

Corporate Social Responsibility

A responsible approach to the living

2022



ROBERTET
GROUPE

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As the world leader in natural raw materials, Robertet intends to contribute to the development of a more natural and sustainable world.

Environmental awareness is growing in the face of the climatic, societal and geopolitical challenges we face. The year 2022 was a significant year in terms of Social and Environmental Responsibility with the publication of the 2nd volume of the IPCC report and the vote in Europe on the CSRD. Our positioning and unique business model give us a considerable advantage: located at the heart of natural ecosystems, the Robertet Group intends to seize these developments as opportunities to do more, and better to participate in these collective efforts.

Our presence extends from the cultivation of aromatic plants, through their processing, to their use by our creators in perfumery, flavors and natural active ingredients for health and nutrition. It is a unique know-how, acquired during more than 170 years and transmitted from generation to generation. The traceability of the entire development process that we guarantee to our customers is the result of decades of practice. It allows us to optimize, step by step, the entire value chain and to ensure its sustainability.

The creation in 2023 of "Robertet Bio" for our organic products, and of a "Sourcing" division for the sustainability and optimization of our supply chains, are further milestones. By signing the UN Global Compact, by voluntarily submitting to external assessments such as

Ecovadis, CDP or Sedex and by having our strategic supply chains audited, we are maintaining our efforts in terms of continuous improvement to combine our financial results with our social commitments. The CSR strategy we have put in place will guide our actions over the next 10 years, with a focus on health and safety, responsible sourcing and sustainable production, resulting in more virtuous eco-designed products that will satisfy our customers' expectations and support them in their sustainability policies.

The Robertet Group is a French family company, whose values of respect, trust and quality I am proud to share. I am delighted to have joined it in 2022 and to be guiding its sustainable development as a top priority.

JÉRÔME BRUHAT

Chief Executive Officer
of the Robertet Group

About this report

Every year, the Robertet Group publishes a CSR report in order to present the progress of its approach and its contribution to sustainable growth.

Regulatory Context

This report complies with French regulations, in particular Ordinance No. 2017-1180 of July 19, 2017 and Decree No. 2017-1265 of August 9, requiring companies preparing consolidated financial statements with an average headcount of more than 500 employees and total balance sheet or sales excluding taxes of more than 100 million to publish a Non-Financial Performance Statement (NFPD).

Period

The information published in this Non-Financial Performance Statement (NFPD) covers the period from January 1 to December 31, 2022.

Scope

The scope of consolidation for the environmental, social and societal information presented in this report concerns the head office (Robertet SA in Grasse), and all the Group's production subsidiaries (see map).

The NFPD perimeter is based on the consolidated financial perimeter of Robertet with the difference that:

- The scope of the NFPD excludes the commercial subsidiaries. They represent less than 5% of the total workforce and less than 1% of the Group's greenhouse gas emissions.

The commercial subsidiaries excluded from the reporting are: Robertet GMBH (Germany), Robertet España, Robertet Italia, Robertet et Cie SA (Switzerland), Charabot China, Robertet Japan, Robertet Korea, Robertet India (Goa), Robertet Indonesia, Robertet Africa.

- The scope of the NFPD includes all subsidiaries that are 50% or more financially owned and consolidated at the financial level. The Hitex subsidiary is therefore fully consolidated in the NFPD, even though it will be 50%-owned in 2022.
- The industrial subsidiary acquired in 2022, ECOM

Food, will not be integrated until next year, in the DPEF covering the year 2023.

Reporting Protocol

Robertet has a reporting protocol for its DPEF, a tool that is updated every year. For the consolidation, all our CSR referents, by subsidiary, complete the reporting tables made available to them at the end of the year. A glossary and a support document are available to help them complete the tables. Then, to ensure the quality of the data entered, we have four verification stages. The contributors, who have access to the primary data, calculate the requested indicators which are then reviewed by the CSR referents. These referents are responsible for verifying the year's data, consistency with the previous year, adding comments if they observe discrepancies of more than 15% and relaying the information to the Group CSR teams. Once the files are in the hands of the Group validators, they are reviewed, questions may be asked of the referents, and changes may be made before consolidation and the final verification stage by the ITO.

The vast majority of the data is primary data from the subsidiaries, but in some specific cases secondary data may be considered, and this is always mentioned. In addition, certain KPIs are restricted to certain entities, such as Grasse.

The Group is aware that in the coming years, with the implementation of the CSRD, the reporting scope could be extended to business relationships if they are likely to have negative effects on sustainable development. We would then have to extend the KPIs to cover this part of the value chain.

Scope of consolidation



● PRODUCTION SUBSIDIARIES

Robertet Canada
Ontario

Robertet USA
Piscataway, Mount Olive

Robertet Mexico
Mexico

Robertet Colombia
Bogota

Robertet Brazil
Sao Paulo

Robertet Argentina
Buenos Aires

Robertet Grasse (siège)
Astier Demarest
Grasse

Hitex
Vannes

SAPAD
Vercheny

Bionov
Eyrargues

Sirius
Cambounet sur le Sor

Robertet UK
Haslemere

Robertet Bulgaria
Dolno

Robertet Turkey
Senir

Robertet South Africa
Rustenburg

Robertet China
Beijing

Robertet India
Mumbai, Goa

Robertet Asia
Singapour

Who We are



HISTORY

Founded in 1850, the Robertet Group is a family business based in Grasse, France, the cradle of perfumery in the world. Its main activities are the sourcing and transformation of plant raw materials into natural aromatic and non-aromatic extracts. These extracts are then used to create flavors, fragrances and actives. Thanks to a particularly integrated approach to sourcing, Robertet has developed genuine expertise in natural ingredients, making the Group one of the world's leading suppliers of sustainable natural aromatic raw materials certified as "organically grown".

THE 4 DIVISIONS OF ROBERTET

Breakdown of 2022
revenues by division



Natural raw materials: Robertet supplies natural ingredients for the flavors, fragrance and active ingredients for the health and beauty industries. Its expertise ranges from plant sourcing to industrial extraction, fractionation and purification processes, combining tradition and innovation in its methods and know-how.

26,5%



Fragrances: The fragrances created are the olfactory signatures of the smallest to the largest national or international brands of eau de toilette, personal hygiene products or cleaning products.

35,7%



Flavors: The aromas flavor all kinds of food or pharmaceutical products, from beverages to dairy products, including confectionery and ready-made meals.

35,2%



Active Ingredients: The latest products from our value-added research on our natural extracts are key ingredients for health and beauty products.

2,7%



ROBERTET, A WORLD LEADER IN NATURAL INGREDIENTS

Sales revenue
2022

703

MILLIONS €

+16%

2021 → 2022

Breakdown of 2022
revenues by region
geographic area

37,6%

North America

39,2%

Europe

15,6%

Asia
and Pacific

3,4%

South America
and Caribbean

4,2%

Africa and
the Middle East



1355

NATURAL
REFERENCES

From 60 different countries



7TH

PLACE
WORLDWILDE

In the flavors and fragrance sector

33

INDUSTRIAL
SITES

In the world



80

COMMERCIAL
INSTALLATIONS

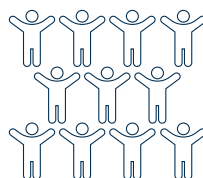
In the world



14

CENTERS
FOR CREATION

And research around the world



2223

EMPLOYEES

As of 31 December 2022

Assuring the sustainability of supply

Developing long term relationships with our suppliers

Strengthening our role as an expert in the natural and organic market

OUR BUSINESS MODEL

KEY RESOURCES

Financial capital

- Equity : 416 M€.
- Capital of 1 M€ held at 37% by the Maubert family.
- 62,5 % of voting rights held by the Maubert family..
- Industrial investments : 22,6 M€

Industrial capital

- 30 processing and/or assembly sites worldwide.
- 80 commercial establishments in the world.

Industrial capital

- An ancestral knowledge dating back to 1850
- 4 sectors of activity enhancing our know-how and knowledge of nature.
- 8 % of sales invested in R&D.
- 14 creation centers in the world.

Human capital

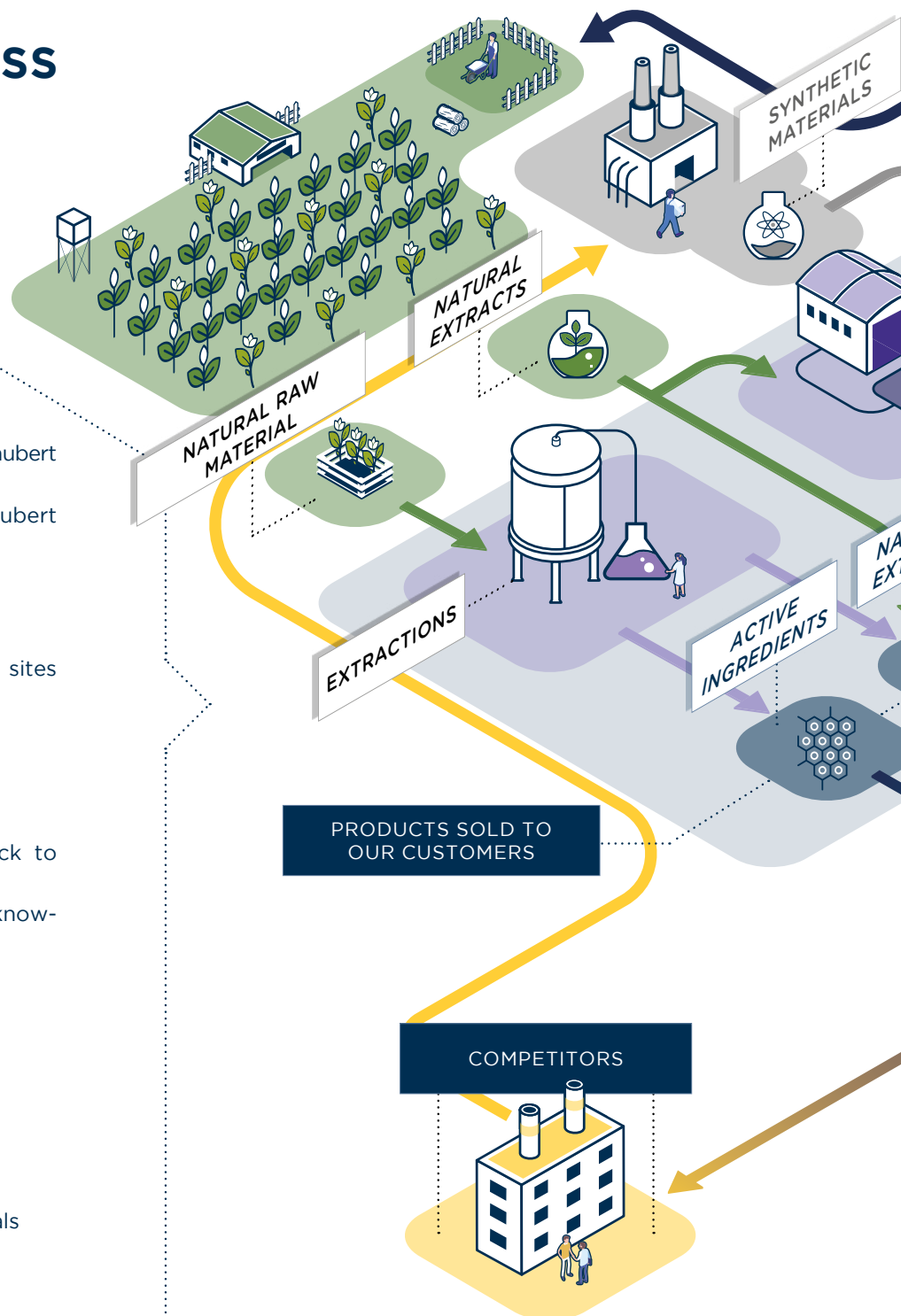
- 2 223 employees
- 43 % women 57 % men

Relational capital

- 1 010 suppliers of natural raw materials
- About 6 000 clients worldwide.

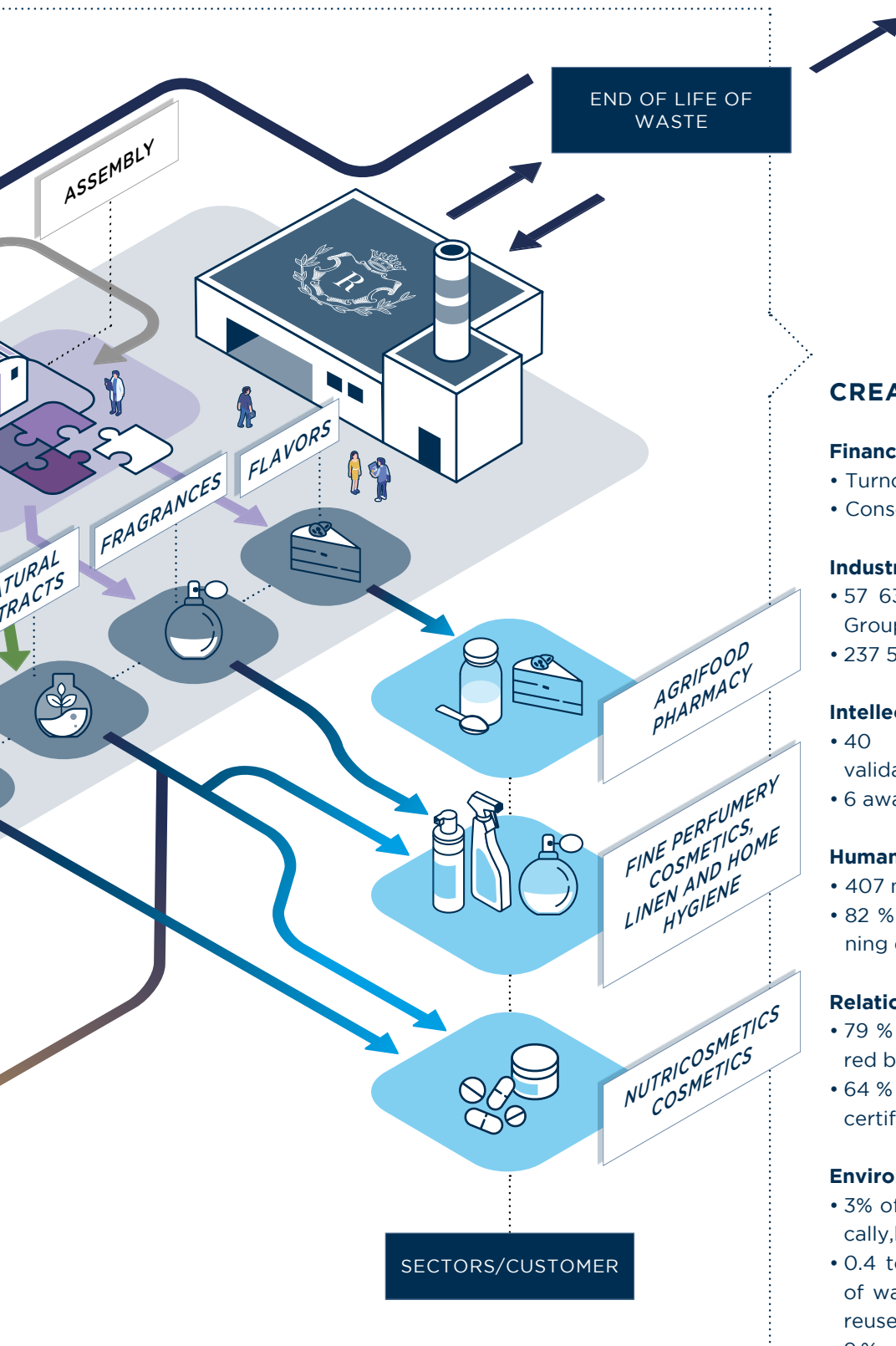
Environmental capital

- 13 530 tons of raw materials purchased, including 40 % natural raw materials, by volume
- 96 550 MWh of energy consumed
- 524 282 m3 of water consumed



Passing on
our expertise

Exploring the
natural world to offer the
products of tomorrow



CREATION OF VALUE

Financial performance

- Turnover : 703 M€.
- Consolidated net income: 76,7 M€.

Industrial performance

- 57 633 tons of products sold by the Group.
- 237 578 product orders delivered

Intellectual performance

- 40 new extracts with industrial validation
- 6 awards/trophies

Human performance

- 407 new employees
- 82 % of employees who received training during the year.

Relational performance

- 79 % natural reference suppliers covered by a long-term partnership
- 64 % of strategic suppliers audited or certified according to a CSR standard

Environmental performance

- 3% of raw materials purchased organically, by volume
- 0.4 tons of waste/ton produced, 65% of waste recovered and 1.5% of waste reused.
- 9 % of renewable energy.
- 0,7 tons CO₂ eq emitted per ton produced, scopes 1 and 2.
- 14,9 m3 of water consumed per ton produced

Our CSR Policy

Through its activities, Robertet has an impact:

CORPORATE

- On the local communities from which it sources its products.
- On its employees through the decisions made by the Group.
- On its customers

ENVIRONMENTAL

Through the sourcing of plants and their industrial transformation into extracts.

Taking these elements into account provides the Group with an in-depth vision of its role and responsibility in society. Robertet can thus better respond to the expectations of its stakeholders and the challenges it faces, while building resilience in the face of an increasingly uncertain, complex and changing environment.

In 2021, Robertet launched a major internal and external consultation to build a new CSR strategy for 2030. During 2022, a new CSR governance was put in place to steer this strategy at Group level, replacing the previous one put in place in 2017.

The new CSR strategy is broken down into 5 pillars and covers the entire value chain of the Group, addressing all impacts from plant cultivation to product sales.



ROBERTET'S STAKEHOLDERS

The Robertet Group operates in an environment made up of parties that have an influence on its activity, strategy, values and ambition. It is therefore essential for Robertet to identify its stakeholders, and to discuss with them in order to understand their expectations, their reasonable interests and their informational needs.

The map below lists the categories of stakeholders with which Robertet interacts on three levels

- Tier 1: these parties are directly necessary for Robertet's operation and the sustainability of its offer
- Tier 2: the parties involved can have a significant influence on a project or on the business.
- Tier 3: the parties involved have a limited or occasional influence on a project or on the activity



¹* Competitors who are not customers and/or suppliers of Robertet..

MAIN CSR RISKS

The Group's international presence and the diversity of its activities expose Robertet to social, societal, governance and environmental risks. These risks, also known as non-financial risks, are identified by the Group in order to be better managed. This exercise is repeated annually.

In order to select the most significant non-financial risks for the Group, each risk was evaluated according to two parameters:

- the probability of occurrence (which is the probability that the risk will occur and have an impact)
- the potential severity of the damage (if the risk were to occur).

All the consequences likely to affect the Group were analyzed: financial, operational, reputational, social and environmental consequences.

The evaluation of severity and probability allowed us to determine the level of importance of each risk, also called criticality, and to rank the risks among themselves.

The due diligence policies and procedures implemented to prevent and mitigate the occurrence of these risks are presented and explained throughout this report, as well as the results of these policies, including key performance indicators.

Some issues, such as animal welfare, sports practice, or food waste, to be addressed in the DPEF, do not seem relevant to the nature of the Robertet Group's activities. They are therefore not developed in this report.

Theme	Description of the identified risk	Description of the potential impacts on Criticality Robertet's activities	Criticality of the risk	Page
Risks related to business ethics and governance issues				
Human Rights	Robertet or its suppliers are accused of not respecting human rights or labor law.	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Damage to the company's reputation 	3	26-28
Ethics and governance	Non-compliance with national laws and international standards applicable to Group entities (CSRD and GREEN TAXONOMY, in particular)	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Damage to the company's reputation 	2	26-28
	Lack of an ethics alert system and a Group ethics policy.			
Anti-competitive practices	Incrimination of Robertet and its subsidiaries for non-compliance with competition law and jurisprudential principles.	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Damage to the company's reputation 	2	26-28
Tax evasion and corruption	Robertet and its employees are implicated in the exercise of their duties in acts of corruption, fraud or tax evasion.	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Damage to the company's reputation 	3	28-30
Risks related to supply				
Sustainability of supplies	Tension or disruption of supplies due to vulnerabilities related to health crises, political or to natural, environmental, or social risks.	<ul style="list-style-type: none"> • Reduced availability of natural raw materials due to extreme or chronic weather events, or geopolitical events • Reduced availability of ingredients due to weather-related production interruptions or geopolitical events • Inability to respond to customer requests in a timely manner • Loss of sales on out-of-stock 	3	36-38

Theme	Description of the identified risk	Description of the potential impacts on Criticality Robertet's activities	Criticality of the risk	Page
Responsible purchasing	Significant lack of control of suppliers from a CSR perspective and traceability of raw materials.	<ul style="list-style-type: none"> • Criminal and administrative Sanctions • Depletion of natural resources • Environmental pollution • Damage to the company's Reputation 	2	32-35
Erosion of the Biodiversity and deforestation	Scarcity and/or disappearance of certain natural raw materials and competition from industry for arable land	<ul style="list-style-type: none"> • Depletion of natural resources, stock-outs, inability to meet customer demand • Degradation of commercial relations with certain suppliers • Land degradation • Overexploitation in certain regions • Accentuation of climate change • Damage to the company's reputation and image 	2	40-42
Local communities	Negative social/societal impacts of Robertet or its suppliers in the territories where the Group operates.	<ul style="list-style-type: none"> • Damage to the company's reputation • Loss of suppliers due to lack of involvement in the territories • Lack of direct or indirect job creation 	2	39
Risks related to human resources management				
Health and safety	Workplace accidents or occupational illnesses.	<ul style="list-style-type: none"> • Effects on the health and safety of employees • Deterioration of the work atmosphere • Demotivation and disinterest of employees • Absenteeism / Turnover 	3	45-47
Pandemic	Rapid and massive spread of a virus that disrupts the operation of Robertet	<ul style="list-style-type: none"> • Infection/contamination: effects on employee health and safety • Disruption to the business • Disruptions to production • Interruptions to live supply chains • Inability to meet deadlines for delivery of finished products 	2 3	
Parity	Unequal treatment of women and men.	<ul style="list-style-type: none"> • Deterioration of the work atmosphere • Discouragement and disinvestment of employees • Decreased efficiency 	2	56
Data privacy	Violate the legal provisions on data privacy (RGPD), a risk increased by digitalization.	<ul style="list-style-type: none"> • Criminal and administrative penalties • Damage to the company's reputation and image 	1	48-54
Human resources management	Lack of attractiveness in the face of new expectations concerning the organization of work	<ul style="list-style-type: none"> • Difficulties in recruiting at the level required • Employee demotivation and disinterest • Absenteeism / Turnover 	2	
	Poaching of employees by competitors, customers or suppliers.	<ul style="list-style-type: none"> • Loss of skills and knowledge 	2	
Social dialogue	Negative social climate, strikes, social movements.	<ul style="list-style-type: none"> • Deterioration of the work atmosphere • Damage to the company's reputation • Absenteeism / Turnover 	1	

Theme	Description of the identified risk	Description of the potential impacts on Criticality Robertet's activities	Criticality of the risk	Page
Training	Lack of identification, development and valorization of the of employees' skills.	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Decreased competitiveness • Damage to the company's reputation 	2	51-54
Diversity, equity & inclusion	Non-compliance with the principles of diversity and equality; and failure to combat discrimination and harassment.	<ul style="list-style-type: none"> • Criminal and administrative sanctions • Damage to the company's reputation 	2	54-56
Risks related to production activities				
Fight against climate change	Lack of control over energy and refrigerant consumption, and contribution to climate change in order to reduce GHG emissions.	<ul style="list-style-type: none"> • Increased energy bills and higher • Damage to the company's reputation 	2	58-61
Adaptation to climate change	Vulnerability and lack of anticipation, resilience and initiatives of industrial sites to extreme or chronic climatic events.	<ul style="list-style-type: none"> • Damaged infrastructure • Power outages caused by exceptional weather events • Interruption of production 	1	
Water scarcity and resilience	Depletion and/or decline in water quality and low resilience of our extraction/distillation activities.	<ul style="list-style-type: none"> • Increased water bills and operating costs • Temporary shutdown of production 	2	62-63
Waste management	Do not limit the nuisances and health or environmental risks associated with waste.	<ul style="list-style-type: none"> • Increase in waste collection bills • Deterioration of biodiversity linked to activities • Effects on the health and safety of employees and neighboring populations • Damage to the company's reputation 	2	64-65
Pollution and disturbances	Accidental pollution (surface and underground water, air, soil), odor and noise pollution	<ul style="list-style-type: none"> • Criminal and administrative penalties • Loss of authorization to operate • Deterioration of biodiversity linked to activities • Effects on the health and safety of employees and neighboring populations • Damage to the company's reputation 	2	66-68
Risks related to products				
Product safety and compliance	Robertet's failure to ensure the health safety of its products (dangerousness, allergens, contaminants, etc.)	<ul style="list-style-type: none"> • Administrative and criminal penalties related to REACH • Effects on consumer health and safety • Product recalls and disruption of production 	3	70-71
Impacts of products	Lack of measures concerning the impact of products on the environment and health.	<ul style="list-style-type: none"> • Inability to meet increasing customer demands for carbon neutrality or low environmental impact products • Loss of revenue on certain products 	2	72-78
Responsible product offering	Business model not aligned with customers' environmental and societal expectations (organic, healthier food, positive impact products, etc.	<ul style="list-style-type: none"> • Strong demand for natural and sustainable products from customers (e.g. organic, Fair For Life, UEBT, RSPO, Rainforest Alliance certifications...) • Strong demand for healthier products (less fat, less salt, less sugar, less meat) from customers • Loss of sales on certain products 	1	

MATERIALITY MATRIX

In its approach to CSR, Robertet wanted to ensure that its perception of priorities (i.e. its non-financial risks) were in line with the expectations of its stakeholders.

To this end, in November 2021, the Group launched a consultation on its priority CSR issues. More than 90 internal and external stakeholders were invited to respond to an online questionnaire. The main stakeholders surveyed were: customers, employee representative bodies, shareholders, professional organizations, suppliers, community and civil society stakeholders, NGOs and associations, and academic partners

For each issue, participants rated the importance of the issue for Robertet on a scale of 1 to 5. These issues were then rated by management, based on the risk assessment. This double rating resulted in the materiality matrix.

