Corporate Social Responsibility (CSR) 2026 Report

Same experience.
Clearer conscience.



September 30, 2026

Foundational Pillars

For over a decade, Arcade Beauty has set the standard for quality, innovation, and service.

We now bring the same rigor to our environmental commitments: data-driven, practical solutions that measure and reduce our impact without compromising the service our clients trust.

Products & Eco-Design	Supply & Ethics
1	2
Operations & Climate	People
3	4

Same experience. Clearer conscience.

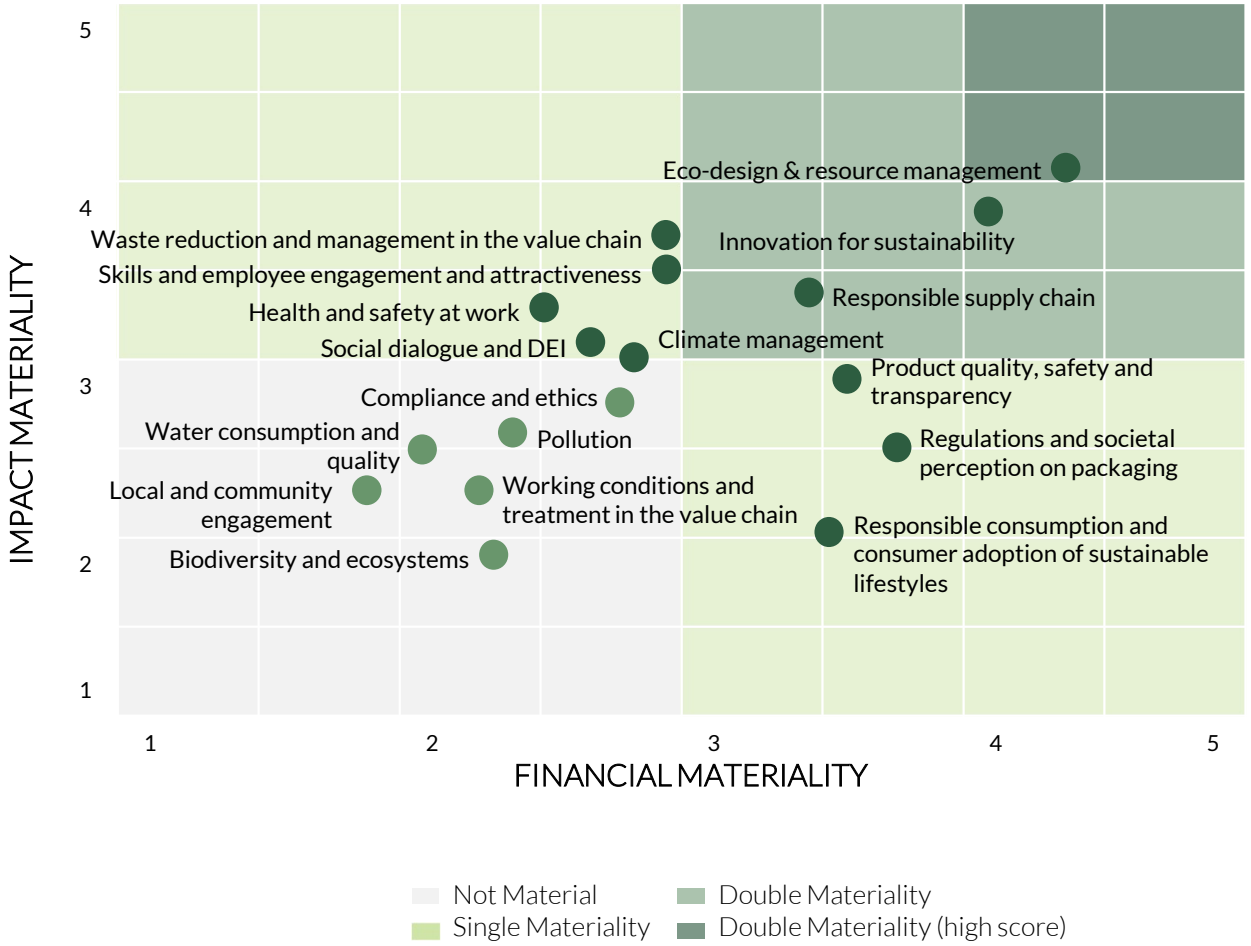
Our Materiality Matrix

Our materiality assessment, aligned with CSRD/ESRS principles, identifies the sustainability matters and related impacts, risks, and opportunities (IROs) most relevant to Arcade.

These results shape our CSR strategy, KPIs, targets, actions, and risk management.

