During the last “Happy Trainees” survey conducted by an independent website, meilleures-entreprise.com, students taking part in internships and work/study training programs with Pierre Fabre were questioned on the benefits of their assignments and the quality of welcome and support in the company. The figures prove our commitment to the development of our interns: they ranked us 19th out of 90 certified companies and 84% recommend us as a “company of choice” for internships.

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It is a shared story, a story of places and people, but also a way of claiming our identity and taking pride in our differences: the Pierre Fabre Group has always shown willingness to share our developments with the regions in which we operate and, more specifically, our native land.

TARN & MIDI-PYRÉNÉES, OUR NATIVE LANDS

Our company wishes to contribute to impacting the regions where we operate and share its development with the local communities. We support various projects, particularly in the Midi-Pyrénées region.

**ECONOMY**

Tarn Entrepreneurs: association for helping new companies, created in 1997 at the initiative of Pierre Fabre.

Installation of a high-speed network for southern Tarn: The Group is the founding shareholder of the mixed economy company, Intermédiasud.

Cancer-Bio-Health competitiveness cluster in Toulouse

Supporting the Tarn economy by encouraging our suppliers and partners to operate in our home region.

**EDUCATION**

Partnerships with the education system: regional schools and universities to develop training programs, contribute to land-use planning and encourage the professional integration of young people.

**Sponsorship:** we support several foundations (“Dépêche du Midi” [regional newspaper], “Cordées de la réussite” [Roped together for success], “Un avenir ensemble” [A future together]). These three organizations mainly support sponsorship projects to support young people from modest backgrounds in their educational and professional careers.

**CULTURE AND HERITAGE**

Supporting several museums (the Goya Museum, the Toulouse-Lautrec Museum and the Dom Robert Museum) and the Abbey School of Sorèze (educational and cultural space, where Pierre Fabre has set up the Pierre Fabre University).

**SPORT**

We support various athletic associations in the Tarn and we are the main partner of Castres Olympique, a French rugby team playing in the national league.

**TARN ENTREPRENEURS**

No.1 LEADING PRIVATE SECTOR EMPLOYER

1 of the 5 LEADING PRIVATE SECTOR EMPLOYER

in the Midi-Pyrénées region

400 MILLION EUROS INVESTED

in greater southwestern France since 2010

70% OF OUR PURCHASES

come from French companies

It is a shared story, a story of places and people, but also a way of claiming our identity and taking pride in our differences: the Pierre Fabre Group has always shown willingness to share our developments with the regions in which we operate and, more specifically, our native land.

**REGIONALITY & CITIZENSHIP**

**2015-2016 REPORT**

**OUR SOURCING CHANNELS**

A FAIR TRADE, SUPPORTIVE AND ACCOUNTABLE APPROACH

**FLUTERIE**

**ETHICAL SHEA BUTTER FROM BURKINA FASO - RENÉ FURTERER**

Founded in 2004, SOTOKACC, a small business based in Toussiana (Burkina Faso), through which our René Furterer brand obtains its shea butter, provides not only regular income and social security for its 16 female employees, but also for over 200 women who produce and harvest the nuts.

Our supply contract with this small business is set for 5 years, with a pre-financed 100% Shea butter order.

In 2015, the René Furterer brand funded a socio-economic impact study by the firm UTOPIES. The project aimed to assess the impact of René Furterer procuring shea butter on the number of direct, indirect and spin-off jobs created in Burkina Faso.

The total ethical shea butter production activities of SOTOKACC in 2014 sustained 192 jobs in Burkina Faso.

This supplier is fair trade-certified.

**MORINGA FROM MADAGASCAR - RENÉ FURTERER**

René Furterer is working on several major projects in Madagascar. Firstly, economic and ecological missions, by providing technical support for farmers: improving yields, teaching good farming practices, crop diversification, etc. Another of René Furterer’s core missions will focus on fighting malnutrition: farmers are educated on the benefits of growing fruit trees and Moringa oleifera, and using its leaves as vegetables, rich in vitamins and minerals. The Moringa chain used by René Furterer is managed by our Madagascar subsidiary, labeled a “responsible company” according to Ecocert’s CSR standard.