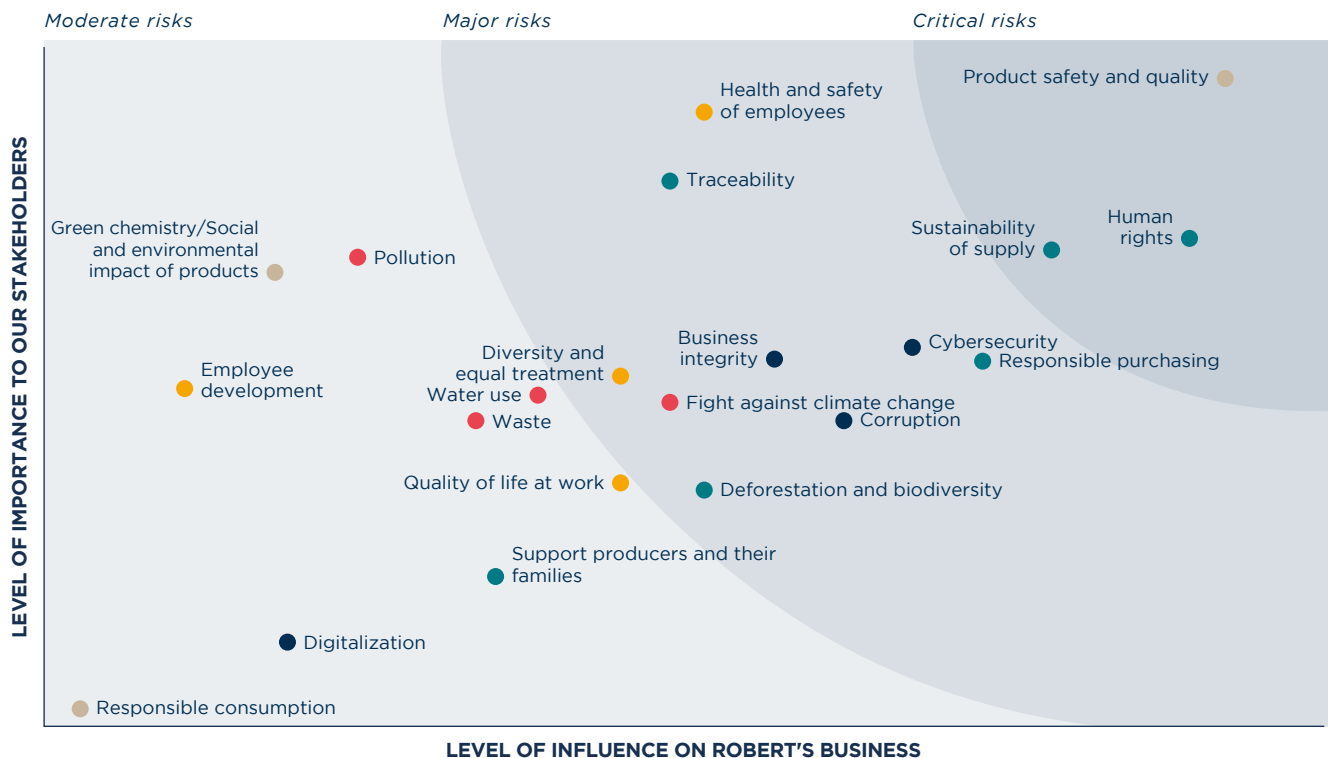
The materiality matrix was designed using an equal weighting between the different categories of stakeholders and management. This study allowed us to rank the issues according to three categories: critical, major and moderate.

Critical challenges correspond to the essential issues that Robertet must address in order to maintain its business, while major challenges are transformational issues. Moderate challenges are still relevant for the company, but have little impact on its performance.

The materiality analysis has enabled Robertet to refine and adjust its strategy with regard to the expectations of its stakeholders by ranking the CSR issues and clarifying the actions that should be implemented as a priority.

Performed for the first time in 2021, the materiality matrix will be reviewed every three years.

Matrix Materiality of Robertet



HIGH	
LOW	HIGH

- Purchasing
- Workers
- Environment
- Product
- Governance

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 commitments established by the UN in 2015 aimed at eradicating poverty, protecting the planet and ensuring prosperity for all by 2030. The Robertet Group is committed to this approach and the following table presents Robertet's CSR commitments that enable it to contribute to these global objectives.

Strategic SDGs	Robertet initiatives to support this objective	Pages
 ERADICATION OF POVERTY	Ensuring a decent wage across Robertet's Subsidiaries	48
	Supporting local communities	38
 HEALTH AND SAFETY	Ensuring the health and safety of employees	45-47
	Verifying that the safety and health of people is an issue taken into account within the supply chain	32-35
	Implementing projects to improve living conditions in local communities, particularly in terms of health.	38
	Ensuring user safety	70-71
 SUSTAINABLE WATER MANAGEMENT FOR ALL	Employing technologies that reduce water use	62-63
	Reducing water consumption for crop irrigation within the supply chain	38
 CLEAN AND AFFORDABLE ENERGY	Promoting access to clean water for local communities	59
	Increasing the share of renewable energy consumed by industrial sites	38
 DECENT WORK AND SUSTAINABLE DEVELOPMENT	Improving the quality of life at work for employees	48-49
	Establishing fair economic relationships with suppliers	38
	Increasing the number of our long term partnerships or join-ventures	36-37
 FIGHT AGAINST CLIMATE CHANGE	Measuring and reducing CO ₂ emissions related to the group's activities	58-61
	Reducing the impact of purchasing raw materials and adapting our supply chains	60

 LIFE ON THE LAND	Preserving and restoring the natural heritage within our supply chain	39-42
	Ensuring that our purchased raw materials are sustainably sourced	32-35
	Complying with the Nagoya Protocol and ensuring the fair and equitable sharing of the value added from the use of protected resources	42
 PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS	Ensuring responsible business conduct (fight against tax evasion, corruption and ensuring respect for human rights)	28-29
 PARTNERSHIPS TO ACHIEVE THE OBJECTIVES	Contributing to the achievement of global goals related to sustainable development	18-19
	Developing long-term partnerships with our suppliers and providing technical support in a logic of transmission of knowledge.	36-37

Relevant SDGs	Robertet initiatives to support this objective	Pages
 QUALITY EDUCATION	Developing the professional skills of our employees through training or apprenticeship	51-53
	Promoting schooling for children in our supply chain	38
 GENDER EQUALITY	Guaranteeing professional equality within the Group's subsidiaries	54-56
	Empowering women in our supply chain	38
 RESILIENT INFRASTRUCTURE AND INNOVATION	Putting innovation at the service of sustainability in order to design products with the smallest possible environmental footprint	72-77
	Optimizing waste and energy management at our sites	58-61, 64-65
 REDUCED INEQUALITY	Combating discrimination and ensuring fair treatment of all employees	54-56
	Promoting social dialogue to gradually achieve greater equality in terms of salaries, social protection and work organization between our subsidiaries	50

CSR STRATEGY

At the end of 2021, on the basis of the updated CSR risks, the analysis of the issues identified in the materiality matrix, and the sustainable development goals, the Robertet Group completed and defined new commitments. These CSR commitments and objectives are formalised in the new CSR strategy for 2030. This strategy is based on five key areas, and is founded on a singular raison d'être: to explore and enrich the world of the living. It is summarized below.



LIVING TERROIRS

- Ensure and encourage responsible purchasing practices
- Develop equitable relationships
- Contribute to the socio-economic development of the territories
- Preserve and restore biodiversity



EMPOWERING PEOPLE

- Ensure a safe and healthy work environment
- Improve the quality of life at work
- Develop the professional skills of our employees
- Promote diversity and professional equality



RESPONSIBLE INDUSTRIAL SITES

- Contribute to the fight against climate change
- Optimize water consumption
- Reduce waste and promote its recovery
- Prevent and reduce pollution



NATURAL AND INNOVATIVE PRODUCTS

- Ensure product quality and safety
- Offer products that are more respectful of the environment and people
- Take action for the health and well-being of consumers.



RESPONSIBLE BUSINESS CONDUCT

- Ensure respect for human rights and working conditions
- Ensure compliance with ethical standards

CSR GOVERNANCE

Management of the CSR initiative

To implement its CSR policy, the Robertet Group has defined a CSR management system.

The Group's CSR strategy is the responsibility of Julien Maubert, Director of the Raw Materials Division, on the delegation of Jérôme Bruhat, CEO of the Group since July 1, 2022. The CSR strategy is validated by the Group's management.

The two-person CSR team is responsible for leading and monitoring the implementation of the Group's CSR strategy. The team develops tools and methods, mobilizes teams at headquarters and in the subsidiaries, and identifies and shares best practices, and measures CSR performance in order to report regularly to management on results and progress.

To achieve this, the CSR team relies on a network of some twenty CSR referents, at least one in each subsidiary, and the CSR Committee.

CSR Committee

The CSR Committee was created in 2008 and is responsible for monitoring and implementing the action plan associated with the CSR strategy. The CSR Committee is made up of a multidisciplinary team, including all strategic departments: purchasing, regulatory affairs, communications, HSE (Health, Safety and Environment), quality, human resources, R&D, CSR, etc.

It is chaired by Julien Maubert, Director of the Raw Materials Division. The CSR Committee meets every quarter to review and monitor the achievement of the objectives set by the Group and to identify short, medium and long-term actions to be taken.



CSR COMMITMENTS OF THE ROBERTET GROUP

WE SUPPORT



Since 2020, the Robertet Group has been a signatory of the United Nations Global Compact. The Global Compact brings together various organizations and companies around ten universally recognized principles in key areas: human rights, international labor standards, the environment and the fight against corruption.



Since 2020, the Robertet Group has been a signatory to the IFRA and IOFI Sustainability Charter, supporting the collective effort to raise the bar on sustainability in the flavor and fragrance industries.

IOFI and IFRA are international associations that represent the flavor and fragrance industries, and to which Robertet belongs.



37% of the Group's subsidiaries are members of Sedex an organisation that hosts the largest collaborative platform dedicated to ethical supply chain data. In this sense, both the head office and the Group's subsidiaries undergo the SMETA-4 pillar audits (Sedex Members Ethical Trade Audit).



Since October 2021, the Robertet Group (with its 17 industrial subsidiaries) has been a full member of the UEBT. This membership is a guarantee that Robertet, as a company, is committed to a world that respects people and biodiversity.

The Union for Ethical BioTrade (UEBT) is an NGO that is internationally recognized for its work with companies on the ethical sourcing of biodiversity-based ingredients.

The Union for Ethical BioTrade (UEBT) is an NGO that is internationally recognized for its work with companies on the ethical sourcing of biodiversity-based ingredients.



Since 2018, the SAPAD subsidiary has been For Life certified, providing a guarantee that it can be considered "responsible" in the sense of CSR, whether in terms of human rights, working conditions, respect for ecosystems, promotion of biodiversity, implementation of sustainable agricultural practices and improvement of local impact.

CSR PERFORMANCE ASSESSMENT

The Group's customers, from the food, luxury goods, health, beauty, personal care and household products sectors, are increasingly interested in Robertet's CSR performance. In order to meet this growing demand and gain recognition for its actions, the Group has had its CSR approach assessed on several non-financial platforms:



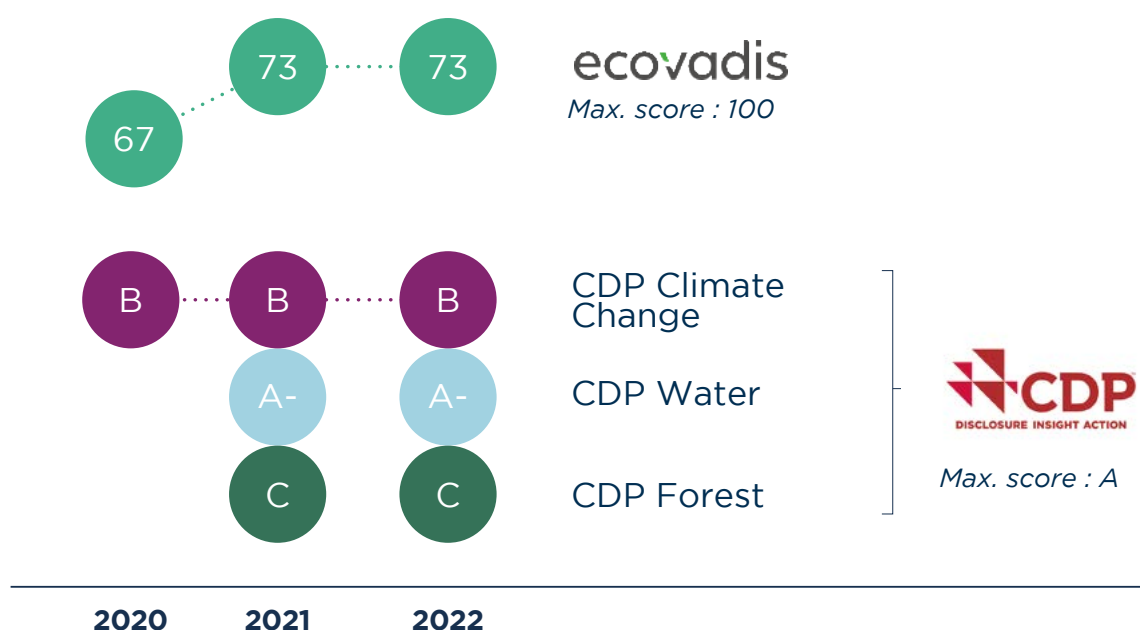
Ecovadis is one of the largest sustainability and CSR performance rating platforms. Ecovadis assesses how well a company has integrated CSR principles into its activities and their impact, particularly with regard to human rights, the environment, ethics and responsible purchasing.

Since 2016, Robertet has answered the Ecovadis questionnaire every year. In 2022, the Group maintained the score of 73 out of 100 already obtained in 2021, which did not allow the Group to retain the Platinum medal. This score, shared with more than 80 clients, places Robertet in the top 5% of the best performing companies in all sectors.



CDP is another international platform for assessing and publishing environmental information online. CDP questions and ranks companies on their understanding of the issues and their performance in terms of climate change, sustainable water management and forest preservation.

Since 2017, Robertet has answered the CDP Climate Change questionnaire every year. In 2022, the Group maintained its B grade in the Climate Change questionnaire, and obtained for the second time in the CDP Water and CDP Forest questionnaires, respectively A- and C grades (scale from A to E, A being the best grade).



The non-financial ratings obtained by the Group have reached high levels of performance. This confirms the success of Robertet's CSR approach

PROGRESS IN CSR OBJECTIVES

Our goals for our governance	Results 2022	Objectives	Goal	Perimeter
Audit all our industrial sites according to the SMETA 4-pillar standard	37 %	100 %	2025	Group
Increase to 100% the number of suppliers who have signed our ethical charter	50 %	100 %	2025	Group
No alerts for tax evasion issued by the tax authorities tax authorities	0	0	2025	Group
Provide anti-corruption training to all employees most at risk	85,5 %	100 %	2025	Group
Our goals for our supply chain	Results 2022	Objectives	Goal	Perimeter
Evaluate 100% of our raw materials purchased, in terms of value, from a CSR perspective at least every 5 years	36 % (Headquarter)	100 %	2030	Group
Audit or certify 100% of our strategic natural raw materials, in volume, according to a recognized CSR standard (over the last 3, years)	64 %	100 %	2030	Group
Maintain the volume of our natural raw materials purchased from Long-term partners (over 3 years) at over 80%.	51%	80 %	2030	Group
Source 15% of its raw materials from certified organic sources, by volume	3 %	15 %	2030	Group
Our goals for our employees	Results 2022	Objectives	Goal	Perimeter
Maintain an accident frequency rate of less than or equal to 9	9,18	9	2025	Group
Achieve an absenteeism rate of 4% or less	4,3 %	4 %	2025	Group
Deliver training to over 70% of employees annually	82 %	70 %	2025	Group
Achieving parity in the overall workforce	43 %	50 %	2025	Group
Our goals for our industrial sites	Results 2022	Objectives	Goal	Perimeter
Reduce our energy consumption by 25% compared to 2020	+3%	-25%	2030	Group
Reduce our greenhouse gas emissions by 25% between 2020 and 2030 for scopes 1 and 2	-39%	-25%	2030	Group
Reduce our greenhouse gas emissions by 60% between 2020 and 2030 on scopes 1 and 2 per ton of product	-53 %	-60 %	2030	Group
Reduce water consumption per ton produced by 20% compared to 2020	-18%	-20%	2030	Group
Increase to more than 70% the total share of waste (hazardous and non hazardous) recovered	63 %	70 %	2030	Group
No formal notice by any environmental authority concerning pollution (water and soil pollution, noise or odor nuisance)	4	0	2030	Group
Our goals for our products	Results 2022	Objectives	Goal	Perimeter
Maintain, and if possible improve, the percentage of orders for Products delivered without defects, compared to 2020	99,75 %	99,70 %	2030	Group
All of our natural raw materials purchased will bring only controlled traces of contaminants in the consumer product.	95% (Headquarter)	100 %	2030	Group
To increase the share of our raw materials purchased "readily biodegradable" to 80%, by volume	44 %	80 %	2030	Group
Increase the proportion of our raw materials purchased that are renewable to 80%, in volume	34 %	80 %	2030	Group

01

RESPONSIBLE BUSINESS PRACTICES

The story of Robertet began one fine day in 1850, in a modest location. But our aim was already clear: "To confidence and trust", as our motto proclaims. Indeed, the history of the Robertet Group is a history of trust. The trust that we want to inspire in our customers, but also the confidence that generates enterprise.

Trust is still one of Robertet's primary values, so we feel it is important to express our ethical principles and convictions in the daily life of the Group, particularly with regard to fair business practices both within our entities and with our partners.



1.1 ENSURING RESPECT FOR HUMAN RIGHTS

Risk

Robertet or its suppliers are accused of not respecting human rights, labor law and/or the minimum wage.

Non-compliance with national laws and international standards applicable to Group entities (CSRD and GREEN TAXONOMY, in particular).

Lack of an ethics alert system and a Group ethics policy Groupe. Incrimination of Robertet and its subsidiaries for non-compliance with competition law and jurisprudential principles.

Policy

The Robertet Group has 19 subsidiaries worldwide and more than 1,010 suppliers of natural raw materials (excluding packaging), both synthetic and natural.

As an employer and purchaser of raw materials, Robertet ensures that human rights, labor laws and the laws applicable in the various countries in which it operates are respected.

Objectives

The Group's objective for 2025 is twofold :

- Audit all our industrial sites in accordance with the SMETA 4-pillar standard
- Increase to 100% the number of suppliers who have signed our ethical charter

WITHIN THE ROBERTET GROUP

Actions undertaken

- **Code of Conduct** is the Group's common ethical foundation. It commits Robertet to acting with integrity, responsibility and transparency in the conduct of its business. It sets out the rules that each employee must follow in the performance of their duties and responsibilities. Based on the ETI (Ethical Trading Initiative), signed in 2022 by Jérôme BRUHAT, it includes nine commitments in the areas of human rights, child labor, and working standards and conditions.
- **Robertet's ethics charter** complements the Code of Conduct. Distributed to all employees, it covers complementary areas such as employee rights, employee and product safety, and respect for the environment.
- **Robertet's Commercial Ethics Charter**, implemented in 2017, aims to ensure ethical and legally compliant

business. The Commercial Ethics Charter addresses the topics of confidentiality, conflicts of interest and anti-corruption (particularly for gifts and invitations). It is intended for buyers, sales staff and other Robertet departments that carry out commercial transactions.



- The signing of the **United Nations Global Compact** in 2020 has strengthened Robertet's ethical commitments, particularly with regard to human rights. The Global Compact brings together various organisations and companies around ten universally recognised principles in four key areas: human rights, international labor standards, the environment and the fight against corruption.

These 10 principles are an integral part of Robertet's strategy, and in particular of its CSR strategy. In order to demonstrate the coherence of all these approaches, Robertet has chosen to integrate its Communication on Progress (COP) into its NFPD.



- In order to ensure that the Code of Conduct, the Ethical Charter and the Global Compact are respected and properly applied, the Robertet Group is a member of the Sedex Advance platform.

Robertet calls upon independent third-party organisations to carry out audits according to the **SMETA 4-pillar standard** (Sedex Members Ethical Trade Audit) within its subsidiaries. The head office monitors the results of these audits and the action plans put in place.

SMETA 4-pillar audits cover the following areas: labor standards, business ethics, health and safety, and environment.

Results

END OF 2022



New SMETA audit has been performed (including 4 in France)

END 2022,

76%

Valid SMETA audit (less than 3 years old)

END 2022,

9

Subsidiaries are Sedex members

KPI	2020	2021	2022	Goal 2025
Percentage of industrial subsidiaries audited according to the SMETA 4-pillars	18 %	24 %	37 %	100 %

WITHIN ITS SUPPLY CHAIN

Actions Undertaken

- The Group encourages each supplier to sign the Robertet **Supplier Ethics Charter**. This charter commits suppliers to respecting labor rights, and in particular the prohibition of the use of child labor (under 16 years of age) or forced labor; health and safety at work; respect for the environment; respect for good agricultural practices; respect for animals; and ethical business practices.

With regard to child labor, the Group, via the ethical charter and its child labor prevention policy, adopted in July 2019, prohibits the employment of minors under the age of 16.

- The Robertet Group carries out CSR audits of its supply chains (for example UEBT, FFL). These audits, carried out by independent third-party organisations, enable Robertet to ensure that human rights and fundamental freedoms are respected, that no child labor is used, and forced labor, that the conventions of the International Labor Organisation (ILO) are complied with, and that the Group's ethical principles and CSR are respected.

→ See Chapter 2.1

The jasmine (*grandiflorum*) chain in Egypt, exclusive to Robertet, with our historical partner, has just been certified Fair For Life in 2022. This is the first time in Egypt that a jasmine chain has been FFL certified.



Thanks to the FFL certificate, nearly 600 producers in this sector benefit from a fair and remunerative price and support towards more sustainable agricultural practices, respectful of man and the environment.

In addition, as part of this certification, there is a creation of a fair-trade development fund, which is funded by our purchases from this partner. The use of this fund is solely dedicated to developing social projects for the community of producers.

Currently, nearly 30% of the perimeter of this sector is certified. Our partner's objective is to cover 100% within 5 years.

Results

In 2022, in order to harmonize practices, the monitoring of the number of suppliers who have signed the ethical charter has been extended to the Group level, which explains the stagnation in the KPI.

KPI

	2020	2021	2022	Goal 2025
Percentage of suppliers who have signed the Robert supplier ethics Charter	58 %	58 %	50 %	100 %

1.2 FIGHTING CORRUPTION

Risk

Robertet and its employees are implicated in corruption and fraud in the performance of their duties.

Policy

In 2016, France adopted a law on transparency, the fight against corruption and the modernization of economic life, known as the Sapin II law.

In this context, Robertet has strengthened its ethical system and set up a program to prevent and detect corruption in all its subsidiaries around the world. By adopting this anti-corruption program, Robertet is confirming its desire to be exemplary in the field of ethics.

Objective

All our employees are called upon to demonstrate integrity. To support them, the Group has set itself the objective of continuing to deploy the anti-corruption training program and to provide ongoing training for all employees at risk. These include the purchasing, finance and accounting departments, subsidiary managers and the CSR Committee.

Actions undertaken

The anti-corruption measures deployed by the Robertet Group meet the 8 measures required by the Sapin II law. In 2021, Robertet adopted the recommendations of the French Anti-Corruption Agency.

- An anti-corruption code of conduct has been adopted by the entire Group. It defines the various types of behavior that are prohibited and that may constitute corruption.
- An internal alert system, with a dedicated e-mail address, allows employees to report in complete confidentiality any behavior that violates the Code of Conduct. This e-mail address is listed in the Group Robertet Anti-Corruption Code of Conduct. Alerts are received and processed by the Anti-Corruption committee.

A member of the Committee has been appointed Anti-Corruption Compliance Director in 2021. She reports directly to the Executive Board.

- A corruption risk map is used to identify and prioritize the Group's exposure risks. The need to update the map is assessed each year.
- In 2021, an automated tool, Indued by Altares, was implemented to support the evaluation of Robertet's third parties. The nature of the assessments to be carried out and the information to be collected are pre-determined according to the different homogeneous groups of third parties. In 2021, a specific anti-corruption accounting control procedure was implemented to strengthen our anticorruption control measures.
- In 2019, the Robertet Group launched an anti-corruption training program accessible via e-learning for the most exposed employees (subsidiaries and headquarters). This training is integrated into the general training plan.
- The anti-bribery code of conduct is an integral part of the internal regulations and specifies to all employees the penalties for violating the code.
- The Ethics Committee presents an annual report on the implementation of the anti-corruption system to the Executive Committee. It also reports to the Audit Committee on significant alerts received.

Results

	2020	2021	2022
Number of incidents reported via the alert procedure	1	0	0
Number of confirmed incidents	0	0	0

KPI

	2020	2021	2022	Goal 2025
Percentage of most exposed employees trained in anti-corruption	57 %	58 %	85,5 %	100 %

1.3 COMBATING TAX EVASION

Risk

Robertet and its employees are implicated in corruption, fraud or tax evasion in the performance of their duties.

Policy

Although the Robertet Group is exposed to risks related to tax evasion due to the diversity of its geographical locations, our commitment to integrity means that we strictly adhere to the laws and regulations aimed at combating tax evasion.

The Robertet Group is a French group listed on the Paris stock exchange, CAC Small index, but with a majority family shareholding. In line with its social commitments, the Group ensures that it makes a fair contribution in the countries where it operates by paying all local taxes.

This commitment reflects the desire of its Chairman to maintain a significant part of its activity in Grasse, France, and thus to be a major contributor to the payment of national and local taxes.

As part of its responsible business conduct, the Robertet Group is committed to:

- Comply with the tax regulations applicable in each of the countries where the Group operates.
- Ensure that no legal, tax or financial arrangements are developed within the Group for the purpose of tax evasion.
- Apply an intra-group flow policy consistent with OECD principles.
- Ensure fiscal transparency with the authorities. We are aware that non-compliance with local tax laws and regulations could damage the reputation of the Robertet Group or its relationships.

Objective

The Group's objective is to have no reports of tax evasion in the conclusions reached by the authorities during tax audits.



Actions undertaken

Tax risks are included in the overall risk map presented to the Audit Committee.

- The Group does not operate in any country on the French list of non-cooperative countries or territories or on the European Union's "black list" of non-cooperative countries and territories.
- The Group does not use opaque structures or entities located in tax havens in order to conceal information useful to the tax authorities.
- The Robertet Group applies the arm's length principle to transfer pricing and does not use transfer pricing as a tax planning tool.
- Intra-group transactions are carried out on an economic (not tax) basis.
- The Group has an overall view of the tax adjustments made by its entities, both in amount and in kind, thanks to the local documentation necessary for the Group's tax consolidation.
- Regular internal financial audits are carried out in the Group's entities to ensure that the procedures defined by the Group are effectively applied.
- The financial managers of the subsidiaries and the Group's management are regularly trained in tax matters.
- In addition, the Group's management is continuously informed about the evolution of inter-country taxation and more particularly about tax transparency, good tax governance and the fight against tax evasion.

KPI

	2020	2021	2022	Goal 2025
Number of reports of tax evasion made by tax authorities	0	0	0	0



02

LIVING TERROIRS

The supply of natural raw materials is at the heart of the company's operations. Robertet has therefore naturally integrated purchasing into its corporate social responsibility policy.

To this end, Robertet has chosen to develop a more sustainable and value-creating supply of agricultural raw materials with its suppliers, in order to ensure the sustainability of its activities and to respond to the climatic and societal challenges facing the Group. This takes the form of an integrated purchasing strategy with three complementary objectives.

- Ensure the continuity and quality of supplies.
- Ensuring and promoting responsible behavior towards individuals, local communities and the environment throughout our supply chains.
- Guarantee as much as possible the traceability of natural raw materials and the transparency of supply chains.



2.1 ENSURE AND ENCOURAGE RESPONSIBLE PURCHASING

Risk

Significant lack of control of suppliers in terms of CSR and traceability of raw materials.

Policy

In response to various food and health scandals, consumers are increasingly careful about what they buy. They no longer accept companies that do not respect ethical and environmental standards. Robertet must therefore provide answers to consumers and customers, on whom these demands are reflected.

The Robertet Group wishes to guarantee the traceability of natural raw materials and the transparency of its supply chains.

To this end, the Group is committed to:

- **Have the supplier's Ethics Charter signed**
→ See Chapter 1.1
- **Schedule field visits**
- **Evaluate suppliers using the CSR self-assessment questionnaire**
- **Audit or certify supply chains according to a CSR standard.**

These tools enable Robertet to gain a better understanding of the organisation of supply chains and the issues at stake, and thus to reduce the risks in the supply chain by proposing the implementation of appropriate projects on site.

