

A close-up, high-contrast photograph of a person's face, focusing on the eye. The eye's iris is replaced by a detailed image of the Earth, showing continents and oceans. The overall color palette is dark blue and black, creating a somber and contemplative mood.

# Our CSR Vision

Our contribution to sustainable development around the world



Our contribution  
to sustainable development  
around the world



Henri and Jean-Frédéric CHIBRET

**Théa is an independent pharmaceutical company with deep European roots and international ambition, aware of the stakes of sustainable development. Protecting vision and sharing knowledge worldwide is our mission - innovation is in our DNA.**

**Théa acts to give each generation the opportunity to open their eyes to a sustainable world.**

**We are committed to 3 pillars:**

- Eye care
- Collaborators
- Ecosystem



Our contribution to sustainable development around the world



 **Théa**  
let's open our eyes

Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals



## Eye care

**Develop, apply and promote responsible practices at every stage of the lifecycle of our products, for the benefit of both patients and healthcare professionals**

Increase **knowledge sharing** among health professionals, through the various media and means available

With the help of health professionals, **continue to support patients in the proper use of Théa products** (adherence to treatment, use, end-of-life of the product, leaflets and brochures, etc.)

Reaffirm the **desire to satisfy the essential needs of ophthalmologists** for the benefit of patients, by choosing to cover all therapeutic classes, and “preservative-free” whenever possible

**Affirming Théa’s CSR principles and commitments in relation to the Group’s partners, subcontractors and suppliers**

Establish **dialogue initiatives with stakeholders**, in particular health professionals and local communities



# Pillar No 1

## Eye care





Our contribution to sustainable development around the world

**Promote  
the fulfillment  
of our employees  
around the world**

**Théo**  
let's open our eyes



## Collaborators

### Promote the fulfillment of our employees around the world

Ensuring the **transmission and embodiment** of Thea's values

Enhancing **employee engagement and well-being** through a responsible and supportive work environment

Ensure the **health and safety** of all Group employees

Making the **diversity** of our employees an asset for the Group

Enable each **employee to express his or her potential and develop his or her skills**, through projects, training and internal mobility

Fostering **social cohesion and team spirit**



# Pillar No 2

## Collaborators



Our contribution to sustainable development around the world



**Contribute to the societal and economic development of our ecosystem and to the preservation of natural resources wherever Théa is present**

**Théa**  
let's open our eyes





## Ecosystem

**Contribute to the societal and economic development of our ecosystem and to the preservation of natural resources wherever Théa is present**

Develop knowledge of the Group's direct and indirect environmental impacts and identify concrete actions to preserve the environment and natural resources (activities, products and services)

Pursue the Group's social commitments within the framework of the **Fondation Théa**, for access to care and the sharing of knowledge between doctors in French and Portuguese-speaking Africa

Strengthen and develop **Théa's social commitments** (involvement in economic, academic, cultural and sporting life) in the territories where it is established, while respecting the cultures



# Pillar No 3

## Ecosystem



Our contribution  
to sustainable development  
around the world





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