**THE DESERT DATE PALM FROM SENEGAL - KLORANE**

The Baoab des savous company in Thiva, Senegal provides us with dates from the desert date palms. In order to harvest the dates, this company works with two Economic Interest Groups (EIGs) in the Missima and Guelmim regions of northern Senegal. These two EIGs include around 200 women who pick the dates over a farmed area of almost 100 hectares, which is certified organic. The Klorane Institute, a Corporate Foundation, supports the Great Green Wall program, which aims to slow down desertification in the Sahel by planting desert date trees (60,000 planted in Senegal over 6 years).

This supplier is fair trade-certified.

We are helping fight against malnutrition affecting children in Madagascar, by paying 5% of our sales from the Centella asiatica leaf to the National Office for Nutrition, so they can develop social projects. In addition, the Pierre Fabre Foundation contributed to renovating the Ranopiso maternity based on a proposal from our subsidiary.

Our 200 hectares of farmland and the Ranopiso Arboretum have Ecocert organic farming certification*. We also decided to create a 163-hectare nature reserve on our land to protect and list the species endemic to South Madagascar.

Its contribution to the national reforestation operation, “one child = one tree planted” as well as the employees planting 15,000 trees to make up for the carbon footprint generated by manufacturing our cancer drugs (made using tropical periwinkle, mainly grown in Madagascar), earned the subsidiary the Ecocert* “Reforestation and Solidarity” label.

An independent firm, Utopies, assessed the socio-economic impact of our subsidiary. The results show a significant effect on local employment with over 1,000 jobs supported. One job created by our subsidiary generates 27 additional jobs on the island.

Innovation & Health/Beauty

Knowledge & Nature Conservation

Our subsidiary was labeled a “responsible company” according to Ecocert’s ESR (Fairness, Solidarity and Responsibility) standard*.

Actions taken by our subsidiary in Madagascar for over 40 years demonstrate the Group’s overall approach to social responsibility.

Looking back on actions taken via the 5 pillars of our CSR approach.

*Ecocert: Independent inspection and certification organization
Responsibility & Citizenship

Over 100,000 trees planted since 2007

Responsibility & Citizenship

Over 100,000 trees planted since 2007

In 2008, ARGAN TREES were included in the Convention on International Trade in Endangered Species of Wild Fauna and Flora to developing knowledge on natural substances: the company has also created structures dedicated to scientific institutions and local associations. The Water Laboratory and the Pierre Fabre Botanical Conservatory. At the foot of the Cévennes, the Water Laboratory was created to protect and better understand the therapeutic value of Avène thermal spring water. This experimentation site shares its knowledge and discoveries on Avène water and its soothing, anti-irritating and healing properties, and more widely on waters, particularly through communications on water, particularly through exchanges with expert organizations to obtain approval from CITES. In 2012, the Water Laboratory and the Pierre Fabre Botanical Conservatory, in cooperation with French scientific institution and the 1 French private botanical organization, were opened to research, protection and conservation. Nearly 1,200 plant species are represented, of which 40% are protected. In 2010, it became the 4th largest French scientific institution and the 1st private French organization to obtain approval from CITES. In 2012, its herbarium received international recognition by passing on botanical knowledge:

- to students: “Botany for Change” award to return botany to the center of our lives and cities.
- to families: mobile apps (Digital Herbarium and KI-Botanic);
- to children: “Graine de Botaniste” (budding botanist) pack for schools;
- to students: “Botany for Change” award to return botany to the center of our lives and cities.

The Klorane Institute is a partner in a major project on resurrecting extinct species from ancient seeds. We support a project for the conservation of native medicinal species in Madagascar, in cooperation with BGCI (Botanic Gardens Conservation International) and the Carlos Thays Botanical Garden in Buenos Aires.