Objective

The Robertet Group supports its supply chains and measures the progress made by evaluating them from a CSR perspective, using the CSR questionnaire. The Group's objective is to have evaluated all its natural references by 2030, and to repeat the exercise every five years

REGULAR FIELD VISITS BY OUR TEAMS

Actions undertaken

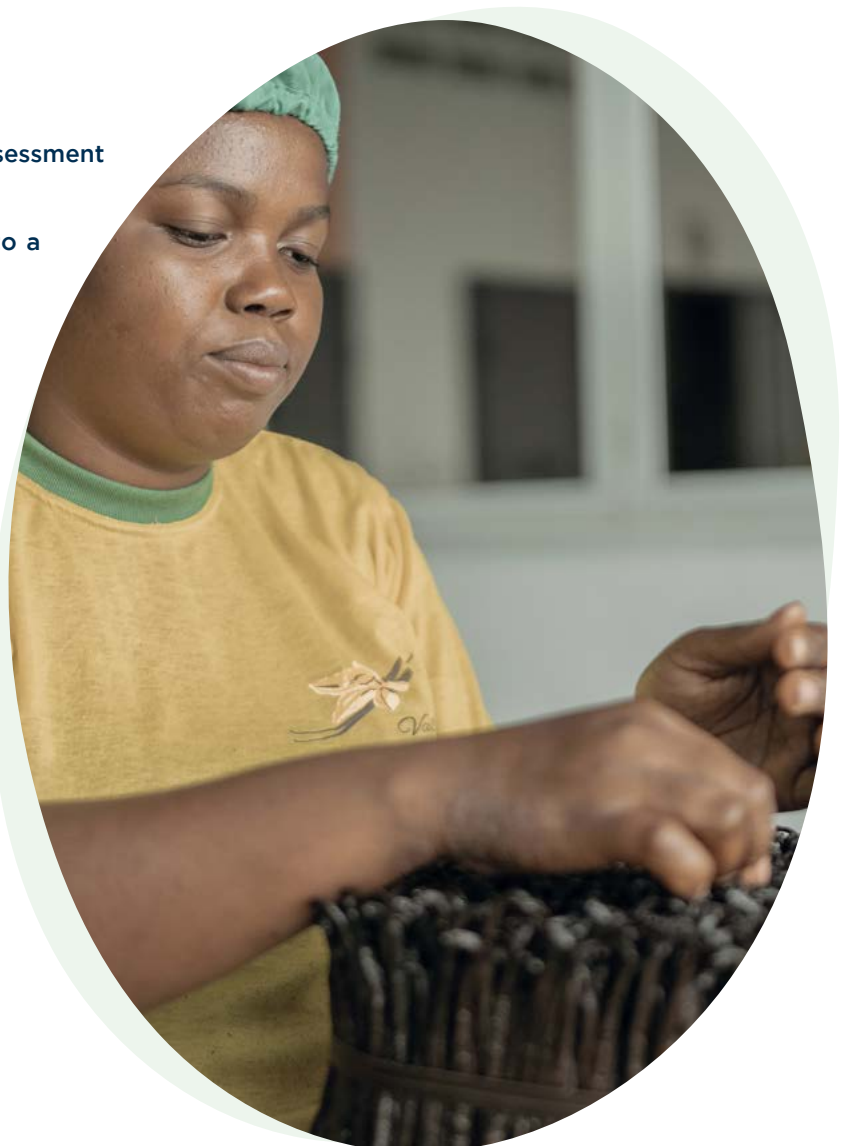
In order to get to know its suppliers better, Robertet's teams visit them on site. They also check the origin of the raw materials, their quality, procedures, the transformation processes and the working conditions of the employees.

Results

IN 2022,

172

Fields visits were carried out by our employees.



CSR ASSESSMENT

Actions undertaken

Robertet is careful to involve its suppliers in its CSR approach by supporting them in their approach and in the evaluation of their practices.

To this end, Robertet Grasse has a CSR evaluation system for its natural reference chains. This evaluation is carried out in two stages:

- Risk assessment of the supply chain

Each country of supply is assigned a CSR rating based on a multi-dimensional analysis that takes into account, for example, geopolitics, corruption, respect for workers' rights and climate risk. Robertet relies on recognized international databases such as Geos for geopolitical evaluation and Weltrisikobericht's WorldRiskIndex for climate analysis.

- Evaluation of the supply chain's CSR performance

Each supplier must complete a CSR self-assessment questionnaire. This questionnaire is sent to direct suppliers (level 1) but also concerns indirect suppliers (level 2 and above). Indeed, when the supply chain is complex, Robertet expects its Tier 1 suppliers to go back to the source of the raw material to obtain the required information.

Suppliers are asked about:

- Their CSR approach, in order to determine whether the supplier, as a company, is reliable and responsible in terms of CSR;
- Their raw material, its origin, geographical, the organization of the chain (number and type of intermediaries), the agricultural practices, as well as the traceability system in place.

The potential risk is then coupled with the level of performance of the supply chain and its strategic level for Robertet in order to calculate a "residual" risk level. This residual risk is materialised by a sustainability score out of 100 for each raw material/supplier pairing, and makes it possible to identify the margins for progress.

Robertet Grasse then adapts its supply methods according to the sustainability score:

- When the risk is low (score above 70) or moderate (score between 40 and 70), Robertet Grasse does not offer any particular support.

- When the risk is high (score below 40), the supply chain is qualified as "unsustainable". In this case, Robertet Grasse sets up a closer collaboration with the supplier with an improvement plan to make the supply chain more sustainable. A supplier is only delisted if it refuses to improve its practices or proves unable to do so.

The aim here is not to punish but to strive for the improvement of all our suppliers by involving them in our CSR approach and supporting them in the evaluation and evolution of their practices.

Results

IN 2022,

100 %

Of the supply chains assessed as having a high risk of unsustainability have put in place an action plan.

IN 2022,

26 %

Of purchases of natural references were made by Robertet Grasse, in volume

KPI

	2020	2021	2022	Goal 2025
Percentage of purchase of reference covered by a CSR assessment (in euro)	80 % Headquarter level	80 % Headquarter level	36 % Headquarter level	100 % Group level

CSR AUDITS AND CERTIFICATIONS OF SUPPLY CHAINS

Actions undertaken

In order to support suppliers in improving their practices, Robertet calls upon independent third-party organisations, external to Robertet, to audit or certify certain supply chains.

In this context, the Group assesses the added value of an audit or certification of a given supply chain for all its stakeholders (local communities, suppliers, customers). When this value is proven, it takes the necessary steps.

This voluntary approach allows Robertet to demonstrate that certain requirements are met within its supply chains and that good practices are put in place.

These CSR audits and certifications attest to the credibility of Robertet's responsible sourcing approach and strengthen customer confidence in the supply chain. Robertet's positioning in this area has been strongly reinforced since 2020, with the growing demand from customers for greater transparency and traceability.

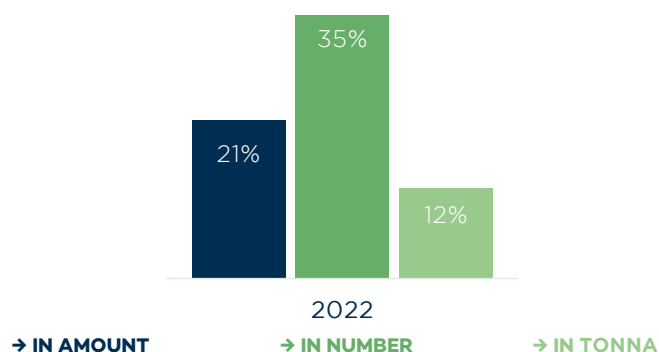
- Robertet mainly uses seven CSR labels:
- The "organically grown" certification, which provides guarantees of environmentally friendly farming practices.
- UTZ or Rainforest Alliance certification, which provide social and environmental guarantees.
- UEBT verification and certification that provides social, environmental and economic guarantees, with a focus on biodiversity.
- Fair For Life attestation, which provides social, environmental, economic and governance guarantees. The FFL label is a fair-trade label.
- Fair Wild certification ensures that resource management and business practices are environmentally friendly, economically sustainable throughout the supply chain of products collected from wild collections.
- FSC® (Forest Stewardship Council) certification is a global organization dedicated to promoting responsible forest management around the world. The Roundtable on Sustainable Palm Oil (RSPO) label helps the palm oil industry become more sustainable.

Results

- In 2022, Robertet has commissioned 10 UEBT audits from its suppliers in :

- Blue Chamomile and Egyptian Cumin
- Ylang from Madagascar
- Brazilian Maté
- Turkish Rose
- Bulgarian Rose
- Tuberose and Jasmine (Grandiflorum and Sambac) from India
- Patchouli from Indonesia Other certifications have been carried out at the initiative of suppliers, such as Neroli Morocco (FFL) and Tunisia (FFL), Sandalwood Australia (UEBT), Myrrh and Incense (Fairwild), Sandalwood New Caledonia (FSC®) and Rose Morocco (UEBTet la Rose Maroc (UEBT)

Percentage of natural references covered by an audit or certification according to a CSR standard (%)



IN 2022,

19

Percentage of natural references covered by an audit or certification according to a CSR framework (%)

KPI	2020	2021	2022	Goal 2030
Percentage of strategic supply chains audited or certified according to a CSR standard over the last 3 years	48%	48%	64%	100 %

CSR audits and certifications conducted within Robertet's supply chain since 2015, not counting the year-to-year renewal of a certification acquired the year before

2015

Rose (Maroc, Turkey and Bulgaria)
Whethica standards

2017

Ambrette (Salvador)
SMETA standards

2018

Melon (France)
SMETA standards

2019

Santal (New Caledonia), Ylang (Madagascar), Rose
(Turkey and Bulgaria)
UEBT standards

2020

Cocoa powder and extract flavors
UTZ standards

2021

Basil (Egypt), Geranium (Egypt), Marjoram (Egypt),
Jasmine (Egypt), Violet (Egypt), Gaiac (Paraguay),
Cabreuva (Paraguay), Cucumber (Turkey), Iris
(Turkey), Rose (Grasse), Jasmine (Grasse) UEBT
Standards Vanilla (Madagascar) FFL standards

2022

Blue Chamomile (Egypt), Cumin (Egypt), Rose (Turkey),
Rose (Bulgaria), Maté (Brazil), Ylang (Madagascar),
Orange (Tunisia), Rose (Morocco), Tuberose (India),
Jasmine Sambac (India), Jasmine-Grandifolium (India),
Patchouli (Indonesia) UEBT Reference

Orange (Tunisia), Jasmine (Egypt), Vetiver (Haiti),
Patchouli (Burundi)

Sandalwood (New Caledonia) FSC® standard

Myrrh (Somalia), Incense (Somalia)
Fair Wild Standard



2.2 DEVELOPING EQUITABLE RELATIONSHIPS

Risk

Tension or disruption of supplies due to vulnerabilities related to health crises, political crises or to natural, environmental and social risks.

Policy

Given the number of natural references² purchased (1,355) worldwide for the creation of flavors, fragrances and active ingredients, and the number of associated suppliers (1,010), Robertet has developed a particularly elaborate organization to fully assume its responsibilities and meet its customers' expectations in terms of continuity, quality and traceability of supplies.

This strategy is based on the establishment of equitable economic partnerships for a fair sharing of benefits within the sectors, by promoting long-term relationships.

Objective

Robertet wishes to maintain at 80% the volume of natural references purchased from a long-term partnership.

ESTABLISHING LONG-TERM PARTNERSHIP

Actions undertaken

The Robertet Group has implemented a purchasing strategy based on a network of 4 categories of suppliers, differentiated by the levels of strategic importance associated with natural raw materials

In addition to the listed suppliers from whom the Group traditionally purchases raw materials, Robertet has forged closer ties with certain suppliers:

1 Partnerships

When Robertet works more closely with certain key suppliers who share a desire for mutual development, partnerships are formed. The aim of these partnership may be to establish a long-term relationship (of at least three years).

These partnerships are win-win relationships. For Robertet, they allow us to secure supplies with a guarantee of volumes. For the supplier, they bring a guarantee of income and a perennality of their activity on the long term.

2 Minority interests and joint ventures

The Robertet Group partners with certain strategic suppliers by acquiring a minority stake or establishing a joint venture in order to strengthen mutual ties.

The Robertet Group currently has three of them: BNS in Madagascar, Sarl Serei No Nengone (SNN) in New Caledonia and Fleur de vie in France.

3 Our own production sites

The Robertet Group has six subsidiaries that transform plant raw materials into natural extracts, which are included in the scope of CSR reporting. This is the case for Robertet Grasse, SAPAD, Bionov, Robertet Turkey, Robertet Bulgaria and Robertet South Africa.

The Group has two other entities that transform plant raw materials into natural extracts, which are not included in the scope of CSR reporting (because they are not consolidated at financial level). These are Fragrant Garden in Madagascar and Finca Carrasquillas in Spain².

² A natural reference is a raw material of animal or vegetable origin, which can be raw (e.g. gums, leaves, flowers, etc.); or transformed into a natural extract (e.g. extract, resinoid, infusion, essential oil, concrete, absolute, etc.)

The ingredients, manufactured in these subsidiaries or entities are then sold as is to our customers or assembled to obtain a perfume, flavor or active ingredient (in the subsidiary itself or by other assembly subsidiaries). This network of local subsidiaries allows us to be as close as possible to the plant raw material required and to process it locally, as well as to develop our internal production capacities for key raw materials when necessary.

Results

IN 2022, AT ROBERTET GRASSE

61

New partnerships have been established

KPI

Part of natural referencesuppliers covered by a ong-term partnership	2020	2021	2022	Goal 2030
In number	67%	76%	79%	
In volume	72%	86%	51%	80 %
In amount	—	81%	55%	

This year, Robertet has not reached its target of 80% of purchases made from long-term partners, due to the significant increase in the quantity of natural products purchased (+26%) and the increase in their prices. In addition, the percentage of long-term partnerships also continues to increase in 2022. This reflects the Robertet Group's desire not only to increase the volume of purchases linked to long-term partners, but also to include more long-term partnerships in our CSR approach.



FOCUS

TO PRESERVE AND DISSEMINATE THE HERITAGE OF GRASSE

The establishment of a recycling channel for our scent strips for our sites in Grasse, is meaningful because they are waste very specific to our profession.

Proud of its roots in the cradle of perfumery, at the end of 2022 Robertet is launching a partnership with the Grasse-based company Green Touch, for the recycling of our scent strips into paper. These scent keys should represent around 500 kg of recycled waste over a year, on the scale of the Grasse site.

Replacing virgin paper with recycled paper reduces energy consumption by 70% source: Federec, 2017).

BUILDING EQUITABLE PARTNERSHIPS

Actions undertaken

The establishment of fair economic relationships is not only based on the establishment of long-term partnerships. In fact, Robertet provides more global support to its suppliers, and partnerships can also have the following objectives:

- setting up a common project;
- pre-financing of crops
- setting a purchase price upstream of the sale or setting up a price-fixing mechanism to avoid excessive variations in the event of low market prices.
- financial support for the development of suppliers or the improvement of the quality of their products. This can be done, for example, by financing distillation or extraction facilities or by providing seeds and plants to develop specific qualities. The production of higher value-added products thus contributes to local economic development.
- technical support for the transmission of knowledge and the development of local skills.
- a transfer of good agricultural and environmental practices.

For suppliers, the medium-term economic visibility thus obtained is important in order to be able to make productive, social or environmental investments (infrastructure, improvements in cultivation practices, and post-harvest operations such as fermentation and drying).

Beyond the implementation of fair economic partnerships, the presence of a UEBT certification or a Fair For Life attestation guarantees a minimum purchase price. The price paid to the producers must then, at least, cover the production costs.

Within the framework of Fair For Life attested chains, a premium representing at least 5% of the purchase price must also be paid into a development fund. This fund is used by the supplier to finance social, technical or organizational development actions.

Results

- For its vanilla chain in Madagascar, Robertet, in collaboration with Bourbon Natural Sourcing (BNS), has obtained Fair For Life attestation in 2021, in addition to organic certification.
- As part of the restructuring of its Patchouli sector in Indonesia, Robertet participated in the creation of a cooperative of 20 producers and set up a partnership including the establishment of a guaranteed minimum price. Robertet was thus able to build a more sustainable structure that takes into account the needs of its members and their communities.



2.3 CONTRIBUTE TO THE SOCIO-ECONOMIC DEVELOPMENT OF THE TERRITORIES

Risk

Negative social/societal impacts of Robertet or its suppliers in the territories where the Group operates.

Policy

The Group sources some of its raw materials in developing countries, where there are real difficulties in terms of poverty, infrastructure, access to education and health services.

Robertet is involved with local communities in order to contribute to the socio-economic development of the areas in which it operates.

Objective

Robertet's ambition is to ensure that its activities and social commitment create added value for suppliers, producers and their families.

Actions undertaken

In order to improve the living conditions of the producers' communities, Robertet's sourcing team listens to their needs and together they define the support projects.

In this way, Robertet becomes involved with local communities by contributing to the financing of medical care, the development of infrastructure or the running costs of rural schools.

In 2022, Robertet's subsidiary in India became involved and made a donation to the NGO ARZ, in support of victims of sex trafficking, to enable them to rebuild their lives and help them find employment. The association also works with young people, in particular by raising awareness of diversity and inclusion.

Meanwhile, on the other side of the hemisphere, Robertet Mexico also participated in various actions in the country, with employees donating food to the inhabitants of the Oaxaca region, which was particularly affected by Hurricane Agatha. And the company became a sponsor of the "Casa de Hogar", a place to live for orphans and children in difficulty.

In addition, as it has done every year since the start of the 2018 school year, the NGO BNSCARE, created and financed by Robertet, has offered school supplies to all the pupils of the primary school, which it rehabilitated. These are 200 children, all from families working with vanilla for BNS in Madagascar. Also, in 2022, the FFL premium repaid allowed the endowment fund to receive more than \$80,000, which will allow a project of the producers' association to be carried out in 2023.

Results and KPI

Amount paid for community projects within the supply chain (in euros)

285 033	2021
370 357	2022

2.4 PRESERVING AND RESTORING BIODIVERSITY

Risk

Negative impacts of suppliers' activities on the environment and biodiversity (deforestation, depletion of natural resources, etc.).

Policy

The preservation of nature is essential since it is a source of food, drinking water, and plays a major role in climate regulation.

The Group is committed to reducing the environmental impact of its agricultural and industrial activities in its supply chain and/or making it positive, by preserving biodiversity and environmental heritage.

To achieve this, Robertet is focusing its efforts on three areas:

- Improving agricultural practices, including the transition to organic farming.

Indeed, organic farming helps protect rural biodiversity and preserve soil quality while meeting a growing consumer need for healthier, environmentally friendly products.

- Improving on-site transformation processes
- Protection and sustainable use of biodiversity

Objective

The Robertet Group wants to become the leader in extracts from organically grown plants in its sector. The objective, by 2030, is to reach 15% of natural products purchased, in volume, certified as "organically grown".

TRANSITION FROM CONVENTIONAL TO ORGANIC FARMING

Actions undertaken

- Where relevant, Robertet provides agronomic advice on crops and harvesting methods, or information for farmers on the risks associated with the handling and use of pesticides.

- In Turkey and Bulgaria, for example, every year, before each harvest season, local suppliers are made aware of good agricultural practices through the distribution of a calendar. This calendar contains a list of authorized pesticides and recommendations on their storage and use, crop diseases, quantities of fertilizers to use, irrigation management, crop maintenance periods, etc.

- To go further in the implementation of responsible and sustainable agriculture, Robertet defined a policy for the application of Good Agricultural Practices or "GAP" in 2017. Suppliers are committed to respecting GAPs by signing the ethical charter.

- Robertet encourages and supports producers who wish to switch from conventional to organic farming. Moreover, when the sectors are committed to FFL or UEBT, they are automatically supported in a process of improving cultivation practices: reduction of inputs, improvement of soil fertility, awareness of inputs prohibited in the European Union.

- After acquiring SAPAD in 2009 and Sirius in 2019, the group is reaffirming its desire to be the market leader in extracts from organic farming in its sector by creating ROBERTET BIO in 2022 from the merger of these two companies.

- It should also be remembered that in 2021, the group acquired the Grasse-based company Astier Demarest, which specialises in the sourcing and distribution of organic raw materials.

Results

IN 2022,

58

New references have been purchased from Robertet

IN 2022,

318

Organic references were purchased at Group level

KPI

	2020	2021	2022	Goal 2030
Percentage of organic references purchased, in number	26%	19%	23%	
Percentage of organic references purchased, by volume	5%	5%	3%	15%
Percentage of organic references purchased, in amount	—	10%	6%	

IMPROVE ON-SITE TRANSFORMATION PROCESSES

Actions undertaken

Just like the Robertet Group’s production plants, suppliers consume resources and generate waste when they transform the plant raw material on site. For Robertet, the aim is to reduce the environmental impact of these transformations in its value chain.

Results

- Robertet has worked with the Brazilian mate chain to use a leaf drying technique that produces an extract that is less toxic to human health while preserving its organoleptic qualities.
- Robertet has set up a plant residue recovery unit at its Bulgarian site to limit waste and produce heating pellets that are then sold, a valuable contribution to the circular economy.
- SAPAD has an experimental farm in Spain, FINCA, where Israeli-style irrigation has been installed on almost 70 ha, using a drip process, buried and under pressure, which is very water-efficient.



COMMITMENT TO PRESERVING AND RESTORING BIODIVERSITY

Actions undertaken

- All verified or UEBT-certified supply chains must implement a biodiversity action plan, including measures to support biodiversity on farms and in surrounding areas, to improve the sustainable use and conservation of biodiversity.
- For several years now, the Group has been carrying out actions to conserve the natural heritage in its supply countries.

Results

- In Madagascar, Robertet plants between 10,000 and 20,000 Ylang-Ylang seedlings every year to ensure its sustainability. On its land, the Group has also left 52 hectares of protected biodiversity. Half of this area (of which 17 hectares have been designated as protected areas) will never be exploited. This is a point of the Fragrant Garden shareholders' charter, clearly stated in the Sustainability Manual. The other part, 32 hectares, is a maintained forest with replanting of local species. Every 3-4 years, a census of local fauna and flora species out of 2000 species listed is conducted in collaboration with a team from the Antananarivo Zoo.

Biodiversity discovery days are organized with Fragrant Garden's partner schools. The children are made aware of the different species and the protection of endangered species.

- In 2022, Robertet worked with Serei No Nengone (SNN) in New Caledonia to facilitate the work of sandalwood collectors while limiting the impact of the activity on the forest. The objective was to find a solution that would facilitate access to mature trees without opening new roads or paths, and to reduce the arduousness of the teams' forestry work. As the uprooting is a particularly arduous labor, the roots are left in the ground. This also encourages regeneration of shoots and biodiversity.

Serei No Nengone has acquired 16 donkeys and a breeding herd. A birth occurred in 2022. Animal welfare was placed at the heart of this project: custom-made pack equipment, good living conditions (minimum surface of pasture, shelter).

FOCUS

SUSTAINABLE USE OF BIODIVERSITY

In order to explore natural ingredients from all over the world, Robertet must source them from countries rich in biodiversity. Whether these countries are developing or not, economic pressure sometimes leads to the destruction or degradation of ecosystems and natural heritages. Through the application of the Nagoya Protocol, the Group contributes to maintaining and conserving biodiversity, and to ensuring the fair and equitable sharing of the benefits arising from its use.

Thus, the Group applies and complies with the Nagoya Protocol on Access and Benefit Sharing for all its R&D projects involving new species (i.e. those not listed within the Group at the date of application of the protocol).

To this end, the Group identifies which of its R&D projects are affected by the Nagoya Protocol and ensures that they are compliant. In this context, Robertet has put in place several actions:

- The definition of an internal process with a list of steps to be followed from the start of an R&D project. This process involves the R&D, purchasing and regulatory affairs divisions.
- The creation of a transdisciplinary team in charge of the Nagoya Protocol within the Group.
- Building the R&D team's expertise with regard to the Nagoya Protocol through training, integration of the subject into research processes, etc.
- The creation of a brochure on the Nagoya Protocol to provide information to Robertet's employees, customers and suppliers.

03 EMPOWERING PEOPLE

Convinced that the Group's performance is linked to the development of its employees and to the trust it places in them, Robertet is taking the necessary steps to be an employer of choice.

Robertet's primary responsibilities are to provide its employees with a safe working environment and to ensure their well-being, while supporting them in the development of their skills.

Employees can then be fully committed to serving customers around the world.



WORKFORCE OVERVIEW

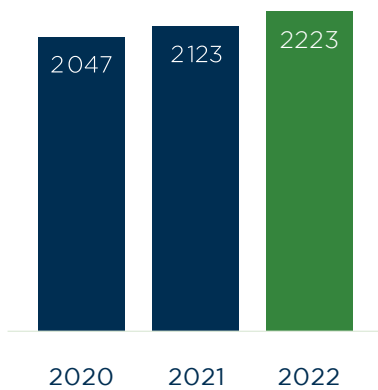
As of 31 December 2022, Robertet has 2,247 employees, an increase of 6% compared to 2021.

2 223

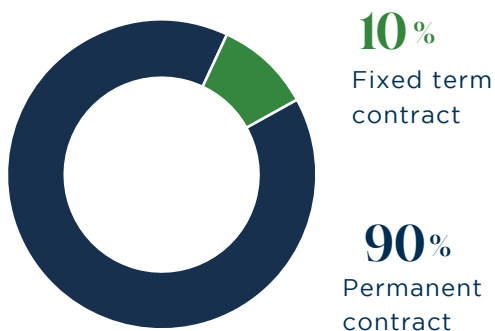
EMPLOYEES⁴

As of 31 décembre 2022

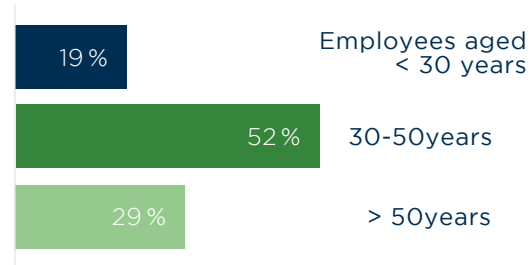
Total number of Group employees as of December 31 2022



Total number of Group employees by type of contract



Distribution of the workforce by age group

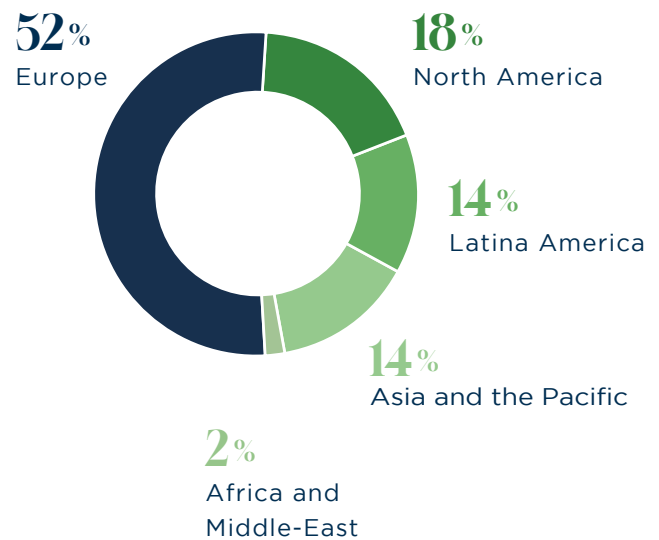


11,20

YEARS OF AVERAGE SENIORITY

Of employees

Breakdown of employees by geographical area



The distribution of jobs by geographic area remains stable overall. The Group provides jobs throughout the world and remains attached to the city of Grasse, the world capital of perfumes and the place where the company was founded in 1850.

