



2023 CSR REPORT

CORPORATE
SOCIAL
RESPONSIBILITY



ROBERTET
— GROUPE —

03

INTRODUCTION

—

26

RESPONSIBLE BUSINESS
PRACTICES

—

32

LIVING TERROIRS

—

46

THRIVING EMPLOYEES

—

62

RESPONSIBLE PRODUCTION SITES

—

76

NATURAL AND INNOVATIVE
PRODUCTS

—

84

ADDITIONAL INFORMATION



INTERVIEW WITH THE CEO

The Robertet Group, world leader in natural ingredients, is well positioned to deploy an ambitious CSR strategy that respects nature. In 2023, this unique positioning took shape in our new mission:

**“AWAKEN SENSES TO SPARK EMOTIONS
THROUGH OUR SUSTAINABLE NATURALS.”**

In addition, one of the five pillars of our strategy focuses on CSR, showing our determination to make it a vector for performance and innovation. For Robertet, this means pouring all its expertise and commitment into its response to the environmental and social challenges of the 21st century.

To align strategy and governance, we have invested in improving the integration of CSR by our two governance bodies: the Board of Directors and the Group Leadership Team (GLT). Two new members were added to the Board of Directors' CSR Committee, and multi-day CSR training was given to all members of the GLT. The Group's CSR team was also expanded to include

a network of CSR representatives appointed at each subsidiary.

In 2023, several projects came to fruition, the first of which involving our CSR certification strategy. At the end of December, almost 50% of our strategic natural supply chains were covered by an audit or recognized CSR certification (e.g., Fair For Life and UEBT) in the last three years. Our deep understanding across the value chain, “from seed to scent”, enables us to work in partnership with our suppliers and ensure full traceability over a wide range of supply chains, strengthening the trust of our customers. This year, our purchasing and sourcing team supported our partners on issues ranging



from fair trade and good agricultural practices to biodiversity conservation. As traceability audits have been performed at several of Robertet's production sites, we can pass on our certifications to our customers, from supply chain to finished products.

Our second environmental project entailed completing our first greenhouse gas footprint covering Scopes 1, 2 and 3 for our French subsidiaries and signing the Science Based Targets initiative (SBTi) commitment letter. The next steps in this process in 2024 are to carry out this carbon assessment for the rest of the Group, devise our decarbonization plan, and formally align our climate targets with the Paris Agreement goal of limiting global warming to 1.5°C.

Finally, the third project was to prepare for the EU Corporate Sustainability Reporting Directive (CSRD), applicable as of January 1, 2025. We view this regulatory requirement as an opportunity to update and clarify our CSR policy, making it more ambitious, while capitalizing on our strengths, such as the diversity and sustainability of our supply chains, our long-term relationships with producers, and, more broadly, our historic leadership in natural products.

Although these projects represent important advances for our strategy in 2023, we clearly need to engage even more in the years to come. I am enthusiastically committed to working towards these changes, which are as necessary as they are inspiring, to ensure Robertet's long-term growth and sustainability.

JEROME BRUHAT
Chief Executive Officer

ABOUT THIS REPORT

EVERY YEAR, THE ROBERTET GROUP PUBLISHES A CSR REPORT TO PRESENT THE PROGRESS TOWARDS ITS GOALS AND ITS CONTRIBUTION TO SUSTAINABLE GROWTH.

REGULATORY CONTEXT

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

PERIOD

The information published in this NFIS covers the period from January 1 to December 31, 2023.

REPORTING PROTOCOL

Robertet has a reporting protocol for its NFIS, which is updated every year. For the consolidation, the CSR representative at each subsidiary completes the reporting tables distributed at the end of the year. We then go

through four verification steps to ensure data quality. The contributors, who have access to the primary data, determine the requested indicators which are then reviewed by the CSR representatives. These representatives check the data for the year and its consistency with the previous year, adding comments if they find discrepancies of more than 15% and relaying the information to the Group CSR teams. Files are submitted to the Group validators and reviewed. Representatives may be asked questions and changes made before consolidation and the final verification stage by the Independent Third Party.

Each new entity acquired is trained by the CSR teams in the year prior to being integrated into the NFIS scope and carries out a mock reporting exercise.

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



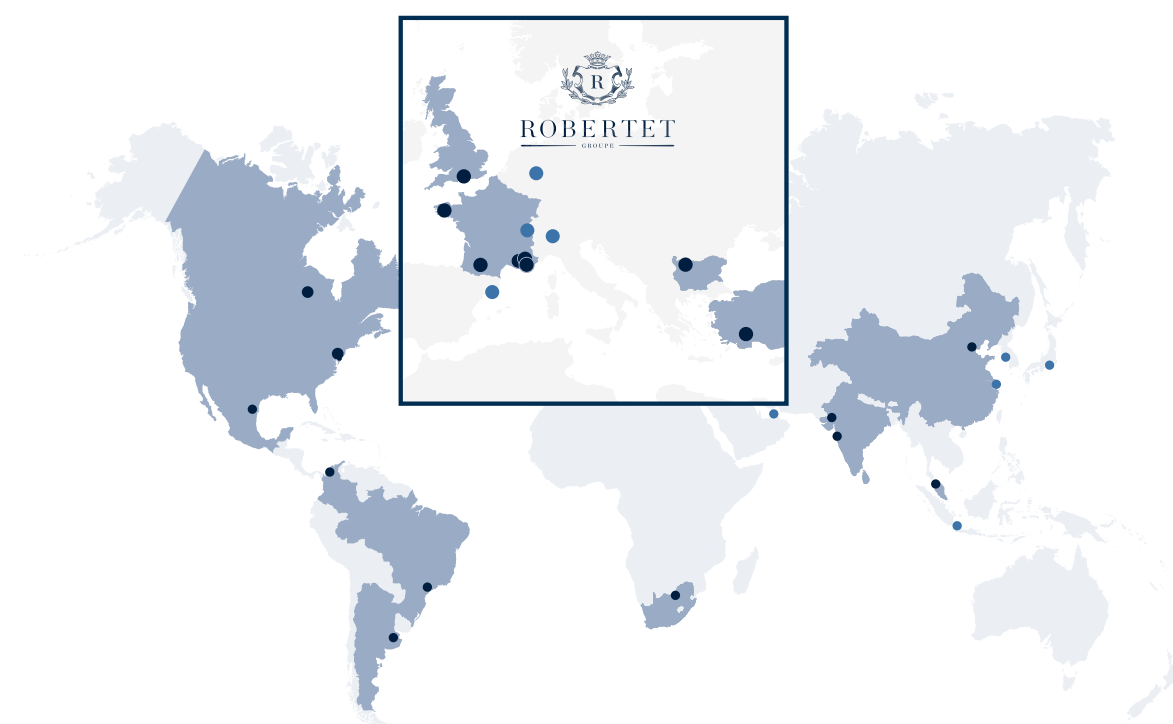
SCOPE OF CONSOLIDATION

The scope of consolidation for the environmental, labor and social information presented in this report concerns the head office (Robertet SA in Grasse) and all the Group's commercial and production subsidiaries. Commercial subsidiaries were included in this reporting for the first time this year (see map below).

These commercial subsidiaries are: Robertet GmbH (Germany), Robertet España S.A., Robertet Italia S.R.L, Robertet SA (Switzerland), Charabot Shanghai International Trading Co. Ltd, Robertet Dubai, Robertet Japan Ltd, Robertet Korea Ltd and PT Robertet Group Indonesia.

The scope of the NFIS includes all subsidiaries that are at least 50%-owned and consolidated in the financial statements. Hitex is a fully consolidated subsidiary in the NFIS, even though it was 50%-owned in 2023. The industrial subsidiaries acquired in 2023, Aroma Esencial and Sonarome, will be included next year, in the report for 2024. Representative offices are excluded from the scope.

The scope of consolidation for this NFIS is aligned with the scope of financial consolidation, except for Hitex, which is not financially consolidated. Certain entities have been combined: Robertet Paris and Villa Blu are consolidated with Robertet SA, New York Creative Center with Robertet Fragrances Inc. and the Turkish office in Istanbul with Robertet Turkey.



● Production subsidiaries

Robertet Canada Inc.
Ontario

Robertet Flavours Inc.
Robertet Inc.
Robertet USA Inc.
New Jersey, New York

Robertet Mexico S.A de C.V
Mexico

Robertet Andina S.A.S
Bogotá

Robertet do Brazil Industria e Comercio LTDA
São Paulo

Robertet Argentina S.A.I.C
Buenos Aires

Robertet S.A.
Astier Demarest S.A.
Grasse

Hitex
Vannes

Robertet Bio
Le Pouzin

Bionov
Eyrargues

Sirius
Cambounet sur le Sor

Robertet UK Ltd.
Haslemere

Omega Ingredients
Great Blakenham

Robertet Bulgaria EOOD
Dolno

Robertet Turkey
Isparta

Robertet South Africa
Rustenburg

Robertet Flavours & Fragrances (Beijing) Company Ltd
Beijing

Robertet Flavours & Fragrances India Pvt. Ltd
Robertet India Private Limited
Mumbai
Goa

Robertet Asia Pte Ltd
Singapore

Robertet Italia S.R.L
Milan

Robertet S.A.
Geneva

Robertet España S.A
Barcelona

Robertet GmbH
Cologne

Charabot Shanghai International Trading Co. Ltd.
Shanghai

Robertet Dubai
Dubai

Robertet Japan Ltd.
Tokyo

Robertet Korea Ltd.
Seoul

PT Robertet Group Indonesia
Jakarta



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 active ingredients. Thanks to its highly integrated sourcing approach, Robertet has developed outstanding expertise in natural ingredients, making the Group the world leader of natural raw materials.

ROBERTET'S 4 DIVISIONS:

Breakdown of 2023 sales by business

NATURAL RAW MATERIALS 23.2%

Robertet supplies natural ingredients for the flavors and fragrances industries, as well as active ingredients for the health and beauty industry. Its expertise ranges from plant sourcing to industrial extraction, fractioning and purification processes, combining tradition and innovation in its methods and know-how.

FRAGRANCES 37.9%

Robertet fragrances are the olfactory signatures of some of the smallest and largest national or international brands of eau de toilette, personal hygiene items and cleaning products.

FLAVORS 36%

Flavors are used in all kinds of food or pharmaceutical products, from beverages to dairy products, confectionery and ready-made meals.

HEALTH & BEAUTY 2.9%

Our value-added research on natural extracts provides the latest developments in active ingredients that serve as key components in health and beauty products.

2023 sales

€721
MILLION

+2.6%
COMPARED WITH 2022

Breakdown of 2023
sales by region

35.6%

North America

39%

Europe

14.5%

Asia and Pacific

7.1%

Latin America and Caribbean

3.8%

Africa and Middle East

ROBERTET,
A WORLD LEADER
IN NATURAL
INGREDIENTS

1,727
NATURAL
RAW MATERIALS
sourced from 60 countries

7TH
WORLDWIDE
in the flavors and fragrances sector

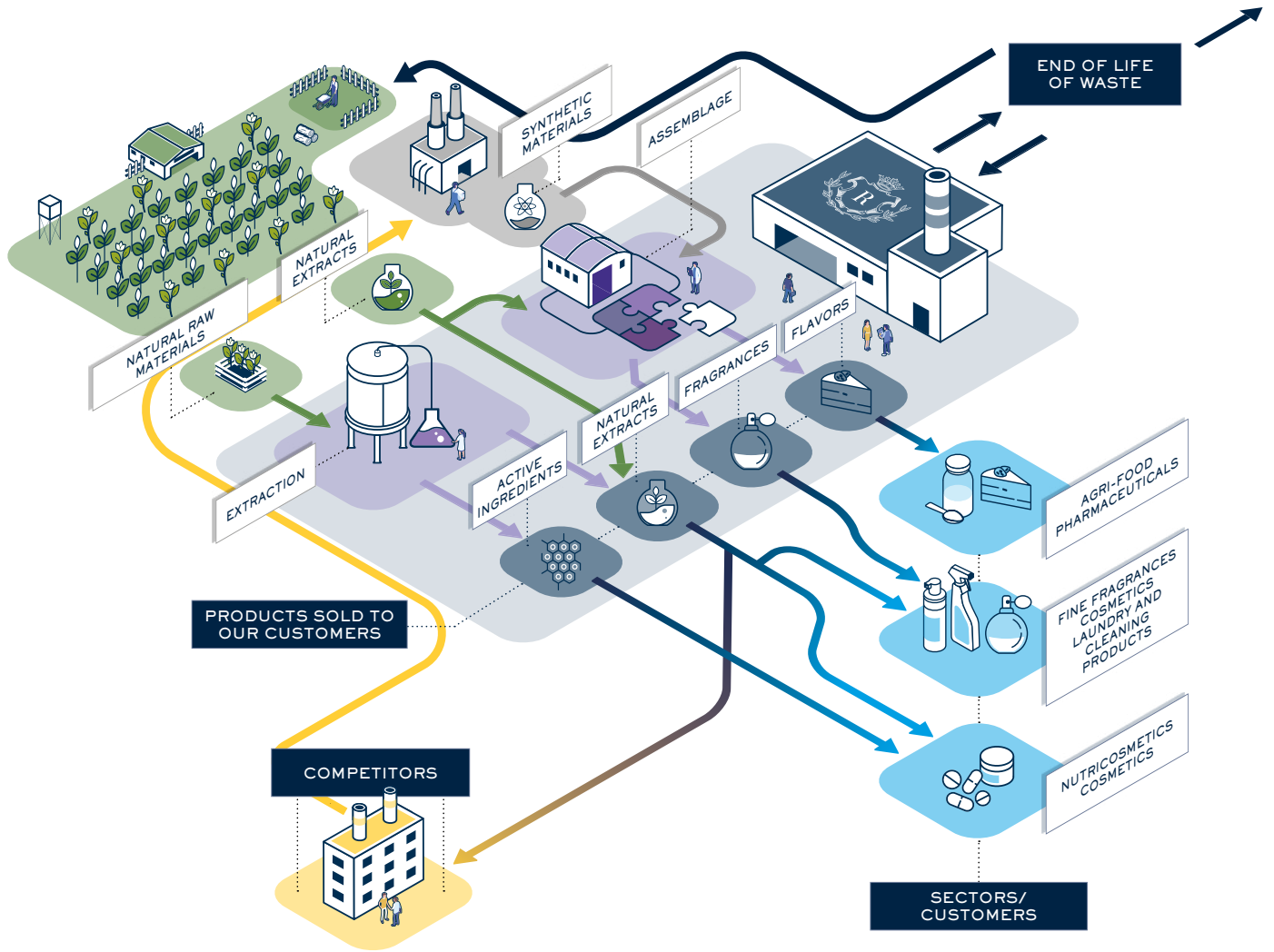
31
INDUSTRIAL
SITES
worldwide

80
COMMERCIAL
OFFICES
worldwide

14
CREATION AND
RESEARCH CENTERS
worldwide

2,358
EMPLOYEES
at December 31, 2023

OUR BUSINESS MODEL



Ensuring sustainable sourcing

Developing sustainable links with our industries

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

Transmitting our expertise

Exploring the natural world to create the products of the future

KEY RESOURCES

Financial capital

- Equity: €464.9 million.
- Share capital of €1 million, 37% owned by the Maubert family.
- 62.4% of voting rights held by the Maubert family.
- Industrial investments: €15.2 million.