For 22 years, the Klorane Institute has been unwaveringly passing on its botanical passion, based on 3 missions:

- PROTECTING endangered plant species in the world. In particular, The Klorane Institute supports the Great Green Wall project, which aims to slow down desertification in the Sahel by planting desert date trees (a total of 60,000 planted in Senegal). This program was selected by UNESCO as an emblematic example of education in sustainable development and renewed until 2017.
- EXPLODING plant engineering by supporting promising projects and collaborating with our network of botanical gardens. The Klorane Institute is a partner in a major project on resurrecting extinct species from ancient seeds. We support a project for the conservation of native medicinal species in Madagascar, in cooperation with BGCI (Botanic Gardens Conservation International) and the Carlos Thays Botanical Garden in Buenos Aires.
- EDUCATING by passing on botanical knowledge:
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Because biodiversity plays a crucial role in maintaining natural balances and provides many services to humanity, particularly in the fields of health and beauty, its preservation is a major concern for our Group.

In order to preserve and use nature’s treasures sustainably, it is first of all crucial to have good knowledge of them. Pierre Fabre Laboratories is convinced of this, so our researchers and experts are behind various initiatives for developing and sharing knowledge about plants and spring waters, particularly through exchanges with expert scientific institutions and local associations. The company has also created structures dedicated to developing knowledge on natural substances. In Soual in the Tarn region, we created the Pierre Fabre Botanical Conservatory. In 2001, dedicated to research, protection and conservation. Nearly 1,200 plant species are represented, of which 40% are protected. In 2010, it became the 4th largest French scientific institution and the 1st private French organization to obtain approval from CITES. In 2012, its herbarium received international recognition. The Klorane Institute is a partner in a major project on resurrecting extinct species from ancient seeds. We support a project for the conservation of native medicinal species in Madagascar, in cooperation with BGCI (Botanic Gardens Conservation International) and the Carlos Thays Botanical Garden in Buenos Aires.
Our environmental strategy rests on two issues: saving resources and limiting discharges (water, air, waste) from design to the end of the product’s life cycle. This strategy is integrated into a global management system dedicated to health, safety and the environment. To determine suitable environmental action plans, we use assessment tools such as carbon analysis, analysis of product life cycles and energy diagnostics.

**HIGH ENVIRONMENTAL QUALITY**

The “High Environmental Quality®” (HQE®) approach is based on reducing a building’s impact on the environment and optimizing the living environment for the comfort and health of users. An operations management system (quality system) and 14 targets are therefore used to determine the Environmental Quality of a building (e.g.: energy management, acoustic comfort, etc.).

**THE CIRCULAR ECONOMY**

The Pierre Fabre Dermo-Cosmetics plant in Soual (Tarn) is now equipped with a biomass boiler, destined to annually recycle 1,000 tons of plant residue from the extraction of two medicinal plants - tropical periwinkle and dwarf palm from Florida - and Rhealba® Oat, used by the A-Derma dermo-cosmetics brand. This residue is produced in Gailiac (Tarn) around 50 km from Soual, by the Pierre Fabre Pharmaceuticals plant, which specializes in the extraction of natural pharmaceuticals and dermo-cosmetics active ingredients from plants. The residue, combined with woodchips, waste from the Tarn forestry industry, is used to supply the biomass boiler (which was made in France). Ultimately, the boiler will enable 60% of the plant’s total natural gas consumption to be replaced by renewable energies and reduce its carbon footprint by 1,600 tons of CO₂ (i.e. 5% of the site’s annual carbon footprint).

In 2016, ashes from the combustion of plant residue will be spread on the fields of Rhealba® Oat, which are also located in the Tarn and farmed in accordance with organic farming principles.
Proven effectiveness of our plant-based active ingredients. High standards of quality resulting from our pharmaceutical culture.

Sustainable preservation of botanical heritage and biodiversity, both sources of benefits – whether known or yet to be discovered – for everyone’s health and beauty.