With 911 employees, Grasse represents 41% of the Group's workforce, followed by the USA with 16%.

⁴ Excluding commercial subsidiaries.

3.1 ENSURE HEALTH AND SAFETY AT WORK

Risk

- Work-related injuries or illnesses
- Rapid and massive spread of a virus that disrupts the operation of Robertet

Policy

As a company with 19 production subsidiaries, employee health and safety is a priority for the Group. Robertet is committed to guaranteeing the physical integrity and health of its employees, as well as reducing the risk of accidents in the workplace, by focusing its approach on three areas:

- assessment of occupational risks to ensure effective prevention measures
- employee training to improve the Group's safety Culture
- the provision of specifically adapted safety equipment and materials

In addition, in 2020, Robertet Grasse drew up a Major Accident Prevention Policy (MAPP), which defines its roadmap for the prevention and management of industrial risks. This policy was put in place following the merger with Charabot, which classified the Robertet Le Plan de Grasse site as a Seveso high threshold Installation Classified for the Protection of the Environment.

In 2023, weekly health and safety meetings will be held in workshops in Grasse, with the aim of increasing employee awareness of the various risks.

Objective

The Group's objective is to achieve an accident frequency rate⁵ below 9 by 2025.

Actions undertaken

PREVENTION

- The assessment of occupational risks makes possible to identify and classify dangerous situations for each workstation, in order to implement appropriate prevention measures. This exercise is repeated annually

and the results of the assessment are made available to the occupational health department, to staff representative bodies and to supervisory bodies such as the Labor Inspectorate.

- Each accident or "near miss" is analyzed and corrective actions are taken.
- HSE training and awareness-raising sessions are provided to employees on the wearing of PPE, handling, the handling of dangerous products, fire risks, etc.
- The health of employees is monitored. For example, all employees exposed to chemical risks undergo regular medical check-ups.
- Quarterly meetings of the CSSCT (Health, Safety and Working Conditions Commission) are organized to communicate and share information on subjects related to the analysis of working conditions and professional risks.
- Emergency procedures are created and periodically tested to deal with industrial risks such as explosion risks in ATEX⁶ zones, fire risks, etc.
- Employees are invited to play a proactive role in safety prevention.
- Appraisal interviews, in some subsidiaries. These allow the employee to talk to his or her line manager to assess the work accomplished and to take stock of the achievement of objectives and the need for training.



⁵ Frequency rate = (Number of work-related accidents with lost time / Number of hours worked) x 1,000,000

⁶ Explosive atmospheres

Prevention of chemical risks

Through our activity, some employees may be exposed to hazardous chemical agents. Their exposure is evaluated, controlled and limited as much as possible to what is strictly necessary.

- The use of collective protective equipment such as air extraction and treatment systems (e.g. fume hoods, fume cupboards with charcoal filters) and PPE (personal protective equipment) can significantly reduce employee exposure.

In May 2022, Robertet Grasse installed a new highperformance extraction system, the smartflow hood. This system has improved the safety and working conditions of the operators (more efficient and space-saving emission collection system) while reducing energy consumption.

- Protective devices are complemented by the deployment of closed-system processes to avoid product evaporation, or monitoring the principles of green chemistry, limiting the use of hazardous products.

Prevention of musculoskeletal disorders (MSD)

In order to reduce the number of work-related accidents and to prevent the risk of occupational diseases, Robertet is carrying out several actions:

- The Group trains its employees in movements and postures.
- Ergonomic studies and workstation studies are carried out in Grasse to improve the organizational, technical and human ergonomics of workstations.
- Robertet invests in equipment to improve ergonomics of workstations. Here are some examples:
 - Wearing elbow pads for pipetting and equipment to help with opening vials (prevention of wrist MSD).
 - Handling equipment: forklifts, pallet trucks, automatic filming machines, robotic manipulators, etc. (prevention of upper and lower limb MSD).
- As soon as a new workshop or site is built or renovated, particular attention is paid to the ergonomics and comfort of employees, especially with regard to manual handling and the carrying of loads.

In 2022, the Robertet Group has made a number of improvements to facilitate the loading and unloading of materials, in order to reduce the back strain associated with these steps:

- Robertet Argentina, carried out training on good manufacturing practices to avoid ergonomic risks (handling of chemicals, hazardous waste) and reactivated meetings of the health and safety committee, which had been stopped during the Covid.
- Robertet Mexico has also worked on optimising forklift movements by introducing a visual aid for the use of stackers.
- Robertet UK, has invested in electric pallet trucks to reduce the effort required by the operators to move the tanks.

Verification of compliance with safety regulations

- The HSE teams are present in the field to report any problems related to the safety and hygiene of operators, as well as those that may affect the environment. At the same time, they ensure that these HSE rules are respected.
- Safety equipment is checked periodically.
- The working conditions of our employees can be examined on the one hand by our customers who regularly order CSR audits but also during SMETA audits. And on the other hand, by governmental authorities such as the labor inspectorate or the DREAL (Regional Directorate for the Environment, Planning and Housing) in France. The implementation of corrective actions and their progress, resulting from these inspections, are also monitored.

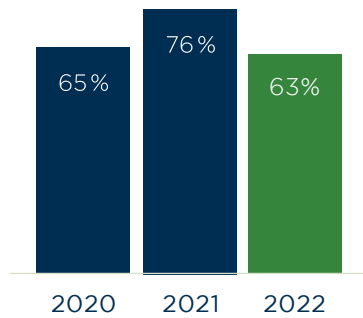
Results

IN 2022,

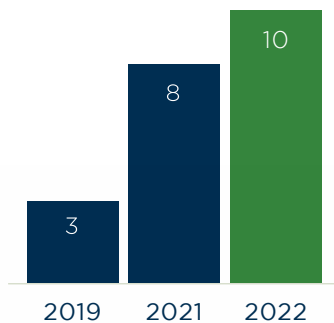
63%

Of the Group's workforce has received at least one health and safety training

Percentage of subsidiaries without a lost time injury during the year



Number of occupational diseases



KPI

	2020	2021	2022	Goal 2025
Number of work and commuting accidents with lost time	28	36	33	
Number of days lost	830	736	775	
Number of hours worked (Thousands)	3 240	3 312	3 595	
Frequency rate	8,64	10,87	9,18	<9
Severity rate	0,26	0,22	0,22	

FOCUS

COMMITTED EMPLOYEES

On 6 and 7 July last, "L'Atelier des Chefs" was held at Robertet, a master class initiated by the management, to provide teambuilding around cooking and to allow the company's flavorist teams to put themselves in the shoes of a chef. As this activity met with great enthusiasm, Robertet decided to finance the training for the CAP cuisine, in order to continue the experience and enable its teams to improve their skills. Some fifteen people followed the distance learning courses for 8 months and conscientiously practised in the culinary and pastry-making laboratories provided for this purpose, two lunchtimes a week.

When the Telethon campaign was launched, our 'brigade' of chefs wanted to get involved in this charity event. Between November and January 2023, many of the dishes and desserts made during the practical CAP courses were sold at free prices to the company's employees. The profits from this action were doubled by Robertet to support research, fight the disease alongside the AMF and encourage virtuous actions of this kind within the Group.



3.2 IMPROVE THE QUALITY OF LIFE AT WORK

Risk

- Lack of attractiveness in the face of new requirements concerning the organization of work
- Loss of talent to competitors, customers or suppliers
- Negative social climate, strikes, social movements

Policy

Attracting new talent and retaining existing employees is imperative to consolidate and pursue our development. To achieve this, the Robertet Group relies in particular on improving the quality of life at work, a source of fulfilment and sustainable performance.

Quality of life at work is a complex issue that encompasses a large number of elements. The Group is therefore working in several areas to improve the quality of life of its employees.

Objective

The Group has set itself a dual objective by 2025:

- Achieve an absenteeism rate of 4% or less
- Develop a commitment questionnaire and achieve an employee commitment rate of over 60%

Results

IN 2022,

85 %

Of employees have teleworked (among those eligible).

FACILITATE THE ORGANIZATION OF WORK

Actions undertaken

- Flexibility

In order to preserve and facilitate the balance between professional and personal life, the Robertet Group is working on flexible working hours and, more generally, flexible working conditions. Here are some concrete examples:

- Robertet Colombia has given its employees the opportunity to take off one work day per quarter to spend time with their families. On the first Friday of the month, employees are given half a day off. And an extra half day off is also offered around their birthday.

- Robertet Colombia has set up a new work-life balance committee. This committee is elected by the employees and meets quarterly.

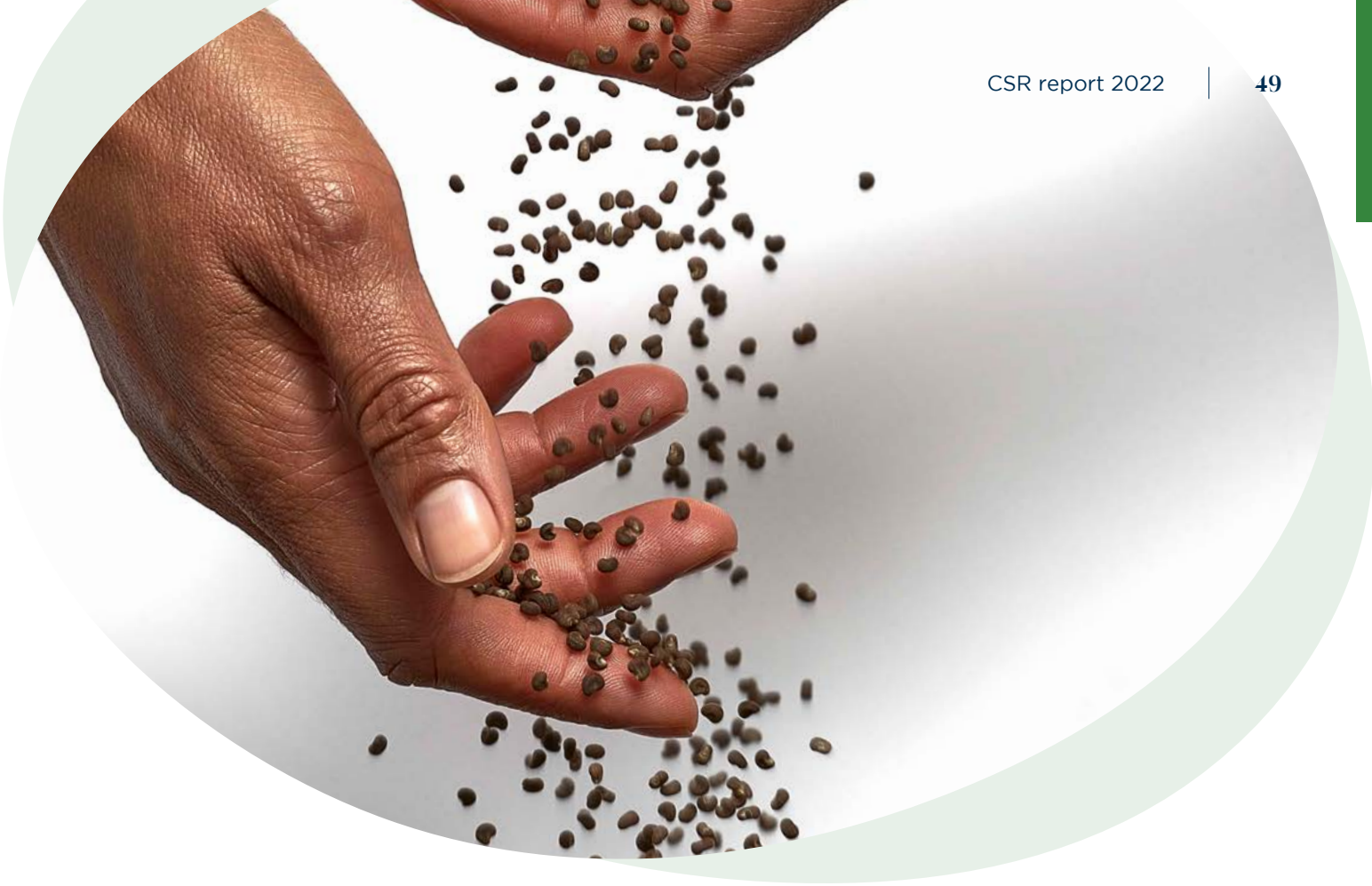
- Hitex is now offering these employees a half day's leave to enable them to meet their personal obligations rather than taking paid time off

Covid-19 has accelerated the digitalization and implementation of telecommuting within the Group. Thus, in Grasse, 1 day of telework per week has been granted and in Brazil, it is possible to do 2 days of telework, for the functions that allow it. This new way of organizing the company offers more flexibility for employees.

IN 2022,

5

Collective agreements concerning the quality of life at work and work organization cover the Group's employees.



ASSISTING EMPLOYEES IN THE MANAGEMENT OF THEIR ILLNESS

Actions undertaken

- A plan allows employees to donate days to each other, solely for family members caring for a person suffering from a particularly severe loss of autonomy or with a disability, at Robertet Grasse
- Benefits plans guarantee payment of compensation in the event of incapacity for work, cover disability and provide for payment of a lump sum to designated beneficiaries in the event of death.
- Robertet assists employees as soon as an occupational disease is declared (before it is recognized by social security). In consultation with the occupational medicine department and the ergonomist, the workstation is adapted.

ENSURING FAIR COMPENSATION

Actions undertaken

- Compliance with minimum wages set by local regulations
- In Grasse, each year the mandatory annual negotiations lead to the negotiation of a general salary increase, in consultation with the trade unions.
- In Grasse, Robertet involves its employees in the company's performance through employee savings plans (profit-sharing), the amount of which depends on the profits made.
- A Company Savings Plan has been in place for many years. It enables employees to build up medium-term savings with the help of the company.

Result

IN 2022,

4

Collective agreements concerning remuneration have been signed

MOVING FORWARD TOGETHER THROUGH SOCIAL DIALOGUE

The quality of life at work depends on the conditions in which employees perform their work, but also on their ability to express themselves on the subject. The Group is therefore committed to ensuring quality social relations. Robertet favors dialogue and direct communication, including between management and employees.

Actions undertaken

Employees in Grasse, and since October 2021 in Mexico, have the opportunity to submit suggestions on improving the quality of life at work via suggestion boxes. These suggestions help to identify areas for improvement for management.

In addition, respect for freedom of association and collective bargaining is an integral part of the principles listed in the Code of Conduct.

In France and in some international subsidiaries, social dialogue is structured, with employee representative bodies (employee and union delegates, works council, health, safety and working conditions committee) meeting regularly.

Results

IN 2022,

55%

Of the Group's workforce is covered by collective bargaining

IN 2022,

14

Collective agreements still valid within the Group

DEVELOPING THE CORPORATE CULTURE

Actions undertaken

In order to reward the work done by employees and to foster a sense of belonging and team cohesion, the head office and the subsidiaries organize corporate events.

In Grasse, for the 3rd consecutive year, some events were held during the European Sustainable Development Week, between September and October 2022.

Through a range of stands, employees were made aware of sustainable food consumption and the recycling of household appliances. Employees were also made aware of their personal carbon impact.

In Bulgaria, a complaint box in the staff room allows employees to report their needs to the management, which undertakes to respond within two weeks and to respond officially to the information desk.

KPI

In order to monitor the improvement of the quality of life at work, Robertet has chosen the absenteeism rate.

	2020	2021	2022	Goal 2025
Absenteeism rate	5,3%	4,2%	4,3%	<4%

Also in 2021, Robertet Brazil has implemented a "Quality of Life at Work" survey to find out their employees' perception of the work environment, salaries and benefits, the way leadership is exercised, etc.

A QWL agreement was also implemented in 2022 in Grasse, covering 911 employees.

3.3 DEVELOP THE SKILLS OF OUR EMPLOYEES

Risk

Failure to identify, develop and value employees' skills.

Policy

Training and the transmission of knowl-how allow us to develop skills and to support employees in their careers. The Robertet Group thus ensures that each employee has the means to carry out his or her tasks effectively and gives everyone the opportunity to progress in their professional lives.

This is the guarantee of a learning and competitive company, offering quality services.

Objective

The Group's objective is that, by 2025, 70% of its employees should receive at least one training course per year, all types of training combine.

IDENTIFY THE SKILLS TO BE DEVELOPED

Developing employees' skills requires targeting their concrete needs in relation to their responsibilities.

The Robertet Group has put in place a number of initiatives to recognise the skills of its employees, to prepare for their career development within the company, and to optimise skills management in order to develop human capital.

Actions undertaken

The Robertet Group uses various methods to identify the skills that employees need to develop and contribute to the skills development plans. In addition to the training courses decided upon by the Management, each employee can also express his or her views on professional development via:

- Appraisal interviews, in some subsidiaries. They allow employees to meet with their line managers to review the work they have done, as well as to assess the achievement of objectives and training needs.
- Professional interviews. They enable employees to talk to their line managers to express their wishes for professional development in terms of skills and responsibilities. In order to improve processes and reduce paper consumption, these interviews have been digitised in France since 2022.

Each employee can consult a catalogue and express his or her training needs directly via the skills development platform, Foederis, set up in France. These needs are then prioritised and validated by managers before being processed by the training department, which interacts throughout the year with managers and employees to help them identify their needs.

Result

IN 2022,

1139

Employees received an assessment of their professional skills, twice as many as in 2021

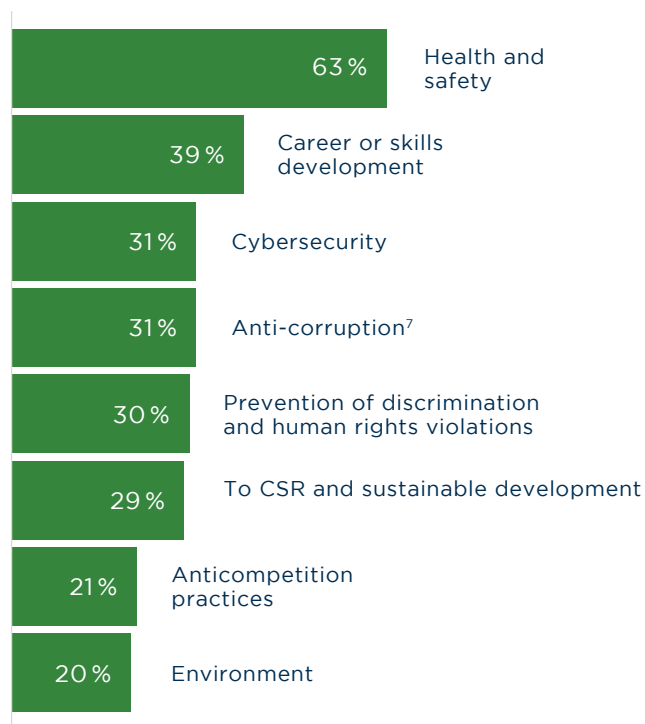


Developing skills through training

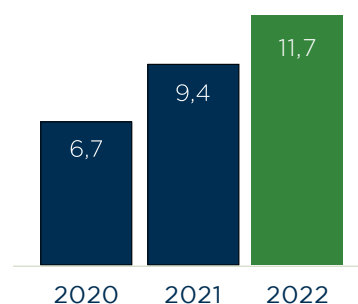
Actions undertaken

- Deployment of annual or biannual training plans or skills development plans within each subsidiary.
- Development of internal training to continue to address specific employee concerns. The team of regular in-house trainers is being strengthened and supported in its development of skills.
- Development of employees' digital skills through the use of new tools for organising and planning training. In particular, the skills development platform deployed in 2022 in France.
- Robertet USA, deploys a "new manager" guide that addresses the specificities of the role, the interest of the integration process for new employees and the role of the new manager. It also includes a guide to the attitudes to foster, as well as bibliographical resources to help employees take on responsibility. A second interview guide to facilitate the implementation of annual and performance interviews.

Results



Average number of training hours per employee



The year 2020 was strongly marked by the pandemic, and the average number of training hours per employee dropped due to the difficulty of conducting face-to-face training.

The year 2021 is a recovery year, yet still with constraints regarding the organization of training, which explains that the indicator has not returned to its 2019 level, but in 2022 it is surpassed.

KPI

	2020	2021	2022	Goal 2025
Percentage of employees who received training in the year	63 %	79 %	82 %	70 %



⁷ Taking into account the Group's anti-corruption training program (within the framework of the Sapin II law) and other subsidiaries' anti-corruption training.

SUPPORTING MANAGERS IN THEIR STEERING FUNCTION

The Robertet Group is a family-run business that is committed to local management and to listening to its employees.

Managing a team is a complex role, which is why a key focus of the Group's training plans is managerial support. The training offered to managers focuses on leadership, communication and the notions of exemplarity, objectivity and listening. Management courses are available in the subsidiaries, notably in Grasse, the USA and India.

Actions undertaken

- In the USA, all managers receive training on feedback, cross-functional management, listening and psychosocial risks.
- In order to improve team management and facilitate the work of managers, leadership training has been provided to strengthen managerial skills at Robertet Mexico.
- In Grasse, the Management Course deployed since 2015 for managers is continuing for new managers. This 5-day program allows them to exchange and strengthen their managerial practices with modules focused on communication, motivation and team development. In 2022, an additional module on conducting professional interviews was introduced for all managers.
- In addition to management training, tools are made available to teams to help them work better together. For example, in 2022, Robert and Singapore implemented a staff performance evaluation tool using standardised templates. "Engagedly" aims to provide a better understanding of individual needs and behaviors to facilitate teamwork.

Result

IN 2022,

202

Managers have been trained at least once in their career to manage a team.

PERPETUATE AND TRANSMIT KNOW-HOW

Like Robertet Grasse, which has been in existence since 1850, some of the Group's subsidiaries possess unique know-how and cutting-edge expertise, developed over decades, contributing to the Group's intangible capital and its reputation in the sector. Robertet wishes to keep this know-how in-house. In addition to the day-to-day transmission of skills in the workplace, this transfer of professional skills also takes place through tutoring and apprenticeships.

Actions undertaken

- Since 2010, Robertet Grasse has been training 2 or 3 junior perfumers every two years in its in-house perfumery school, with the aim of encouraging diversity and originality in profiles, and preserving Grasse's know-how and in particular the use of natural extracts in perfumery creation.
- In 2021, Robertet Singapore launched an internal training program for new employees who have shown great potential. Under this training program, trainees are mentored by senior managers for two years. Upon completion of this training program, the employee will be offered a permanent position in the company. In 2022, eight trainees completed this program.
- In Grasse, training has been provided since 2015 for new tutors of work-study students. In 2022, the work-study was further developed and 14 new tutors followed this program. It enables them to learn about their role in supporting the person being tutored and to acquire methods and tools for passing on their skills.
- In Colombia, scholarships have been set up for the first time. Two Robertet Colombia employees are benefiting from them. Their study costs are covered by the company, enabling them to resume their studies and improve their skills in their field.
- Robertet welcomes interns and trainees throughout the year. The development of work-study contracts is favored because it is adapted to the transmission of a profession that is long and complex to learn.

Result

IN 2022,

14%

Of work-study students signed a contract at Robertet following their work-study program.

3.4 PROMOTING DIVERSITY, EQUITY AND INCLUSION

Risk

Non-compliance with the principles of diversity and equality; and failure to combat discrimination and harassment.

Unequal treatment of women and men.

Breach of data privacy legislation (RGPD), risk increased by digitalisation.

Policy

Convinced that diversity within the company, i.e. the variety of profiles, is an essential asset for the Group's performance and sustainable growth, Robertet is committed to:

- Preserve diversity from the moment of hiring and throughout the life of the company, including people of all ages, genders, origins, family situations, sexual preferences, opinions and aptitudes within its workforce. Diversity of backgrounds is a source of creativity and knowledge.
- Ensuring equal opportunities and equal pay for similar skills and tasks. This equality is essential if employees are to feel trusted and develop their full potential.

Objective

The Group's objective is to achieve genuine gender equality.

COMBATING DISCRIMINATION

In order to promote diversity and respect the application of the principle of non-discrimination in all its forms, In 2022, the Group's subsidiaries continued to put in place specific approaches to complement what had been done in previous years:

- Robertet Brazil, in 2022, launched a campaign for the respect of LGBTQIA+ minorities. Awareness was raised on the general principles of diversity, all included in the local code of conduct, and the alert system in place was represented to the teams.
- As a reminder, in 2021, Robertet USA implemented a three-year diversity and inclusion strategy to help all employees understand the aspects of diversity and inclusion and their impact on daily work, and Robertet Singapore adopted the Tripartite Standard

(TAFEP). This standard was created by the Ministry of Manpower, the National Trades Union Congress and the Singapore National Employers Federation to promote fair, responsible and progressive employment practices within companies.

Actions undertaken

- As part of the implementation of the Tripartite Standard, to evaluate and select job candidates fairly and on the basis of merit, Robertet Singapore has completed its recruitment process in 2021. Namely, vacancy identification, job requirement identification, screening process, interview process, selection process, review process and the actual hiring process.



- Robertet USA, in accordance with the three-year diversity and inclusion strategy, has implemented the submission of diverse candidates for all open positions. The goal is to better represent cultural and ethnic diversity in the workforce.
- In order to raise awareness of diversity among employees, Robertet USA celebrates many events such as Hispanic Heritage, Black History, LGBTQ, Indigenous, St. Patrick's Day, Juneteenth National Independence Day, by distributing communications around the history of these various events. It is about recognizing all of the multicultural and multinational celebrations that each employee may celebrate or be associated with.
- In India, sexual harassment prevention training was conducted in 2022 by an external trainer, raising awareness of the importance of and respect for parity.

Result

IN 2022,

79 %

Of the Group's workforce is covered by a discrimination, diversity and equal opportunity alert system

COMBATING HARASSMENT

Psychosocial risks are a concern for the Group, and Robertet is very attentive to discrimination and harassment that its employees may suffer in the workplace.

Actions undertaken

The Group ensures the prevention of psychosocial risks through actions that vary from country to country, depending on needs and regulations:

Robertet Grasse appointed two employees, one man and one woman, as "harassment referents" in 2020. They receive alerts related to harassment and launch investigation procedures. A detailed report of the facts has been created and made available to all employees. This report enables the victim of harassment to describe the harm suffered, any witnesses, the persons involved, the measures taken and the immediate consequences. In 2022, one alert was received but not confirmed.

Furthermore, Robertet India has implemented a comprehensive policy on sexual harassment. In addition to formalizing a procedure for alerting and handling complaints, and training employees on the issue, there is also an anti-sexual harassment committee. Created with the help of the NGO ARZ, it has a majority of women and external members including a senior human resources consultant. In 2022, no complaints or incidents were reported.

Result

IN 2022,

85 %

Of the Group's workforce is covered by a harassment alert system

ASSISTING PERSONS WITH DISABILITIES

Actions undertaken

The Robertet Group takes care to support people who are hired with disabilities and to maintain the employment of those who become disabled. This is achieved in particular by adapting workstations where necessary and possible.

Robertet is also developing contracts with adapted companies or establishments or services providing assistance through work. These companies are called upon for supplies, subcontracting and services, of which the following are a few examples:

- Supplies: stationery, hygiene and maintenance materials
- Services and subcontracting: folding flyers, small packaging, assembly and shaping.