Industrial capital

- 31 processing and/or assembly sites worldwide.
- 80 commercial offices worldwide.

Intellectual capital

- Traditional savoir-faire passed down since 1850.
- 4 business sectors drawing on our expertise and knowledge of nature.
- 8% of sales invested in R&D.
- 14 creative centers worldwide.
- 1 startup accelerator.

Human capital

- 2,358 employees.
- 45% women and 55% men.

Relational capital

- 1,287 suppliers of natural materials.

Environmental capital

- 39,352 metric tons of raw materials purchased, including 62% natural raw materials, by volume.
- 96,599 MWh of energy consumed.
- 453,795 m³ of water consumed.

VALUE CREATION

Financial performance

- Sales: €721 million.
- Consolidated net income: €74.5 million.

Industrial performance

- 34,877 metric tons of products sold by the Group.
- 241,687 product orders delivered.

Intellectual performance

- 25 new extracts with industrial approval.

Human performance

- 417 new hires.
- 80% of employees received training during the year.

Relational performance

- 80% of natural raw material suppliers covered by a long-term partnership.
- 47% of strategic supply chains audited or certified in line with a CSR standard.

Environmental performance

- 4% of organic certified raw materials purchased, by volume.
- 0.32 metric tons of waste per metric ton of products sold, 83% of waste recovered and 2% of waste reused.
- 13% of energy from renewable sources.
- 0.7 metric tons of CO₂ emitted per metric ton of products sold, Scopes 1 and 2.
- 13 m³ of water consumed per metric ton of products sold.



OUR CSR POLICY

Through its activities, Robertet has an impact:

AT THE SOCIAL LEVEL

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

AT THE ENVIRONMENTAL LEVEL

- 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 its CSR strategy for 2030. In 2022, a new CSR governance structure was put in place to steer this strategy at Group level, replacing the previous one put in place in 2017.

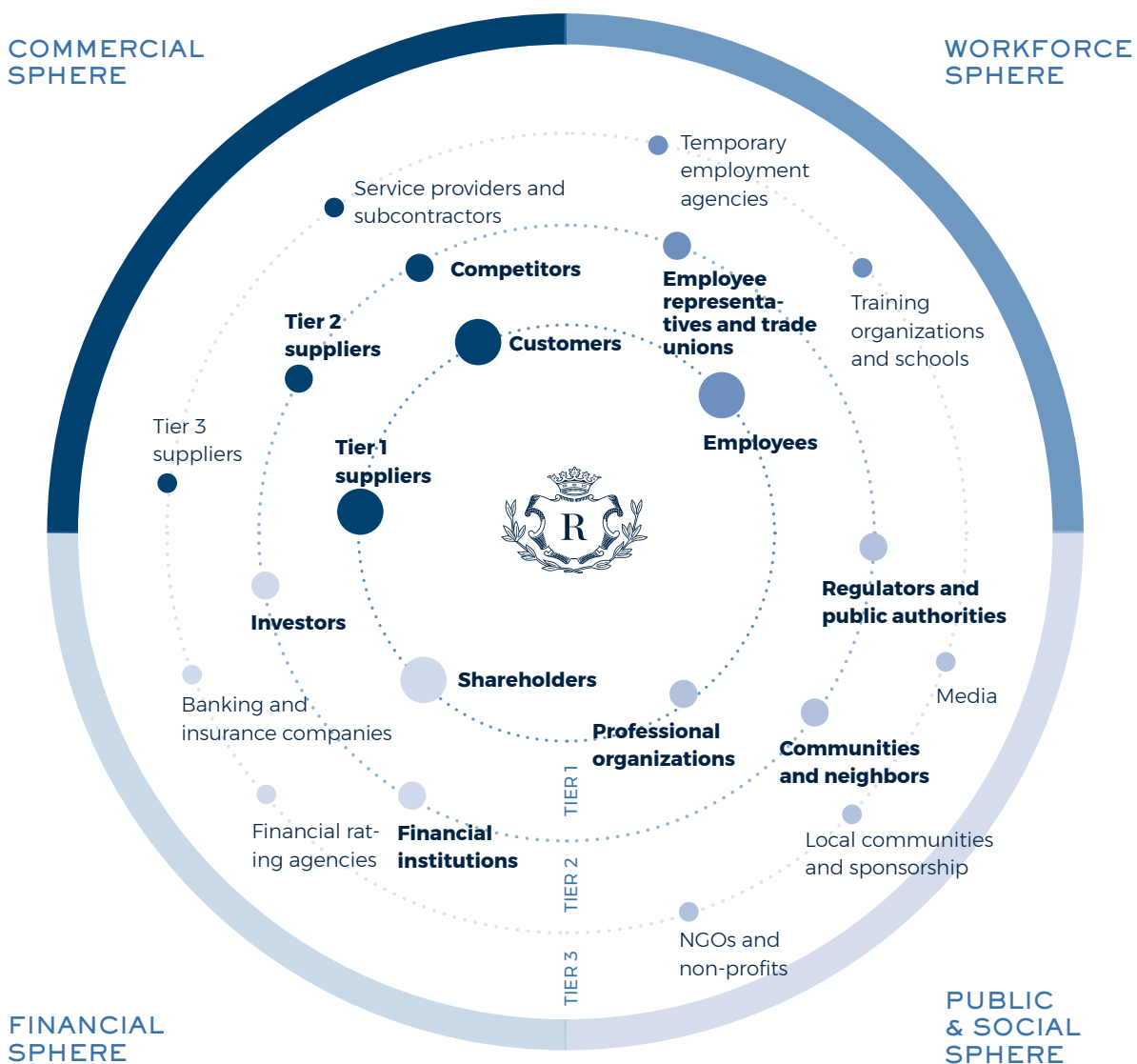
THE CSR STRATEGY IS BROKEN DOWN INTO FIVE PILLARS AND COVERS THE GROUP'S ENTIRE VALUE CHAIN, ADDRESSING ALL IMPACTS FROM PLANT CULTIVATION TO PRODUCT SALES.

ROBERTET'S STAKEHOLDERS

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

The map below shows the categories of stakeholders with which Robertet interacts by tier of engagement.

- **Tier 1:** These stakeholders are directly necessary for Robertet's operations and the sustainability of its offer.
- **Tier 2:** These stakeholders can have a significant influence on a project or Robertet's business.
- **Tier 3:** These stakeholders have a limited or occasional influence on a project or Robertet's business.



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

MAIN CSR RISKS

The Group's international presence and the diversity of its activities expose Robertet to social, labor, governance and environmental risks. The Group identifies these risks, also referred to as non-financial risks, to improve their management. This risk inventory is repeated annually.

To determine the Group's most significant non-financial risks, each risk was evaluated based on two parameters:

- the likelihood of occurrence (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 impacts.

The probability and severity assessment determined the importance of each risk, also called criticality, and to rank each risks relative to others.

The due diligence policies and procedures implemented to prevent and reduce the likelihood that these risks could occur are presented and explained throughout this report, as are the results of these policies, including key performance indicators.

Some issues – such as animal welfare, national defense/military, sports practice, and food waste, which must be addressed in the NFIS – do not seem relevant to the nature of the Robertet Group's activities. They are therefore not developed in this report.

In 2023, the Robertet Group carried out a global risk analysis, which encompassed and consolidated the various risk analyses present individually within the Group (financial, operational, HSE and CSR).

Area	Description of the identified risk	Description of the potential impacts on Robertet's activities	Risk criticality	Pages
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	27-28
Ethics and governance	Non-compliance with national laws and international standards applicable to Group entities (specifically CSRD and EU Taxonomy). Lack of an ethics whistleblowing system and a Group ethics policy.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Damage to the company's reputation 	2	27-30
Anti-competitive practices	Incrimination of Robertet and its subsidiaries for non-compliance with antitrust laws and jurisprudence.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Damage to the company's reputation 	2	29-30
Tax evasion and corruption	Robertet and its employees are implicated in corruption, fraud or tax evasion in the performance of their duties.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Damage to the company's reputation 	3	29-31
RISKS RELATED TO SUPPLY				
Long-lasting supplies	Tension or disruption of supplies due to vulnerabilities related to health or political crises 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 to geopolitical tensions · Reduced availability of ingredients caused by production disruptions due to extreme or chronic weather events or to geopolitical tensions · Inability to meet customer demand in a timely manner · Loss of sales on products out of stock 	3	33-36
Responsible purchasing	Significant lack of monitoring of suppliers in terms of CSR performance 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 and image 	2	33-36

Area	Description of the identified risk	Description of the potential impacts on Robertet's activities	Risk criticality	Pages
Erosion of 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 · Deterioration in business relations with certain suppliers · Land degradation · Overexploitation in certain regions · Accentuation of climate change · Damage to the company's reputation and image 	2	41-45
Local communities	Negative social impacts of Robertet or its suppliers in the regions 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 regions · Lack of direct or indirect job creation 	2	37-40
RISKS RELATED TO HUMAN RESOURCES MANAGEMENT				
Health and safety	Workplace accidents or occupational illnesses.	<ul style="list-style-type: none"> · Effects on employee health and safety · Deterioration of the work atmosphere · Demotivation and disinterest of employees · Absenteeism/Turnover 	3	48-50
Pandemic	Rapid and massive spread of a virus that disrupts Robertet's operations.	<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	
Equality	Unequal treatment of women and men.	<ul style="list-style-type: none"> · Deterioration of the work atmosphere · Demotivation and disinterest of employees · Decreased productivity 	2	58-61
Data privacy	Violation of data privacy regulations (GDPR), higher risk with digitalization.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Damage to the company's reputation and image 	1	
Human resources management	Lack of appeal with regard to new expectations concerning work arrangements.	<ul style="list-style-type: none"> · Difficulties in recruiting qualified people · Demotivation and disinterest of employees · Absenteeism/Turnover 	2	
	Poaching of employees by competitors, customers or suppliers.	<ul style="list-style-type: none"> · Loss of skills and knowledge 	2	51-54
Social dialogue	Labor unrest, strikes, protests.	<ul style="list-style-type: none"> · Deterioration of the work atmosphere · Damage to the company's reputation · Absenteeism/Turnover 	1	
Training	Failure to identify, develop or promote employees' skills.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Decreased competitiveness · Damage to the company's reputation 	2	55-57
Diversity, equity and inclusion	Non-compliance with diversity and equality principles and failure to combat discrimination and harassment.	<ul style="list-style-type: none"> · Criminal and administrative sanctions · Damage to the company's reputation 	2	58-61

Area	Description of the identified risk	Description of the potential impacts on Robertet's activities	Risk criticality	Pages
RISKS RELATED TO PRODUCTION				
Fight against climate change	Poor management of energy and refrigerant consumption, and contribution to climate change.	<ul style="list-style-type: none"> Higher energy bills and operating costs Damage to the company's reputation 	2	63-67
Climate change adaptation	Vulnerability and lack of planning, resilience and initiatives from production sites to handle extreme or chronic weather events.	<ul style="list-style-type: none"> Damaged infrastructure Power outages caused by exceptional weather events Interruption of production 	1	
Water scarcity and resilience	Water scarcity and/or decline in water quality and poor resilience of our extraction/distillation activities.	<ul style="list-style-type: none"> Higher water bills and operating costs Temporary shutdown of production 	2	69-68
Waste management	Failure to reduce waste or improve waste recycling or recovery.	<ul style="list-style-type: none"> Higher 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	70-72
Pollution and disturbances	Accidental pollution (air, soil, surface water and groundwater), odor and noise pollution.	<ul style="list-style-type: none"> Criminal and administrative sanctions 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	73-75
RISKS RELATED TO PRODUCTS				
Product safety and compliance	Robertet's failure to ensure that its products are safe for human health (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 production disruptions 	3	77-78
Product impacts	Lack of measures concerning product impact on health and the environment.	<ul style="list-style-type: none"> Inability to meet increasing customer demand for carbon neutrality or low environmental impact products Loss of sales on certain products 	2	79-83
Responsible product offering	Business model not aligned with customers' environmental and social 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, UEFT, RSPO, Rainforest Alliance certifications, etc.) Strong demand from customers for healthier products (less fat, less salt, less sugar, less meat) Loss of sales on certain products 	1	

MATERIALITY MATRIX

As part of its CSR policy, Robertet aimed to ensure that its perception of priorities (i.e., its non-financial risks) were in line with its stakeholders' expectations. In 2021, the Group launched a consultation of its internal and external stakeholders, to assess the importance of various CSR issues for Robertet. This rating resulted in the materiality matrix presented below.