Cutting-edge research on plants, bringing together the complementary expertise of botanists, agronomists, biologists and pharmacists who are passionate about the benefits of the plant world.

A primary source of inspiration for Pierre Fabre Laboratories, the plant world is an endless but delicate source of creativity. Wanting to play their part in contributing to the challenges related to biodiversity loss while meeting the goals of innovation, safeguarding supplies and the quality of active plant ingredients, Pierre Fabre Laboratories has developed a responsible cross-functional approach across the Group called Botanical Expertise Pierre Fabre, which is EFQM* certified.

A CERTIFIED APPROACH FOR THE RESPONSIBLE DEVELOPMENT OF INNOVATIVE, SAFE AND EFFECTIVE PLANT-BASED ACTIVE INGREDIENTS

Botanical Expertise Pierre Fabre is the name given to our approach to the responsible development of plant-based active ingredients, from research on plants – and their active ingredients – to the production of active ingredients, their use in the formulas of our products and their cultivation. This development is part of a virtuous circle aiming to develop innovation, preserve biodiversity, guarantee the efficacy and quality of our plant-based active ingredients and respect our partners throughout the entire chain. Since 2010, the approach has been recognized by the European label EFQM* awarded in France by the AFNOR group. A label combining Quality and Sustainable Development.

*European Foundation for Quality Management

Of the 415 plant extracts used by Pierre Fabre Laboratories, over 280 are included in the Botanical Expertise Pierre Fabre approach, including those used to develop the Group’s emblematic products and brands: Navelbine® and Javlor® (oncology), Permixon® (urology), A-Derma, Ducray, René Furterer, Klorane (dermo-cosmetics) and Naturactive (natural health care).

The Botanical Expertise Pierre Fabre approach is based on four founding principles: innovate, preserve, guarantee and respect. These principles give structure to the development of our plant-based active ingredients.

A respectful approach to our partners, farmers, growers and suppliers, whose know-how contributes to the development of our botanical expertise.

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EVENTS

2015 2016
PIERRE FABRE AND SHISEIDO:
AN EXCEPTIONAL THIRTY-YEAR PARTNERSHIP

Pierre Fabre’s success in Japan is possible thanks to Mr. Pierre Fabre who, 30 years ago, signed a joint-venture with Shiseido. The dermo-cosmetics branch has been present in the skin care market from the start with Eau thermale Avène and the hair care market since 2003 with the René Furterer brand. Pierre Fabre Dermo-Cosmetics is also extending its presence in this country via the creation of the Asia Innovation Center in 2014 and the signing of a partnership agreement with the Maruho laboratory for the co-development of Hemangiol®.

PIERRE FABRE DERMATOLOGIE
STRENGTHENS ITS OFFER IN PEDIATRIC DERMATOLOGY

Pierre Fabre Dermatologie, a major player in dermatology for 30 years, offers treatments for the management of various skin conditions for people of all ages, from infants to the elderly. A new class 1 medical device has just been added to this offer, Molusderm, for use in pediatric dermatology.

JANUARY 1, 2016

EAU THERMALE AVÈNE LAUNCHES THE ONE SMILE PROGRAM

Avène Dermatological laboratories has put a training and educational program online, entitled One smile*, destined for patients, medical and paramedical staff in oncology. Mainly synonymous with hope and remission, cancer treatments also cause side effects that can alter the patient’s quality of life. Created in conjunction with cancer specialists and oncodermatologists, through various tools (guide, movies, technical sheets, brochure and website), the One smile program provides information and practical advice on the management of patients undergoing post-cancer treatments. Already available in France and Spain, this program will be deployed in Germany, Belgium, Greece, Italy, Canada, Argentina, South Africa and Mexico in 2016.

www.one-smile.care

50 YEARS OF KLORANE
1966-2016

50 years ago, Mr. Pierre Fabre, behind his shop counter in the town square, was listening attentively to his customers. He was probably a better listener than most, attentive to their desires, needs and concerns, also receptive to modern life, market evolutions, his customers’ anecdotes and dreams... and like all women through the ages, they were full of these. This extraordinary attentiveness and sensitivity to the times was his secret, and it has become the secret of Klorane. Today, our secret celebrates its 50th anniversary.

