

Our Sustainability Commitment

OUR PATH
TOWARDS A SUSTAINABLE
FUTURE



“For 30 years, Mibelle Biochemistry has been offering active ingredients to the cosmetic and food supplement market, pioneering highly innovative anti-aging products and concepts. During all this time we followed our philosophy ‘inspired by nature – realized by science’ to focus on the best principles that nature provides. Therefore, we are committed to preserving and protecting the rich source of nature’s inspiration as our highest value. Our understanding is that social responsibility not only includes a fair work environment for our employees but it also goes without saying, being a good partner to the community, neighborhood, business associates, and customers. We strongly believe that the key factor to continue our successful journey is responsible, sustainable, fair, and respectful behavior. This is our daily goal.”

Company Vision

CORNELIA SCHÜRCH, HEAD OF MIBELLE BIOCHEMISTRY



*Our vision
of sustainability.*

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About us

**Unique, high-quality ingredients
for the cosmetic and nutraceutical
industry**

**Sustainability
is part of our
core values and
anchored in
our strategic
thinking.**

Mibelle Biochemistry is a manufacturer of innovative and science-based active ingredients for the cosmetic and nutraceutical industry. We act as an independent profit center of Mibelle Group, which in turn is part of the wide-ranging Migros industry landscape.

ABOUT MIGROS

Migros, the largest retailer in Switzerland, has about 100,000 employees and had a turnover of CHF 29.9 billion in 2020. The founding idea of Migros in 1925 was to bring daily necessities to the consumer by excluding the middlemen. Many producers initially chose to boycott Migros. Therefore, Migros started to manufacture or package those missing products itself. That was the start of its private label business. Migros is a cooperative that belongs to its customers

(2.27 million Swiss citizens). Today Migros owns many companies and brands in different industry sectors.

WHO WE ARE

- A business unit of Mibelle Group
- Based in Buchs AG, Switzerland
- Founded in 1991 by Dr. Fred Züllli
- Offering ingredients for the cosmetic and the nutraceutical industry
- Over 25 awards won
- More than 70 products (active ingredients) for the cosmetic and the nutraceutical industry
- Tailor-made product portfolio
- Worldwide distribution in over 50 countries

What we do



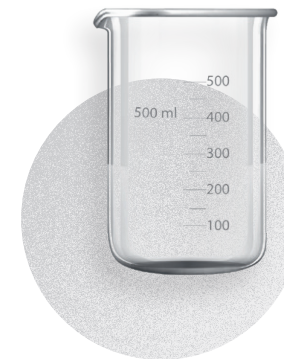
NATURE

We believe that the best functional concepts for cosmetic ingredients can be found in nature.

**Inspired by nature,
*realized by science.***

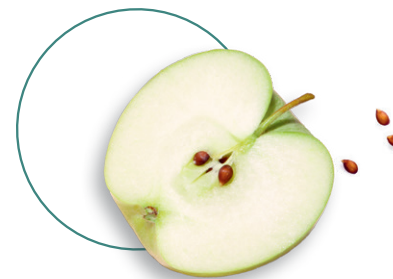
BIOAVAILABILITY

For optimal performance with a high bioavailability, Mibelle Biochemistry stabilizes, modifies, activates and/or encapsulates the natural compounds.

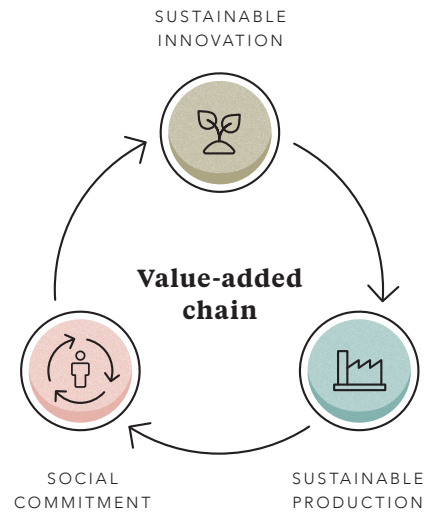


SCIENCE

Most natural compounds, however, are not in a suitable form for cosmetic applications (they are instable or not in an active form) and must be modified.



Focus topics



SUSTAINABLE INNOVATIONS

In the research and development of new products, Mibelle Biochemistry is characterized by innovative strength, enabling us to constantly combine uniqueness and sustainability. We want to offer our customers a wide range of environmentally friendly products. Equally, we are committed to using high-quality, sustainable raw materials.