Our priorities:

- Eco-design & resource management
- Innovation for sustainability
- Responsible supply chain



ARCADE BEAUTY

Innovation for Sustainability

Arcade Beauty portfolio updates remain focused on two goals: increasing certified and recycled material, and packaging ready for recyclability.

As we await the 2028 publication of the PPWR recyclability guidelines, our innovation roadmap relies on 5 applicable CEN standards to define our path towards recyclability.

ARCADE BEAUTY

Products with Certified or Recycled Material

2026 EU Status	68%
2026 US Status	73%
2028 Target	75%

Products Ready for Recyclability

2026 EU Status	94%
2026 US Status	73%
2028 Target	100%

Current Monomaterial Solutions

- 80% Paper Sachet
- Mono PP Sachet
- Doypack (3D Pouch)
- Soda lime glass vials
- PCR Tubes & Jars
- Scentstrip
- EcoPack

Products with PCR and/or FSC Certified

- 80% Paper Sachet
- PCR Tubes & Jars
- Scentstrip
- Doypack (3D Pouch)
- EcoPack
- Liquatouch
- Beautipod
- BeautiSeal
- Thermoform
- ScentSeal
- Mini Mascara

Flexible Rigid

CSR 2025 Report Card

Review of select targets.

EcoVadis

9/10

On track

Facilities scoring 70+ overall and in each pillar

9/10

On track

Facilities scoring in the top 15% globally

Supplier Engagement

54

In progress

Supplier CSR maturity score > 60

BY 2028

67%

In progress

75% Engaged on EcoVadis

BY 2028

Water

Baseline

Baseline set

Withdrawal intensity at or below 2025 baseline

THROUGH 2030

Achieved

Achieved

0 discharge quality regulatory violations

ANNUAL

CDP

B

On track

A- Climate Change score

BY 2030

B

On track

A- Forests score

BY 2030

C

In progress

B- Forests score

BY 2030

Forests

100%

Achieved

RSPO-certified palm oil

ANNUAL

0.95 ha

In progress

No deforestation or land conversion for timber

2020–2025

65%

In progress

100% of timber products FSC-certified

BY 2028

2025 GHG Inventory

Emission sources and how we're making progress.

Total GHG emissions, market-based

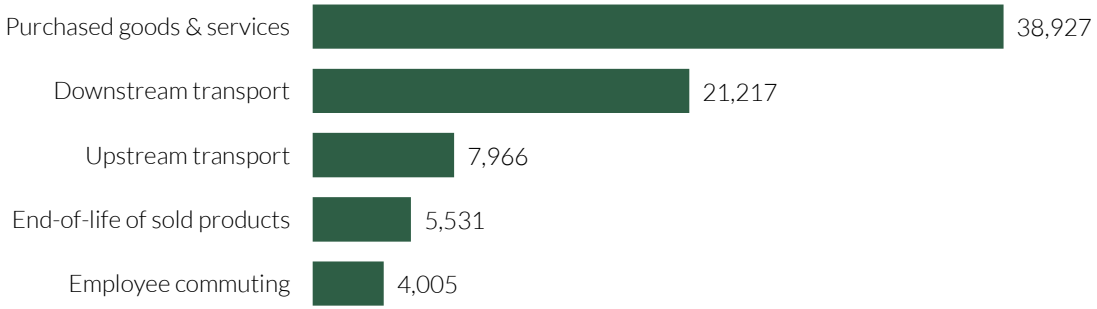
87,936 tCO_2e



Scopes 1 & 2 5,108 · 6%

Scope 3 82,828 · 94%

Largest Scope 3 categories, tCO_2e



+11% **Renewable energy**
vs 2024 base year; target +10% by 2028

77% 32% renewable, 45% nuclear

71% **Waste valorized**
Target: >90% by 2028

NEW IN 2025

- Refined calculations with updated emission factors and accounting methodology.
- Positive assurance statement obtained for all scopes.

FORWARD LOOKING

94% of our footprint sits in the value chain, where planned decarbonization efforts lie.

SBTi Absolute Reduction Targets

Met ahead of schedule with decarbonization work remaining a priority.

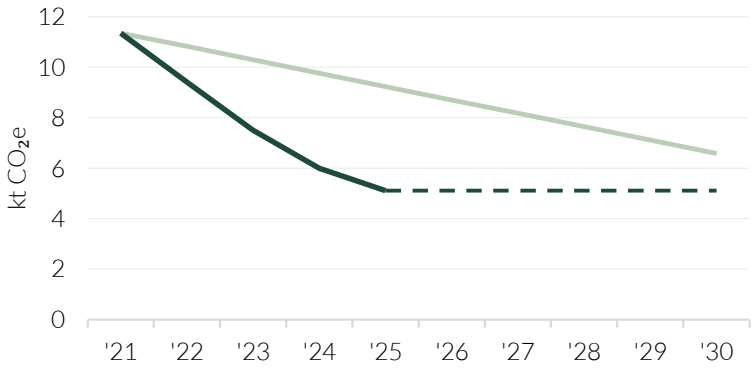
Scopes 1 & 2 (market-based)