50 YEARS
OF KLORANE
1966-2016

MAY 2015

Pierre Fabre Dermo-Cosmetics
Denmark has been created, becoming the 14th European subsidiary in Europe.

LAUNCH OF KLORANE IN KOREA

Klorane is Pierre Fabre’s 5th Dermo-Cosmetics brand to be launched in Korea, which has a booming cosmetics market. The brand’s products will be sold in 400 points of sale throughout the country.

JANUARY 1, 2016

OPENING OF THE NEW HOTEL AT THE AVÈNE HYDROTHERAPY CENTER (HÉRAULT)

The new establishment, named “Eau thermale Avène, l’hôtel” has 56 rooms and 4 suites, and 7,500 to 8,000 overnight stays are expected each year. The hotel was designed according to the best environmental quality practices. All works were carried out to protect the biodiversity of the hydrotherapy center site and to prevent any risk of pollution of the thermal spring water source. The new building was also designed to limit energy loss and foster the use of renewable energy. It is undergoing certification according to the most stringent French (HQE) and international (BREEAM) environmental quality standards.

JUNE 10, 2016

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www.one-smile.com

2015-2016 REPORT

2015-2016 REPORT
ONCOLOGY: PIERRE FABRE AND ARRAY SIGN A MAJOR PARTNERSHIP AGREEMENT

In 2015, we signed a global collaboration agreement to co-develop and market two oncology molecules owned by the American laboratory, Array BioPharma. These molecules: binimetinib and encorafenib, have reached an advanced stage in their development. Binimetinib is an MEK inhibitor and encorafenib is a BRAF inhibitor. They are currently undergoing international clinical trials in dermatological and gastroenterological cancer treatment. This agreement enables us to strengthen our portfolio in oncology and oncodermatology with two molecules from the latest generation of targeted therapies. It is emblematic of the partnerships we want to create.

START OF THE NATURE OPEN LIBRARY PROGRAM

Pierre Fabre Laboratories is launching Nature Open Library, an Open Innovation program that is unparalleled worldwide, to share our expertise and to share our expertise in the research, development and industrialisation of plant-based active ingredients with public and private players heading innovative projects. In the context of this program, Pierre Fabre Laboratories is offering access to their plant sample library and to their extracts – one of the largest private collections in the world – with over 15,000 listed samples, including some rare species.

FEBRUARY 2, 2016
LAUNCH OF PIERRE FABRE FUND FOR INNOVATION

The Group is launching an original open innovation initiative, Pierre Fabre Fund for Innovation, for biotech companies, start-ups and public and private research laboratories specializing in oncology or dermatology, as a priority in France and Europe.

August 3, 2015
THE ITALIAN LABORATORY SIGMA-TAU IS GRANTING PIERRE FABRE THE EXCLUSIVE LICENSE FOR ITS ANTIMALARIAL DRUG IN 32 AFRICAN COUNTRIES.

NOVEMBER 16, 2015
ONCOLOGY: PIERRE FABRE AND ARRAY SIGN A MAJOR PARTNERSHIP AGREEMENT

The research projects supported by Pierre Fabre Fund for Innovation are either less than 24 months from the transition from the pre-clinical phase to clinical development (Phase 1) or in the early phases of clinical development. This fund offers various types of collaboration, which may be combined: provision of Pierre Fabre Pharmaceuticals skills, co-funding for the research program, a minority stake in the capital or license agreement.

February 2, 2016
LAUNCH OF PIERRE FABRE FUND FOR INNOVATION

The IQ Consortium, an international organisation bringing together pharmaceuticals laboratories and biotech companies, aims to advance science and technology by facilitating collaboration and exchange between its members. Researchers at Pierre Fabre Pharmaceuticals consequently intend to expand and share their areas of expertise. The IQ International Consortium is an international, not-for-profit scientific organisation with 39 members (pharmaceuticals laboratories and international biotechnology companies).