SUSTAINABLE PRODUCTION

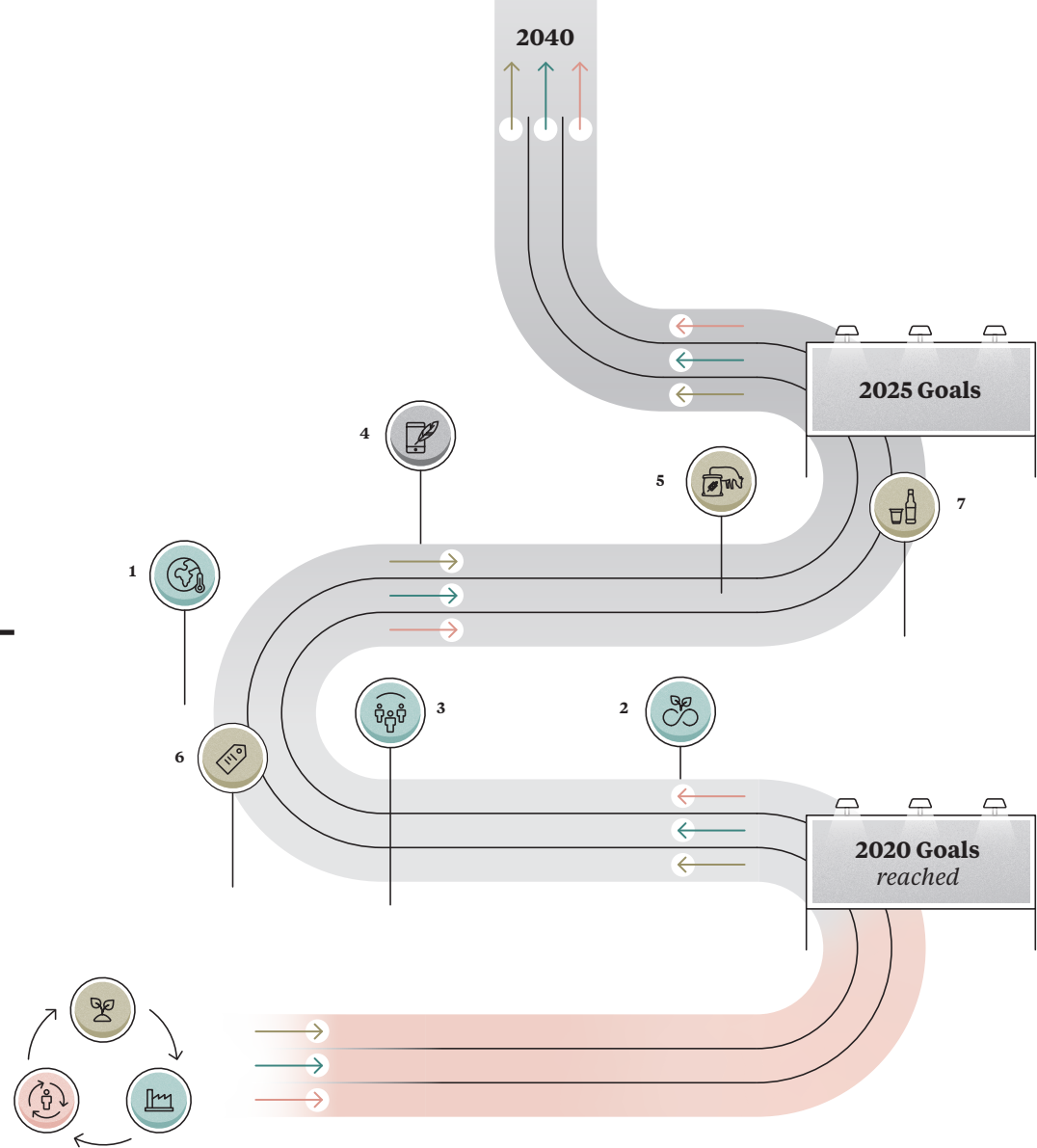
We are implementing diverse measures for more sustainable production in our business. These measures place

great emphasis especially on the efficient and prudent use of natural resources such as energy, raw materials and water.

SOCIAL COMMITMENT

The requirements to achieve our goals are good working conditions that Mibelle Biochemistry, as a progressive employer, strives to create (social pioneering). Social fairness and qualified, passionate employees are the direct positive consequence of this.