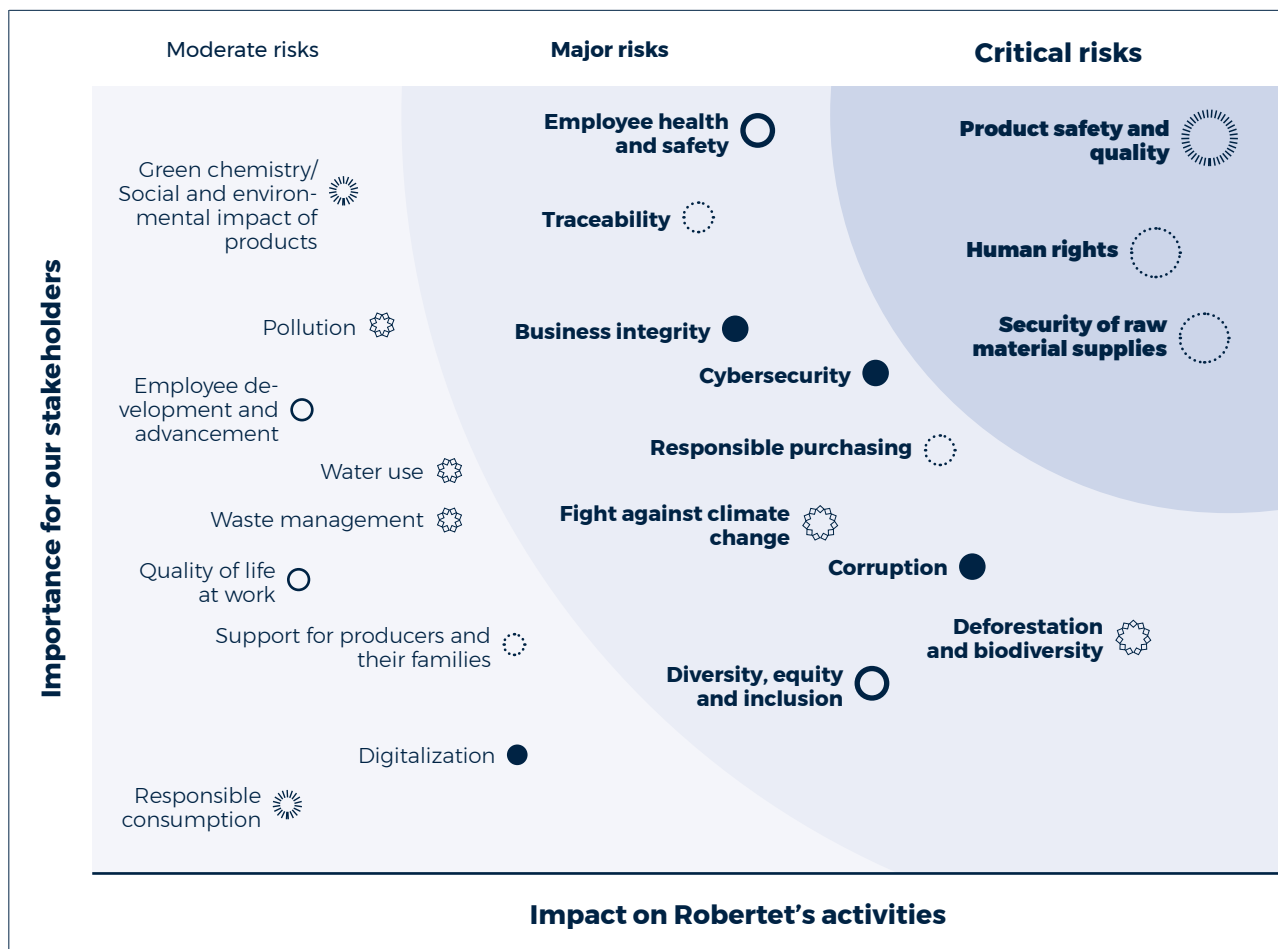
Risks are classified into three categories: critical, major and moderate:

Critical risks are essential issues, which Robertet must address to maintain its business. Major risks are transformational issues. Moderate risks are relevant issues for the company but have little impact on its performance.

PREPARING FOR THE CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)

At the end of 2023, the Group began a "double materiality" assessment to comply with the CSRD by January 1, 2025. As part of the assessment, 60 internal employees and 25 external stakeholders were surveyed. The employees interviewed were chosen to represent all of the Group's regions, businesses and departments concerned. External stakeholders included a sample of our main customers, suppliers, independent directors, trade unions, NGOs and non-profits. Depending on their role, these people rated impact materiality, financial materiality or both. Response rates were very satisfactory, allowing us to build our double materiality assessment. This assessment will be presented in our first sustainability report next year.





ROBERTET'S MATERIALITY MATRIX



SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 commitments established by the United Nations in 2015 aimed at eradicating poverty, protecting the planet and ensuring prosperity for all by 2030. The Robertet Group has joined this movement and has set the following CSR commitments as its contribution towards these global goals.

Strategic SDGs	Robertet initiatives to support the goal	Pages
 NO POVERTY	Ensure a decent wage at all Robertet subsidiaries	53
	Support local communities	37-40
 GOOD HEALTH AND WELL-BEING	Ensure the health and safety of employees	48-50
	Verify that personal health and safety is taken into account within the supply chain	33-36
	Implement projects to improve living conditions in local communities, particularly in health.	37-40
 CLEAN WATER AND SANITATION	Apply technologies that reduce water use	68-69
	Facilitate access to drinking water for local communities	37-40
 AFFORDABLE AND CLEAN ENERGY	Increase the share of renewable energy used by production sites	63-67
	Facilitate access to electricity in local communities	37-40
 DECENT WORK AND ECONOMIC GROWTH	Improve the quality of life at work for our employees	51-54
	Form fair business relationships with suppliers	37-38
	Increase the number of our long-term partnerships or joint ventures with our suppliers	37-38
 CLIMATE ACTION	Measure and reduce CO ₂ emissions related to the Group's activities	63-67
	Reduce the impact of purchasing raw materials and adapting our supply chains	33-36
 LIFE ON LAND	Protect and restore the natural heritage within our supply chain	41-45
	Ensure that our purchased raw materials are sustainably sourced	33-36
	Comply with the Nagoya Protocol and ensure the fair and equitable sharing of value added from the use of protected resources	41-45
 PEACE, JUSTICE AND STRONG INSTITUTIONS	Ensure responsible business conduct (fight tax evasion and corruption and ensure respect for human rights)	27-31
 PARTNERSHIPS FOR THE GOALS	Contribute to the achievement of global sustainable development goals	19-24
	Develop long-term partnerships with our suppliers and provide technical support with the aim of transferring knowledge	37-38

Relevant SDGs	Robertet initiatives to support the goal	Pages
 4 QUALITY EDUCATION	Develop the professional skills of our employees through training or apprenticeship	55-57
	Promote schooling for children within our supply chain	39-40
 5 GENDER EQUALITY	Guarantee gender equality within the Group's subsidiaries	58-61
	Empower women in our supply chain	39-40
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Leverage innovation to improve sustainability in order to design products that can help to minimize the environmental footprint	79-83
	Optimize waste and energy management at our sites	63-67, 70-72
 10 REDUCED INEQUALITIES	Combat discrimination and ensure fair treatment of all employees	58-61
	Promote social dialogue to gradually achieve greater equality in terms of pay, social protection and work arrangements between our subsidiaries	51-54





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 goals are formalized in its CSR strategy for 2030.

This strategy is structured around five key areas and founded on a singular corporate purpose: to explore and enhance the world of all living things.

The CSR strategy is summarized below:

RESPONSIBLE BUSINESS CONDUCT

- Guarantee respect for human rights and working conditions.
- Achieve compliance with ethical standards.

LIVING TERROIRS

- Guarantee and encourage responsible purchasing practices.
- Develop fair and equitable relationships.
- Contribute to the social and economic development of regions.
- Protect and restore biodiversity.

RESPONSIBLE PRODUCTION SITES

- Contribute to the fight against climate change.
- Optimize water consumption.
- Reduce waste and promote waste recovery.
- Prevent and reduce all forms of pollution.

THRIVING EMPLOYEES

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

SUSTAINABLE AND INNOVATIVE NATURAL PRODUCTS

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

CSR GOVERNANCE

IMPLEMENTING ROBERTET'S CSR POLICY

To put its CSR policy into action, the Robertet Group has defined a CSR management system.

Approved by the Group's management, the CSR strategy is overseen by 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 four-person CSR team is responsible for coordinating and monitoring the implementation of the Group's CSR strategy. They develop tools and methods, mobilize teams at the head office and subsidiaries, identify and share best practices, measure CSR performance, and report regularly to management on results and progress.

The CSR team is supported in its duties by a network of about 20 CSR representatives (one per subsidiary).

CSR COMMITTEES

In 2023, CSR governance has evolved into three types of committees:

- The CSR Committee of the Board of Directors, responsible for monitoring the Group's CSR performance and reporting to the Board.
- The CSR Committee of the Group Leadership Team, responsible for defining CSR strategy and ensuring its implementation.
- Local CSR committees, responsible for monitoring action plans at subsidiary level. In conjunction with quality assurance and HSE (Health, Safety and Environment), these committees have developed dashboards for reporting key indicators to the Group head office on a monthly basis.

CSR TRAINING FOR THE GROUP LEADERSHIP TEAM

In 2023, management decided to provide CSR training for all members of its GLT (Group Leadership Team), as well as two independent directors (members of the Board of Directors' CSR Committee) and a number of other managers in key functions. The aim is to provide participants with a better understanding of CSR concepts, issues and regulatory frameworks. Lasting a total of 4.5 days, the course addresses the three sustainable development pillars: social, economic and environmental issues. The first two days took place at the end of 2023, focusing on CSR fundamentals, as well as on biodiversity and the environment, notably through a Climate Fresk. The social and governance aspects were addressed in early 2024. The ultimate aim is to help managers to fully grasp how CSR challenges and strategy apply to their individual department.

CSR TRAINING FOR EMPLOYEES

To get all Robertet employees involved in our sustainable development policy, we have also made CSR the priority for the year on our online training platform, Robertet eAcademy. During Sustainable Development Week, Robertet employees in France were offered two introductory courses. The Group's sales, marketing and communications staff have also received specific in-house training on CSR labels.

THE ROBERTET GROUP'S CSR COMMITMENTS

NOUS SOUTENONS
LE PACTE MONDIAL



The Robertet Group has been a signatory of the United Nations Global Compact since 2020. The Global Compact brings together various organizations and companies around 10 universally recognized principles in key areas: human rights, international labor standards, the environment and anti-corruption.



Also since 2020, the Robertet Group has been a signatory to the IFRA-IOFI Sustainability Charter, supporting the collective effort to raise the bar on sustainability in the flavors and fragrances industries.

IOFI and IFRA are international organizations that represent the flavors and fragrances industries, and of which Robertet is a member.



Fifty-five percent of the Group's production sites are members of Sedex, an organization that hosts the largest collaborative platform dedicated to ethical supply chain data. As members, 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 20 industrial subsidiaries) has been a full member of the UEBT, demonstrating our commitment to sourcing ingredients that respect people and biodiversity.

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



Robertet BIO has been For Life certified since 2018, guaranteeing that it takes a "responsible" approach to CSR, 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

More and more of the Group’s customers, which operate in the food, luxury goods, health, beauty, personal care and household products sectors, are looking at Robertet’s CSR performance. To meet this growing demand and gain recognition for its actions, the Group has undergone a CSR performance assessment by several non-financial entities:



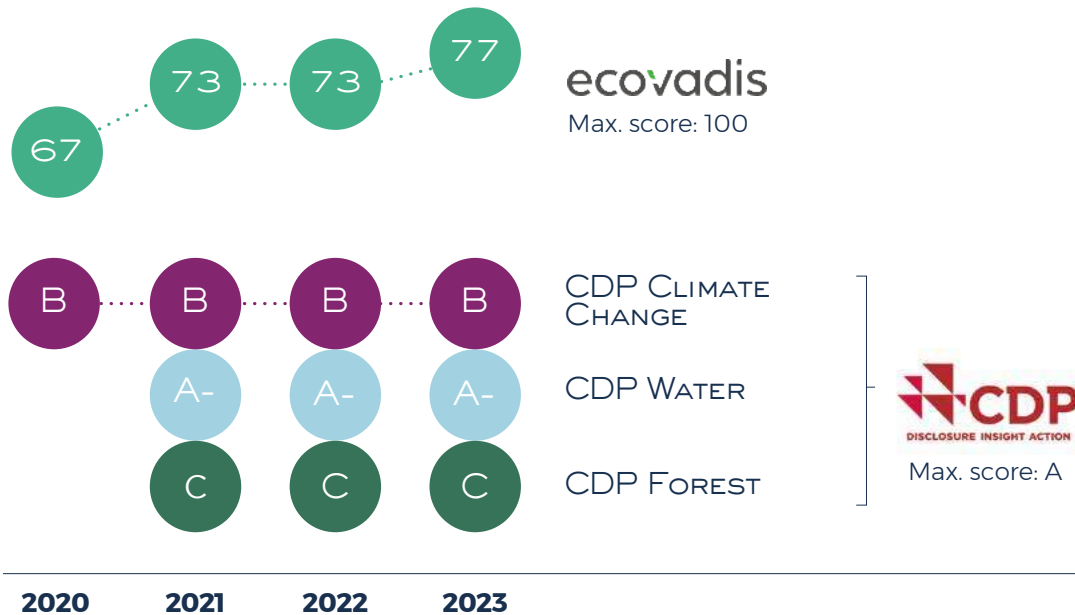
Ecovadis is one of the largest sustainability and CSR performance rating platforms. Ecovadis assesses how well a company has integrated CSR principles into its activities and their impact, particularly with regard to human rights, the environment, ethics and responsible purchasing.

Robertet has answered the Ecovadis questionnaire every year since 2016. In 2023, the Group improved its score to 77 out of 100, earning it a Gold medal. This score ranks Robertet in the top 5% of all rated companies in all industries.



CDP is another international platform for assessing and disclosing environmental information online. CDP questions and ranks companies based on their understanding of and performance around climate change, water security and forest conservation.

Robertet has participated in the CDP Climate Change questionnaire every year since 2017. In 2023, the Group maintained its scores from 2021 and 2022: B for Climate change, A- for Water security, and C for Forests. In itself, this performance reflects progress, as the questionnaires are stricter and more exhaustive every year.