November 12, 2015

SCIENTIFIC COLLABORATION WITH THE ÉCOLE POLYTECHNIQUE FÉDÉRALE DE LAUSANNE

Pierre Fabre Pharmaceuticals and the École Polytechnique Fédérale de Lausanne are starting scientific collaboration on the use of biosensor chips developed by the EPFL in the context of clinical studies carried out by Pierre Fabre Pharmaceuticals.

June 17, 2015

ABCHECK AND PIERRE FABRE ENTER INTO A STRATEGIC RESEARCH PARTNERSHIP

The Group signed a research partnership with the Abcheck Laboratory, the Czech subsidiary of the German laboratory Affimed N.V, specializing in the discovery and optimization of human antibodies.

March 16, 2016
UROLOGY: PIERRE FABRE PHARMACEUTICALS WILL PROMOTE TOVIAZ® FOR PFIZER IN EUROPE AND TURKEY

Pierre Fabre PharmaCiences has signed a promotion agreement in Europe with Pfizer for its proprietary drug TOVIAZ® (fesoterodine tartrate), a Pfizer drug prescribed by general practitioners as well as in urology and gynecology.

Pierre Fabre Pharmaceuticals signs two promotion agreements in Germany. The first one is with Merck KGaA for the promotion of two major pediatrics products. The other is with Recordati Pharma (Ulm) on the promotion of their leading brand in the treatment of diaper rash and two other products.

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November 12, 2015

SCIENTIFIC COLLABORATION WITH THE ÉCOLE POLYTECHNIQUE FÉDÉRALE DE LAUSANNE

Pierre Fabre Pharmaceuticals and the École Polytechnique Fédérale de Lausanne are starting scientific collaboration on the use of biosensor chips developed by the EPFL in the context of clinical studies carried out by Pierre Fabre Pharmaceuticals.

June 17, 2015

ABCHECK AND PIERRE FABRE ENTER INTO A STRATEGIC RESEARCH PARTNERSHIP

The Group signed a research partnership with the Abcheck Laboratory, the Czech subsidiary of the German laboratory Affimed N.V, specializing in the discovery and optimization of human antibodies.

March 16, 2016
UROLOGY: PIERRE FABRE PHARMACEUTICALS WILL PROMOTE TOVIAZ® FOR PFIZER IN EUROPE AND TURKEY

Pierre Fabre Pharmaceuticals signs two promotion agreements in Germany. The first one is with Merck KGaA for the promotion of two major pediatrics products. The other is with Recordati Pharma (Ulm) on the promotion of their leading brand in the treatment of diaper rash and two other products.
Corporate Social Responsibility

DECEMBER 10, 2015

A-DERMA: PLANTING HEDGERS TO OFFSET GREENHOUSE GAS EMISSIONS

For the second year in a row, A-DERMA has committed to the Carbone Local program in the Midi-Pyrénées region, an initiative that supports the Regional Agency for the Environment (ARPE) and invited a class of first-year BTS vocational students from Pau’s school and around twenty volunteer employees from Pierre Fabre to plant new hedgerows over 861 m at our active ingredient production site in Giffat.

FEBRUARY 12, 2016

PIERRE FABRE IS AWARD THE "SUSTAINABLE DEVELOPMENT" TROPHY BY THE FRENCH- SWISS CHAMBER OF COMMERCE

Our Switzerland subsidiary was awarded the "Sustainable Development” Trophy at the 27th Commerce and Industry (CCIFS) Ceremony hosted by the French-Swiss Chamber of Commerce.