Our path



OUR PATH TO A SUSTAINABLE FUTURE IS TAKING PLACE IN STAGES

We have achieved all the sustainability targets of the first stage 2015-2020.

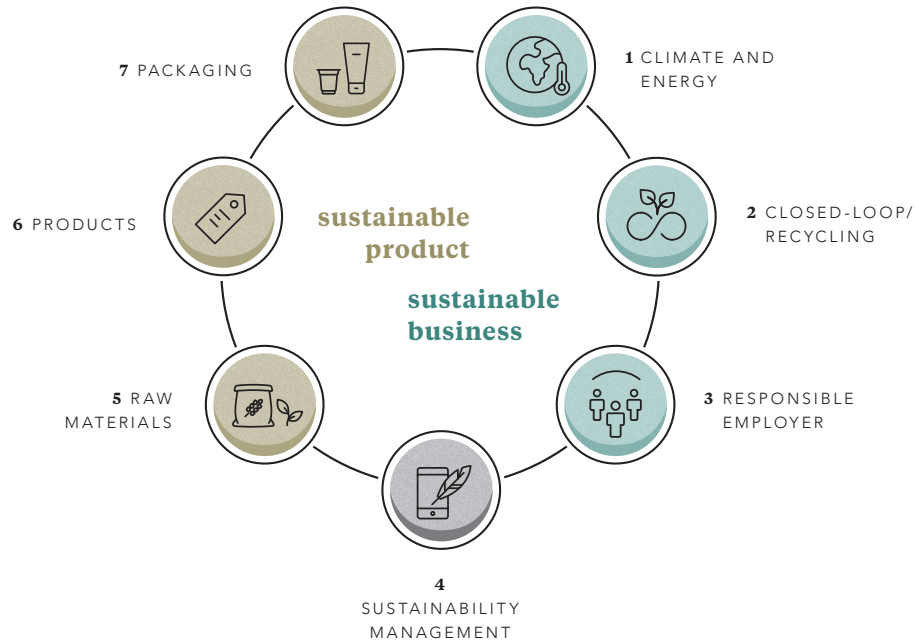
Up to 2025, we have set ourselves new

ambitious motivating objectives. From 2040, we will only work with renewable energies, process sustainable raw materials, and work with closed-loop recycling.

OUR 7 TARGETS

Seven target areas have been defined where we want to achieve continuous improvements with targeted measures.

- 1 CLIMATE AND ENERGY** 98% renewable energy e.g. electricity from hydropower, heat from wood-fired heating plants.
- 2 WASTE MANAGEMENT** Less incinerated waste, production of energy from waste (incineration, biocompost gas plant).
- 3 RESPONSIBLE EMPLOYER** 40% of leadership positions are occupied by women.
- 4 SUSTAINABILITY MANAGEMENT** We are certified according to ISO 14001. We also require suppliers to have an environmental management system in place.
- 5 RAW MATERIALS** 100% of our suppliers meet our standards. We source as locally as possible to avoid long delivery routes and we pay fair prices.
- 6 PRODUCTS** We have doubled the amount of NATRUE and COSMOS approved products.
- 7 PACKAGING** 100% of the packaging is recyclable.



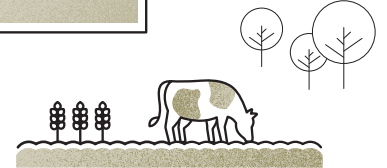
Approach

100%

VISION 2040

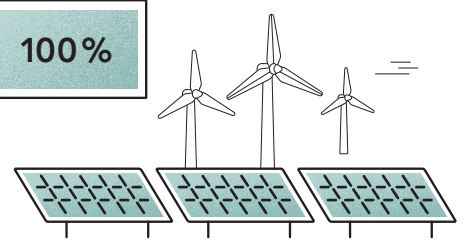
We have set ourselves ambitious targets, but these are realistic and motivating objectives. The pioneering visions up to 2040 act as beacons providing us with direction in the long term. They prepare the ground for more radical innovations and presuppose certain technological advancements.

100%



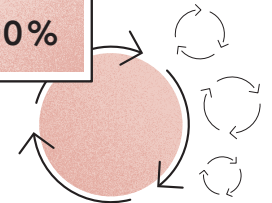
100% RECYCLING:
From 2040, we will only work with closed ecological cycles.