Result

IN 2022,

2,1 %

Of the Group's workforce is declared as being disabled





ENSURING PROFESSIONAL EQUALITY BETWEEN GENDERS

Actions undertaken

With regard to professional equality, Robertet is careful not to create inequality, particularly between women and men. To this end, Robertet Grasse signed in March 2019 with the trade unions an agreement on professional equality between men and women for a period of three years. The agreement includes the following initiatives:

- Recruitment, with the objective of maintaining at least 46% women in the overall workforce and 50% in the executive category
- Review of working conditions, with a study of the feasibility of adapting three jobs traditionally held by men to make them more accessible to women.
- Current remuneration, with vigilance in the event of unjustified discrepancies.
- Work-life balance, with the financing of 13 to 18 day care places inter-company.
- Training, especially for those returning from parental leave of one year or more.

Results

Breakdown of the workforce by gender and sociooccupational category

	Men	Women		% WOMEN IN EACH SCP
45	Members of the board of Directors & Executives		22	33%
148	Managerial positions		150	50%
195	Supervisors		282	59%
888	Other workers and employees		493	36%
1276	TOTAL		947	43%

KPI

	2020	2021	2022	Goal 2025
Percentage of women in total work force	41%	41%	43%	50%

Although the percentage of women in the total workforce has changed slightly compared to previous years and the percentage of female workers and employees has also increased.

With regard to the proportion of female workers and employees, efforts to recruit, adapt the ergonomics of jobs and the organization of positions will continue in order to attract and make certain positions accessible to women.

As for the Group's Board of Directors, in 2022 it will be composed of 9 members, including 4 women and 5 men.

THE GENDER EQUALITY INDEX IN GRASSE

At the gender equality index, Robertet Grasse obtained in 2022 a score of 81/100 (vs 64/100 in 2021).

The head office has implemented corrective measures and is committed to continuing its actions in this area, in collaboration with its social partners, to improve this score.

The Index, out of 100 points, is calculated from 5 criteria:

- The gender pay gap,
- The variance in the distribution of individual pay raises
- The promotion disparities
- The number of employees who have received a raise upon returning from maternity leave
- Parity among the 10 highest earners

04 RESPONSIBLE INDUSTRIAL SITES

The Robertet Group is an industrial company whose business is the processing and assembly of aromatic raw materials.

All operations, from production to distribution, generate environmental impacts that Robertet committed to reducing, as does the consumption of resources required to manufacture its products. To this end, Robertet is deploying actions to reduce water, energy, waste and discharges.

Aware of the global issues relating to greenhouse gas (GHG) emissions and the consequences for the population, Robertet pays particular attention to its emissions in CO₂.



4.1 FIGHT AGAINST CLIMATE CHANGE

Risk

- Failure to control energy and refrigerant consumption, and contribution to climate change, to reduce GHG emissions.
- Vulnerability and lack of anticipation, resilience and initiatives of industrial sites to extreme or chronic climatic events.

Policy

Aware that the fight against global warming is a social issue in which companies have a role to play, the Robertet Group is committed to reducing its environmental footprint, and in particular its greenhouse gas (GHG) emissions. In addition, Robertet Grasse carries out its regulatory BEGES (Greenhouse Gas Emission Balance) every 4 years by a certified service provider. This BEGES allows the head office to identify the significant GHG emission items and to implement appropriate measures.

Objective

By 2030, the Group aims to:

- Reduce energy consumption by 25% compared to 2020.
- Reduce its greenhouse gas emissions by 60% between 2020 and 2030 on scopes 1 and 2 per ton of product.
- Calculate scope 3 in 2023 and reduce its greenhouse gas emissions.

Medium and long term low carbon objectives

In order to align itself with the Paris Climate Agreement on the fight against climate change, Robertet has put in place a low-carbon strategy with new targets to meet the limit of temperature rise to less than 2° Celsius:

- Reduce greenhouse gas emissions by 25% between 2020 and 2030 for scopes 1 and 2.
- Reduce greenhouse gas emissions by 42% between 2020 and 2040 for scopes 1 and 2.

EXPOSURE OF INDUSTRIAL SITES TO CLIMATE CHANGE

In order to target the actions to be implemented as a priority within the Group, Robertet has identified the company's activities most prone to climate risks.

To do this, Robertet uses the WorldRiskIndex of Weltrisikobericht. This score indicates the disaster risk due to extreme natural events for 181 countries worldwide and takes into account the exposure and vulnerability of the country. The exposure covers threats to the population from earthquakes, storms, floods, droughts and sea level rise.

The risk analysis for 2022 shows significant changes, whereas in 2021 none of Robertet's industrial sites were very strongly or strongly threatened by climate change.

- At very high risk are Robertet Colombia, India, Mexico, China, Turkey, USA, Argentina & Canada,
- At high risk, are Robertet France, South Africa & Brazil,
- At low risk, is Robertet Bulgaria,
- At Very low risk, are the 3 Robertet Singapore sites.

	No of sites 2021	No of sites 2022
Very low	13	3
Low	11	1
Medium	6	1
High	0	14
Very high	0	12

SCOPES 1 AND 2

The Robertet Group measures its greenhouse gas emissions according to the GHG Protocol:

- Scope 1 corresponds to direct emissions resulting from the combustion of energy - such as gas, propane, fuel oil, coal and wood -, the combustion of fuel for the Group's vehicle fleet, or the leakage of refrigerants.
- Scope 2 includes indirect emissions related to electricity consumption.

In order to reduce GHG emissions for scopes 1 and 2, the Robertet Group's priority is to reduce its energy consumption by improving the energy efficiency of its facilities and by increasing the use of renewable energy.

ENERGY EFFICIENCY

Actions undertaken

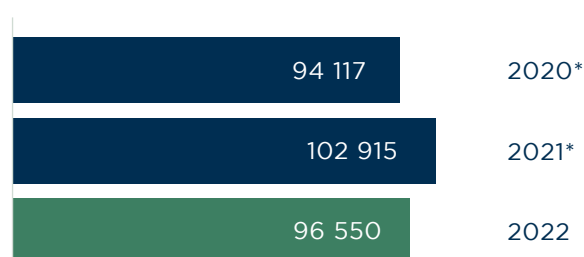
Every year, considerable investments are made to reduce the energy consumption of equipment and buildings. Here are some examples:

In 2022, the replacement of light bulbs with LEDs, a much more energy-efficient lighting system, continued within the Group presence detectors are gradually being installed in the premises.

- In India, tinted glass was added to windows to reflect light, limit heat in offices and workshops and thus limit the need for air conditioning.
- In the USA, the insulation of the storage room was completely redone, limiting heat loss and reducing energy consumption.
- In Turkey, the piping of the distillers was changed to limit steam leakage and improve insulation.

Result and KPI

Energy consumption per ton produced (kWh LVH/tons)



→ CHANGE 2020 - 22 : +3 %

→ OBJECTIVE 2030 COMPARED TO 2020 : -25 %

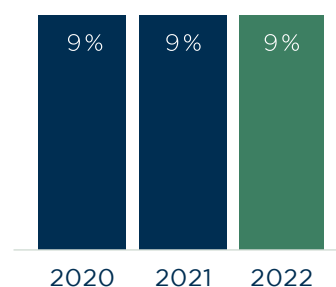
RENEWABLE ENERGY

Actions undertaken

- Increase in the renewable portion of the Group's electricity contracts.
- Production of electricity from renewable sources on site. Robertet USA has installed solar panels on its buildings for several years. These panels have enabled the company to generate 7% of its total electricity consumption in 2021.

Results

Share of total electricity consumption from renewable source



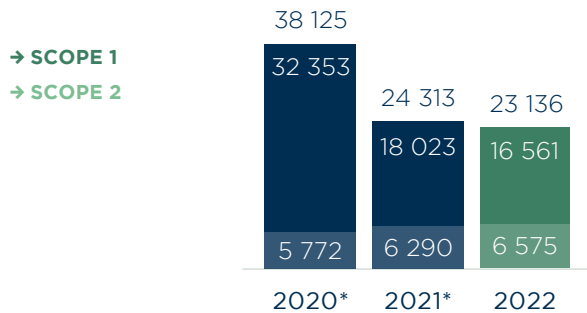
* These values have been corrected in 2022 after finding an error in the gas volumes of our Mexican subsidiary.

GHG EMISSIONS ON SCOPES 1 AND 2

Energy consumption, vehicle fuel consumption and quantities of refrigerants recharged are converted into equivalent CO₂ emissions using the emission factors of ADEME's carbon base.

Results and KPI

CO₂e emissions on scopes 1 and 2 (tons CO₂)

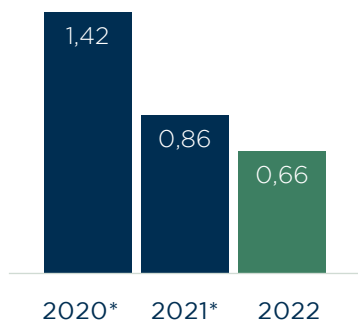


→ CHANGE 2020 - 22 : **-39 %**

→ OBJECTIVE 2030 : **-25 %**

→ OBJECTIVE 2040 : **-42 %**

CO₂e intensity (tons CO₂e per ton produced)



→ CHANGE 2020 - 2022 : **-53 %**

→ OBJECTIVE 2030 COMPARED TO À 2020 : **-60 %**

In 2022, Robertet has reduced its CO₂ emissions per tonne of product by 24% compared to 2021, with an effective reduction of 19% between 2020 and 2022. This is mainly due to a reduction in scope 1 and the quantities of refrigerants used.

* These values have been corrected in 2022 after finding an error in the gas volumes of our Mexican subsidiary.

SCOPE 3

"Scope 3" corresponds to upstream emissions related to the activities of suppliers and subcontractors, and downstream emissions related to the use of products.

Robertet Grasse carried out a carbon assessment in 2012 in order to evaluate the nature of its emissions on scopes 1, 2 and 3 and to better target its initiatives.

Although Robertet has not, to date, quantified scope 3 emissions at Group level in 2019, the exercise carried out at head office level shows the major impact of raw material and packaging purchases (94.4% of Scope 3 emissions) upstream and downstream transport (2.5%); and business travel (1.4%).

Robertet's ambition, by 2024, is to calculate this scope 3 on a Group-wide basis in order to confirm and specify the significant GHG emission items in the value chain. The group is starting this year, in 2023, with its French subsidiaries and plans to have its carbon trajectory validated by SBTi.

Actions undertaken

The Group is focusing its efforts to reduce Scope 3 GHG emissions on raw material acquisitions and transportation.

Reducing emissions related to the purchase of raw materials

Insetting is at the heart of Robertet's reduction approach. The Group wants to reduce its CO₂ emissions where it generates them, while helping to improve climate resilience and contributing to the well-being of local communities.

This is why, for many years, Robertet has readily invested in projects to reduce carbon emissions within its value chain.

These projects mainly consist of developing more sustainable agricultural practices that emit less CO₂, such as organic farming, preserving and restoring forests within the industry, and supporting suppliers in financing energy-efficient processing equipment. This strategy, known as "insetting" or integrated carbon offsetting, differs from traditional carbon offsetting where projects are generally developed outside the company's value chain.

Reducing emissions related to transportation and travel

- Optimizing the transportation of goods

The transformation on site or near the location of production of the raw material is favored (shipment of a few kilograms of concentrated extracts instead of a large volume of biomass to be extracted).

- In 2022, Robertet Singapore introduced a shuttle bus for its employees in order to reduce the number of home/work trips made by private car.

- In 2022, Robertet Bulgaria completed the construction of a gas pipeline to stop weekly deliveries by road transport.

- SAPAD has a small mobile distillation unit, which this year allowed some raw materials to be distilled on FINCA's fields in Spain, thus limiting the transport of bulky raw materials.

- Within the Group, combustion vehicles used within or between sites are gradually being replaced by electric vehicles.

- Encourage carpooling



In 2022, Robertet Grasse was again able to benefit from the "All carpoolers!" program launched by the French Ministry of Ecological and Solidarity Transition in collaboration with the Communauté d'Agglomération du Pays de Grasse. The objective is to develop carpooling to and from work, in order to reduce the GHG emissions generated by home-to-work trips.



4.2 REDUCE OUR WATER CONSUMPTION

Risk

Water scarcity and resilience

Politecy

Water is an important element in the Group's manufacturing processes. It is used in the extraction process of natural raw materials (as a solvent or as a cooling fluid). Water is also used in the washing of production equipment to comply with health and safety standards for the manufacture of flavors and fragrances

However, the constant increase in the world's population, climate change and the excessive use of water are increasing water scarcity around the world. In order to contribute positively to the preservation of water resources, the Robertet Group is committed to reducing its water consumption.

Objective

By 2030, the Robertet Group aims to reduce its water consumption per tonne produced by 20% compared to the 2020 level.

RISK OF WATER SCARCITY

Each year, the Group conducts a risk analysis of the watersheds in which its industrial sites operate in order to identify the company's activities most exposed to water stress (when water demand exceeds available resources).

To do this, Robertet uses the Aqueduct Water Risk Atlas tool from the World Resources Institute (WRI) to construct the following table:

Level of exposure to water scarcity	Number of sites concerned	% of the water consumption of the Group
Low	9	19%
Low- medium	11	48,2%
Medium - high	7	28,3%
High	1	4,2%
Very high	2	0,3%

Two Group subsidiaries are exposed to the risk of water scarcity: Robertet India (very high risk) and Robertet China (high risk). These two subsidiaries consumed 4.5% of the Group's total consumption in 2022. Robertet is closely monitoring changes in the water consumption of these subsidiaries, as well as the local actions implemented.

OPTIMIZATION OF WATER CONSUMPTION

To reduce its water consumption, Robertet works in two areas:

- The implementation of water reuse projects, in particular through the setting up of closed circuits in production, but also for washing equipment.
- Optimizing water consumption by installing new, more efficient equipment, automated measurement systems, etc.



Actions undertaken

• Installation of water savers:

- Robertet Bulgaria has installed in 2021, two air-cooling towers to switch to a closed circuit.

- Rainwater harvesting is in place in two branches: Robertet Brésil et Robertet Chine . In 2022, China set up a water quality measurement system.

- In Grasse, the cooling water networks were overhauled in 2021 following the detection of leaks. Several sections were replaced with stainless steel pipes, a more efficient and durable material.

- In South Africa, water tanks were added to the boiler to collect overflow water and re-inject it into the system.

- In 2022, meters were installed to track water consumption in Turkey, Brazil and the USA. This will make it possible to monitor consumption and identify and repair any leaks.

- Since 2022 in India, water from the wastewater treatment plant, after external analysis, is used for watering gardens.

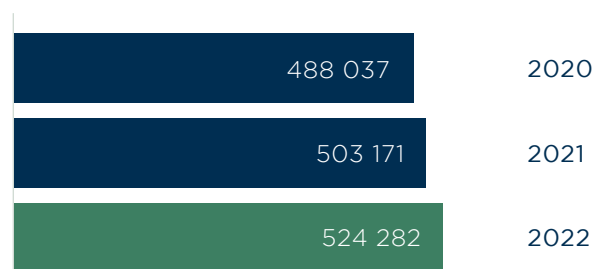
• Installation of closed-circuit equipment :

- In USA, the continuous flow wet dust collectors, whose objective is to trap dust in water, have been replaced by closed circuit collectors. This change of equipment will save approximately 1,893 m3 per year.

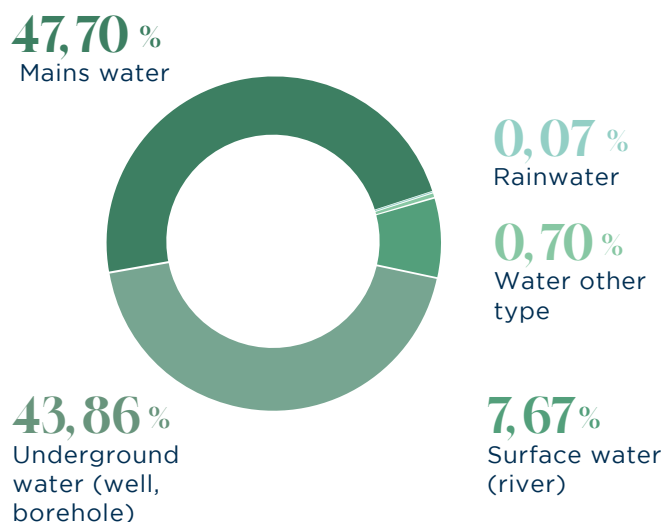
- In Grasse, thanks to the installation of thermal skirts in the new workshops, the condensates are no longer in contact with the cooling water, allowing them to be reused.

Results

Water consumption (m³)

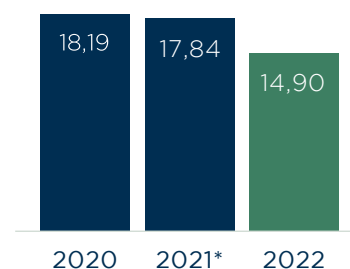


Type of water consumed (%)



KPI

Water consumption per ton of product (m³/ton)



→ CHANGES 2020 - 22 : **-18 %**

→ OBJECTIVE 2030 COMPARED TO 2020 : **-20 %**

* Value corrected in 2022 after finding an error in the tonnages produced by our African subsidiary

4.3. OPTIMIZE WASTE MANAGEMENT

Risk

Failure to reduce the nuisance and health or environmental risks associated with waste.

Policy

The Group's processing activities generate routine waste inherent in the manufacturing and packaging processes. Most of this waste is non-hazardous waste (NHW), in particular vegetable waste (47% of NHW). In order to fight against the waste of natural resources and to reduce the costs associated with the treatment of this waste, the Robertet Group is committed to:

- 1 Reduce the amount of waste generated by its activities
- 2 Upcycling: giving a second life to waste
- 3 Increase the proportion of waste recycled and recovered rather than disposed of.

Objective

The Group's objective is to achieve a recovery rate of 70% for the waste it generates by 2030 (material and energy recovery).

Actions undertaken

In all its subsidiaries, the Group seeks solutions to reduce, reuse and recycle its waste.

REDUCE

- Reduction in the use of plastic in packaging through the introduction of drum strapping without plastic film at Robertet Grasse.
- Replacement of single-use plastic with tasting glasses in the flavor division.
- Abolition of paper business cards in favour of digital cards in Brazil.
- Robertet Singapore switched to rechargeable batteries in 2022 to generate less waste.

REUSE (UP-CYCLING)

- Identification and use of by-products from our production with potential for new products
→ See Chapter 5.2.

- Reuse of solvents to limit generating chemical waste. Each solvent is assigned to a natural raw material and is reused in each production cycle of the associated raw material.
- Reuse of wooden pallets when they are in good condition.
- Reuse of plastic boxes, used to transport raw materials between the supplier and the factory during each Bionov campaign.
- Specific WEEE collection bins have been set up in Vannes. In Grasse, where they were already in place, a local partnership has just been signed so that this equipment can be repaired and reused.

SORT AND RECYCLE

The Group first encourages material recovery (composting, recycling, methanisation). When this is not possible, the Robertet Group turns to energy recovery from waste (incineration with energy recovery, biogas), and only as a last resort to disposal (incineration without energy recovery, landfill).

Robert is committed to increasing the amount of waste recycled each year by implementing various actions:

- Plant waste is used to make standardized compost in many subsidiaries. Plant waste, such as that from Robertet USA, can also be used as a raw material in the animal feed industry.
- Selective sorting has been stepped up to ensure that waste paper/cardboard, metal, plastic, glass and wood is sorted at source and recycled. In 2022, Robertet Colombia and Robertet Singapore have implemented selective sorting for waste recycling, Mexico has rearranged its waste room to allow for the addition of new streams and the sorting of bio-waste from the 2 company restaurants in Grasse continues.
- In 2022, Robertet Colombia and Robertet Singapore have implemented selective sorting for waste recycling. Mexico has rearranged its waste room to allow for the addition of new streams and the sorting of bio-waste from the 2 company restaurants in Grasse continues.

- Robertet Bulgaria invested in a non-drying pellet press in 2021. This technology allows plant waste to be crushed, compacted and dried at the same time, to produce pellets for heating. These pellets started to be produced in 2022, with 7 tonnes of lavender spent grain being processed.
- Robertet is constantly on the lookout for new solutions or outlets in the recovery and recycling sectors. At Robertet Grasse, for example, the HSE team is a member of the PRODAROM union's Waste Commission, whose aim is to jointly develop waste recovery channels in the region, in particular for perfume factory dregs (plant waste). In 2023, thanks to this partnership, we will start recycling our scented strips.

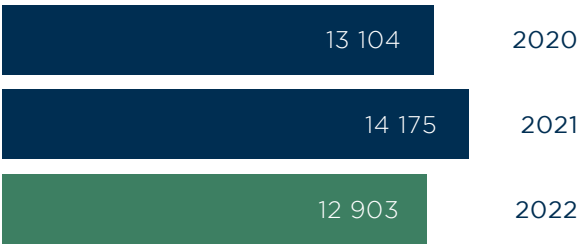
Results

IN 2022,

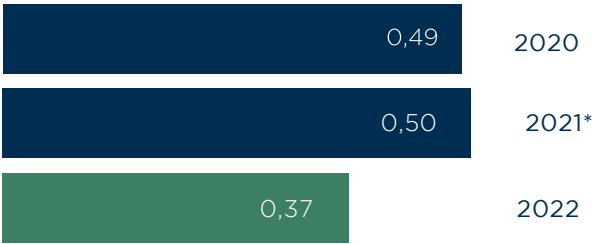
169 tons
Of waste was reused internally

→ CHANGES 2021 - 22 : +118 %

Quantity of waste generated by the Group

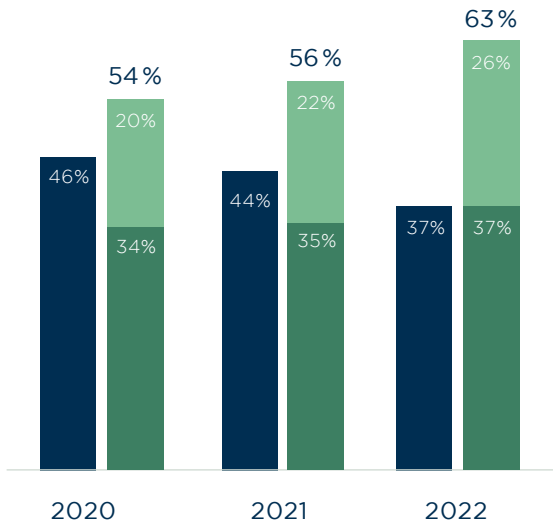


Total amount of waste per ton of product (t/t)



KPI

Final stage of waste (%)



- ENERGY RECOVERY FROM WASTE
- MATERIAL RECOVERY OF WASTE
- WASTE DISPOSAL

	2020	2021	2022	Goal 2030
Total percentage of waste recovered	54%	56%	63%	70%

* Value corrected in 2022 after finding an error in the toning produced by our African subsidiary.

4.4 REDUCE POLLUTION

Risk

- Accidental pollution (surface water and ground water, air, soil)
- Odor and noise pollution

Policy

Like any company with a production activity, Robertet is exposed to various industrial risks that can have an impact on the environment and safety: fires, explosions, installation failures or human error. These events can lead to accidental pollution that can have serious consequences.

Furthermore, as an industry in the flavors and fragrances sector, Robertet is bound to generate olfactory and noise pollution in the normal course of its business.

The Robertet Group is committed to doing everything possible to reduce the risks of pollution (surface and underground water, air, soil) as well as nuisances (odours and noise).

Objective

Every year, the Group aims to have no formal notices issued by any environmental authority concerning pollution and nuisances.

REDUCE AIR POLLUTION

Air quality can be modified by pollutants of industrial origin. Some air pollutants are formed as a result of physical- chemical reactions involving sulphur dioxide (SO₂), nitrogen oxides (NO_x) or volatile organic compounds (VOCs). It is important for the Group to control these emissions, in particular VOCs resulting from the use of solvents in the extraction and synthesis processes.

The Group is focusing its efforts on the Grasse site, where VOC emissions are the most significant.

Actions undertaken

Measuring and reporting emissions

- The quantity of VOCs emitted into the atmosphere is calculated annually by three subsidiaries: Robertet Grasse, Robertet USA and Robertet China. In China, a 24-hour VOC detection system has been installed. Robertet Grasse also has a VOC emission control plan that makes it possible to identify the sources of emissions, quantify the amount released into the atmosphere and put in place appropriate measures.

Reducing the use of solvents

- Standardization of production processes and the implementation of operating procedures make it possible to optimize solvent consumption.
- The implementation of new processes, such as super-critical CO₂ extraction, makes it possible to reduce or even eliminate volatile organic solvents.

Reduce, capture and treat VOC emissions

- Cold work is favored to limit VOC emissions at the source.
- Systems are available to capture and treat some of the VOC emissions, such as condensers or gas scrubbers.

Results and KPI

In 2022, Robertet Grasse will comply with the maximum threshold of 5% of uncaptured VOC emissions per quantity of solvents used in the year, with an average of 1.15% at the Jean Maubert site and 4.91% at the Le Plan site.

The methodology used to calculate the diffuse emissions of uncaptured VOCs was determined by the National Union of Perfume Industries, Prodaron, and validated by the DREAL.

IN 2022,



Formal notice by any environmental authority on air pollution

PREVENTING SOIL POLLUTION

Robertet's industrial activity may require the transport, storage, use, production and disposal of environmentally hazardous substances.

To avoid any accidental spreading of products that are hazardous to the soil and groundwater, the Robertet Group complies with very strict rules.

Actions undertaken

- Soil pollution is monitored, particularly at the Robertet Grasse sites classified as Seveso high threshold Installation Classified for the Protection of the Environment under the French regulation. In 2021, an impact study was conducted. The major challenge of this study was to carry out a diagnosis of the quality of the soil (samplings) in order to ensure that there was no pollution of the soil or the water table; and verify the effectiveness of the retention measures put in place.
- Robertet's industrial sites have specific facilities, such as retention systems and collection networks, to prevent infiltration into the ground during accidental spills.
- The tightness of these installations is regularly checked. For example, Robertet Grasse is implementing an Industrial Facilities Modernisation Plan, which is a maintenance program for industrial equipment such as retention tanks, piping and storage tanks.

KPI

IN 2022,

0

Formal notice by any environmental authority on soil pollution

PREVENTING WATER POLLUTION

Aqueous industrial effluents from extraction and transformation processes may contain pollutants. In order to comply with the regulatory requirements in force in the various countries concerning the quality of discharged water, these effluents can be pre-treated before being discharged into the local sewerage system.

The Robertet Group has five subsidiaries that have built a wastewater treatment plant on their site to treat their effluents: Robertet Grasse, Robertet Brazil, Argentina, China and India.

Actions undertaken

- Regular monitoring and analysis of effluent quality: at least COD (Chemical Oxygen Demand)⁸, BOD (Biochemical Oxygen Demand) and TSS (Suspended Solids)
- Implementation of various technologies including physical, chemical and biological processes, adapted to the characteristics of the effluents to improve the purification.

Result

Quality of effluents discharged by the Group's internal wastewater treatment plants:

	2020	2021	2022
Quantity of COD after treatment per ton of product (kg/ton)	0,337*	0,305*	0,137

KPI

IN 2022,

0

Formal notice by any environmental authority on water pollution

* Values corrected in 2022 after finding an error in the calculations in 2020 and 2021

⁸Organic matter consumes the oxygen dissolved in the water as it degrades. If it are too abundant, it can therefore cause excessive consumption of oxygen, and cause the asphyxiation of aquatic organisms. The COD is used to monitor this process.