PROGRESS ON CSR GOALS

Our goals for our business conduct	2023 result	Target	Timeline	Scope
Review all our production sites according to the SMETA 4-pillar audit	35%	100%	2025	Group
Increase the percentage of suppliers that have signed our Ethics Charter or have a similar charter approved by Robertet to 100%	81%	100%	2025	Group
No alerts for tax evasion issued by the tax authorities	0	0	2025	Group
Provide anti-corruption training for all employees most at risk	88%	100%	2025	Group
Our goals for our supply chain	2023 result	Target	Timeline	Scope
Evaluate the CSR performance of 100% of our natural raw materials purchased, in amount purchased, at least once every five years	18% (Head office)	100%	2030	Group
Audit or certify 100% of our strategic natural raw materials, in volume, in line with a recognized CSR standard (over the last three years)	47%	100%	2030	Group
Maintain the volume of our natural raw materials purchased from long-term partners (at least three years) at over 80%	93%	80%	2030	Group
Procure 15% of natural raw materials from certified organic sources, in volume	4%	15%	2030	Group
Our goals for our employees	2023 result	Target	Timeline	Scope
Maintain an accident frequency rate of less than or equal to 9	12.29	9	2025	Group
Achieve an absenteeism rate of 4% or less	4.6%	4%	2025	Group
Deliver training to over 70% of employees every year	83%	70%	2025	Group
Achieve gender equality in the overall workforce	45%	50%	2025	Group
Our goals for our production sites	2023 result	Target	Timeline	Scope
Reduce our energy consumption by 25% compared to 2020	+4%	-25%	2030	Group
Reduce our greenhouse gas emissions by 25% between 2020 and 2030 for Scopes 1 and 2	+12%	-25%	2030	Group
Reduce our greenhouse gas emissions per metric ton of product by 60% between 2020 and 2030 for Scopes 1 and 2	-14%	-60%	2030	Group
Reduce water consumption per metric ton of product by 20% compared to 2020	-28%	-20%	2030	Group
Increase the total share of hazardous and non hazardous waste recovered to more than 70%	83%	70%	2030	Group
No formal notice by any environmental authority concerning pollution (water and soil pollution, noise or odor disturbance)	0	0	2030	Group

Our goals for our products	2023 result	Goal	Timeline	Scope
Maintain and, if possible, improve the percentage of product orders delivered without defects, compared to 2020	99.71%	99.70%	2030	Group
Increase to 100% the percentage of natural raw materials purchased resulting in controlled traces of contaminants in consumer products	95% (Head office)	100%	2030	Group
Increase the percentage of "readily biodegradable" raw materials purchased to 80%, by volume	43%	80%	2030	Group
Increase the percentage of renewable raw materials purchased to 80%, by volume	58%	80%	2030	Group



2023 HIGHLIGHTS

1. RESPONSIBLE BUSINESS PRACTICES

- 4.5 days of personalized training in CSR for our entire Group Leadership Team

2. LIVING TERROIRS

- Development of a Group-wide responsible purchasing policy
- 47% of purchases from strategic supply chains, by volume, were audited or certified in line with a CSR standard
- Launch of several agroecological projects in partnership with our suppliers, notably in Brazil, for our mate

3. THRIVING EMPLOYEES

- A working group has been set up to share QHSE best practices across all the Group's industrial subsidiaries
- Inclusion of three CSR criteria in the calculation of profit-sharing and incentive schemes for Robertet SA employees, in addition to the criteria already used to determine the variable remuneration of the CEO
- Deployment of our online training platform, the Robertet eAcademy, in France, before being rolled out internationally in 2024

4. RESPONSIBLE PRODUCTION SITES

- Finalization of the first greenhouse gas footprint across Scopes 1, 2 and 3 for France, before extending it to the entire Group in 2024
- 28% reduction in our water intensity (water consumption per metric ton sold) compared to 2020, thanks to efforts from all Group subsidiaries
- 159 metric tons of green waste recovered thanks to Robertet's pellet-fired plant in Bulgaria, which was completed last year

5. SUSTAINABLE AND INNOVATIVE NATURAL PRODUCTS

- Four raw materials extracted using our new patented CleanRScent™ technology, which replaces the use of hexane with Dimethyl Carbonate (DMC)
- Inauguration of Villa Blu by Robertet, our startup accelerator dedicated to natural and sustainable innovations



O I

RESPONSIBLE BUSINESS PRACTICES

The story of Robertet began one fine day in 1850, in a humble facility. But our aim was already clear: “To confidence and trust” was the motto. The history of the Robertet Group is therefore a history of trust. The trust that we want to inspire in our customers, but also the confidence that spurs energy.

To this day, trust is still one of Robertet’s core values. That is why we feel it is important to express our ethical principles and beliefs that permeate the Group’s day-to-day actions, particularly with regard to fair business practices both within our entities and with our partners.



1.1 ENSURE 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.

Lack of an ethics whistleblowing system and a Group ethics policy. Incrimination of Robertet and its subsidiaries for non-compliance with antitrust laws and jurisprudence.

POLICY

The Robertet Group has 20 production subsidiaries and nine commercial subsidiaries worldwide and works with more than 1,287 suppliers of natural and synthetic raw materials (excluding packaging).

As an employer and raw materials buyer, Robertet ensures that human rights, labor laws and the laws applicable in the countries where it operates are respected.

GOALS

The Group's goal for 2025 is twofold:

- Review all our production sites according to the SMETA 4-pillar audit
- Increase the percentage of suppliers that have signed our Ethics Charter (or have a similar charter approved by Robertet to 100%)

WITHIN THE ROBERTET GROUP

ACTIONS UNDERTAKEN

- Robertet's Code of Conduct is the Group's common ethical foundation. It compels Robertet to act with integrity, responsibility and transparency in conducting its business. It sets out the rules that each employee must follow in performing their duties and responsibilities. Based on the Ethical Trading Initiative (ETI), signed in 2022 by Jérôme Bruhat, the Code of Conduct consists of 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 and updated in 2022, aims to ensure ethical and legally compliant trade. 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.

- By joining the United Nations Global Compact in 2020, and renewing its commitment in 2023, Robertet has strengthened ethical commitments, particularly with regard to human rights. The Global Compact brings together organizations to commit to progress on 10 universally recognized principles in four key areas: human rights, labor, environment and anti-corruption.

These 10 principles are an integral part of Robertet's strategy. Each year, the Group expands on its Communication on Progress (COP).

- The Robertet Group is a member of the Sedex Advance platform to ensure that its Code of Conduct, the Ethics Charter and the Global Compact are respected and duly applied. The Sedex Advance platform is used to share and analyze sustainable development practices (our own and those of our stakeholders such as customers and suppliers, etc.) to monitor our value chain on social, environmental and ethics issues. To date, over 70% of our top 50 suppliers provide CSR information via this system.
- Robertet calls on independent third-party organizations to carry out SMETA 4-pillar audits (Sedex Members Ethical Trade Audit) of its subsidiaries. The head office monitors the results of these audits and the action plans put in place. The audits cover the following areas: labor standards, business ethics, health and safety, and environment.

RESULTS

AT END-2023,

1 new SMETA audit was performed

73%

of the Group's workforce is covered by a valid SMETA audit (less than 3 years old)

11 production sites are Sedex members

KPI

	2021	2022	2023	2025 goal
Percentage of industrial subsidiaries audited according to the SMETA 4-pillars	24%	37%	35%	100%

WITHIN ITS SUPPLY CHAIN

ACTIONS UNDERTAKEN

The Group encourages each supplier to sign the Robertet Supplier Ethics Charter. This charter engages suppliers to comply with labor rights, in particular the ban on child labor or forced labor, and to adhere to high standards of occupational health and safety, respect for the environment, animal welfare as well as good agricultural practices and ethical business practices.

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

The Robertet Group conducts CSR audits (for example UEBT, FFL) of its supply chains. These audits, carried out by independent third-party bodies, support Robertet's commitment to respecting human rights. They are associated with standards that include criteria on human rights and workers' rights, according to the fundamental conventions of the International Labor Organisation (ILO).

→ See Chapter 2.1

RESULTS

The number of suppliers who signed our Ethics Charter increased significantly in 2023. Subsidiaries distributed the charter to more suppliers, especially after a meeting of international buyers in Grasse last April.

KPI

	2021	2022	2023	2025 goal
Percentage of suppliers that have signed the Robertet Ethics Charter or have a similar charter approved by Robertet	58%	50%	81%	100%

1.2 FIGHT 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 strengthened its ethics program and set up a process to prevent and detect corruption in all its subsidiaries around the world, by implementing a Group-wide anti-corruption network.

Robertet's anti-corruption program is structured around three inseparable pillars:

- 1- The commitment of the governing body
- 2- Risk mapping
- 3- Measures to manage identified risks

The measures and procedures in place are designed to prevent risks, detect incidents and, where necessary, remedy any shortcomings.

GOAL

The Group aims to continue deploying the anti-corruption training program and to provide ongoing training for all employees at risk. This includes staff from the purchasing, finance, accounting, sales and CSR departments and subsidiary managers.

ACTIONS UNDERTAKEN

- All eight measures required by the Sapin II law have been implemented at Robertet SA. The deployment of anti-corruption program in Robertet SA subsidiaries and offices is monitored by the Anti-Corruption Compliance Director. Progress on this deployment is presented quarterly to Executive Management and every six months to the Global Leadership Team. The managers of our main regions ensure that all anti-corruption representatives in subsidiaries and offices fully understand their responsibility to deploy the anti-corruption program.
- The corruption risk map identifies and prioritizes the Group's risks of exposure. The need to update the map is assessed every year.

- Robertet's third level anti-corruption controls are carried out annually by a third-party organization in line with the recommendations of the French anti-corruption agency, AFA.

- An Anti-Corruption Code of Conduct is applied by the entire Group. It defines the types of prohibited behavior that could constitute corruption. The Anti-Corruption Code of Conduct forms an integral part of the internal rules and regulations. It provides all employees with the following information:
 - the address and procedure for reporting corruption
 - penalties for breaches of the Code of Conduct.
 The Anti-Corruption Code of Conduct is also available outside the Group via the Robertet website.

- An internal reporting procedure, with a dedicated email address, provides a way for employees to report any behavior that violates the Code of Conduct anonymously. This email address is indicated in the Group's Anti-Corruption Code of Conduct. Report monitoring indicators are submitted to Executive Management on a quarterly basis.

- The automated tool induED by Altares is used in evaluating Robertet's third parties. Each department responsible for a type of third party defines the list of the most critical third parties requiring due diligence. These third parties are registered on induED and evaluated in accordance with Sapin II obligations. Based on the results of this process, vigilance measures may be tightened.

- A specific anti-corruption accounting control procedure was implemented to improve our anti-corruption control measures. Accounting controls specific to anti-corruption are defined based on AFA criteria and are audited annually.

- The Group aims to provide ongoing training for all employees at risk. This includes departments that carry out business transactions and are in contact with third parties. Every year, the Robertet Group staff take an anti-corruption e-learning program, with more tailored operational and business line components. These courses are integrated into the general training plan.

- Some subsidiaries have adopted additional measures. In Turkey, a box has been set out where employees can anonymously leave reports and complaints. In Brazil, Robertet took advantage of a change in national ethics regulations to re-train its teams in anti-corruption, the Group's Code of Conduct and whistleblowing procedure. The Group's online training platform, the Robertet eAcademy, created a module with concrete examples and cases. To date, 98% of Brazilian staff have received ethics training.

RESULTS

	2021	2022	2023
Number of incidents reported via the whistleblowing procedure	0	0	0
Number of confirmed incidents	0	0	0

KPI

	2021	2022	2023	2025 goal
Percentage of most at-risk employees trained in anti-corruption	58%	85.5%	88%	100%



1.3 COMBAT TAX EVASION

RISK

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

POLICY

Although the Robertet Group is exposed to tax evasion risks due to its diverse geographies, we are committed to integrity and 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, it ensures that it makes a fair contribution in the countries where it operates by paying all local taxes.

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

The Robertet Group pledges to:

- Comply with the tax regulations applicable in each country 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 intercompany transfer pricing policy consistent with OECD (Organisation for Economic Co-operation and Development) principles.
- Ensure tax transparency with the authorities.

GOALS

The Group aims 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, which was reviewed in 2023, presented to the Audit Committee.
- The Group does not operate in any country on France's list of non-cooperative states and territories (NCST) or on the EU's blacklist of non-cooperative jurisdictions.
- The Group does not use opaque structures or entities located in tax havens to conceal information useful to the tax authorities.
- The Robertet Group applies the arm's length principle and does not use transfer pricing as a tax planning tool.
- Intercompany transactions are carried out for economic reasons and not for tax purposes.
- The Group maintains an overview 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. In this way, Robertet ensures compliance with tax standards and disclosure obligations.
- Monthly and half-year financial reporting is carried out by the entities, enabling the Group to perform regular checks of the consolidated financial statements.
- The financial managers at subsidiary and Group level receive regular training in tax matters.
- In addition, the Group's management is continuously informed about changes in international tax policy and more specifically about tax transparency, good tax governance and the fight against tax evasion.

KPI

	2021	2022	2023	2025 goal
Number of reports of tax evasion made by tax authorities	0	0	0	0



02

LIVING TERROIRS

The supply of natural raw materials is central to Robertet's operations. Purchasing is therefore naturally integrated into its corporate social responsibility policy.

To this end, Robertet has decided to work with its suppliers to develop a more sustainable supply of agricultural raw materials that creates value. This approach will in turn help ensure the sustainability of its activities and respond to the climate and social challenges facing the Group.

This takes the form of an integrated purchasing strategy with three complementary objectives.

- Ensure the continuity and quality of supplies.
- Guarantee and promote responsible behavior towards individuals, local communities and the environment throughout our supply chains.
- Maximize the traceability of natural raw materials and the transparency of supply chains.



2.1 ENSURE AND ENCOURAGE RESPONSIBLE PURCHASING

RISK

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

POLICY

Consumers are increasingly attentive to social and environmental issues when making purchases. Robertet must therefore provide solutions for its customers, as they will ultimately be held accountable.

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

To achieve that, the Group pledges to:

- Have suppliers sign its Supplier Ethics Charter
→ *See Chapter 1.1*
- Schedule field visits
- Evaluate suppliers using the CSR self-assessment questionnaire
- Audit or certify supply chains in line with a CSR standard.

These tools enable Robertet to gain a better understanding of its supply chain structure, operations and challenges. That knowledge can then be used to reduce supply chain risks by implementing adapted projects on site.