100%



100% RENEWABLE ENERGIES:
From 2040, we will only work with renewable energies.

100%



100% SUSTAINABLE RAW MATERIALS:
From 2040, we will only process sustainable raw materials.

Social responsibility

**Our people
are our success**

Mibelle Group offers employees jobs that develop their personalities in a safe and healthy environment.

The quality of our products should guarantee enjoyment and promote good health. We promote public values such as fairness, integration and equality. In short, we are passionately committed to improving quality of life for our customers, our employees, and our suppliers – farmers in particular.

OUR PEOPLE ARE OUR SUCCESS

We remunerate on the basis of performance, fairly and reasonably. We promote and support basic and continuing training. We strengthen social development and promote team spirit. We also expect the same high standards of our working conditions from our suppliers towards their employees.

The requirements for the attainment of our goals are good working conditions that Mibelle Group, as a progressive employer, strives to create (social pioneering). Social fairness and qualified employees are the direct positive consequence of this.

CODE OF CONDUCT

Economic success and responsibility towards cooperative members, society and the environment are inextricably linked at Migros. Based on the group values of "credibility" and "sense of responsibility", Migros has therefore laid down the most important rules of conduct in a binding code of conduct for its employees. This code of conduct applies to all employees belonging to Migros and is therefore also binding for Mibelle Biochemistry.



We are passionately committed to *improving quality of life* for our consumers, our employees and suppliers.

CULTURE PERCENTAGE

The Migros Culture Percentage is a voluntary initiative by Migros and it supports cultural and social initiatives and unlocks a wide range of opportunities for a broad section of the programs. Alongside traditional programs it specifically highlights visionary social ventures. The Migros Culture Percentage also includes the Migros Club School, the Gottlieb Duttweiler Institute, the Migros Museum of Contemporary Art, the four «im Grünen» parks, and the Monte Generoso rack railway. In total, the Migros Culture Percentage invests over CHF 140 million each year. >

SUCCESS STORY: TRAINING APPRENTICES

The apprentices are the experts of tomorrow: Mibelle Group trains more than 50 apprentices in 11 different professions - from plant operators and chemistry lab technicians, via office assistants and automation technologists, to pharmaceutical or food technologists. We offer 15-20 apprenticeships per year and run taster courses to give young people their first insights into the world of work. Mibelle Biochemistry trains five apprentices per year.



9 NATIONALITIES



9% APPRENTICES



57%

WOMEN

43%

MEN

DIVERSITY

At Mibelle Biochemistry, diversity, equity, and inclusion are at the core of who we are. Our commitment to these values is unwavering – across all of our work around the world. We know that having varied perspectives helps generate better ideas to solve the complex problems of a changing world.

Diversity is the art of thinking independently together.

— MALCOLM FORBES —





Wherever people are working, energy is consumed, and emissions occur.

At Mibelle, we handle our soil, water and air with care and strive to create eco-friendly closed loops.

Climate and energy

Treating nature with respect

For Mibelle Biochemistry climate protection is a key task of our strategy. We are implementing diverse measures for more sustainable production in our business. These measures place great emphasis especially on the efficient and prudent use of natural resources such as energy, raw materials and water.

For us, sustainability means that ecological, social and economic aspects are taken into consideration in all our daily business activities.

WATER

Manufacturing usually requires a lot of fresh water and the water that is fed into the cycle after use is contaminated with various substances. Mibelle Biochemistry, therefore, aims to use as little fresh water as possible. The remaining wastewater is precleaned in the company's own facilities before it is drained.

ENERGY

There is a direct link between the use of energy and the environment. Reducing energy consumption is one of the main focus areas in protecting the air and in preventing climate change.

Our energy and water reduction measures are based on three pillars:

- Since 2020, Mibelle Biochemistry has obtained 100% electricity from **renewable hydroelectric power** in Switzerland
- The site is supplied with **district heating** from the Buchs waste incineration plant
- We use groundwater for **environmentally friendly** cooling processes

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From 2040, we will only work with *renewable energies.*