REDUCE ODOR NUISANCE

The manufacture of aromatic products at Robertet's industrial sites may occasionally generate odours. Even if they do not present a risk to the environment or health, Robertet has put in place a number of measures to limit the discomfort that may be caused to employees and local residents alike.

Actions undertaken

- Anti-odor filters are installed at the outlet of the ventilation systems in order to reduce odor nuisance for the immediate neighborhood. In 2021, Robertet China has installed an activated carbon filter at the outlet of the ventilation system and, in 2022, the pipes and air ducts were renovated to increase the absorption efficiency of the activated carbon.
- Robertet is in regular dialogue with local residents or municipalities to report any problems encountered.

Result and KPI

IN 2022,

0

Formal notice by any environmental authority on odor nuisances

IN 2022,

1

Complaint of the residents for odor nuisance

REDUCE NOISE POLLUTION

The noise generated by Robertet's activities does not constitute a major nuisance. However, Robertet has put in place a number of measures to limit the disturbance that may be caused, for employees working near noisy equipment, but also for local residents living in the vicinity of factories.

Actions undertaken

- PPE such as custom-made hearing protection or ear muffs are provided to workers exposed to noise.
- Noisy equipment is soundproofed (boiler silencers, pump covers, etc.) or, where possible, away from property lines.
- Some equipment, such as boilers, burners or pumps, have been replaced by more modern and therefore quieter equipment.
- The noise level at the property limit is measured in order to monitor noise pollution among residents and to take appropriate action if necessary. As the Robertet Grasse sites are classified as ICPE, they are subject to a regulatory limit of 60 decibels by day and 50 by night at 1 metre from the site barriers.

Result and KPI

IN 2022,

2

Formal notice by any environmental authority for noise pollution

IN 2022,

1

Complaint of residents for noise nuisance

05 NATURAL AND INNOVATIVE PRODUCTS

As a global producer of natural raw materials, the Robertet Group is constantly seeking to innovate and explore the benefits of living organisms, in order to offer its customers safer, more natural and more environmentally friendly products. The Group uses all the talent of its teams to test, experiment and create new products.



5.1 ENSURING PRODUCT QUALITY AND SAFETY

Risk

Robertet's failure to ensure the health safety of its products (dangerousness, allergens, contaminants, etc.).

Policy

Health safety and product quality are the main expectations of Robertet's customers. These expectations have been heightened by the recent health scares.

The Robertet Group is committed to offering its customers and consumers quality products that offer every guarantee in terms of safety and harmlessness.

Robertet's approach to quality and safety covers the entire logistics chain, from the receipt of raw materials to the distribution of finished products. To achieve this, the Robertet Group's subsidiaries have set up Quality Management Systems and product safety systems, which outline the measures to be taken and the procedures to be followed at all levels and at the various stages of production (reception, production, final inspection before dispatch) in order to ensure product quality and safety, in accordance with the standards in force.

Objective

To ensure product quality and safety, the Robertet Group has set itself a dual objective by 2030:

- Maintain a percentage of orders for products delivered without defect at 99.7%, and if possible improve it.
- All of the natural raw materials purchased will bring only controlled traces of contaminants into the consumer product.

SAFETY AND UNPOPULAR SUBSTANCES

Product safety is an absolute priority for Robertet. In this sense, safety assessment is at the heart of new product development and a prerequisite for sales.

Actions undertaken

- In collaboration with the IFRA-IOFI associations, Robertet participates in the toxicological evaluation of the ingredients used, with a view to anticipating changes in regulations. As a member of IFRA-IOFI, Robertet is committed to labelling its products according to the classification procedure established by these two organisations. This initiative goes far beyond what is required by the regulations.
- The evaluation of the safety of products is based on the safety of each ingredient in the composition of the product. At Robertet Grasse, a risk study is carried out for each raw material for food use. This takes into account the chemical, microbiological and supplier risks. As soon as a raw material/supplier combination has a high risk, it is considered as critical and a monitoring and control plan for contaminants is put in place. HACCP analyses on contaminants are then carried out to determine the conformity of the couple with respect to existing safety data bases and scientific studies. These new specifications go far beyond the regulations and are based on specific standards. The methodology of this new analysis system was validated internally in 2021 and its deployment is ongoing.

Result and KPI

IN 2022,

42%

Critical pairs were analyzed from the point of view of contaminants, at Robertet Grasse

IN 2022,

95%

Of the critical pairs analyzed for contaminants were in conformity with the new specifications, at Robertet Grasse

PRODUCT QUALITY AND SAFETY

Actions undertaken

- To ensure the quality and safety of the raw materials purchased, Robertet has set up a process for approving new suppliers and incorporates product quality as a criterion in the purchasing process.
- Quality controls (analytical and organoleptic) are carried out on raw materials received in order to control their conformity and authenticity, especially the naturalness of the aromatic ingredients. These evaluations allow us to guarantee the authenticity of natural products, the transparency of the supply chain and reinforce customer confidence.
- The majority of the Group's food flavorings sites follow internationally recognized production quality standards and are certified ISO 9001, FSSC 22000, SQFI or Good Manufacturing Practices depending on the region.
- Robertet does not carry out, commission or finance animal testing unless it is expressly required by law (REACH, ECHA, EFSA, SCCS, National Chemical Authorities...).
- Management reviews regularly examine the achievement of short-term objectives and the evolution of performance indicators, including the number of complaints and the average processing time, in order to verify the efficiency of the processes and to pilot the actions necessary for the continuous improvement of the quality of products and processes.
- Internal and external audits are used to analyze the Group's performance in terms of quality and safety. They contribute to customer satisfaction and to improving the quality and safety of our services through the implementation of corrective actions.

Results

IN 2022,

37 %

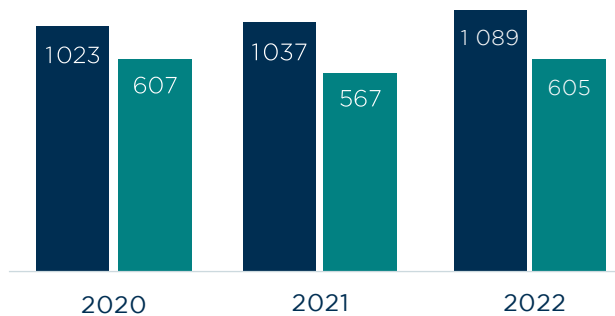
Subsidiaries are ISO 9001 certified

IN 2022,

5

Subsidiaries are FSSC 22 000 certified

Number and types of claims:



→ TOTAL NUMBER OF CLAIMS

→ NUMBER OF JUSTIFIED CLAIMS⁹

KPI

	2020	2021	2022	Goal 2030
Percentage of orders for products delivered without defect	99,76 %	99,77 %	99,75 %	>99,7 %

⁹ A complaint is said to be justified when it is the responsibility of Robertet.



5.2 DEVELOPING MORE RESPONSIBLE PRODUCTS

Risk

- Lack of measures concerning the impact of products on the environment and health.
- Business model not aligned with customers' environmental and societal expectations (organic, healthier food, positive impact products, etc.)

Policy

Consumers are paying more attention to the products they buy. There is a need for more responsible consumption with more environmentally and socially friendly products

This is why the Robertet Group is committed to developing products that are not only effective, but also natural and sustainable, with a social and environmental dimension in terms of the choice of raw materials and the transformation processes used to manufacture the products.

The Robertet Group's R&D teams integrate these principles into their product design, while seeking to improve the benefits for the consumer.

Objectives

The Robertet Group has set three objectives for its products for the year 2030:

- Increase the share of raw materials purchased "readily biodegradable" to 80%, by volume
- Increase the share of raw materials purchased from renewable sources to 80%, by volume
- Assess 100% of our new finished products from a green chemistry perspective, using the tool that will be made available to companies in the Flavors and Fragrances sector by the IFRA IOFI association during 2023.

This will allow a universal rating to be given on the "compliance" of products created by our industries with the principles of green chemistry. The aim is to provide our customers with products that have a minimal impact on people and the environment.

UP-CYCLING: REUSE OF WASTES

The more efficient use of resources, and in particular the reuse of plant-based raw materials, is one of the major areas of work for the R&D teams. Most of Robertet's waste is a reserve of raw materials that can be transformed into higher value-added products.

The reuse of these materials is interesting for a green chemistry but also allows to widen the palette of ingredients for the divisions.

Actions undertaken

- The reuse of waste and/or co-products is fully integrated into Robertet's innovation processes, enabling the development of high value-added products.
- The Cyclescent™ offer, launched in 2021, illustrates Robertet's know-how in upcycling through a range of natural ingredients derived from the reuse of waste or co-products, from our own extraction processes or from other industries. Based on this offer, the flavors, H&B and fragrance divisions are also developing up-cycled products.
- The cocoa butter obtained after the manufacture of cocoa absolute was not usable as such because it was not soluble. Thanks to a process of transesterification by enzymatic catalysis, this recovered residue has found new applications in our businesses. This technique is also used for vanilla bean extraction residues.
- SAPAD produces organic essential oils and the hydro-lats are co-products of the manufacturing process. They are now partly reused by the flavors division of Robertet Grasse.

Results

- One of the first cosmetic actives to emerge from the co-product recovery program was Ulti'Maté™. Robertet reuses the leaves of Yerba maté (*Ilex paraguariensis*) after a primary extraction for the Fragrance Division, to extract the numerous antioxidant molecules.

Ulti'Maté™ is a natural active ingredient derived from up-cycling that helps the skin fight pollution by maintaining the skin's antioxidant activity despite the cutaneous stress caused by atmospheric pollutants.

To demonstrate the health and beauty benefits of this 100% natural active ingredient from the plant world, the Group has conducted extensive clinical and scientific trials.

- Here are two examples of extracts from the Cyclescent™ line of ingredients:

- Oakwood extracts, developed from residual wood shavings from cooperage activities for the manufacture of oak barrels for maturing wines and spirits. From these by-products, Robertet develops ingredients with woody, smoky, vanilla or even creamy facets, depending on the quality.

- Carob extracts have been developed from co-products of the food industry. Indeed, the carob seeds are essentially transformed into flour, but it results in by-products: the residual pods and the pulp. The chocolate, fruity and sweet notes and sweet notes of these by-products have inspired the flavorists to develop, in 2021, an up-cycled chocolate flavor, without cocoa.

- Proud of its roots in Grasse, Provence, the cradle of perfumery, Robertet has developed a range of "Mediterranean Heritage" natural ingredients from around the Mediterranean, a region with an exceptional botanical heritage. Following a sustainable approach, the co-product generated during the production of bergamot essential oil has been used internally since 2021 as an active ingredient for applications in functional foods and beverages as well as in food supplements. Recent studies have highlighted its cardiovascular properties and more specifically its benefit on blood lipid control.

Results

IN 2022

40

New natural extracts have received industrial validation

IN 2022,

35%

New natural extracts that have received industrial validation are sustainable¹⁰

ADVANCING THE NATURALNESS OF PRODUCTS

Convinced for a long time that customers and consumers are increasingly looking for natural and organic products, Robertet has been pursuing a strategy of developing natural and certified organic solutions for the past 10 years.

Actions undertaken

- Robertet's Flavors Division offers a range of what are called "95/5" flavors, flavors that contain 95% designated natural extract in their composition, intended in particular for organic foodstuffs. This positioning has enabled Robertet to anticipate the entry into effect in January 2022 of the new European Organic Regulation N° 2018/848.

The first change brought about by this regulation concerns the composition of an organic food product. From now on, only the "natural flavors of X" (organic or not) are authorized in a certified organic food product.

The second point addressed by this new regulation concerns the organic percentage of ingredients of agricultural origin. From now on, flavors count! Previously they were not calculated. With the new regulation they become "ingredients of agricultural origin". Therefore, when they are organic, they contribute to the percentage of organic ingredients that must be 95% minimum in foodstuffs.

This new regulation is a source of great satisfaction to the Robertet teams, who over the years have developed particular expertise in this field, in terms of sourcing of raw materials, creation of adapted extracts, and formulation and regulatory support.

- In 2021, Robertet Grasse's Flavors Division developed a range of natural flavors typical of the South of France, "Robertet's garden". This range, directly inspired by the fruit grown in the gardens of the Flavor Creation Department's employees, is an example of how to integrate respect for the seasons into the formulation process and to obtain flavor profiles unique to Robertet.

DEVELOPING GREENER PROCESSES

The Group wishes to reduce its use of solvents that are polluting and/or toxic for the environment and for humans. The R&D teams are always looking for alternatives to traditional solvents of fossil origin, in particular hexane.

¹⁰ That is 18 new sustainable natural extracts: 2 from green processes, 4 from up-cycling and 12 natural organic extracts..

Actions undertaken

- The Group has developed and/or uses various technologies:

- Supercritical CO₂ extraction is an example of a clean process used by Robertet. CO₂ is neutral, non-toxic, does not generate polluting waste and preserves the quality of the products. The Group has patented a process for extracting fresh flowers (rose, jasmine, orange, tuberose) using CO₂ in a supercritical state

Extraction with CO₂ has enabled flavorists and perfumers to broaden their palette of ingredients. For example, the Flavors Division has developed a wide range of supercritical CO₂ flavors such as berry varieties, ginger and coffee.

In 2022, sandalwood from New Caledonia was extracted with supercritical CO₂. A complementary extraction with ethyl alcohol, of the cleaned chips, after extraction with CO₂, is then carried out to reduce our production waste

- Other research is focusing on the use of more sustainable solvents than those traditionally used by the Group and by industry, such as dimethylcarbonate or isohexane, which are more respectful of the environment and operators. In 2022, the first production pilots with this solvent, instead of hexane, were carried out for the production of Maté and Tonka.

- The Group not only wishes to reduce the use of polluting solvents but is also trying to develop processes that are free of them:

- Since 2020, Robertet has been offering a lemon balm extract obtained by pressing and filtering fresh leaves. No organic solvents are added during this process, patented by Robertet.

- Robertet has combined its expertise with that of Fleur de Vie to launch Spirulina Safe® in 2021, a spirulina produced according to strict quality standards to meet the requirements of the agri-food, nutraceutical and cosmetic industries.

The production process is based on the principles of sustainable development. Spirulina Safe® is cultivated in photobioreactors thanks to a green process that valorizes the waste heat of nearby industrial sites and an efficient management of water and light. This process also helps to capture greenhouse gas emissions.

- The Group also uses biotechnologies to produce products that meet both the principles of green chemistry and the need to optimize the use of natural resources.



ENSURE BIODEGRADABILITY OF INGREDIENTS

The biodegradability of an organic substance is its ability to be broken down by a biological process into smaller, simple molecules (e.g., carbon dioxide, water, mineral salts) and to be assimilated into the environment.

The biodegradability of products is closely monitored by the Group since it is one of the major parameters for assessing the impact of a substance on the environment.

The Group's database assigns a biodegradability status to each substance:

- Readily biodegradable, where the substance meets the OECD 301 series criteria of 60% minimum biodegradation in 28 days taking into account the 10-day window or if the substance meets the classification criteria for ready degradation set out in OECD 310.
- Inherently or intrinsically biodegradable, where the substance does not achieve a minimum of 60% biodegradation within 28 days but achieves it over a longer period of time, or if the substance meets the classification criteria for inherent degradation set out in the OECD 302 series.
- Non-biodegradable, where the substance is not readily biodegradable in ready biodegradability studies and for which inherent biodegradability cannot be established either. This classification does not imply that these substances are persistent.

Special case of natural extracts: Priority is given to biodegradability studies performed on the natural extract as such in order to determine its biodegradable status.

When biodegradability studies are not available on natural extracts, the decomposition approach is used. Natural extracts are then looked at through their constituents, which are assessed as far as possible according to the approach described above but also by using alternative approaches such as in-silico, read-across or QSAR.

As many constituents present in natural extracts are not commercially available, the latter approaches make it possible to determine a biodegradability profile for these constituents.

On this basis and in accordance with the IFRA-IOFI guidelines on the environmental assessment of complex natural substances (NCS), it is accepted that if the predominantly present constituents of a natural extract are assessed as "readily biodegradable", the natural extract itself can be considered readily biodegradable.

And according to the same approach, all natural extracts that are predominantly composed of substances assessed as "inherently biodegradable" and "readily biodegradable" are considered "inherently biodegradable". This implies that the composition of the natural extracts thus classified does not fulfil the conditions for being classified as "readily biodegradable". On this basis and in accordance with the IFRA-IOFI guidelines on the environmental assessment of complex natural substances (NCS), it is accepted that if the predominant constituents of a natural extract are assessed as "readily biodegradable", the natural extract itself can be considered as readily biodegradable. And according to the same approach, all natural extracts that are predominantly composed of substances assessed as "inherently biodegradable" and "readily biodegradable" are considered "inherently biodegradable". This implies that the composition of the natural extracts thus classified does not meet the conditions for being classified as "readily biodegradable".

KPI

	2020	2021	2022	Goal 2030
Percentage of "readily biodegradable" raw materials purchased by volume	52 %	43 %	44 %	80 %

USE RENEWABLE RESOURCES

Renewable resources are characterized by the fact that their stocks can be replenished over a short period of time on a human scale, and at least as fast as they are consumed.

Since 2015, Robertet has been developing a database based on carbon-14 analysis to determine the renewable nature of each raw material, using the criteria of the ISO 16128 standard.

Actions undertaken

- Increase the share of renewable ingredients in the compositions
- Use of renewable solvents

KPI

	2020	2021	2022	Goal 2030
Percentage of renewable raw materials purchased, by volume	51%	63%	34% ¹¹	80%

TAKING ACTION FOR THE HEALTH AND WELL-BEING OF CONSUMERS

Consumers want to look good and feel good, and are looking for responsible products that promote health, well-being and beauty.

In this regard, the Robertet Group develops products that not only have a lesser impact on the environment, but also benefit society.

Sustainable development is taken into account in the strategies of each of our divisions.

Products reduced in salt, sugar and fat

In terms of nutrition, consumers are looking for healthier products. Robertet assists its food industry clients in developing solutions, based on natural ingredients whenever possible, to reduce the sugar, salt or fat content of their products.

All the application recipes have been redesigned so that the taste of the flavors allows for a more effective stimulation of the emotion to compensate for the reduction of sugar or salt in the finished product, in order to maintain the pleasure aspect.

Robertet has developed a range of flavors such as yacon, agave syrup or coconut sugar, which provide the pleasure of sweetness without containing sugar. Another example is the natural fresh butter flavor, which, when applied to a pastry with a deliberately reduced butter content, ensures the same taste satisfaction.

Diets based more on plant proteins

The Robertet Group is convinced that the switch to a diet based more on plant proteins is beneficial to health and the environment.

In this vein, the Robertet Group has broadened the palette of flavorists to offer customers practical and tasty solutions based on plants, and more specifically plant proteins.

In 2021, Robertet has developed a Vegan offer with a focus on vegan charcuterie and "faux-mages", vegan cheeses on a base of vegetable flavors.

¹¹ The rest of the raw materials are non-renewable or their renewable nature has not yet been measured by Robertet..



FOCUS

HYDR' ORGANICS®

A floral and herbal range of organic hydrolats from SAPAD. The essential oil is the result of hydrodistillation, but from now on it is not the only one, the hydrolats are also upcycled for their cooked notes very close to the plant, the noble product. Without the presence of any alcohol, these distillation co-products are recovered in Grasse to become Halal flavors.

These Hydr'Organics are based on Melissa, Chamomile, Oregano, Rosemary, Camphor, Sage, Shiso, Thyme, Peppermint, Lavender, Rose, Elderflower, Orange Blossom, Ylang-Ylang ... and are part of a circular economy and Upcycling approach that Robertet has been committed to for a long time.



Functional products adapted to different needs

- In 2020, the Robertet Group set up a Nutrafood department, at the convergence of the Flavors and H&B divisions, with the aim of developing nutritionally beneficial products to improve health and well-being in general. The nutritional innovation program is based in particular on natural active ingredients derived from plants.

The Robertet Group has thus developed Shot beauty™, a product containing the active ingredient, Lipowheat™, which can be incorporated into a drink or a functional yoghurt. While adding a fruity taste to the product, it also moisturizes the skin.

- Robertet and Klersun, global strategic partners in the extraction, formulation and sale of hemp oil, are working together to develop the cultivation and processing of hemp oil extracts. The combination of Klersun's capacity in hemp cultivation, extraction and science, and Robertet's leadership and expertise in the natural ingredients market allows for numerous synergies to offer customers in the food, beverage, nutrition, dietary supplements, cosmetics and pharmaceutical sectors CBD and hemp extract solutions for their consumer products. In 2021, the Nutrafood department has developed a CBD emulsion for application in functional drinks.
- The development of functional products is not specific to the Flavor Division but also concerns the Fragrance Division. The Group allocates part of its R&D efforts to aromacosmetics: the aim is to create value-added fragrances with wellness or beauty benefits. Robertet's aromacosmetics programme has already studied the effectiveness of hundreds of natural raw materials used in perfumery creation through its ActiScent™ range.
- The latest addition to the aromacosmetics line in 2021, ActiScent™ Maskné reduces facial skin imperfections while preventing mask-related irritation. This fragrance, thanks to a combination of extracts of lemongrass and sandalwood amyris, which has been tested for effectiveness, has a dual action: anti-acne and soothing.



06

ADDITIONAL INFORMATION

6.1 Dialogue with stakeholders

6.2 GRI Standards Content Index

6.3 Environmental Performance Indicators

6.4 Purchasing performance indicators

6.5 Social performance indicators

6.6 Consolidated information in accordance with
Article 8 of the Taxonomy Regulation

6.7 External verification



6.1 DIALOGUE WITH STAKEHOLDERS

A company's stakeholders are individuals or groups of individuals who may affect or be affected, directly or indirectly, by the company's activities.

Every year, the Robertet Group takes into consideration the reasonable expectations and interests of its stakeholders in the performance of its activities.

Identifying stakeholders and their expectations allows us to ensure that they are properly taken into account in the Group's CSR challenges and approach.

Robertet has mapped out its stakeholders (→ see page 15) and has listed their main expectations in the table below, as well as the methods of dialogue and the responses provided.

Stakeholders	Their expectations	Their impact on Robertet	Information and dialogue procedures	Responses offered by the Group
Employees	<ul style="list-style-type: none"> Occupational health and safety Working conditions Job training and employability Fair compensation and value sharing Equal opportunity and treatment Data protection personal Accessible information and clear communication Understanding of the business plan and strategy 	<ul style="list-style-type: none"> On the quality of work and product On service to customers On the reputation of the company On the social climate On the involvement at work and in the life of the company On absenteeism and the turn-over rate 	<ul style="list-style-type: none"> Information and communication via emails, intranet, managers, director's annual speech Consultation via suggestion boxes Mediation for internal conflict resolution (example: during ethics alerts). 	<ul style="list-style-type: none"> Health and Safety Management Systems Health, Safety and Working Conditions Committee Professional interviews Training and learning Collective agreements and conventions Incentives and participation Ethics alert system (discrimination, harassment, corruption) Due diligence program on information security and whistleblowing procedure Communication of the Management's strategy
Clients	<ul style="list-style-type: none"> Compliance with requirements (deadline/ quality/safety) Quality/price ratio of products Sustainability of supplies Traceability of raw materials Respect for human rights and international labor standards in our supply chain Clear and honest product information: need for transparency Products that respect the environment and people Fair practices 	<ul style="list-style-type: none"> Economic On reputation On awareness On trust On innovations 	<ul style="list-style-type: none"> Information and communication about our products and CSR performance via the website, social networks, publication of the CSR report, sharing our Sedex, Ecovadis, and CDP scores Consulting with customers on their needs via discussions with our sales representatives Commercial negotiations Cooperation for the implementation of specific projects or partnerships 	<ul style="list-style-type: none"> Processing of complaints and specific questionnaires by the Quality Department Action plan following regular customer audits Quality and food safety policies Certification of management systems Visits to Robertet's industrial sites and its supply chains by customers Responsible purchasing policy CSR audits and certifications of our supply chains Implementation of joint development projects Robertet code of conduct Innovation

Stakeholders	Their expectations	Their impact on Robertet	Information and dialogue procedures	Responses offered by the Group
Suppliers	<ul style="list-style-type: none"> • Clear and precise specifications • Durability of the commercial relationship • Respect of pricing • Respect of payment deadlines • Accompaniment in the improvement of CSR practices 	<ul style="list-style-type: none"> • Economic • On quality, security and safety of our products • On the continuity of activities 	<ul style="list-style-type: none"> • Information and communication of supplier or provider performance via an annual review • Consultation of suppliers for the gathering of CSR information • Commercial negotiations • Cooperation for the implementation of specific projects or partnerships • Co-management when the supplier becomes a joint venture or a Group subsidiary. 	<ul style="list-style-type: none"> • Responsible purchasing policy • Long-term partnerships • Technical and financial support • Evaluation and audit of suppliers
Shareholders, Investors, Banks, Rating agencies	<ul style="list-style-type: none"> • Sustainable growth of the company and dividends. • Sustainability of performance of Robertet • Information on governance and risk management • Information on results, the evolution of CSR indicators as well as the actions implemented 	<ul style="list-style-type: none"> • On contributions of capital • On the support of development • On reputation 	<ul style="list-style-type: none"> • Information and communication via regular participation in investor meetings, and publication on the website of press releases, and the financial and non- financial report • Consultation and exchange of information • Financial negotiations • Co-decision and co-management via shareholders' meetings at the headquarters 	<ul style="list-style-type: none"> • Improvement of the financial and non-financial performance of the Group • Stability and independence of the shareholder base • Exemplary corporate management • Euronext index • Middlednext code • Anti-corruption code
Staff representatives and Union	<ul style="list-style-type: none"> • Recognition • Compliance with regulations and social law • Information, consultation and dialogue • Means to exercise their functions 	<ul style="list-style-type: none"> • On the social climate • On the company's reputation • On the improvement of working conditions and quality of life at work • On the guarantee of the interests of the employees 	<ul style="list-style-type: none"> • Information and communication via emails or intranet. • Consultation via specific meetings • Collective bargaining 	<ul style="list-style-type: none"> • Compliance with the legal provisions for staff representation • Provision of the necessary means • Collective agreements
Administration and public authorities	<ul style="list-style-type: none"> • Compliance with regulations and requirements • Transparency of information 	<ul style="list-style-type: none"> • On the practices of the company • On the authorizations to operate • On the awarding of subsidies 	<ul style="list-style-type: none"> • Communication of regulatory documents 	<ul style="list-style-type: none"> • Compliance with applicable regulations (financial, environmental, safety, product requirements, religious, etc.) • Regular controls by public tax, environmental and social administrations. • Participation in conferences, working groups • Responses to specific requests

Stakeholders	Their expectations	Their impact on Robertet	Information and dialogue procedures	Responses offered by the Group
Professional associations or organizations and competitors	<ul style="list-style-type: none"> Contributing collectively to the development of the profession Sharing knowledge Fair competition Respect for intellectual property 	<ul style="list-style-type: none"> On commercial, marketing, R&D emulation On the collective representation of the sector's interests 	<ul style="list-style-type: none"> Information and communication via annual meetings Consultation on various topics Cooperation for the implementation of projects Co-decision and co-management of some professional organizations 	<ul style="list-style-type: none"> Presence on the boards of several professional federations and associations Participation in collective initiatives Animation of project on expertise Signature of the charter IFRA-IOA for sustainable development Competitive lookout
Communities and residents	<ul style="list-style-type: none"> Economic dynamism, creation of wealth and jobs Pollution prevention Prevention of industrial risks Reduction of olfactory and noise pollution 	<ul style="list-style-type: none"> On the company's practices On reputation On the notoriety 	<ul style="list-style-type: none"> Information and communication via the Robertet website Consultation and cooperation on specific topics 	<ul style="list-style-type: none"> Sponsorship Environmental policy Policy of prevention of major accidents Measures to mitigate of nuisances
Communities NGOs and associations	<ul style="list-style-type: none"> Continuous improvement of the company's practices Investment or sponsorship Job creation 	<ul style="list-style-type: none"> On reputation On awareness On trust On the company's practices 	<ul style="list-style-type: none"> Information and communication via the Robertet website Consultation with NGOs (in particular the UEBT) or associations Investment or sponsorship Job creation Collection of expectations from local communities Cooperation or co- decision for the implementation of joint projects. 	<ul style="list-style-type: none"> Establishment of partnership or sponsorship Compliance with our code of conduct and our ethical charter Creation of the NGO BNSCARE
Service providers (including temporary employment agencies) and subcontractors	<ul style="list-style-type: none"> Accurate, clear and reliable information about the assignments to be performed Ease in the client relationship Durability of the commercial relationship Respect of pricing Respect of payment 	<ul style="list-style-type: none"> Skilled and/or experienced workers On the continuity of activities 	<ul style="list-style-type: none"> Information and communication via the dissemination of job offers or assignments Technical cooperation 	<ul style="list-style-type: none"> Establishment of contracts Charters
Training organizations and schools	<ul style="list-style-type: none"> Partnerships and professional opportunities for students and apprentices Sharing of know-how and skills Funding of research work Funding of training or apprenticeship Clear specifications Compliance with payment deadlines 	<ul style="list-style-type: none"> Training of youth, adults, employees Provision of new training and practices 	<ul style="list-style-type: none"> Information and communication via the career area of the Robertet website and the distribution of internship or job offers Consultation of training organizations 	<ul style="list-style-type: none"> Occasional classes given by Robertet employees in schools Hosting of interns and work- study students Setting up theses Long-term partnerships
Media	<ul style="list-style-type: none"> Clear, reliable and relevant information Availability of contacts 	<ul style="list-style-type: none"> On reputation On awareness On trust Economic 	<ul style="list-style-type: none"> Information and communication via the Robertet website, social networks or press releases 	<ul style="list-style-type: none"> Publications on social networks Responses to specific requests and interviews

6.2 GRI STANDARDS CONTENT INDEX

The Robertet Group prepares its CSR report in accordance with the GRI standards, an essential compliance option. The Global Reporting Initiative, or GRI, is an NGO that has established reporting principles and a set of indicators to measure the CSR performance of companies.