GOAL

Robertet supports its suppliers and measures progress by evaluating their CSR performance, using a CSR questionnaire. The Group aims to evaluate all of its natural raw material product references by 2030 and to repeat the evaluation process every five years

REGULAR FIELD VISITS BY OUR STAFF

ACTIONS UNDERTAKEN

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

RESULT

In 2023

289
field visits were carried out by our employees.

CSR ASSESSMENTS

ACTIONS UNDERTAKEN

Robertet strives to involve its suppliers in its CSR strategy by supporting them in assessing their practices.

In Grasse, Robertet has a CSR evaluation system for its suppliers of natural raw materials. This evaluation is carried out in two stages:

• Risk assessment of the supply chain

Each sourcing country is given 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 assessments 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 (Tier 1) but also covers indirect suppliers (Tier 2 and above). For complex supply chains, 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 policy, to determine whether the supplier, as a company, is reliable and responsible in terms of CSR.
- The raw material, its origin, geography, supply chain structure (number and type of intermediaries), agricultural practices, and the traceability system.

The potential risk is then calculated against the supply chain's performance and its level of strategic importance for Robertet to determine a "residual" risk. This residual risk is expressed in a sustainability score out of 100 for each raw material/supplier combination, which is used as a basis to identify areas for improvement.

Robertet SA then adapts its sourcing methods according to the sustainability score:

- When the risk is low (score above 70) or moderate (score between 40 and 70), Robertet SA does not provide any specific support.
- When the risk is high (score below 40), the supply chain is qualified as "unsustainable". In this case, Robertet SA collaborates more closely 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 strategy and supporting them in assessing and transitioning their practices.

RESULTS

In 2023

100%
of the supply chains assessed as having a high CSR risk implemented an action plan.

KPI

	2021	2022	2023	2025 goal
Percentage of purchases of natural raw material references covered by a CSR assessment (in euros)	10%* (Head office)	35%* (Head office)	18% (Head office)	100% (Group)

*Corrected figures: the issue arose from purchases of RSPO-certified but synthetic products



FOCUS

Responsible purchasing policy

In 2023, Robertet drew up and published its first responsible purchasing policy. The policy describes the principles and standards we expect from all our suppliers, throughout the Group. We aim to work only with suppliers who adhere to it.

SUPPLY CHAIN CSR AUDITS AND CERTIFICATIONS

ACTIONS UNDERTAKEN

To support suppliers in improving their practices, Robertet calls on independent third-party organizations to audit or certify certain supply chains.

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

This proactive 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 policy and strengthen customer confidence in the supply chains.

Robertet has redoubled its efforts in this area since 2020 to meet growing demand from customers for greater transparency and traceability.

Robertet mainly uses seven CSR standards:

- 1- FAIR FOR LIFE (FFL):** the FFL program covers social, environmental, economic and governance practices. FFL is a fair trade label.
- 2- UNION FOR ETHICAL BIOTRADE (UEBT):** the UEBT standard covers social, environmental and economic issues, particularly through the sourcing of ingredients from biodiversity.
- 3- ORGANICALLY GROWN:** Organic certification provides guarantees as to environmentally friendly farming practices.
- 4- ROUNDTABLE ON SUSTAINABLE PALM OIL (RSPO):** The RSPO label helps the palm oil industry become more sustainable.
- 5- RAINFOREST ALLIANCE:** Rainforest Alliance certification covers social and environmental issues. It replaces UTZ.
- 6- FAIRWILD:** Fair Wild certification covers economic, social and environmental issues relating to wild harvesting.
- 7- FOREST STEWARDSHIP COUNCIL (FSC):** FSC® certification is recognized worldwide for providing guarantees of sustainable forest management.

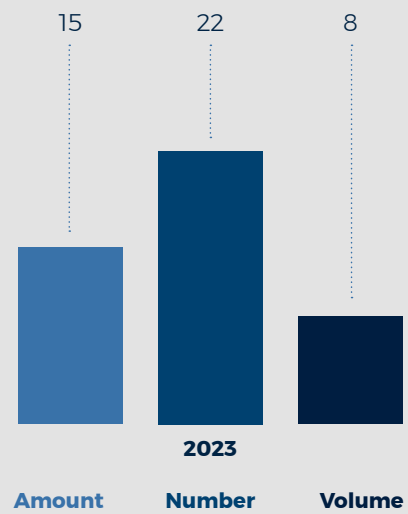
RESULTS

In 2023, Robertet commissioned nine UEBT audits of its suppliers of:

- Blackcurrant Bud, Tarragon, Immortelle, Fine Lavender, English Lavender, Lavandin Grosso, Peppermint, French Clary Sage
- Egyptian Violet

Other audits were initiated by suppliers, such as Sandalwood from Nepal, Turkish Rose, Brazilian Mate, Sambac and Grandiflorum Jasmine from India and Tuberose from India, which are all FFL certified.

Percentage of natural raw material purchases covered by an audit or certification in line with a CSR standard (%)



IN 2023

15

CSR audits or certifications were carried out across the supply chain.

KPI

	2021	2022	2023	2030 goal
Percentage of purchases from strategic supply chains audited or certified in line with a CSR standard over the last three years, in volume	48%	42%*	47%	100%

* Data corrected in 2022 due to methodological error.

CSR audits² conducted within Robertet's supply chain since 2019, not including certification renewals

2019

Sandalwood (New Caledonia), Ylang-Ylang (Madagascar), Rose (Turkey and Bulgaria)
UEBT standard

2020

Cocoa
UTZ/Rainforest Alliance standard

2021

Basil (Egypt), Geranium (Egypt), Marjoram (Egypt), Jasmine (Egypt), Violet (Egypt), Guayacun (Paraguay), Cabreuva (Paraguay), Cucumber (Turkey), Iris (Turkey), Rose (Grasse), Jasmine (Grasse)
UEBT standard

Vanilla (Madagascar)
FFL standard

2022

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

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

Sandalwood (New Caledonia)
FSC® standard

Myrrh (Somalia), Frankincense (Somalia)
Fair Wild standard

2023

Blackcurrant Bud, Tarragon, Immortelle, Fine Lavender, English Lavender, Lavandin Grosso, Peppermint, Clary Sage (France), Violet (Egypt)
UEBT standard

Sandalwood (Nepal), Rose (Turkey), Mate (Brazil), Sambac and Grandiflorum Jasmine (India), Tuberose (India)
FFL standard



² Excluding organic and RSPO standards.

2.2 DEVELOP EQUITABLE RELATIONSHIPS

RISK

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

POLICY

Given the number of natural raw material references³ purchased (1,727) worldwide to create flavors, fragrances and active ingredients, and the number of associated suppliers (1,287), Robertet has developed a highly elaborate organizational system so that it can fully meet its responsibilities and its customers' expectations with regard to supply continuity, quality and traceability.

This strategy requires building equitable business partnerships, preferably as part of a long-term relationship, to share benefits in a fair manner within the supply chain.

GOAL

Robertet wants to maintain the volume of natural raw materials purchased from long-term partners at 80%.

FORGING LONG-TERM PARTNERSHIPS

ACTIONS UNDERTAKEN

The Robertet Group's purchasing strategy is based on a network of four categories of suppliers, grouped by level of strategic importance associated with the 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 goal of mutual development, partnerships are formed. The aim is to create a long-term relationship (of at least three years).

These partnerships are win-win relationships. For Robertet, they protect supplies with guarantees on volumes. For the supplier, they guarantee regular income and long-term stability for their business.

2• Minority interests and joint ventures

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

The Robertet Group currently has seven of them: BNS in Madagascar, Sarl Serei No Nengone (SNN) in New Caledonia, Fleur de vie in France, Finca Carrasquillas, Sambuca in Croatia, and Rose Taif company for perfume in Saudi Arabia.

3• Our own production sites

The Robertet Group has six subsidiaries that transform plant raw materials into natural extracts, which are included in the CSR reporting scope. They are Robertet Grasse, Robertet BIO, Bionov, Robertet Turkey, Robertet Bulgaria and Robertet South Africa.

The Group has three other entities that transform plant raw materials into natural extracts, which are not included in the CSR reporting scope (because they are not consolidated in the financial statements). These are Fragrant Garden in Madagascar, SNN in New Caledonia, and Finca Carrasquillas in Spain.

The ingredients manufactured in these subsidiaries and entities are then sold as is to our customers or assembled to develop a fragrance, flavor or active ingredient (at the subsidiary itself or at other assembly subsidiaries).

This network of local subsidiaries brings us in close contact with the plant raw material, so that it can be processed on site, and develops our internal production capacity for key raw materials when necessary.

RESULTS

In 2023,

181
new long-term partnerships
were forged.

³ A natural raw material is a material of plant or animal origin, which can be unrefined (e.g. gums, leaves, flowers, etc.); or transformed into a natural extract (e.g. extract, resinoid, infusion, essential oil, concrete, absolute, etc.).

KPI

Percentage of natural raw material suppliers covered by a long-term partnership	2021	2022	2023	2030 goal
In number	76%	79%	80%	
In volume	86%	51%	93%	80%
In amount	81%	55%	92%	

Robertet works for the most part with long-term partners and, in 2023, reached its 2030 target of purchasing over 80% of its natural raw materials by volume from long-term suppliers. This reflects the Group’s determination to establish long-term relationships of trust with its suppliers.

BUILDING EQUITABLE PARTNERSHIPS

ACTIONS UNDERTAKEN

Developing equitable business relationships is about more than forming long-term partnerships. Robertet provides its suppliers with more general support, and partnerships can also have the following objectives:

- set up a shared project;
- pre-finance crops;
- set a purchase price before sale or create a price control mechanism to avoid excessive fluctuations if market prices fall;
- financial support to develop suppliers’ business or improve 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;
- transfer of good agricultural and environmental practices.

These practices offer suppliers medium-term economic visibility that is valuable for making productive, social or environmental investments (infrastructure, improvements in farming practices, and post-harvest operations such as fermentation and drying).

In addition to the implementation of equitable business partnerships, the use of standards such as Fair For Life guarantees a minimum purchase price. The price paid to the producers must then at least cover production costs. Supply chains with the Fair For Life label must pay a contribution of at least 5% of the purchase price to a development fund. This fund is used by the supplier to finance social, technical or organizational development actions.

RESULTS

- After Vanilla from Madagascar in 2021, Robertet obtained Fair For Life certification for its Mate from Brazil, Tuberose from India, Rose from Turkey, and Sambac and Grandiflorum Jasmine from India in 2023. This certification is the culmination of significant social and environmental efforts.
- As part of the restructuring of its Patchouli sector in Indonesia, Robertet participated in creating a cooperative of 20 producers and set up a partnership including a fixed guaranteed minimum price. Robertet was therefore able to build a more sustainable structure that takes into account the needs of its members and their communities.



2.3 CONTRIBUTE TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF REGIONS

RISK

Negative social impacts of Robertet or its suppliers in the regions where the Group operates.

POLICY

The Group sources some of its raw materials in developing countries with real challenges to overcome involving poverty, infrastructure, access to education and health services.

Robertet is involved with local communities to contribute to the social and economic development of the areas where it operates.

GOAL

Robertet aims to ensure that its activities and social commitment create added value for suppliers, producers and their families.

ACTIONS UNDERTAKEN

To improve the living conditions of communities where producers live, Robertet's sourcing team works carefully with its producers to determine the projects to best support the local population.

Robertet therefore becomes involved with local communities by contributing to financing medical care, developing infrastructure and helping to pay the costs of operating rural schools.

· Every year since 2018, the NGO BNSCARE, created and financed by Robertet, has offered school supplies to all the pupils of the primary school, which it renovated. These 200 children are all from families working in the vanilla industry for BNS in Madagascar. In 2023, the FFL premium was used to contribute more than €55,000 to the development fund, which will go into financing a project initiated by the producers' organization.

· In 2023, Robertet Bulgaria, via the Indi Roma 97 foundation, commissioned an anonymous sociological rose survey of 600 pickers from the Roma community during the rose harvest season. The study looks at the socio-economic situation of pickers and migrants (level of education, qualifications) and what they expect from their job in the rose industry. The results show that:

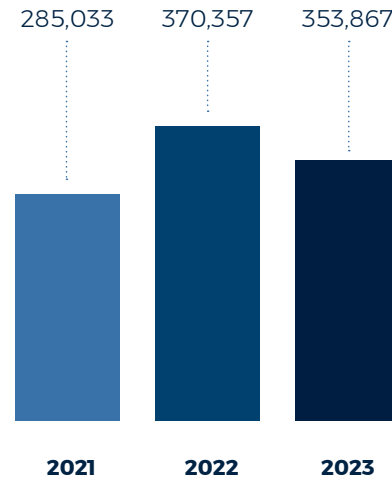
- The illiteracy rate is 13% (slightly lower than the national rate). Only 20% have a secondary education, and the vast majority are literate but have little formal education.
- The unemployment rate in this community is 50%. The remaining 50% are production workers, temporary workers and retirees.
- All or most of them were born in Bulgaria - 60% in the same village and 40% in other towns or villages. This Roma community is therefore less mobile than others in the country.
- Only 5% of respondents have worked abroad in their lifetime. The majority have worked in agriculture, construction and industry, and over 45% of pickers have been working in rose fields for over seven years.
- The correlation between job satisfaction and remuneration (price per kilo of rose harvested) is undeniable.
- As regards worker benefits, 25% are covered by social security and 27% by health insurance.

This study has given us a better understanding of the living and working situation of rose pickers, so that we can adapt our practices in the future.

- In Turkey, in 2023, Robertet financed the installation of pipelines to give the village of Güneykent access to water to irrigate its rose fields. Some 60 suppliers will benefit from it.
- Robertet makes donations every year to provide as many people as possible with access to healthcare, food and sports. In 2023, beneficiaries included the Turkish Red Cross, the Fundser foundation in Mexico for vulnerable children, and the “Une rose, Une caresse” non-profit organization in Grasse to improve the lives of cancer sufferers. The Group also donates to numerous local sports and cultural clubs.

RESULTS

Amount contributed to community projects within the supply chain (in euros)





2.4 CONSERVE AND RESTORE BIODIVERSITY

RISK

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

POLICY

Nature conservation is essential since it is a source of food, drinking water, and other ecosystem services in climate regulation. According to IPBES reports on the decline of biodiversity worldwide, the planetary boundary for biodiversity has already been exceeded. In fact, it is estimated that at least 72% of the world's biodiversity is needed to avoid damaging Earth system processes, but the level is estimated at 65% for 2010, and forecast at 56% in 2050 if no change is initiated (Lucas and Wiltling 2018). Policy measures, such as the EU's Biodiversity Strategy for 2030 and Regulation on deforestation-free products, and France's National Biodiversity Strategy

(SNB), are therefore necessary to conserve biodiversity and promote the sustainable development of our activities.