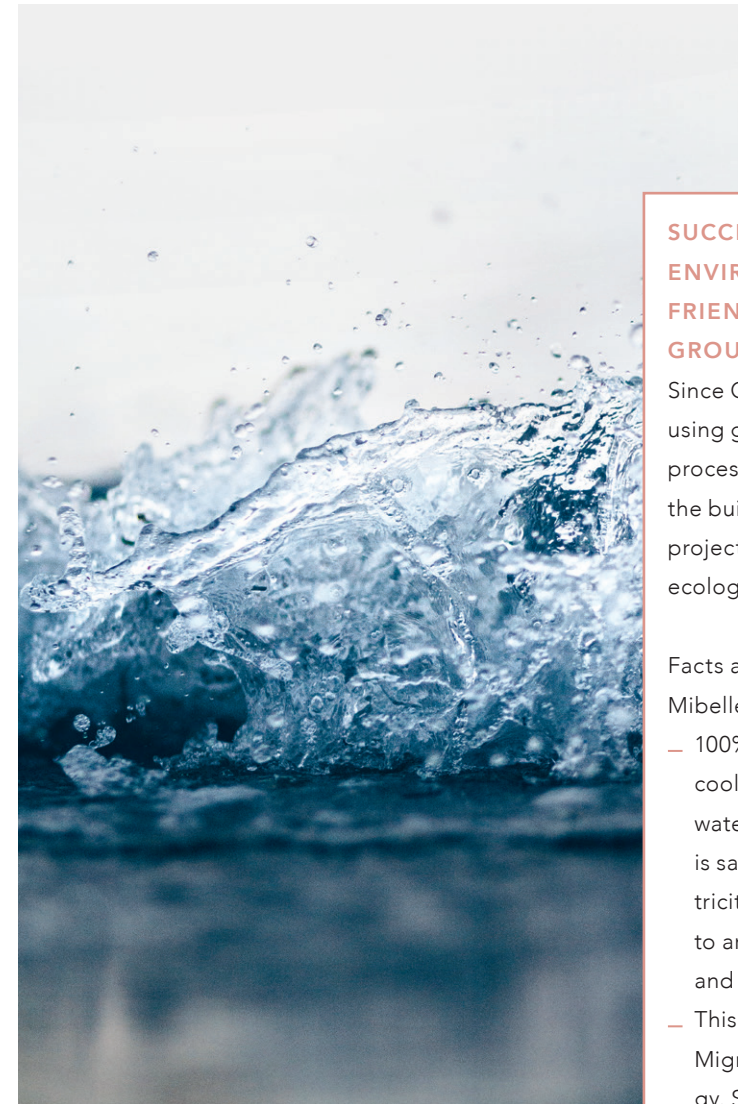
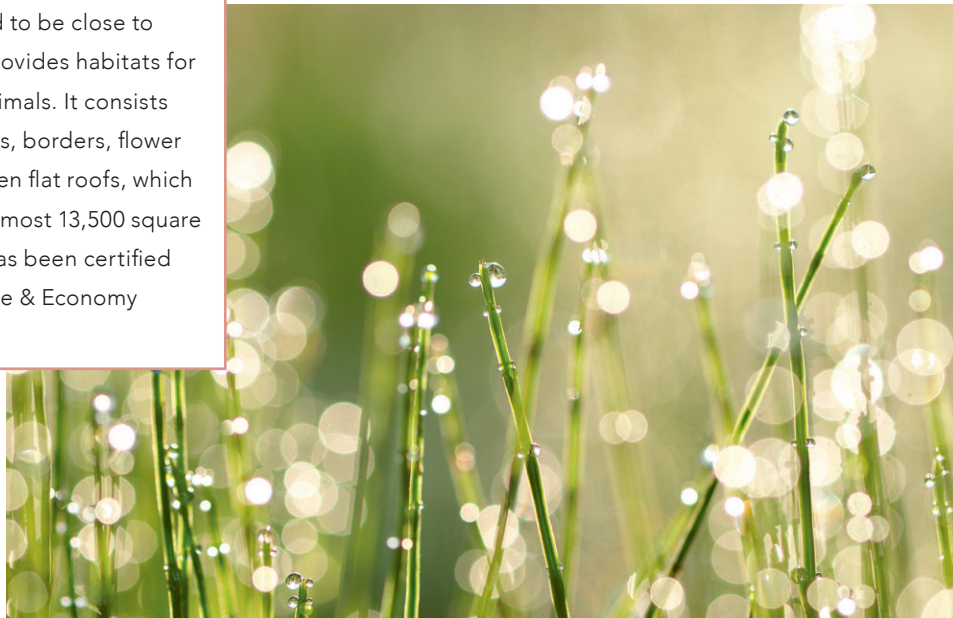
SUCCESS STORY: INDUSTRIAL AREA IN BUCHS

Biodiversity is essential for an intact ecosystem and the quality of life of humans and animals. Therefore, we want to promote biodiversity in residential and industrial areas by designing our company premises as close to nature as possible.