The Robertet Group has chosen to align itself with the GRI standards for greater transparency, to guarantee the quality of the information in the CSR report and to compare its CSR performance with other companies aligned with the GRI standards. Robertet has used the GRI standards updated in 2020 for this report.

Subject	Standard number	Title of information	Pages
GRI 102-GENERAL INFORMATION			
General elements 2016	102-1	Name of the organization	6
	102-2	Activities, brands, products and services	10-13
	102-3	Location of headquarters	6-7
	102-4	Location of operations	6
	102-5	Ownership and legal form	6-13
	102-6	Markets served	12-13
	102-7	Scale of the organization	11
	102-8	Information on employees and other workers	46
	102-9	Supply chain	33-40
	102-10	Significant changes to the organization and its supply chain	6-7, 38-39
	102-11	Precautionary principle or approach	68-70
	102-12	External initiatives	24
	102-13	Membership of associations	24
	102-14	Statement from the senior decision maker	5
	102-15	Key impacts, risks and opportunities	16-18
	102-16	Values, principles, standards and norms of behavior	28
	102-18	Governance structure	23, 31
	102-20	Executive-level responsibility for economic, environmental and social topics	23
	102-21	Consulting stakeholders on economic, environmental and social topics	19
	102-40	List of stakeholder groups	15, 82-84
	102-41	Collective bargaining agreements	52
	102-42	Identifying and selecting stakeholders	15
	102-43	Approach to stakeholder engagement	82-84
	102-44	Key topics and concerns raised	19, 82-84
	102-45	Entities included in the consolidated financial statements	6-7
	102-46	Defining report content and topic boundaries	6-7
	102-47	List of material topics	16-18
	102-48	Restatements of information	6-7
	102-49	Changes in reporting	6-7
	102-50	Reporting Period	6-7
	102-51	Date of most recent report	6
	102-52	Reporting Cycle	6
	102-53	Contact point for questions regarding the report	111
	102-54	Claims of reporting in accordance with GRI standards	85
	102-55	GRI Content Index	85-88
	102-56	External assurance	105-109

Subject	Standard number	Title of information	Pages
GRI 102- GENERAL INFORMATION			
Management approach 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	22, 26
	103-3	Evaluation of the management approach	22, 26
GRI 200 - ECONOMY			
Economic performance 2016	201-1	Direct economic value generated and distributed	13
	201-2	Financial implications and other risks and opportunities due to climate change	16-18, 60-63
Anti-corruption 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	31
	103-3	Evaluation of the management approach	31
	205-1	Operations assessed for risks related to corruption	31
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Fiscalité 2019	207-1	Approach to tax	32
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GRI 300 - ENVIRONMENT			
Materials 2016	103-1	Explanation of the material topic and its Boundary	16-18
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Water and effluents 2018	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	64
	103-3	Evaluation of the management approach	65
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	303-2	Management of water discharge-related impacts	69
	303-3	Water withdrawal	65,89
	303-4	Water discharge	89
	303-5	Water consumption	89
Biodiversity 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	42
	103-3	Evaluation of the management approach	43, 68-70
	304-3	Habitats protected or restored	42-44, 68-70
Emissions 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	60
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	305-1	Direct (scope 1) GHG emissions	62
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GRI 300 - ENVIRONMENT			
Waste 2020	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	66
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	306-1	Waste generation and significant impacts related to waste	66
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	306-3	Waste generated	67, 91
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Environmental compliance 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	68
	103-3	Evaluation of the management approach	68-70
	307-1	Non-compliance with environmental laws and regulations	68-70
Supplier environmental assessment 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	34
	103-3	Evaluation of the management approach	34-37
	308-1	New suppliers that were screened using environmental criteria	35
GRI 400 - SOCIAL			
Employment 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	50
	103-3	Evaluation of the management approach	50-52
	401-1	New employee hires and employee turnover	93-94
Occupational health and safety 2018	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	47
	103-3	Evaluation of the management approach	48-49
	403-1	Occupational health and safety management system	47
	403-2	Hazard identification, risk assessment and incident investigation	47
	403-3	Occupational Health Services	47
	403-4	Worker participation, consultation and communication on occupational health and safety	47
	403-5	Worker training on occupational health and safety	47-48
	403-6	Promotion of worker health	47-49
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	47-49
	403-8	Workers covered by an occupational health and safety management system	94
	403-9	Work-related injuries	49
	403-10	Work-related ill health	49
Training and education 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	53
	103-3	Evaluation of the management approach	53-55
	404-1	Average hours of training per year per employee	54
	404-2	Programs for upgrading employee skills and transition assistance programs	54-55

Subject	Standard number	Title of information	Pages
GRI 400 - SOCIAL			
Human rights assessment 2016	103-1	The management approach and its components	16-18
	103-2	Evaluation of the management approach	28
	103-3	Evaluation of the managerial approach	29-30
	412-1	Operations that have been subject to human rights reviews or impact assessments	29-30
	412-2	Employee training on human rights policies or procedures	54
Supplier social assessment 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	34
	103-3	Evaluation of the management approach	34-36
	414-1	New suppliers that were screened using social criteria	35
Customer health and safety 2016	103-1	Explanation of the material topic and its Boundary	16-18
	103-2	The management approach and its components	72
	103-3	Evaluation of the management approach	72-73
	416-1	Assessment of the health and safety impacts of product and service categories	72
	416-2	Incidents of non-compliance concerning the impacts of products and services on safety and health	72, 95



6.3 ENVIRONMENTAL PERFORMANCE INDICATORS

Indicators	2020	2021	2022
SUBSIDIARIES AND PRODUCTION SITES			
Number of production subsidiaries	17	17	19
Number of production sites	30	30	33
Number of subsidiaries in water-stressed areas	–	2	2
WATER WITHDRAWAL			
Total volume of water withdrawn (megaliters)	488	503	524
Volume of water withdrawn per ton of product (m ³ /t)	18,2*	17,8*	14,9
Water withdrawal by origin			
Volume of surface water withdrawn (megaliters)	33	11	40
Volume of groundwater withdrawn (megaliters)	218	239	230
Volume of network water withdrawn (megaliters)	231	242	250
Volume of other water withdrawn (megaliters)	6	11	4
Water withdrawal by origin in water stress areas			
Volume of surface water withdrawn (megaliters)	0,1	0,1	0,1
Volume of groundwater withdrawn (megaliters)	0	0	0
Volume of network water withdrawn (megaliters)	11	16,8	23,6
Volume of other water withdrawn (megaliters)	0	0	0
WATER DISCHARGE (EFFLUENT)			
Total volume of water discharged (megaliters)	166	355	257
Water discharged by destination			
Volume of water discharged to surface water (megaliters)	–	196	191
Volume of water discharged to groundwater (megaliters)	–	0,3	0,3
Volume of water discharged to network water (megaliter)	–	158,7	149,6
Water discharged by destination from water-stressed areas			
Volume of water discharged to surface water (megaliters)	–	0	0
Volume of water discharged to groundwater (megaliters)	–	0,3	0,3
Volume of water discharged to network water (megaliters)	–	7,8	5,3
WATER CONSUMPTION			
Total water consumption			
Water consumption (volume of water withdrawn - volume of water discharged) in megaliters	–	148	267
Water consumption in water-stressed areas			
Water consumption (volume of water withdrawn - volume of water discharged) in megaliters	–	8,9	18,1

*Data corrected to 2022

Indicators	2020	2021	2022
ENERGY			
Total energy consumption (MWh LHV)	96 174*	105 005*	98 831
Energy from stationary sources			
Natural gas consumption (MWh LHV)	60 262	65 990	59 861
Propane consumption (MWh LHV)	734*	723*	740
Fuel oil consumption (MWh LHV)	113	717	1 123
Coal consumption (MWh LHV)	2163	2 917	2 667
Wood consumption (MWh LHV)	0,4	0,8	0,8
Energy consumption from fixed sources (MWh LHV)	94 117*	102 915*	96 550
Energy from mobile sources			
CDiesel consumption by vehicles (MWh LHV)	964	837	1 186
Gasoline consumption by vehicles (MWh LHV)	940	1 071	1 096
LPG consumption by vehicles (MWh LHV)	153	183	0
Energy consumption from mobile sources (MWh)	2 057	2 090	2 282
Electricity			
Electricity consumption (MWh)	30 845	32 568	32 157
Renewable energy			
Renewable energy consumption (MWh LHV)	2 745	2 841	3 017
Non-renewable energy consumption (MWh LHV)	93 428*	102 164*	98 828
GREENHOUSE GAS EMISSIONS			
GHG emissions induced by energy consumption from stationary sources (ton CO ₂ e)	16 124*	18 023*	14 561
GHG emissions induced by energy consumption from mobile sources (ton CO ₂ e)	641	649	716
GHG emissions from refrigerant leaks (ton CO ₂ e)	585	685	526
GHG emissions induced by electricity consumption (ton CO ₂ e)	5 772	6 290	6 575
GHG emissions on scopes 1 and 2 (ton CO ₂ e)	21 895*	24 313*	23 136
GHG emissions on scopes 1 and 2 per ton of product (ton CO ₂ e/ton)	0,82*	0,86*	0,66

*Data corrected to 2022

Indicators	2020	2021	2022
WASTE GENERATED			
Quantity of waste recovered in material form (recycling, composting, biomethanization) in tons	4 417	4 898	4 765
Quantity of waste recovered in energy form (incineration with energy recovery) in tons	2 622	3 084	3 342
Quantity of waste not recovered (incineration without energy recovery, landfill) in tons	6 065	6 193	4 404
Total quantity of waste in tons	13 104	14 175	12 903
NON-HAZARDOUS WASTE (NHW)			
Composition of non-hazardous waste			
Quantity of vegetable waste (in tons))	4 597	4 791	5 683
Quantity of paper/cardboard waste (in tons)	124	121	131
Quantity of plastic waste (in tons)	345	303	331
Quantity of glass waste (in tons)	55	58	57
Quantity of wood waste (in tons)	399	787	330
Quantity of metal waste (in tons)	609	629	784
Quantity of common industrial waste (in tons)	3 624	3 714	1 583
Treatment of non-hazardous waste			
Quantity of NHW recovered in material form (recycling, composting, biomethanized) in tons	4 175	4 718	4 451
Quantity of NHW recovered in the form of energy (incineration with energy recovery) in tons	288	269	357
Quantity of non-recovered NHW (incineration without recovery, landfilling) in tons	5 289	5 416	4 091
Total quantity of non-hazardous waste in tons	9 753	10 403	8 899
HAZARDOUS WASTE (HW)			
Quantity of HW recovered in material form (recycling) in tons	241	180	314
Quantity of HW recovered in energy form (incineration with energy recovery) in tons	2 334	2 815	2 985
Quantity of non-recovered HW (incineration without energy recovery, landfill) in tons	775	777	706
Total quantity of hazardous waste in tons	3 351	3 772	4 004
REUSED WASTE			
Quantity of "waste" reused internally (in tons)	—	77	169
POLLUTIONS			
Number of formal notices issued by an environmental authority for air, soil or water pollution	0	0	0
Number of formal notices issued by an environmental authority for noise or odor nuisance	0	0	2

6.4 PURCHASING PERFORMANCE INDICATORS

Indicators	2020	2021	2022
RAW MATERIALS PURCHASED			
Total tonnage of raw materials purchased (excluding packaging)	36 071	36 548	45 508
RENEWABILITY			
Tonnage of renewable raw materials purchased	18 396	23 060	15 292
Tonnage of non-renewable raw materials purchased	17 675	13 488	20 483
BIODEGRADABILITY			
Tonnage of biodegradable raw materials purchased	18 757	15 647	19 924
Tonnage of non-biodegradable raw materials purchased	17 314	20 901	28 953
AUDITS ET CERTIFICATIONS RSE			
Number of natural references purchased only certified organic	—	326	318
Number of natural references purchased certified organic and verified UEBT	—	6	5
Number of natural products purchased certified organic and attested Fair For Life	—	5	12
Number of natural references purchased only attested Fair For Life	—	2	20
Number of natural references purchased only verified UEBTT	—	36	38
Number of natural references purchased UEBT certified	—	2	7
Number of natural references purchased UTZ/Rainforest Alliance certified	—	3	3
Number of natural references purchased RSPO certified	—	63	85
Number of natural references purchased with at least one CSR verification or certificationE	—	443	478
ORGANIC CERTIFICATION			
Tonnage of natural references purchased certified organic	845	1011	815

6.5 SOCIAL PERFORMANCE INDICATORS

Indicators	2020	2021	2022
WORKFORCE			
Total number of employees	2 028	2 123	2 223
Workforce by region			
Workforce_area Europe	1101	1092	1 157
Workforce_area North America	330	364	405
Workforce_area Latin America	306	304	305
Workforce_area Asia and Pacific	210	219	302
Workforce_area Africa and Middle East	100	144	54
Workforce by type of contract			
Workforce on permanent contracts	1845	1885	2 000
Workforce on fixed-term contracts	202	238	223
Workforce by gender			
Number of male employees	1202	1246	1 276
Number of female employees	845	877	947
HIRED			
Total hires	233	332	407
Hiring by region			
Hiring_area Europe	116	132	139
Hiring_area North America	30	72	129
Hiring_area Latin America	43	50	74
Hiring_area Asia and Pacific	39	31	35
Hiring_area Africa and Middle East	5	47	30
Hiring by age			
Hiring of employees aged < 30 years old	95	145	174
Hiring of employees aged 30-50 years old	109	165	192
Hiring of employees over 50 years old	29	22	41
Hiring by gender			
Hiring men	149	149	242
Hiring of women	84	84	165
DEPARTURES			
Total departures	189	268	340

Indicators	2020	2021	2022
TURNOVER			
Global Turnover	11%	15%	19%
Turnover by gender			
Turnover men	—	17%	28%
Turnover women	—	13%	31%
Turnover by region			
Turnover_zone Europe	—	6%	13%
Turnover_zone North America	—	11%	35%
Turnover_area Latin America	—	8%	19%
Turnover_area Asia and Pacific	—	7%	14%
Turnover_area Africa and Middle East	—	24%	11%
Turnover by age			
Turnover of employees aged < 30 years old	—	31%	34%
Turnover of employees aged 30-50 years old	—	14%	15%
Turnover of employees over 50 years old	—	7%	10%
ABSENTEEISM			
Absenteeism rate	5,3%	4,2%	4,3%
HEALTH & SAFETY			
Health and safety management system			
Number of employees covered by an occupational health and safety management system	—	1 852	1 098
Percentage of employees covered by an occupational health and safety management system	—	88%	49%
Occupational illness			
Number of recognized occupational illnesses	3	8	10
Accident rates (excluding temporary workers)			
Number of lost-time accidents directly related to work	28	36	33
Total hours worked	3 240 423	3 311 955	3 595 365
Frequency rate per 1 million hours	8,64	10,87	9,18
Total number of days lost due to accidents directly related to work	830	736	775
Severity rate	0,26	0,22	0,22
Accident rate (with temporary workers)			
Number of lost-time accidents directly related to work	—	48	23
Total hours worked	—	3 597 118	2 549 031
Frequency rate per 1 million hours	—	13,34	9,02
Number of days lost due to work-related accidents work	—	842	307
Severity rate	—	0,23	0,12

Indicators	2020	2021	2022
TRAINING			
Training per employee			
Average number of training hours per employee	6,7	9,4	11,7
Percentage of employees who received training during the year	63%	79%	82%
Training by gender			
Average number of training hours per man	–	9,6	12,3
Average number of training hours per woman	–	9,2	10,8
Training by socio-occupational category			
Average number of training hours per executive and manager	–	8,7	19,1
Average number of hours of training per supervisor	–	9,5	32,2
Average number of training hours per worker and employee	–	9,6	49,4
COLLECTIVE AGREEMENTS			
Number of collective agreements signed during the year	–	4	9
Number of valid collective agreements at the end of the year	–	12	14
Percentage of employees covered by a valid collective agreement	–	55%	55%
SENIORITY			
Average seniority (years)	11,64	11,95	11,2
QUALITY AND SAFETY			
Product quality			
Percentage of orders for products delivered without defect	99,76%	99,77%	99,75%

6.6 CONSOLIDATED INFORMATION IN ACCORDANCE WITH ARTICLE 8 OF THE EUROPEAN REGULATION TAXONOMY

Objective of the European regulation

The Taxonomy Regulation is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy. Indeed, it represents an important step towards achieving carbon neutrality by 2050, in line with the EU goals, as the Taxonomy is a classification system for environmentally sustainable economic activities. In 2022, 6 objectives have been published: adaptation and mitigation of climate change, prevention and control of pollution, transition to a cyclical economy, protection and restoration of biodiversity and ecosystems, sustainable use and protection of water and marine resources.

In the section below, Robertet presents, as a non-financial parent company, the share of the Group's revenue, capital expenditure (CapEx) and operating expenditure (OpEx), for the reporting period 2021, which are associated with Taxonomy-eligible activities related to the first two environmental objectives (climate change mitigation and climate change adaptation), in accordance with Article 8 Taxonomy Regulation and Article 10 (2) of the Article 8 Delegated Act. This Delegated Act focuses on those economic activities and sectors that have the greatest potential to contribute to climate change mitigation, which implies the need to avoid or reduce greenhouse gas emissions, or to increase their absorption and long-term carbon storage. The sectors concerned include energy, transport and buildings, as well as some production activities.

Core business activities - Taxonomy-non-eligible

Robertet has examined all Taxonomy-eligible economic activities listed in the Climate Delegated Act based on the Group's industrial activity.

After a thorough review involving all relevant divisions and functions, Robertet has concluded that its core economic activities are not covered by the Climate Delegated Act and consequently are Taxonomy-noneligible. It can therefore be considered that the Robertet Group, given its core business activities is not identified as a relevant source of greenhouse gas emissions.

The taxonomy is currently focused on 13 sectors of activity (transport, construction, energy, etc.) and hundreds of different activities (heat production, electricity, transport networks, etc.).

The assessment of Taxonomy-eligibility is focused on economic activities defined as the provision of goods or services on a market, which are therefore likely to generate a turnover.

In this context, Robertet defines the sourcing, manufacture and marketing of natural extracts as the Group's core activities. We consider activities such as the acquisition and construction of new buildings (for production sites) or the transport of natural extracts to customers as underlying activities necessary to conduct Robertet's core business activities. They are not reported as Taxonomy-eligible activities and are not included in our turnover KPI, as they are not generating external turnover on a standalone basis.

INDIVIDUALLY TAXONOMY-ELIGIBLE CAPEX AND OPEX

With regard to the CapEx and OpEx related to purchases and measures that Robertet considers as individually Taxonomy-eligible, we refer to the explanations provided in the section "Note 1: Accounting principles and consolidation rules" in the description of our accounting policies.

OUR KPIS (KEY PERFORMANCE INDICATORS)

KPIs include to turnover KPI, the CapEx KPI and OpEx KPI. For the reporting period 2021, the KPIs have to be disclosed in relation to Taxonomy-eligible economic activities and Taxonomy-non-eligible economic activities (Article 10 (2) of the Article 8 Delegated Act).

As an Industrial Group, our economic activities are not covered by the Climate Delegated Act, the share of Taxonomy-eligible economic activities in our total turnover is 0%. However, some CapEx can be considered, while Robertet OpEx are in the materiality exemption as they represent less than 10% of total OpEx.

In addition, the CapEx and OpEx to be reported also include those related to the purchase of the output from Taxonomy-aligned economic activities and certain individual measures enabling the targeted activities to become low-carbon or to achieve greenhouse gas emission reductions.

According to the accounting policy regarding these individually Taxonomy-eligible CapEx and OpEx (see section "Note 1: Accounting policies and consolidation rules" in the description of accounting methods), Robertet presents its KPIs as follows:

Table 1 - Proportion of Taxonomy-eligible and Taxonomy-non-eligible economic activities in total turnover, CapEx and OpEx

	Total (in million euros)	Proportion of Taxonomy eligible economic activities (in %)	Proportion of Taxonomy non-eligible economic activities (in %)
Turnover	703	0%	0%
Capital expenditures (CapEx)	22,6	4,5%	0%
Dépenses d'exploitation (OpEx)	582	0%	0%



Accounting policies

The specification of KPIs is determined in accordance with Annex I of the Article 8 Delegated Act. Robertet determines the Taxonomy-eligible KPIs in accordance with the legal requirements and describes the accounting policy in this regard as follows:

TURNOVER KPI

Definition

The proportion of Taxonomy-eligible economic activities in our total turnover has been calculated as the part of net turnover derived from products and services associated with Taxonomy-eligible economic activities (numerator) divided by the net turnover (denominator). The denominator of the turnover KPI is based on our consolidated net turnover, in accordance with IAS 1.82 (a). For more information on the accounting policies relating to our consolidated net turnover, cf section "Note 1: Accounting Principles and Consolidation Rules" of our 2021 Annual Report.

Regarding the numerator, as indicated above, Robertet did not identify any Taxonomy-eligible activities.

Reconciliation

Our consolidated net turnover can be reconciled to our consolidated financial statements. Please refer to the table "Statement of income for the period", line "Sale of products" of the financial report.

ICP FOR CAPEX AND OPEX

Definition - CapEx KPI

The CapEx KPI is defined as Taxonomy-eligible CapEx (numerator) divided by our total CapEx (denominator). For the numerator, please refer to the explanation below.

Total Capex consists of additions to tangible and intangible fixed assets during the financial year, before depreciation, amortisation and any re-measurements, including those resulting from revaluations and impairments, as well as excluding changes in fair value. It includes additions to fixed assets (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16). Additions resulting from business combinations are also included. Goodwill is not included in Capex as it is not defined as an intangible asset in accordance

with IAS 38¹². For further details on our accounting policies regarding our Capex, please refer to "Note 1: Accounting policies and consolidation rules" in our 2021 annual report.

Reconciliation

Our total CapEx can be reconciled to our consolidated financial statements, see the table "Statement of cash flows" line "Capital expenditures and finance leases" in our 2021 annual report. They are the total of the movements types (acquisition and production costs), additions, and additions from business combination for intangible assets, right-of-use assets and property.

Definition - OpEx KPI

The OpEx KPI is defined as Taxonomy-eligible Opex (numerator) divided by our total OpEx (denominator). For the numerator, please refer to the explanation below.

Total OpEx includes direct non-capitalized costs that relate to research and development, building renovations, short-term leases, maintenance and repair, and any other direct expenses related to the day-to-day servicing of assets of property, plant and equipment. This includes:

- research and development expenditures recognised as an expense during the reporting period in our income statement (see Note 24 "Research and Development Expenses" in our 2021 Annual Report). In accordance with our consolidated financial statements (IAS 38.126), this includes all non-capital expenditures, directly attributable to research and development activities;
- the volume of non-capitalized leases was determined in accordance with IFRS 16 and includes expenses for short-term and low-value leases (see the bottom of Note 3 "Property, Plant and Equipment & Rights of Use" of our 2021 Annual Report). Although low value leases are not explicitly mentioned in the Article 8 Delegated Act, we have interpreted the legislation to include them;
- maintenance and repair expenses and any other direct expenditures related to the routine maintenance of property, plant and equipment have been determined on the basis of the maintenance and repair costs allocated to our internal cost centers. The corresponding cost items are reflected in various items of our income statement, including production costs (operations maintenance), sales and distribution costs (maintenance logistics), and administrative costs (e.g., IT systems maintenance). These expenses

¹² For further information on the accounting policies relating to our consolidated net sales, please refer to section "Note 1: Accounting policies and consolidation rules" of our 2022 Annual Report.

also include building renovation measures. In general, they include staff costs, service costs and significant costs for routine maintenance as well as for regular and unplanned maintenance and repair measures. These costs are allocated directly to our property, plant and equipment, which includes an appropriate amount of overhead.

However, expenses related to the day-to-day operation of property, plant and equipment, such as raw materials, costs related to employees using the equipment, electricity and fluids required for the operation of these assets, are not included.

Direct costs related to training and other human resource adaptation needs are not included in either the denominator or the numerator. Indeed, Annex I to Article 8 Delegated Act only lists these costs for the numerator, which does not allow for a relevant mathematical calculation of the OpEx KPI.

For details of the numerator, see the table "Statement of income for the period", lines "Purchases consumed", "External expenses", "Personnel expenses", "Taxes", "Other operating expenses" in our 2021 annual report.