Robertet believes that most of the impacts and opportunities to protect and restore biodiversity can be found in its natural raw material supply chains. Today, the Group's efforts focus on:

- Improvement of agricultural practices, including the transition to organic farming, which helps protect rural biodiversity and preserve soil quality.
- Protection and sustainable use of biodiversity.

GOALS

The Robertet Group is committed to limiting damage to the biological balance, natural environments and protected animal and plant species. Our biodiversity goals are to:

- Increase the percentage of strategic natural raw material chains audited or certified to standards such as UEBT and FFL, which include measures that promote biodiversity.
- Reach 15% of natural raw materials purchased, in volume, from certified organic sources by 2030.

AWARENESS-RAISING, TRAINING AND BIODIVERSITY STUDIES

ACTIONS UNDERTAKEN

Internally:

- In 2023, the Sirius Group subsidiary carried out an on-site biodiversity survey. Bird species were listed within a 100-meter radius of the farmhouse and greenhouse. They are all classified as Least Concern in the IUCN Red List. It was also noted that the mosaic of environments (hedges, lawns, trees, plants) on site provides a favorable habitat for these birds. In all, 77 plant species were identified, none of which require any particular conservation measures.
- In April, the sales teams of all our subsidiaries were trained on the FFL, UEBT, FSC and RSPO standards, which include commitments to protect biodiversity.
- In October, Sustainable Development Week in Grasse focused on biodiversity, with a presentation on local birds, another on regenerative agriculture, as well as workshops on vegetable seeds and the creation of insect hotels. These tools were installed on our sites to raise employee awareness about the importance of biodiversity conservation.
- In November, several employees from the Grasse head office, working in a variety of professions (buyers, sales staff, perfumers, flavorists), took part in a two-day training course on biodiversity. The aim was to raise awareness and create a group of biodiversity representatives. During this training, the main issues were presented, as well as the tools we use to measure our impact on living species (flora and fauna), before collectively reflecting on the implementation of a Group-wide biodiversity strategy.
- In Bulgaria, Robertet has installed three beehives next to its production site. They provide an educational opportunity in a region known for its fragrant plants, and the honey is collected by employees.

In the supply chain:

- 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.
- For example in Turkey and Bulgaria, every year before each harvest season, local suppliers are informed about good agricultural practices and provided with a calendar. This calendar contains a list of authorized pesticides and recommendations on their storage and use, crop diseases, amounts of fertilizers to use, irrigation management, crop maintenance periods, etc.
- To take the implementation of responsible and sustainable agriculture further, Robertet defined a policy for the application of Good Agricultural Practices or "GAP". Suppliers pledge to adhere to GAPs by signing the ethical charter.
- Robertet encourages and supports producers who wish to switch from conventional to organic farming. Moreover, when suppliers apply for FFL or UEBT labels, they are automatically supported in a process to bring their farming practices in line with standards: input reduction, soil fertility improvement, awareness about inputs that banned in the European Union.
- After acquiring SAPAD in 2009 and Sirius in 2019, the Group merged the two companies to create Robertet Bio in 2022, reiterating its goal to be market leader in organic extracts. In 2021, the Group acquired the Grasse-based company Astier Demarest, which specializes in the sourcing and distribution of organic raw materials.
- The Group created a database, which it updates every year, to track the natural raw materials listed as threatened on the IUCN Red List. The database also distinguishes between raw materials of plant and animal origin, and between terrestrial and marine origin.

RESULTS

In 2023

65

new organic product references were purchased by Robertet SA.

307

organic product references were purchased at Group level.

KPI

	2021	2022	2023	2030 goal
Percentage of organic raw materials purchased, in number	19%	23%	18%	
Percentage of raw materials purchased, in volume	5%	3%	4%	15%
Percentage of raw materials purchased, in amount	10%	6%	6%	



FOCUS

In 2023, Robertet launched its first e-commerce site, e-Robertet. This exclusively B2B platform offers traditional and 100% natural and organic aromatic ingredients. It gives a greater number of customers access to our ingredients, in a variety of formats ranging from 5 g to 180 kg.

COMMITMENT TO PROTECTING AND RESTORING BIODIVERSITY

ACTIONS UNDERTAKEN

For several years, the Group has been carrying out actions to conserve the natural heritage in its sourcing countries.

- In 2023, a study was launched into the agricultural practices of nearly 150 suppliers of Turkish rose. The aim is to collect enough data to transition to agroecology and perform life cycle assessments (LCA) on our products.
- Conventional rose cultivation in Turkey mainly uses mechanical tillage to limit plant competition and improve yields per hectare. But weeding impoverishes the soil and reduces biodiversity. We are testing agronomic cover cropping on three separate plots to naturally enhance soil fertility, attract beneficial insects, and increase the biodiversity and resilience of rose bushes. These trials aim to develop more sustainable farming methods, which will then be offered to our 800 rose suppliers, covering a potential 33 hectares of land.
- Robertet Mexico, in association with ANFPA (Asociación Nacional de Fabricantes de Productos Aromáticos) and Reforestemos, took part in a reforestation initiative. On 0.75 ha near Toluca in the province of Mexico, 43 volunteers replanted pine trees (*pinus hartwegii*) for a density of 700 trees/hectare. In addition to reducing soil erosion and improving water retention, the carbon sequestration benefits are estimated at 176 Mg C/ha over 40 years, or 645 metric tons of CO₂ avoided in the atmosphere.
- In Madagascar, Robertet plants between 10,000 and 20,000 Ylang-Ylang seedlings every year to ensure the crop's sustainability. On its land, the Group has left 52 hectares of protected biodiversity. Half of this area (of which 17 hectares have been designated as protected areas) will never be farmed. This is a point in the Fragrant Garden shareholders' charter, clearly stated in the Sustainability Manual. The other 32-hectare section is a maintained forest where local species are replanted. Every three to four years, an inventory of local fauna and flora species is conducted out of the 2,000 species listed, in collaboration with a team from the Antananarivo Zoo. Biodiversity discovery days are organized with Fragrant Garden's partner schools. The children are educated about the different species and the protection of endangered species.
- In 2021, Robertet teamed up with Serei No Nengone (SNN) in New Caledonia to facilitate the work of sandalwood harvesters while limiting the impact of the activity on the forest. One goal was to find a solution that would facilitate access to mature trees without

opening new roads or paths. This also aimed to reduce the arduousness of the teams' forestry work. As uprooting is particularly arduous, roots are left in the ground, which encourages regeneration of shoots and biodiversity. Serei No Nengone has bought 16 donkeys and a breeding herd. Animal welfare was a core part of this project: custom-made pack equipment, good living conditions (minimum pasture area, shelter).

SUSTAINABLE USE OF BIODIVERSITY

To explore the natural ingredients from all over the world, Robertet must source them from countries rich in biodiversity. In both developing and developed countries, economic pressure can lead to the destruction or degradation of ecosystems and natural heritage. Through the application of the Nagoya Protocol, the Group contributes to maintaining and conserving biodiversity, and to ensuring the fair and equitable sharing of benefits.

The Group therefore applies and complies with the Nagoya Protocol on Access and Benefit Sharing for all its R&D projects involving new species (i.e., not listed by the Group when the protocol went into effect).

To this end, the Group identifies which of its R&D projects come under the Nagoya Protocol and ensures that they are compliant. As part of this commitment, Robertet has:

- defined an internal process with steps to follow from the start of an R&D project. This process involves the R&D, purchasing and regulatory affairs divisions;
- formed a multidisciplinary team in charge of the Nagoya Protocol within the Group;
- built the R&D team's expertise on the Nagoya Protocol through training, integration into research processes, etc;
- created a brochure on the Nagoya Protocol to provide information for Robertet's employees, customers and suppliers.

In 2023, Robertet worked on implementing the Nagoya Protocol for Bô khet, a natural raw material sold through the Health & Beauty division. The ingredient is sourced in Vietnam, which has ratified the protocol.



FOCUS

In Brazil, Robertet worked with its local mate supply partner to obtain the Fair For Life label (awarded in January 2024). This label is the culmination of considerable social and environmental efforts. Several actions have been carried out to promote biodiversity: creation of a nursery for agronomic research (variety selection, irrigation, data monitoring), alternate harvesting between the upper and lower parts of the shrub, and discontinued use of pesticides and fungicides. Through agroecological principles, the mate plots are planted with araucaria, a Critically Endangered (CR) species on the IUCN Red List. These araucarias provide cover for the mate, thereby reducing dehydration, and are home to birds, which prey on an insect that ravages mate cultivation.



03

THRIVING EMPLOYEES

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 steps necessary 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.



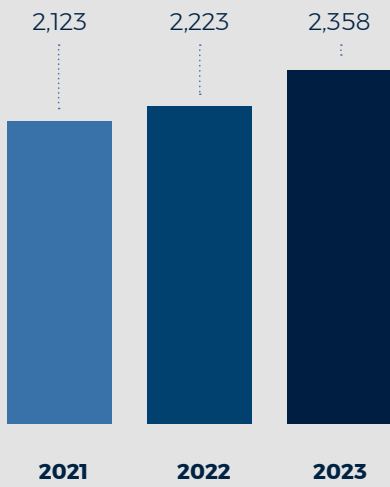
WORKFORCE OVERVIEW

At December 31, 2023, Robertet had

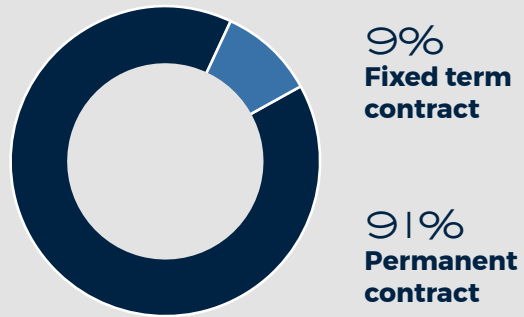
2358
EMPLOYEES
at its commercial and production subsidiaries

11 YEARS AVERAGE
LENGTH OF SERVICE
of employees

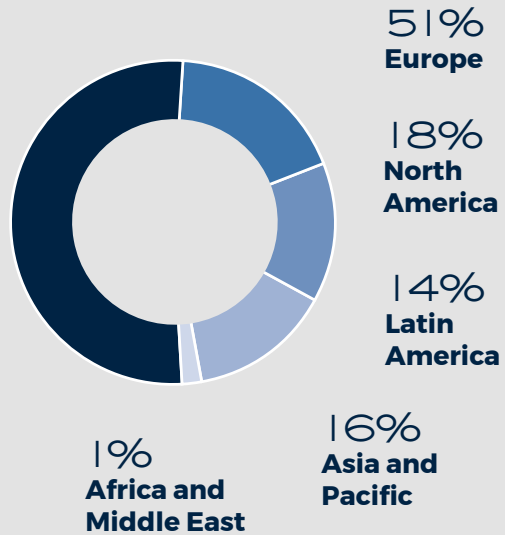
Total number of Group employees at December 31, 2023



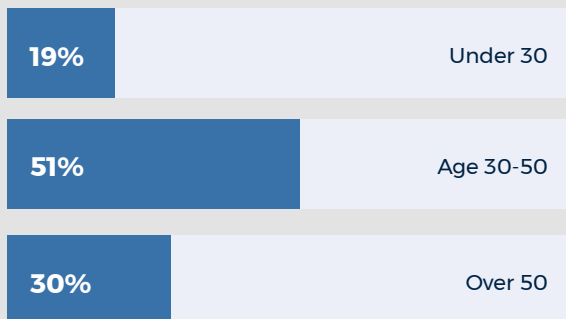
Total number of Group employees by type of contract



Total number of Group employees by region



Breakdown of the workforce by age group



The breakdown of jobs by region remained stable over all. The Group provides jobs throughout the world while keeping its roots in the city of Grasse, in France, the world's perfume capital and where the company was founded in 1850. With 933 employees, Grasse represents 40% of the Group's workforce, followed by the United States, with 16%.

3.1 ENSURE HEALTH AND SAFETY AT WORK

RISK

Workplace accidents or occupational illnesses.

POLICY

As a company with 20 production subsidiaries and nine commercial 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 policy on three areas:

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

In addition, in 2020, Robertet in Grasse drew up a Major Accident Prevention Policy (MAPP), which defines its roadmap for the prevention and management of industrial risks. This policy was introduced following the merger with Charabot, which classified the Robertet site in Le Plan-de-Grasse as a SEVESO upper-tier establishment for environmental protection (ICPE) under French regulations.

GOAL

The Group's objective is to achieve an accident frequency rate⁴ of less than 9 by 2025.

SAFETY AWARENESS AND CULTURE

ACTIONS UNDERTAKEN

- In July 2023, an HSE (Health, Safety and Environment) working group was created with representatives from different regions. Its purpose is to develop a Group HSE manual and policy in 2024. A "scorecard" will then be developed for reporting monthly indicators, subsidiary by subsidiary, to the Group Operations Director, in order to monitor progress on local action plans more closely.
- To further improve the quality and safety culture within the Group, quality assurance set up a quarterly communication meeting. It brings together all QHSE directors and managers from production subsidiaries worldwide.

- Occupational risks are assessed to identify and classify dangerous situations for each workstation, so that appropriate prevention measures can be implemented. This assessment is performed annually, and results are sent to the occupational health services, employee representative bodies and supervisory bodies such as the French Labor Inspectorate.

- HSE training and awareness sessions are provided for employees on PPE, handling, fire risks, working with hazardous substances, etc. Employees are encouraged to play a proactive role in safety and prevention.

- The Health, Safety and Working Conditions Commission (CSSCT) meets quarterly to communicate and share information on 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 ATEX⁵ zones, fire risks, etc.

- In 2023, all workshops in Grasse and at our subsidiary in Turkey implemented a weekly 15-minute safety session. Topics are prepared by HSE staff and sent to workshop managers so that they can inform their teams. A monthly dashboard will also be set up for each workshop. An HSE binder is available in each workshop, containing technical data sheets, procedures and topics covered in the 15-minute safety sessions. These initiatives supplement existing actions, such as signs, workstation instructions, visitor information, and induction training to strengthen the safety culture.