In the middle of the industrial area of Buchs, our company site has been specially designed to be close to nature and thus provides habitats for rare plants and animals. It consists of new gravel areas, borders, flower meadows and green flat roofs, which were created on almost 13,500 square meters. The site has been certified by the Swiss Nature & Economy Foundation.

NEXT STEP: TARGETS 2025

- ✓ Increase energy efficiency by 10%
- ✓ Increase the share of renewable energy to 98%
- ✓ Reduction of CO₂ intensity by 30%
- ✓ Reduction of greenhouse gas (GHG) emissions in Scope 1+2 by 30%
- ✓ Reduction of water consumption by 60%



SUCCESS STORY: ENVIRONMENTALLY FRIENDLY COOLING USING GROUNDWATER

Since October 2019, Buchs has been using groundwater to assist cooling processes in production and to cool the buildings in the summer. The project shows considerable signs of ecological and economic success.

Facts about groundwater cooling at Mibelle Group:

- 100% of cooling in production and cooling buildings is from groundwater. As a result, Mibelle Group is saving around 10% of the electricity and steam, corresponding to around 615,000 kWh electricity and 1,100,000 kWh steam.
- This should also contribute to Migros' climate and energy strategy. Since 2010, Mibelle Group has achieved a 21% reduction in electricity consumption and a 34% reduction in heat consumption (steam).

SUCCESS STORY: CO₂ NEUTRAL PRODUCTION

As of 2020, Mibelle obtains 100% of its electricity from renewable hydropower in Switzerland. The heat from the waste incineration plant is 98% CO₂-neutral; these and other CO₂ emissions totaling approx. 108 t will be offset by myclimate. This means the production site in Buchs is CO₂-neutral.

The only way
to inspire change
is to *enact*
the right habits.



Waste management

Continuous improvement
and recycling

There is an urgent need to reduce our impact on the environment. The protection of resources plays an important part in this. The avoidance, reduction and recycling of waste is key. Our vision is to operate completely closed ecological cycles by 2040 at the latest and to achieve a 100% recycling rate.



By 2040, we aim to reduce non-recyclable waste to 0%.

0%



SUCCESS STORY:
**OWN ALCOHOL RECYCLING
PROCESS FOR CM-GLUCAN**

For 25 years, Mibelle Biochemistry has been producing CM-Glucan in a specially designed facility, which is used exclusively for this product. Although this process has been optimized to its best, it needs a lot of ethanol each year. Therefore, a distillation unit was already installed when the facility was built so that the waste ethanol can be purified up to 99% and can be reused in the manufacturing process. This reduces not only the waste stream but also significantly reduces the overall amount of alcohol and saves 305 t of CO₂ equivalents per year.



Sustainability Management

Our Products

**Our products are the heart of the company.
We dedicate our daily work to produce
innovative and effective active ingredients
for the cosmetic and nutraceutical
industry, while respecting the planet.**

We *combine* innovation
with sustainability.

Our products are the heart of the company. We dedicate our daily work to producing innovative and effective active ingredients for the cosmetic and nutraceutical industry. In addition to the effectiveness of the products, their origin and composition are also becoming increasingly important. We attach great importance to manufacturing new products as naturally as possible and to using biotechnological methods whenever appropriate in order to conserve natural resources.

RSPO & ISO 14001/9001

Mibelle Biochemistry only uses Mass Balance RSPO certified palm oil/ kernel oil. Migros is one of the founding members of RSPO (Roundtable on Sustainable Palm Oil).

Also, Mibelle Biochemistry has an ISO 14001:2015 certified environmental management system and the ISO 9001:2015 norm for quality management systems.

Furthermore, our headquarter and production site in Buchs is certified CO₂ neutral (myclimate certificate, Swiss Private Sector Energy Agency certificate).



CERTIFICATIONS

Mibelle Biochemistry offers a broad spectrum of active ingredients. We constantly pursue the goal of obtaining new certifications of our products.