Explanations on the numerators for CapEx KPI and the OpEx KPI

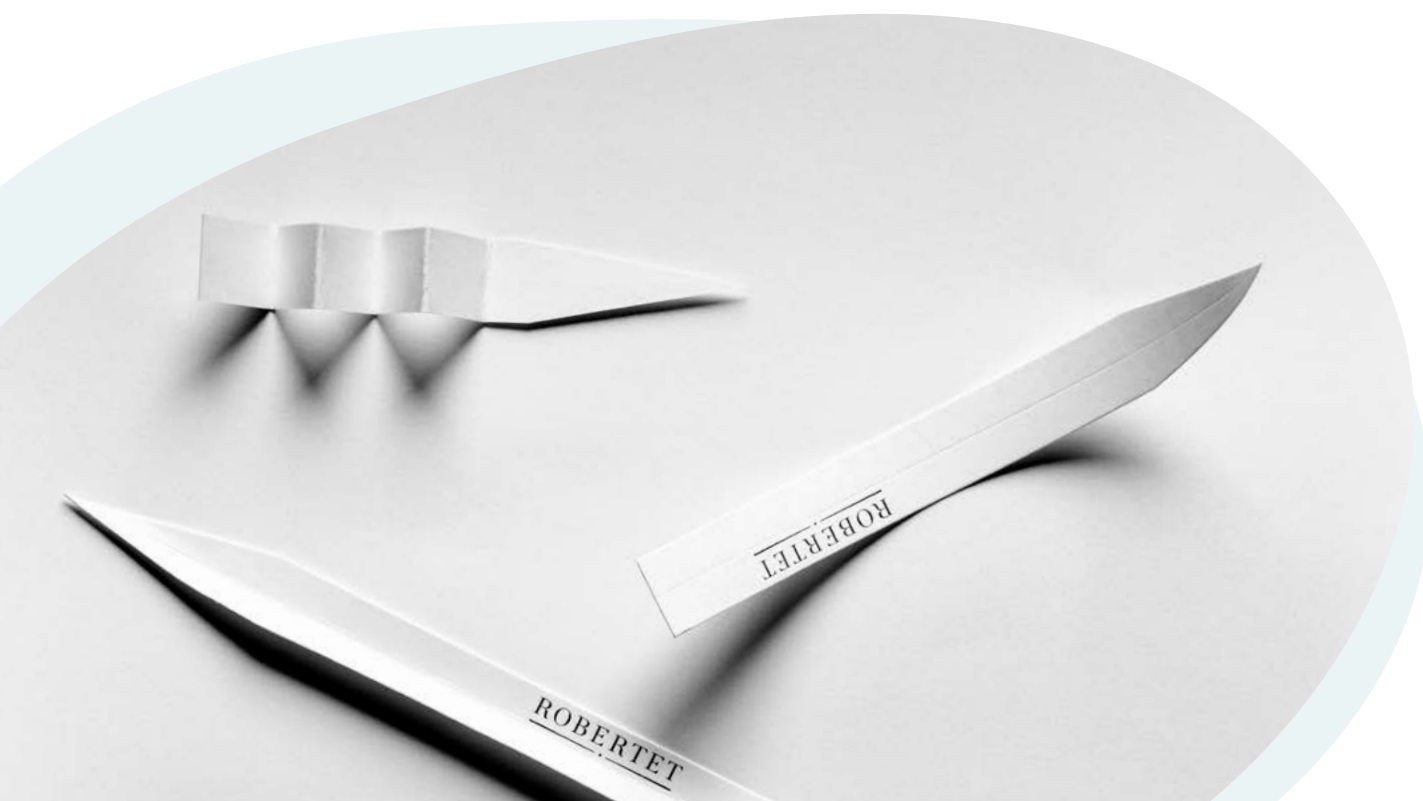
Although the Robertet Group has not identified any economic activities eligible for the taxonomy, it does have a number of CapEx eligible for climate change mitigation. Sustainable investments represent 4.5% of the Group's total Capex in 2022. This is done in an educational manner as some of its capital expenditure meets the criteria of Annex 1 of the Delegated Act. Its expenditure is considered eligible but none of it is considered aligned as we have not yet put in place a method to verify compliance with the minimum safeguards, nor with the DNSH and the Group's activities are not yet eligible themselves. As of today, there is no "CapEx plan" to upgrade a Taxonomy-eligible economic activity to become Taxonomy-aligned or to expand a Taxonomy-aligned economic activity.

However, if the Robertet Group's activities were to become eligible in the coming years, this would be done. On the other hand, none of the eligible OpEx (R&D and Maintenance) are accounted for because they represent less than 4% of the Robertet Group's total OpEx, which is therefore within the materiality exemption (<10% of total OpEx). Details of OpEx are not provided, although our capital expenditure must be geared towards sustainability even if the activity is not yet eligible, for example with investments to increase the energy efficiency of our manufacturing processes. It is not relevant to count our operating expenses which are mostly related to extraction, distillation of plants, creation of flavor compositions, food flavors or health actives which are very far from the activities eligible to the taxonomy at this time.

Taking into account the following economic activities identified in the Delegated Act on the climate component of the taxonomy, some CapEx are likely to be considered as acquired outputs or measures individually eligible for the taxonomy:

Table 2 - CA, CapEx and OpEx individually eligible for the taxonomy and related economic activities

Economic activities	Code(s)	Absolute turnover	Proportion of turnover	Substantial contribution criteria					
				Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems
		M€	%	%	%	%	%	%	%
A-TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%						
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%						
Total Turnover of Taxonomy eligible activities (A.1 + A.2) (A)		0	0%	0	0	0	0	0	0
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Turnover of Taxonomy-non-eligible activities (B)		703	100%						
TOTAL (A + B)		703	100%						



DNSH Criteria									
Climate change mitigation	Climate change adaptation	Water and marine ressources	Circular economy	Pollution	Biodiversity and ecosystems	Minimum safeguards	Taxonomy aligned proportion of turnoverYear N	Taxonomy aligned proportion of turnoverYear N-1	Category (enabling activity or transitional activity)
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	Percent	E/T
						Y			
						Y			

				Substantial contribution criteria					
Economic activities	Code(s)	Absolute CapEx	Proportion of CapEx	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems
		€	%	%	%	%	%	%	%
A-TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%						
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
Collection and transport of non-hazardous waste sorted at source	5,5	16 073,00	0%	100%	0%	0%	0%	0%	0%
Recovery of materials from non-hazardous waste	5,9	197 786,61	1%	100%	0%	0%	0%	0%	0%
Installation, maintenance and repair of energy efficiency equipment	7,3	67 0018,00	3%	100%	0%	0%	0%	0%	0%
Installation, maintenance and repair of charging stations for electric vehicles inside buildings	7,4	71 472,02	0%	100%	0%	0%	0%	0%	0%
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	7,5	64 700,70	0%	100%	0%	0%	0%	0%	0%
CapEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1 020 050,33	5%						
Total CapEx of Taxonomy eligible activities (A.1 + A.2) (A)		1 020 050,33	4,5%	0	0	0	0	0	0
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Capex of Taxonomy-non-eligible activities (B)		21 579 949,67	95,5%						
TOTAL (A + B)	—	22 600 000,00	100%						

				Substantial contribution criteria					
Economic activities	Code(s)	Absolute OpEx	Proportion of OpEx	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems
		€	%	%	%	%	%	%	%
A-TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%						
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%						
Total Turnover of Taxonomy eligible activities (A.1 + A.2) (A)		0	0%	0	0	0	0	0	0
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Turnover of Taxonomy-non-eligible activities (B)		581 774 000	100%						
TOTAL (A + B)		581 774 000	100%						

Appendix

This appendix provides a checklist which contains all the disclosure requirements accompanying the KPIs of non-financial undertakings pursuant to Sect. 1.2 of Annex I to the Art. 8 Delegated Act to show which of these requirements are in principle applicable for the reporting period 2021.

From January 1 to December 31, 2022 (for the reporting year 2021), non-financial companies will only be required to disclose the qualitative information referred to in Article 1.2 of Annex I to the Article 8 Delegated Act that is relevant for the reportable KPIs.

Disclosure Checklist Applicable		Applicable for simplified reporting (reporting period 2022)
1.2.1. Accounting policy Non-financial businesses shall explain:		
1	(a) how turnover was determined and allocated to the numerator; (b) the basis on which the turnover was calculated, including any assessment in the allocation of revenues or expenditures to different economic activities.	✓
2	(a) how capital expenditure was determined and allocated to the numerator; (b) the basis on which the capital expenditure was calculated, including any assessment in the allocation of revenues or expenditures to different economic activities.	✓
3	(a) how operating expenditure was determined and allocated to the numerator; (b) the basis on which the capital expenditure was calculated, including any assessment in the allocation of revenues or expenditures to different economic activities.	✓
4	For turnover, non-financial undertakings shall include references to the related line items in the financial statements;	✓
5	For capital expenditure, non-financial undertakings shall include references to the related line items in the financial statements.	✓
6	Where the application of any calculations has changed since the previous reporting period, non-financial undertakings shall explain why those changes result in more reliable and relevant information and provide for restated comparative figures.	NA
7	(a) the material changes that have occurred in the CapEx plan and the reasons underlying those changes;	NA
8	(b) the impact of such changes on the potential for the economic activities of the undertaking to become Taxonomy-aligned and on the period of time in which this change is expected to take place;	NA
9	(c) the restatement of the CapEx for each past reporting year covered by the plan whenever changes to the plan had an impact on those KPIs.	NA
10	(c) the restatement of the OpEx KPI for each past reporting year covered by the plan whenever changes to the plan had an impact on those KPIs.	NA

Disclosure Checklist

Applicable for
simplified reporting
(reporting period
2022)

1.2.2. Assessment of compliance with Regulation (EU) 2020/852**1.2.2.1. Information on assessing compliance with Regulation (EU) 2020/852**

Non-financial businesses shall:

11	(a) describe the nature of their Taxonomy-eligible economic activities, by referring to the delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) and Article 15(2) of Regulation (EU) 2020/852;	✓
12	(a) describe the nature of their Taxonomy-aligned economic activities, by referring to the delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) and Article 15(2) of Regulation (EU) 2020/852;	NA
13	(b) explain how they assessed compliance with the criteria set out in Article 3 of Regulation (EU) 2020/852 and the associated technical screening criteria included in the delegated acts referred to in point (a).	NA
14	(c) explain how they avoided any double counting in the allocation in the numerator of turnover, CapEx and OpEx KPIs across economic activities.	✓

1.2.2.2. Contribution to several objectives

When an economic activity contributes to several environmental objectives, non-financial companies shall:

15	(a) demonstrate compliance with the criteria set out in Article 3 of Regulation (EU) 2020/852, and in particular the technical review criteria for these different environmental objectives;	NA
16	(b) disclose the turnover from this activity as contributing to several environmental objectives;	NA
17	(b) disclose the CapEx of this activity as contributing to several environmental objectives;	NA
18	(b) disclose the OpEx of this activity as contributing to several environmental objectives;	NA
19	(c) only count once the turnover from that activity in the numerator of the KPIs in point 1.1 of this Annex, in order to avoid double counting.	✓

Disclosure Checklist

Applicable for
simplified reporting
(reporting period
2022)**1.2.2.3. Disaggregation of KPIs**

Where the KPIs for an economic activity are to be disaggregated, in particular where production facilities are used in an integrated manner, non-financial undertakings shall ensure that:

- | | | |
|----|---|---|
| 20 | (a) any disaggregation is based on criteria that are appropriate for the production process being implemented and reflects the technical specificities of that process; | ✓ |
| 21 | (b) appropriate information accompanying the KPIs about the basis of such disaggregation is provided. | ✓ |

1.2.3. Contextual information

Non-financial businesses shall explain the figures for each KPI and the reasons for any changes in those figures during the reporting period.

- | | | |
|----|--|-------------------|
| 22 | Non-financial undertakings may disclose additional KPIs (based on turnover, Capex, Opex) that include investments in equity accounted in joint ventures, pursuant to IFRS 11 or IAS 28, on a pro rata basis corresponding to their share in the equity of the joint venture. | X
(Facultatif) |
|----|--|-------------------|

1.2.3.1. Contextual information about turnover KPI for non-financial undertakings shall provide all of the following:

- | | | |
|----|--|----|
| 23 | (a) a quantitative breakdown of the numerator in order to illustrate the key drivers of change in the turnover KPI during the reporting period, such as revenue from contracts with customers, lease revenue or other sources of income; | NA |
| 24 | (b) information about the amounts related to Taxonomy-aligned activities pursued for non-financial undertakings' own internal consumption; | NA |
| 25 | (c) a qualitative explanation of key elements of change in the turnover KPI during the reporting period. | NA |
| 26 | Non-financial undertakings that have issued environmentally sustainable bonds or debt securities with the purpose of financing specific identified Taxonomy-aligned activities shall also disclose the turnover KPI adjusted to avoid double counting. | NA |

1.2.3.2. Contextual information about CapEx PKI

Non-financial undertakings shall provide a quantitative breakdown at the economic activity aggregated level of the amounts included in the numerator and qualitative explanation of the key elements of change in CapEx KPI during the reporting period. Such breakdown shall disclose all of the following:

- | | | |
|----|---|----|
| 27 | (a) an aggregation of additions to property, plant and equipment, to internally generated intangible assets, including in a business combination or acquired, to investment properties acquired or recognised in the carrying amount and, where applicable, to capitalised right-of-use assets; | NA |
| 28 | (b) an aggregation of additions related to acquisitions through business combinations; | NA |
| 29 | (c) an aggregation of expenses incurred in relation to Taxonomy-aligned economic activities and expenses incurred as part of a CapEx plan referred to in point 1.1.2. of this Annex. | NA |

Disclosure Checklist

Applicable for
simplified reporting
(reporting period
2022)

Non-financial undertakings shall disclose the key information about each of their CapEx plans referred to in point 1.1.2. of this Annex, including all of the following:

30	(a) the environmental objectives pursued;	NA
31	(b) the economic activities concerned ;	NA
32	(c) the research, development and innovation activities concerned, where relevant;	NA
33	(d) the period of time whereby each Taxonomy-aligned economic activity is expected to be expanded or whereby each economic activity is expected to become Taxonomy-aligned, including, where the period in which the economic activity is expected to become Taxonomy-aligned exceeds five years, an objective justification of such longer period, based on the specific features of the economic activity and the upgrade concerned;	NA
34	(e) the total capital expense expected to be incurred during the reporting period and during the period of time of the CapEx plans.	NA
35	Non-financial undertakings that have issued environmentally sustainable bonds or debt securities with the purpose of financing specific identified Taxonomy-aligned activities shall also disclose the CapEx KPI adjusted for the Taxonomy-aligned capital expenditure financed by such bonds or debt securities.	NA

1.2.3.3. Contextual information on OpEx PKI

Non-financial businesses shall provide all of the following:

36	(a) a quantitative breakdown of the numerator (operating expenditure determined in accordance with point 1.1.3.2 of this Annex) to illustrate the key elements of change in the OpEx KPI during the reporting period;	NA
37	(b) a qualitative explanation of the key elements of change in OpEx KPI during the reporting period;	NA
38	(c) an explanation of the other expenditures relating to the day-to-day servicing of items of property plant and equipment that are included in the calculation of OpEx for both the numerator and denominator;	✓
39	Where OpEx is part of a CapEx plan as referred to in points 1.1.2.2. and 1.1.3.2. of this Annex, non-financial undertakings shall disclose the key information about each of their CapEx plans in line with the requirements of point 1.2.3.2. of this Annex.	NA

Robertet SA

Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement

(For the year ended December 31, 2022)



Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement

(For the year ended December 31, 2022)

Robertet SA

37 avenue Sidi-Brahim
BP52100 06131 Grasse Cedex

To the Shareholders,

In our capacity as Chartered Accountant of Robertet SA (hereinafter the “entity”), appointed as an independent third party (the “third party”) and certified by COFRAC under number°3-1862 (whose scope is available at www.cofrac.fr), we conducted our work in order to provide a report expressing a limited assurance conclusion on the historical information (observed and extrapolated) in the consolidated non-financial information statement for the year ended December 31, 2022 (hereinafter respectively the “Information” and the “Statement”), prepared in accordance with the entity’s procedures (hereinafter the “Guidelines”), included in the Group management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (Code de commerce).

Conclusion

Based on the procedures performed, as described in the “Nature and scope of our work” section, and the elements that we have collected, nothing has come to our attention that causes us to believe that the consolidated non-financial information statement is not in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly and in accordance with the Guidelines.

Comments

Without qualifying our conclusion and in accordance with Article A. 225-3 of the French Commercial Code, we have the following comments: as specified under “Scope” in the “About this report” section, not all of the entities in the scope of financial consolidation are included in the scope of reporting for the indicators presented.

Preparation of the non-financial information statement

The absence of a generally accepted and commonly used framework or established practices on which to evaluate and measure the Information permits the use of different, but acceptable, measurement techniques that may affect comparability between entities and through time.

Consequently, the Information needs to be read and understood with reference to the Guidelines, significant elements of which are available upon request from the entity’s headquarters.

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Accounting firm registered with the Paris - Ile de France Order. Auditing firm member of the Compagnie Régionale de Versailles et du Centre. Simplified joint stock company (société par actions simplifiée) with share capital of 2,510,460. Registered office: 63 rue de Villiers 92200 Neuilly-sur-Seine, France. RCS Nanterre 672 006 483. VAT n° FR 76 672 006 483. Siret 672 006 483 00362. Code APE 6920 Z. Offices: Bordeaux, Grenoble, Lille, Lyon, Marseille, Metz, Nantes, Neuilly-Sur-Seine, Nice, Poitiers, Rennes, Rouen, Strasbourg, Toulouse.

Robertet Group

Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement - For the year ended December 31, 2022 - Page

Inherent limitations in preparing the Information

The Information may be subject to inherent uncertainty because of incomplete scientific and economic knowledge and due to the quality of the external data used. Certain Information is sensitive to the methodological choices, assumptions and/or estimates used to prepare the Information presented in the Statement.

The entity's responsibility

Management is responsible for:

- selecting or establishing suitable criteria for preparing the Information;
- preparing the Statement in accordance with the legal and regulatory provisions, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of those policies, including key performance indicators and the information required by Article 8 of Regulation (EU) 2020/852 (Green Taxonomy);
- preparing the Statement in accordance with the entity's Guidelines as mentioned above;
- implementing internal control over information relevant to the preparation of the Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by the Board of Directors.

Responsibility of the Chartered Accountant, appointed as an independent third party

On the basis of our work, our responsibility is to provide a reasoned opinion expressing a limited assurance conclusion on:

- the consistency of the Statement with the provisions of Article R. 225-105 of the French Commercial Code;
- the fairness of the historical information (observed and extrapolated), provided in accordance with Article R. 225 105 I, 3 and II of the French Commercial Code, i.e., the outcome of the policies, including key performance indicators, and the measures implemented in light of the principal risks.

As we have been engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to comment on:

- the entity's compliance with other applicable legal and regulatory provisions (in particular the information required by Article 8 of Regulation (EU) 2020/852 (Green Taxonomy), the French duty of care law and anti-corruption and tax evasion legislation);
- the fairness of the information required by Article 8 of Regulation (EU) 2020/852 (Green Taxonomy);
- the consistency of products and services with the applicable regulations.

Robertet Group

Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement - For the year ended December 31, 2022 - Page 3

Applicable professional standards

The work described below was performed in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code, the professional standards of the National Council of the French Institute of Chartered Accountants applicable in France, and the technical opinion of the French Institute of Statutory Auditors (Compagnie nationale des commissaires aux comptes – CNCC) determining the conditions in which the independent third party performs its engagement – Non financial information statement, as well as with ISAE 3000 (Revised) – Assurance engagements other than audits or reviews of historical Financial Information.

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards and applicable legal and regulatory requirements.

Means and resources

Our work was carried out by a team of five people between October 2022 and March 2023 and took a total of three weeks.

We were assisted in our work by our specialists in sustainable development and corporate social responsibility. We conducted ten interviews with people responsible for preparing the Statement, including from the CSR, Technical, Regulatory Affairs, Administration & Finance, Risk Management, Quality & Compliance, Human Resources, Health & Safety, Environment and Purchasing Departments.

Nature and scope of our work

We planned and performed our work considering the risk of material misstatement of the Information.

We consider that the procedures we performed based on our professional judgment allowed us to express a limited assurance conclusion:

- we obtained an understanding of all the consolidated entities' activities and the description of the principal risks;
- we assessed the appropriateness of the Guidelines with respect to their relevance, completeness, reliability, objectivity and understandability, with due consideration of industry best practices, where appropriate;
- we verified that the Statement includes each category of labor and environmental information set out in Article L. 225 102 1 III, as well as information regarding compliance with human rights and anti-corruption and tax evasion legislation;
- we verified that the Statement presents the information set out in Article R. 225-105 II where relevant to the principal risks and includes, if applicable, an explanation for the absence of the information required under Article L. 225-102-1 III, 2;

Robertet Group

Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement - For the year ended December 31, 2022 - Page 4

- we verified that the Statement presents the business model and the principal risks associated with all the consolidated entities' activities, including where relevant and proportionate, the risks associated with their business relationships and products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators related to the principal risks;
- we referred to documentary sources and conducted interviews to:
 - assess the process used to identify and confirm the principal risks and the consistency of the outcomes and the key performance indicators used with respect to the principal risks and the policies presented, and
 - corroborate the qualitative information (measures and outcomes) that we considered to be the most important presented in the appendix. We performed our work at the level of the consolidating entity;
 - we verified that the Statement covers the scope of consolidation, i.e., all the companies included in the scope of consolidation in accordance with Article L. 233-16 within the limitations set out in the Statement;
 - we gained an understanding of the internal control and risk management procedures the entity has put in place and assessed the data collection process implemented by the entity to ensure the completeness and fairness of the Information;
 - for the key performance indicators and other quantitative results that we considered to be the most important presented in the appendix, we implemented:
 - analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,.
 - tests of detail, using sampling techniques, in order to verify the proper application of the definitions and procedures and reconcile the data with the supporting documents. This work was carried out on a selection of contributing entities, i.e., Robertet Grasse, Astier Demarest and Robertet USA for indicators relating to e-learning and covers at least 20% of the consolidated data selected for these tests;
 - we assessed the overall consistency of the Statement based on our knowledge of the entity.

The procedures performed in a limited assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with the professional standards of the National Council of the French Institute of Chartered Accountants; a higher level of assurance would have required us to carry out more extensive procedures.

Marseille, April 12, 2023

PricewaterhouseCoopers Audit



Frédéric Prévost
Partner



Aurélie Castellino-Cornetto
Sustainable Development Director

Robertet Group

Report by the Chartered Accountant, appointed as an independent third party, on the consolidated non-financial information statement - For the year ended December 31, 2022 - Page 5

Appendix: Our work focused solely on the indicators listed below for the year ended December 31, 2022

Key performance indicators and other quantitative results:

Key performance indicators and other quantitative results:

- Percentage of industrial subsidiaries audited according to the SMETA-4 pillars,
- Number of suppliers who are SEDEX members,
- Percentage of suppliers who have signed the Robertet Supplier Ethics Charter,
- Percentage of employees trained in anti-corruption,
- Number of incidents reported via the alert procedure and number of confirmed incidents,
- Number of reports of tax evasion made by tax authorities,
- Percentage of purchases of natural references covered by a CSR assessment,
- Percentage of strategic supply chains audited or certified according to a CSR standard over the last 3 years,
- Number of field visits carried out by employees as well as the proportion of natural references purchased by Robertet Grasse,
- Percentage of natural references covered by a long-term partnership (in number, volume and amount),
- Amount paid for community projects within the supply chain (in euros),
- Percentage of organic references purchased (in number, in volume, in amount),
- Frequency and severity rates,
- Number of occupational diseases in 2022,
- Absenteeism rate,
- Number of collective agreements concerning the quality of life at work and work organization covering the Group's employees,
- Percentage of employees who received training in the year,
- Number of hours of training as well as the number of managers who have been trained at least once in their career to manage a team,
- Percentage of women in total workforce,
- Scope 1 and 2 CO₂ emissions (in metric tons of CO₂),
- Water consumed per ton of product sold,
- Total percentage of waste recovered,
- Number of formal notices by any environmental authority on water, air, soil pollution, including noise pollution,
- Compliance with the maximum threshold of 5% of uncaptured VOC emissions per quantity of solvents used during the year by Robertet Grasse,
- Percentage of orders for products delivered without defect,
- Percentage of subsidiaries that are ISO 9001 certified,
- Percentage of biodegradable and renewable raw materials (by volume).

Qualitative information (measures and results):

- The Robertet's Code of Conduct signed in 2022 by the Chairman is based on the ETI (Ethical Trading Initiative) and includes nine commitments.
- Fair for Life (FFL) supply chain certification for Jasmine (Egypt).
- Rollout of the Altares "Indued" automated tool to support the evaluation of Robertet's third parties as well as a specific anti-corruption accounting control procedure.
- The Robertet Group does not operate in any country on the French list of non-cooperative countries or territories (ETNCs) or on the European Union's "black list" of non-cooperative countries and territories.
- Each supplier must complete a CSR self-assessment questionnaire. The questionnaire is sent to direct suppliers (Tier 1) but also concerns indirect suppliers (Tier 2 and above). When the risk is high (score below 40), the supply chain is qualified as "unsustainable". In this case, Robertet Grasse sets up a closer collaboration with the supplier with an improvement plan to make the supply chain more sustainable.
- Union for Ethical BioTrade (UEBT) verification from suppliers of: Blue Chamomile and Cumin from Egypt, Ylang from Madagascar, Maté from Brazil, Rose from Turkey, Rose from Bulgaria, Tuberose and Jasmine from India and Patchouli from Indonesia.
- Establishment of equitable economic partnerships through the implementation of long-term relationships to work in close cooperation with certain suppliers for a sharing of benefits.
- Payment of the FFL premium.
- Implementation of responsible and sustainable agriculture through the definition of a Good Agricultural Practices or "GAP" policy in 2017. Suppliers commit to respecting GAPs by signing the ethical charter.
- Assessment of occupational risks to identify and classify dangerous situations for each workstation.
- Prevention of chemical risks through the installation of a new high-performance extraction system (the "Smartflow" hood).
- At Robertet Grasse, the company's benefits plans guarantee payment of compensation in the event of incapacity for work, cover disability and provide for payment of a lump sum to designated beneficiaries in the event of death.
- Development of skills through training within each subsidiary.
- With regard to professional equality, Robertet is careful not to create inequality, particularly between women and men. To this end, Robertet Grasse signed in March 2019 with the trade unions an agreement on professional equality between men and women for a period of three years. The agreement includes the following initiatives: recruitment, with the objective of maintaining at least 46% women in the overall workforce and 50% in the executive category, including current remuneration, with vigilance in the event of unjustified discrepancies.
- The agreement includes the following initiatives:
 - Robertet Grasse signed in March 2019 with the trade unions an agreement on professional equality between men and women for a period of three years. The agreement includes the following initiatives: recruitment, with the objective of maintaining equality, with vigilance in the event of unjustified discrepancies.
 - Optimizing the transportation of goods with transformation on site or near the location of production of the raw material.
 - Installation of water-saving equipment with rainwater harvesting in China as well as installation of a water quality measurement system.
 - Reduction in the use of plastic in packaging through the introduction of drum strapping without plastic film at Robertet Grasse.
 - Prevention of soil pollution, particularly at the Robertet Grasse site, which is classified as a Seveso high threshold installation according to French environmental protection regulations (installations classées pour la protection de l'environnement - ICPE).



ROBERTET
GROUPE

This report is part of an eco-design approach.

From its conception to its consultation, we have implemented a progressive eco-design approach that we are committed to respecting to the best of our abilities.



Printed on paper from
sustainably managed forests



Energy-saving
inks



Report available online
in a lighter version

CONTACTS

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