- Robertet's Le Plan-de-Grasse site has continued its efforts to comply with Seveso requirements for upper-tier establishments, with the development of procedures and a safety management system (SMS) manual, which will be amended and audited in the first quarter of 2024. In addition, a plant fire department will be introduced to control fire risks. More generally for Robertet SA, an internal organization plan was defined in 2023, with employees being assigned specific roles (e.g., internal operations manager, internal operations commander, intervention team, evacuation service, medical service, communication). They were given response training in November to take on their role in the event of a major accident.

⁴ Frequency rate = (Number of work-related accidents with lost time / Number of hours worked) x 1,000,000

⁵ Explosive atmospheres

- In the United States, a workplace safety campaign was launched in 2023, with posters displaying “golden rules” in high-traffic areas, training courses, a slogan competition that was printed on T-shirts, and the introduction of a “security culture card” for each employee. These actions are in addition to the monthly one-hour awareness sessions at workshops that have been in place for over 10 years.
- Robertet UK acquired a safety management platform and works with a consultant to improve its safety culture. A digital dashboard lists accidents, training courses and targets, and passes on employees’ comments and requests. Every employee has access to it and can notify the company of risks seen, felt or experienced, and make suggestions for improvement.
- Most employees at Robertet Asia in Singapore are exposed to chemicals as part of their daily duties, particularly production staff and technical analysts. In 2020, Robertet Asia introduced an annual medical check-up for the Singapore office. This exam was extended to the Philippines in October 2022, to Thailand and Indonesia in November 2022, and to Vietnam in January 2023. Although the annual medical examination is not compulsory, staff are strongly encouraged to do it.

PREVENTION OF CHEMICAL RISKS

ACTIONS UNDERTAKEN

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

- The health of employees is monitored. For example, all employees exposed to chemical risks undergo regular medical check-ups.
- 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 high-performance extraction system, the smart-Flow hood. This system has improved the safety and working conditions for operators (more efficient and space-saving emission collection system) while reducing energy consumption.
- In addition to protective devices, closed-loop systems are deployed to avoid product evaporation, and green chemistry principles are applied to limit the use of hazardous substances.

PREVENTION OF MUSCULOSKELETAL DISORDERS (MSD)

ACTIONS UNDERTAKEN

To reduce work-related accidents with lost time and prevent the risk of occupational diseases, Robertet is carrying out several actions:

- The Group trains its employees in movements and postures. For example, Bionov trained around 20 people in movements and postures in 2023.
- 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 workstation ergonomics, such as elbow supports for pipette filling, gripping aids for bottle opening (to prevent wrist repetitive strain injury [RSI]), and handling aids such as forklifts, lifting masts, automatic film wrapping machines and robot manipulators (to prevent upper and lower limb RSI).
- As soon as a new workshop or site is built or renovated, ergonomics and employee comfort are carefully studied, especially with regard to manual handling and load transportation.
- In 2022, Robertet Argentina provided training on good manufacturing practices to avoid ergonomic risks (handling of chemicals, hazardous waste) and resumed its Health and Safety Committee meetings, which had stopped during the pandemic.
- Robertet USA modified its unloading docks in 2023 to improve operators’ working conditions.
- In 2022, Robertet Mexico optimized forklift movements by introducing a visual aid for the use of stackers.
- Robertet UK invested in electric lifting masts in 2022 to reduce the effort required by operators to move tanks.
- In 2023, Bionov trained around 20 people in movements and postures through Apave.
- In 2023, Robertet SA donated to rheumatism research via the Arthritis Foundation.

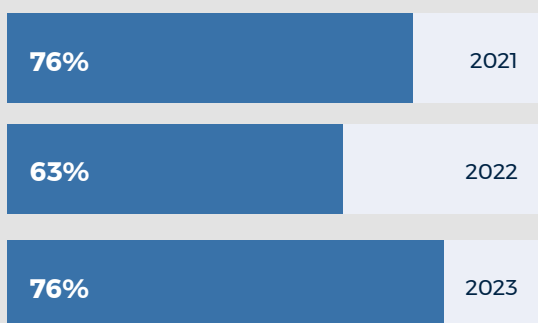
RESULTS

In 2023,

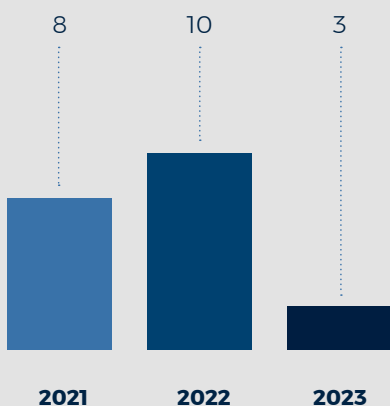
63%

of the Group's workforce completed at least one health and safety training session.

Percentage of production and commercial subsidiaries without any lost-time work-related accidents during the year



Number of occupational diseases



KPI

	2021	2022	2023	2025 goal
Number of work-related and commuting accidents with lost time	36	33	49	
Number of days lost	736	775	1,069	
Number of hours worked (thousands)	3,312	3,595	3,986	
Frequency rate	10.87	9.18	12.29	< 9
Severity rate	0.22	0.22	0.27	





3.2 IMPROVING QUALITY OF LIFE AT WORK

RISKS

- Lack of attractiveness compared with new requirements for work arrangements.
- Loss of talent to competitors, customers or suppliers.
- Labor unrest, strikes, protests.

POLICY

Attracting new talent and retaining existing employees are imperative to consolidate and pursue our development. To achieve this, the Robertet Group focuses primarily on improving quality of life at work, a source of fulfillment and sustainable performance.

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

GOAL

The Group has set a target absenteeism rate of 4% or less by 2025.

KPI

	2021	2022	2023	2025 goal
Absenteeism rate	4.2%	4.3%	4.6%	<4%

FACILITATING WORK ARRANGEMENTS

ACTIONS UNDERTAKEN

To protect and facilitate its employees' work-life balance, the Robertet Group is working on developing flexible hours and, more generally, flexible working conditions. Here are some concrete examples:

- Robertet Colombia gave 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 granted around their birthday. Robertet Colombia has set up a new Work-Life Balance Committee. Members are elected by employees, and the committee meets quarterly.
- Since 2023, Robertet USA employees have been able to carry over up to five vacation days into the following calendar year.
- Hitex now awards its employees a half day's leave for their personal obligations rather than taking paid time off
- Many employees within the Group are allowed to work from home: one day a week in Grasse and Singapore and two days in Brazil. This new work arrangement gives employees more flexibility.
- A mobility survey of over 900 employees was conducted by Robertet SA. It showed that the average commute is 13 km and lasts 25 minutes, and 87% of commutes are made by private car. Also, 76% of respondents seem satisfied with their daily commute, and almost half would be willing to carpool. The carpooling app Klaxit has been in place in Grasse for several years, but until now carpooling has been hampered by the lack of flexible schedules. In 2023, Robertet SA revised its agreement on working hours to allow employees greater flexibility over arrival, break and departure times.
- Robertet has no set policy on national defense or the military but pledges to support employees in honoring their military duties. Robertet SA has five reserve firefighters. This number is set to increase to better control fire risks.

IMPROVING JOB SATISFACTION AND WELL-BEING AT WORK

ACTIONS UNDERTAKEN

Surveys on work atmosphere

- Last May, Robertet USA took part in an employee engagement survey conducted by The Predictive Index. The survey was chosen to help executives and human resources (HR) managers better understand their employees' work experience and translate that information into action. The results of each employee's analysis point to specific priority actions that managers and department heads can take to improve the employee's work experience. Personalized action plans can also be developed to solve problems between two or more employees, based on their predictive index profile.
- In 2021, Robertet Brazil's HR teams carried out an initial survey on the atmosphere at the company. The survey was repeated in December 2023. It covered working conditions, wages, management, career development, health and safety. Results are expected in the first quarter of 2024.

Employee well-being, health and engagement

- In February, about 50 Robertet Mexico employees participated in the Kardias Run, a 5 km or 10 km charity run to help children suffering from heart disease. The event was so successful that it was repeated in June for another charity, Aqui Nadie Se Rinde IAP, to help over 900 families who have a child with cancer.
- In Brazil, during training week in July, employees were taught about health and the importance of a healthy diet. Around 100 employees took part in an exercise session and a presentation on nutrition, including the benefits of eating fruit.
- In Singapore, Robertet Asia introduced a financial incentive in January 2022 to promote health and fitness. The program was extended to the other four Asian subsidiaries (Thailand, Indonesia, the Philippines and Vietnam) in April 2023. This financial incentive can be used to: purchase additional medical insurance (including dental), join a gym or fitness center, buy sports equipment or participate in sports activities.
- Robertet USA gave its employees the opportunity to choose their year-end gifts via Gifts for Good, a platform that donates proceeds to 64 non-profits across 72 countries around the globe.

RESULTS

In 2023

82%
of employees worked
from home
(among those eligible).

6
collective bargaining agreements
on quality of life at work and
work arrangements cover
Group employees.

ASSISTING EMPLOYEES IN MANAGING THEIR ILLNESS

ACTIONS UNDERTAKEN

- At Robertet SA, a plan allows employees to donate days of paid time off to one another, solely for people caring for loved ones with a debilitating disease or disability. In March 2023, a “close caregivers” workshop was organized to discuss the issue, to speak openly about caregivers, to get people talking and bring out the real questions. The event was hosted by a Klesia Social Action counselor and a family and social economy counselor from the organization ADAC.
- Also at Robertet SA, 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

- Each year the mandatory annual negotiations at Robertet SA lead to the negotiation of a general salary increase, in consultation with the trade unions. Robertet SA employees can share in the company's performance through employee savings plans (incentives and profit-sharing), based on its earnings. 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.
- In 2023, Robertet SA included non-financial criteria in its calculation of profit-sharing. This variable remuneration is only positive and contributes to achieving the 5% increase in the special profit-sharing reserve. Three criteria are taken into account: reduction of CO₂ emissions, reduction of water consumption, and reduction of the accident frequency rate.
- Robertet USA teamed up with DailyPay to offer its employees a way of accessing their wages before payday. The scheme came into force in April 2023.
- Hitex set up a profit-sharing agreement in June 2023 to reward its staff for their efforts.

RESULTS

In 2023

4
collective bargaining agreements were
signed concerning remuneration.

MOVING FORWARD TOGETHER THROUGH SOCIAL DIALOGUE

Quality of life at work depends on the employees' work conditions, but also on their ability to express themselves on the subject. The Group is therefore committed to building quality social relations. Robertet favors dialogue and direct communication, including between management and employees. In addition, respect for freedom of association and collective bargaining is an integral part of the principles listed in the Code of Conduct.

ACTIONS UNDERTAKEN

Employees in Grasse, and in Mexico as well since October 2021, can submit suggestions on how to improve quality of life at work via suggestion boxes. These suggestions help management to identify areas for improvement.

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

In France and in some international subsidiaries, social dialogue is structured, with employee representative bodies (employee and union delegates, a works council, and a Health, Safety and Working Conditions Committee) meeting regularly.

In 2023, Robertet SA's Social and Economic Committee (*Comité Social et Économique - CSE*) approved the decision to hire a lawyer for legal advisory services in employment law.

RESULTS

In 2023

57%
of the Group's workforce
was covered by collective bargaining.

17
collective bargaining agreements
were in effect within the Group.



3.3 DEVELOP EMPLOYEE SKILLS

RISK

Failure to identify, develop or promote employees' skills.

POLICY

Training and knowledge transfer help develop skills and support employees in their career.

As such, the Robertet Group makes sure 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.

GOAL

The Group aims to provide 70% of its employees with at least one training course, all types of training combined, per year by 2025.

IDENTIFYING THE SKILLS TO DEVELOP

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

The Robertet Group has put in place initiatives to recognize its employees' skills, prepare their career path within the company, and optimize skills management in order to develop human capital.

ACTIONS UNDERTAKEN

The Robertet Group uses various methods to build skills development plans for its employees. In addition to the training courses selected by management, individual employees can also express their views on professional development via:

- Appraisal interviews, implemented in some subsidiaries. These meetings allow employees to meet with their line managers to review the work they have done and assess progress towards training needs and targets.
- Professional interviews. These enable employees to talk to their line manager to express their wishes for professional development in terms of skills and responsibilities.

Each employee can consult a catalogue and express their training needs directly via an online set up in France. These needs are then prioritized and approved by managers before being processed by the training department. This department is in contact with managers and employees throughout the year to help them identify their needs.

RESULT

In 2023

1,204
employees received an assessment of their professional skills.