Currently, our portfolio consists of

- 63 vegan products (>95% of the portfolio)
- 22 Ecocert/COSMOS approved products
- 8 NATRUE approved products
- 22 clean beauty products (100% natural according to ISO 16128; plus free from sulfates, parabens, formaldehyde, formaldehyde-releasing agents, phthalates, mineral oil, oxybenzone, etc.)

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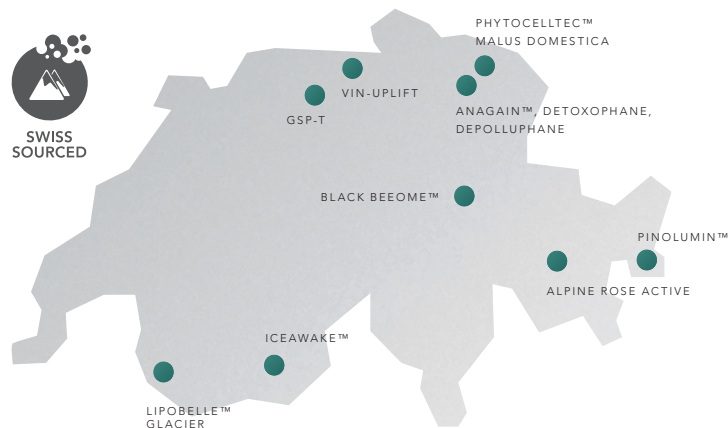


SUCCESS STORY: PHYTOCELLTEC™

Mibelle Biochemistry has developed a novel plant cell culture technology (PhytoCellTec™) that enables the large-scale cultivation of callus (stem) cells from rare or protected plant species. This technology has many sustainable advantages: An extremely small amount of plant material (e.g. a fruit or a leaf) is needed to establish a plant stem cell line, so we protect the biodiversity and contribute to the preservation of rare and protected plants. The water consumption is significantly reduced compared to the conventional cultivation of plants and no fertilizers, pesticides or other chemicals are needed. The PhytoCellTec™ technology was recognized at the UN Conference Rio+20 as an eco-breakthrough.

LOCAL SOURCING

Nature is our daily inspiration for creating new innovative ingredients. Often, new ideas are right on our doorstep. We always seek to source ingredients locally and are proud to offer a big selection of ingredients sourced in our beautiful home country, Switzerland. We offer more than 10 local, Swiss-sourced ingredients in our portfolio. >



SUCCESS STORY: ALPINE ROSE ACTIVE

The alpine rose (*Rhododendron ferrugineum*) is an evergreen cold-resistant shrub with spectacular, bell-shaped pink flowers, which grows at high altitudes in the alps. It has developed impressive strategies to protect itself against dehydration and the attack of radicals and pathogens.

For our ingredient Alpine Rose Active, we use the leaves of the alpine roses. They are sourced in the Swiss mountains by wildcrafting in collaboration with our organic-certified farmers.

We value nature and biodiversity by using many raw materials from *local sources*.