DECEMBER 2015

JANUARY 2016

OUR MADAGASCAR SUBSIDARY UNDERTAKES TO FIGHT MALNUTRITION

In January 2016, our Madagascar subsidiary, in partnership with the National Nutrition Office, contributed to the national operation to fight malnutrition launched by the Madagascar Health Ministry. Our subsidiary is helping a primary school with 320 parents of pupils to supply the lunchroom. To fund the distribution of fruits and vegetables, to the construction of a cafeteria and the creation and maintenance of a garden by 120 parents of pupils to supply the lunchroom. To fund this action, our subsidiary donates 5% of profits from sales of Centella asiatica, a plant harvested near the school.

FEBRUARY 2016

APPROACH AUDITED THE GROUP’S CSR POLICY

In 2012, Pierre Fabre was the first pharmaceuticals company to voluntarily assess its actions. This initiative was based on the results of our first AFAQ certification, which in January 2016, our Madagascar subsidiary, in partnership with the National Nutrition Office, contributed to the national operation to fight malnutrition launched by the Madagascar Health Ministry.

DECEMBER 2015

JANUARY 2016

DECAY STRENGTHENS ITS CLIMATE COMMITMENT

Ocuacy becomes a Climate Solidarity Ambassador in the health and dermo-cosmetics sector, in partnership with GERES*, which has been working in the field to fight poverty while protecting the climate for 40 years.

At COP21, GERES mobilized 10 Climate Solidarity Ambassadors. Each ambassador, committed to societal and ecological transition, contributes to the battle against climate change by supporting the comprehensive action of GERES in the countries most vulnerable to climate change. The ambassadors are becoming stakeholders in the success of COP21 in becoming a Climate Solidarity Ambassador. Ducray is strengthening the commitment to the environment made in 2009: thinking about reducing CO2 emissions, thereby reducing the power required to manufacture their products, reorienting consumers to environmentally-friendly labeling, and supporting the climate and human being.

MARCH 2016

THE GROUP’S CSR POLICY RECOGNIZED ONCE AGAIN

The Klorane Institute, which is a founding partner of “Unesco Green Citizens,” is a Climate Solidarity Ambassador. Our company just obtained the results of our second AFAQ 26000 assessment of our Corporate Social Responsibility (CSR) policy. Conducted entirely independently by AFNOR Certification between June and October 2015, this assessment was used to measure the extent to which the recommendations of international standard ISO 26000* are integrated in the company’s strategy and practices, and our level of performance as regards these recommendations. Further to this new assessment, our Group obtained the “Exemplary” level, which is the highest assessment level, with a yet unfixed score of 805 out of 1,000. Between the first and the second assessment, our score increased by almost 30%.

In 2012, Pierre Fabre was the first pharmaceuticals and dermo-cosmetics laboratory to undertake the voluntary assessment approach.

NOVEMBER 12, 2015

THE KOLORANE INSTITUTE, PARTNER TO UNESCO GREEN CITIZENS

Our Madagascar subsidiary is helping a primary school with 320 parents of pupils to supply the lunchroom. To fund the distribution of fruits and vegetables, to the construction of a cafeteria and the creation and maintenance of a garden by 120 parents of pupils to supply the lunchroom. To fund this action, our subsidiary donates 5% of profits from sales of Centella asiatica, a plant harvested near the school.

In order to assess its performance and demonstrate its commitment to lasting excellence, Botanical Expertise Pierre Fabre (BEPI) decided to employ the EFQM (European Foundation for Quality Management) assessment model. Launched in 2010, certification for the BEPI measure was renewed by AFNOR.

In 2012, Pierre Fabre was the first pharmaceuticals and dermo-cosmetics laboratory to undertake the voluntary assessment approach.

First click - the screen comes on...and the children’s faces light up! This same scene plays in the Mustafa Amin school, in the small town of Hendik, Turkey. The well-dressed girl opened her computer with the financial support of the Naturactive brand and the Group. This gift to the young pupils of Hendik is a way of thanking their parents, most of whom are professional harvesters of medicinal plants. Butcher’s Broom actually comes from this region and is used in the brand’s phytology range. The first step in the plant-to-drug chain, harvesting, determines the final quality of the products.