TARGET

42% absolute reduction by 2030 vs 2021

2025 PROGRESS — Achieved

55% absolute reduction vs 2021



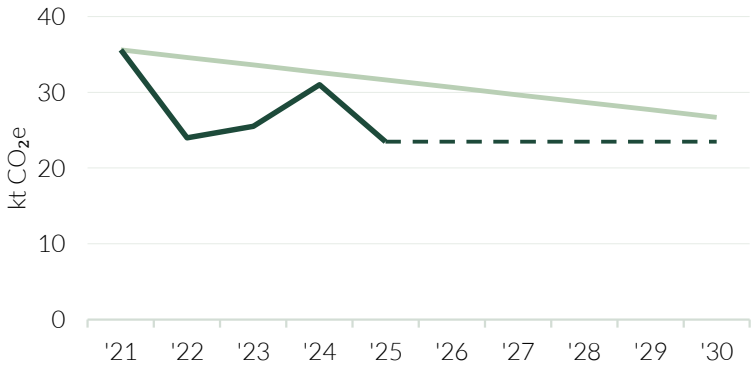
Scope 3*

TARGET

25% absolute reduction by 2030 vs 2021

2025 PROGRESS — Achieved

34% absolute reduction vs 2021



SBTi target pathway
Projected at 2025 level
Actual

** Category 3.3 reported using location-based emissions; categories 3.4, 3.5, 3.7, and 3.12 using market-based. Following data developments and improved carbon accounting methodology, 2024 Scope 3 emissions are restated as 87.4 kt CO_2e across all categories, excluding 3.11 and customer-supplied goods and services. Restatement methodology disclosed in public CDP Report.*

2025 Plant Highlights

Carestia
FRANCE

Founding Engagement

Plant Manager Marie-Hélène Marcelli co-founded EMS with the Pays de Grasse metropolitan authority to strengthen local business and regional growth. The Carestia facility also obtained ISO 14001 Certification in 2025.

COMMUNITY

Socopol
POLAND

100% Renewable Energy

The Socopol site in Poland is using Guarantees of Origin (GOs) from a Polish wind facility to account for 1,130.96 MWh of low-carbon electricity, at a zero-emission factor for Scope 2 market-based reporting.

ENERGY

Ploërmel
FRANCE

LPO Bird Refuge

Birdhouses, insect hotels, bat shelters, and ecological mowing protect Ploërmel's 13 acres of ponds and heathland, where the site conducts biodiversity surveys every five years. Ploërmel has been an LPO bird refuge location since 2008.

BIODIVERSITY

Biopack
FRANCE

168 kg Honey Harvested

Our Biopack facility maintains three beehives, installed in 2018, supporting local honeybee populations.



BIODIVERSITY

Dixon, South Plainfield & Dayton
ILLINOIS / NEW JERSEY

Scopes 1 & 2 EE Audits

Our three USA locations completed third-party energy efficiency audits in 2025, identifying 13 opportunities for improvement across lighting, compressed air, and demand management. Priority measures are in place for project implementation, in line with our global SBTi Scopes 1 & 2 targets.

ENERGY

Global
USA / FRANCE / POLAND

3D Pouch, Refill Innovation

Our monomaterial PE 3D Pouch is a lighter alternative to rigid packaging for body, hair, and skincare; available from 150 to 500 ml. A 500 ml pouch cuts CO_2e by 78% and fossil fuel use by 75% compared with a 500 ml pump bottle. We continue to invest in equipment across our sites to expand refill solutions for customers.

PACKAGING

Plant Certifications & Registrations



North America

Dixon, IL
FSC & SFI
G7 Master Printer
ISO 9001:2015

South Plainfield, NJ
cGMP Compliant
FDA registered
Drug Products (OTC)
ISO 22716
FSC
CSAR (2024)

Dayton, NJ
cGMP Compliant
FDA registered (MoCRA)
H2/H3 Facility
ISO 22716
CSAR (2024)

Phoenix Glass, NJ
ISO 9001:2015

Latin America

Mappel, BR
ISO 22716
GMP in Cosmetics by Anvisa

Europe

Biopack, FR
ISO 22716
COSMOS

Carestia, FR
ISO 9001
FSC
Label Imprim'vert
ISO 14001

Socoplan, FR
ISO 22716 & 14001
FSC

Socopol, PL
ISO 22716
COSMOS

Ploërmel, FR
EcoCert
COSMOS
ISO 22716

ARCADE BEAUTY