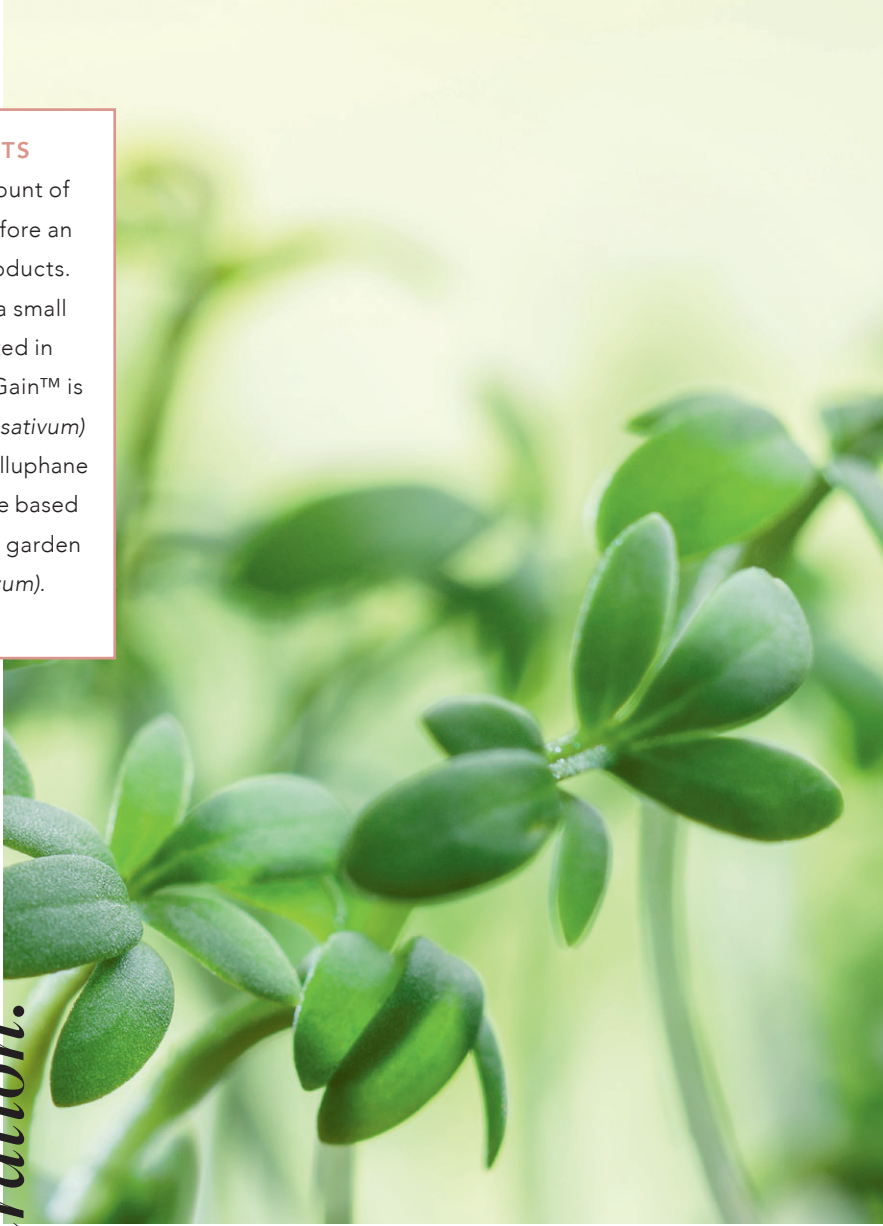
SUCCESS STORY: BLACK BEEOME™

The honey used for our product Black BeeOme™ is produced by the rare and old dark bee species *Apis mellifera mellifera*. After the last ice age, these dark bees settled in the region north of the Alps. In the last 150 years, the "normal" honey bee has taken over most of the habitat of the black bee, which today only lives in small protected populations (ProSpecie Rara). Mibelle Biochemistry uses black bee honey, which is produced in isolated Swiss mountain valleys. The honey is cultivated by local beekeepers, and by supporting them, we make a valuable contribution to biodiversity.

Nature is an inexhaustible source of inspiration.

SUCCESS STORY: SPROUTS

Sprouts offer a very high amount of phytonutrients and are therefore an interesting source for our products. We source our sprouts from a small family-owned business situated in the east of Switzerland. AnaGain™ is based on pea sprouts (*Pisum sativum*) whereas Detoxophane, Depolluphane and Depolluphane EpiPlus are based on a purified extract of Swiss garden cress sprouts (*Lepidium sativum*).



UPCYCLING

UPCYCLING

One aspect of the “zero waste” trend is reusing existing (waste) material for the production of new cosmetic ingredients. This is achieved by the so-called upcycling. In doing so, existing starting materials are further processed in such a way that a product of higher quality than the original material is created. Ingredients produced by upcycling materials give consumers a simple solution to reduce waste.



SUCCESS STORY: MELANOGRAY™

MelanoGray™ is sustainably obtained by upcycling the peel paste from unique organic Chios mandarins (*Citrus reticulata*). The Chios mandarins are carefully and sustainably harvested by hand. In the traditional small distillery both the juice and the peel of the fruit are used for the gentle distillation process. Out of the waste material, a thick peel paste, we create MelanoGray™ in an upcycling-inspired sustainable process.

SUCCESS STORY: PINOLUMIN™

One of our upcycled products is Pinolumin™, an active ingredient based on wooden chips from the special stone pine tree (*Pinus cembra*). The chips come from processing the wood and are a waste material from the carpentry sector.



Guided by principles
of sustainability and
ethical behavior...



... we strive to leave
behind a better place *for*
future generations.

We care about our environment and sustainability –
this brochure has been printed on recycled and
certified Nautilus® paper from sustainable production.



mibellebiochemistry.com

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