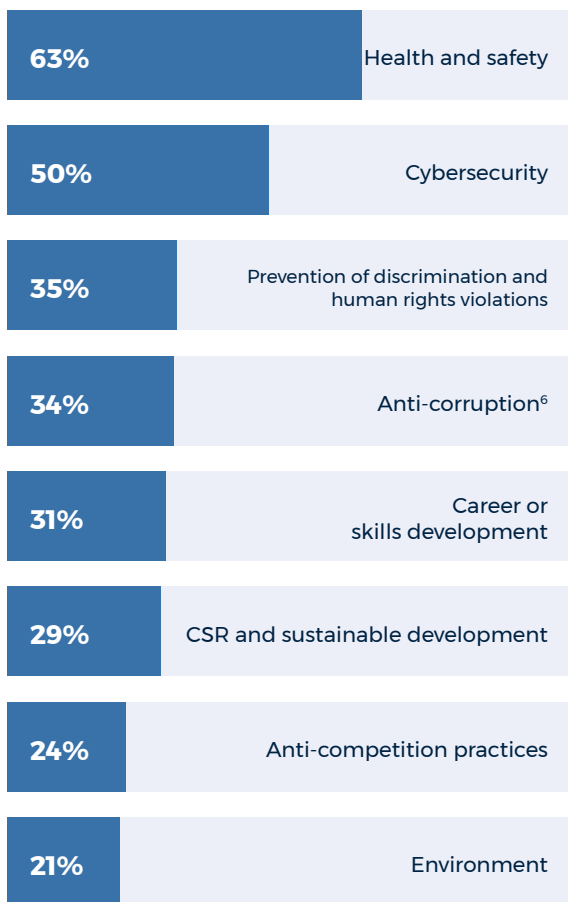
DEVELOPING SKILLS THROUGH TRAINING

ACTIONS UNDERTAKEN

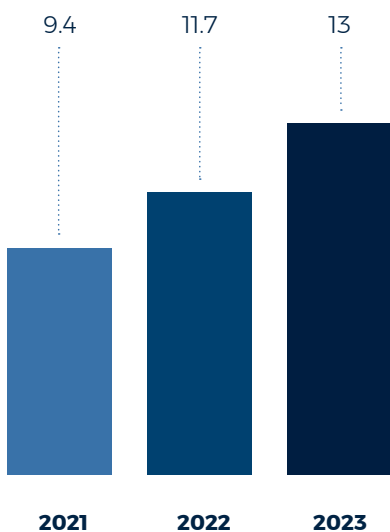
- In March 2023, Robertet eAcademy was rolled out in France to enable everyone to take an active role in their own learning and encourage ongoing skills development. With over 2,000 pieces of freely available content, nearly 400 users had already completed more than 2,250 hours of training by the end of 2023.
- In-house training continues to develop in Grasse. Our methods and research experts have trained production operators in analysis techniques and in distillation and extrusion processes.
- In 2021, Robertet Singapore launched an in-house training program for high-potential trainees. Under this program, trainees are coached by senior managers for two years and, upon completion, offered a permanent position in the company. Eight trainees completed the program in 2022.
- Robertet SA launched an original training initiative for employees in the Flavors division. Altogether, 15 team members were trained in the culinary arts for eight months with the aim of obtaining a professional cooking qualification in July 2023.

RESULTS

Percentage of employees that received training in 2023, by topic



Average number of training hours per employee



2020 and 2021 were unusual years due to the COVID pandemic. An increase in the average number of training hours per employee is discernible with the return of in-person training in 2022 and 2023.

KPI

	2021	2022	2023	2025 goal
Percentage of employees who received training during the year	79%	82%	83%	70%

SUPPORTING MANAGERS IN THEIR ROLE

The Robertet Group is a family-run business that is committed to listening to its employees and to developing close relationships between managers and their teams.

Managing a team is a complex role, which is why support for managers is a predominant theme in the Group's training plans. The training offered to managers focuses on leadership, communication and the notions of exemplarity, objectivity and listening. Management courses are available at certain subsidiaries, notably in Grasse, the United States and India.

ACTIONS UNDERTAKEN

- In the United States, all managers receive training on feedback, cross-functional management, listening and psychosocial risks. The subsidiary has developed a "new manager" guide that addresses the specific aspects of the role, the point of the integration process for new employees, attitudes to foster, as well as bibliographical resources to guide employees in taking on responsibility. A second guide was also created to facilitate the implementation of annual performance interviews.
- To improve team management and facilitate the responsibilities of managers, leadership training is offered at Robertet Mexico.
- In Grasse, a management course is available for new managers. This five-day program allows them to discuss and improve their management practices with modules 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 provided to help teams work better together. For example, in 2022 Robertet and Singapore implemented a staff performance evaluation tool using standard templates. It aims to provide a better understanding of individual needs and behaviors to facilitate teamwork.

⁶Including the Group's anti-corruption training program (in compliance with the Sapin II law) and other subsidiaries' anti-corruption training.

RESULT

In 2023

204
managers had received at least one training action in their tenure on managing a team.

PERPETUATING AND PASSING ON KNOW-HOW

Like Robertet SA, which has been in existence since 1850, some Group 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 expertise in-house. In addition to the day-to-day sharing of knowledge, this transfer of professional skills also takes place through tutoring and apprenticeships.

ACTIONS UNDERTAKEN

- Since 2010, Robertet SA has been training two to three junior perfumers every two years at its in-house perfumery school. The aim is to encourage diversity and originality in profiles and to protect Grasse know-how, in particular the use of natural extracts in perfume creation. In addition to the student perfumers, the Robertet SA perfumery school provided olfactory training for about a dozen employees, adapted to their job category and level.
- In Grasse, Robertet welcomes interns and trainees throughout the year. Work-study contracts are developed because they are adapted to passing on a profession that is long and complex to learn. Since 2015, training has also been provided for tutors of work-study participants. In 2023, six new tutors were trained to help them in their teaching duties. This enables them to learn about their role in supporting their students and acquire methods and tools for passing on their skills.

RESULT

In 2023

38%
of work-study participants signed a contract with Robertet at the end of their program.



3.4 PROMOTE DIVERSITY, EQUITY AND INCLUSION

RISKS

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

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:

- Protecting diversity from the time of hire and throughout their length of service, including people of all ages, genders, ethnicity, family situations, sexual preferences, opinions and aptitudes within its workforce. Diversity of backgrounds is a source of creativity and knowledge.
- Guarantee equal opportunity and equal pay for similar skills and tasks. This equality is essential if employees are to feel trusted and to develop their full potential.

GOAL

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

COMBATING DISCRIMINATION

ACTIONS UNDERTAKEN

- Robertet Brazil launched a campaign in 2022 to promote respect of LGBTQIA+ minorities. Awareness initiatives covered the general principles of diversity, which are all included in the local code of conduct, and the whistleblowing system in place was presented 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. The subsidiary has also introduced the presentation of diverse candidates for all vacant positions, to better represent cultural and ethnic diversity in the workforce.
- Robertet USA also marks events such as Hispanic Heritage, Black History, LGBTQ, Indigenous Peoples' Day, St. Patrick's Day, Juneteenth National Independence Day with communication about the history of these celebrations. They are about recognizing all the multicultural and multinational festivities that each employee may observe or be associated with. For Hispanic History Month in 2023, employees were given the opportunity to take part in a competition by preparing their favorite Hispanic-inspired dessert.
- Robertet Singapore adopted the Tripartite Standards of the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) created by the Ministry of Manpower, the National Trades Union Congress and the Singapore National Employers Federation. As part of the implementation of the Tripartite Standards, Robertet Singapore reviewed its recruitment process, from the identification of vacancies to the interview, selection and hiring processes, to ensure that candidates are assessed fairly.

RESULT

In 2023

82%
of the Group's workforce is covered by a whistleblowing system for discrimination, diversity and equal opportunity violations.

COMBATING HARASSMENT

Psychosocial risks are a concern for the Group, and Robertet is very attentive to any discrimination and harassment that its employees could experience 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.

- In 2023, a harassment representative was appointed at each industrial and commercial subsidiary. These volunteers will be trained in 2024 on handling reports of harassment and launch investigations. A guide for harassment victims was created in Grasse and provided for all employees to enable harassment victims to describe the harm endured, any witnesses, the people involved, the measures taken and the immediate consequences. No reports were submitted in 2023.
- In 2022, Robertet India implemented a comprehensive sexual harassment policy. Prevention training was provided by an external teacher. A procedure was set up for reporting and handling complaints. Finally, 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. No complaints or incidents were reported in 2023.
- In Brazil, the CIPA (Internal Committee for the Prevention of Accidents and Harassment) requires companies to set up an Anti-Harassment Committee. It was created at Robertet Brazil in 2022 and continues to develop.

RESULTS

In 2023

89%
of the Group's workforce is covered by a whistleblowing system for harassment.

ASSISTING PEOPLE WITH DISABILITIES

ACTIONS UNDERTAKEN

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

Similar to the harassment representatives, disability representatives have been appointed at each subsidiary. They will be in charge of accessibility and the well-being of employees with disabilities, as well as related issues such as digital accessibility and subcontracting to companies that promote sheltered employment offering jobs to people with disabilities (known as EAs and ESATs in France).

These companies are sometimes used for supplies, subcontracting and services. A few examples include:

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

In 2023, Robertet SA made a donation to the L'Arche non-profit in Grasse, which is financing the construction of a home for people with disabilities.

RESULT

In 2023

1.9%
of the Group's workforce has
a declared disability.

ENSURING PROFESSIONAL GENDER EQUALITY

ACTIONS UNDERTAKEN

With regard to professional equality, Robertet is careful not to create inequality, particularly between men and women. In 2022, Robertet SA renewed its agreement with trade unions on gender equality for a period of three years.

The agreement includes the following initiatives:

- Recruitment: the targets are to maintain the percentage of women in the total workforce at a minimum of 46%, in the management category at 50% and in the production worker category at 12%.
- Current remuneration: vigilance must be maintained in the event of unjustified discrepancies.
- Promotions and job mobility: the goal is to maintain relative equality between men and women when it comes to individual promotions.
- Work-life balance: Robertet will continue to finance 13 spots in intercompany day care centers and five spots in private company day care facilities.
- Training: the percentage of women benefiting from training must be in line with the target ratio for women in the workforce.
- Working and employment conditions: the company must study the feasibility of adapting three jobs traditionally held by men to make them more accessible to women.

Also at Robertet SA, the percentage of women in the total workforce has changed slightly compared to previous years and the percentage of women managers and supervisors has increased. With regard to the percentage of female workers and employees, efforts to hire more women, improve workstation ergonomics, and organize positions will continue in order to attract women and make certain positions accessible to them.

The Global Leadership Team is made up of five women out of a total of 14 members. In 2023, the Group's Board of Directors was composed of nine members, including four women and five men.



In 2023, Robertet SA obtained a gender equality index score of 84/100 (vs 81/100 in 2022). 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 is calculated out of 100 points based on five criteria:

- Gender pay gap,
- Variance in the distribution of individual pay raises
- Promotion disparities
- Number of employees who have received a raise upon returning from maternity leave
- Equality among the 10 highest earners

RESULTS

Breakdown of the workforce by gender and socio-professional category (SPC)

	 Men	Women		% women in each SPC
54	Members of Senior Management & Executives		27	33%
172	Managers		178	51%
190	Supervisors		288	60%
882	Production workers and non-managerial staff		567	39%
1,298	TOTAL		1,060	45%

KPI

	2021	2022	2023	2025 goal
Percentage of women in total workforce	41%	43%	45%	50%



04

RESPONSIBLE PRODUCTION SITES

The Robertet Group is an industrial company that processes and assembles aromatic raw materials.

All operations, from production to distribution, generate environmental impacts that Robertet pledges to reduce, as it 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 associated with greenhouse gas (GHC) emissions and the consequences for the population, Robertet closely monitors its CO₂ emissions.





4.1 FIGHT CLIMATE CHANGE

RISKS

- Poor management of energy and refrigerant consumption, and significant contribution to climate change.
- Vulnerability and lack of planning, resilience and initiatives from production sites to handle extreme or chronic weather 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 greenhouse gas (GHG) emissions.

In 2023, the Group calculated the carbon footprint of its French subsidiaries for all scopes, including Scope 3. For all these subsidiaries, Scope 3 accounts for over 90% of total CO₂ emissions, mainly due to the centralization of natural raw materials purchasing in Grasse.

The Scope 3 calculation will be extended in 2024 to all international subsidiaries, enabling us to determine a Group carbon footprint. We will then be able to build a carbon pathway in line with the Paris Agreement and submit our climate targets to the Science-Based Targets initiative (SBTi).

GOALS

Until our climate targets are reviewed and validated by the SBTi, our targets set in 2020 remain unchanged. By 2030, the Group aims to:

- Reduce energy consumption by 25% compared to 2020.
- Reduce its greenhouse gas emissions per metric ton of product by 60% for Scopes 1 and 2 compared to 2020.
- Reduce total GHG emissions by 25% for Scopes 1 and 2 compared to 2020 and by 42% by 2040.

EXPOSURE OF PRODUCTION SITES TO CLIMATE CHANGE

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

To do this, Robertet uses the WorldRiskIndex by 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 2023 risk analysis shows significant changes, mainly due to the commercial subsidiaries added to the reporting scope.

- At very high risk are Robertet production sites in Turkey, India, China, Mexico, Colombia, Brazil, Argentina, the United States, Canada and Robertet commercial subsidiaries in Indonesia and Japan.
- At high risk are Robertet South Africa and France, as well as Robertet's commercial subsidiaries in Korea, Italy and Spain.
- At medium risk are the production sites Robertet UK, Omega Ingredients and the Robertet commercial subsidiaries in Dubai and Germany.
- At low risk is the Robertet Bulgaria production site.
- At very low risk are the Robertet Singapore production site and the Swiss commercial subsidiary.

	No. of sites 2021	No. of sites 2022	No. of sites 2023
Very low	13	3	3
Low	11	1	1
Medium	6	1	4
High	0	14	15
Very high	0	12	19

SCOPES 1 AND 2

The Robertet Group measures its greenhouse gas emissions in line with the GHG Protocol:

- Scope 1 corresponds to direct emissions 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 refrigerant leakage.
- Scope 2 includes indirect emissions from electricity consumption.

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

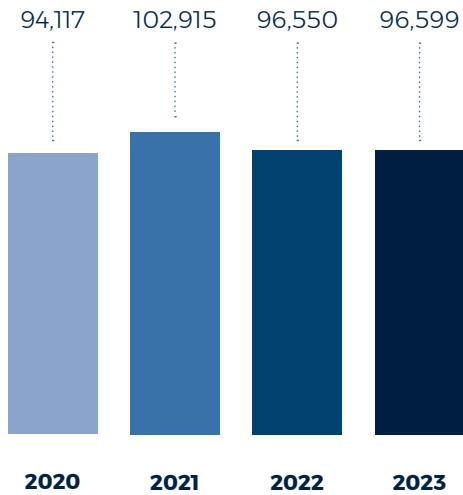
ACTIONS UNDERTAKEN

Every year, Robertet invests heavily in reducing the energy consumption of equipment and buildings. Some examples include:

- In Turkey, the insulation of two stills in the distillery with glass wool and stainless steel protection was completed in 2023 to reduce energy losses and gas consumption.
- In India, tinted glass was added to windows in 2022 to reflect light and limit heat in offices and workshops, thus reducing the need for air conditioning.
- In the United States, the insulation of the storage room was completely redone in 2022, limiting heat loss and reducing energy consumption.
- In 2023, the replacement of light bulbs with LEDs and the installation of presence detectors continued in Argentina, the United Kingdom, China and at Bionov.
- In Grasse, our in-house design office is working on the creation of new, innovative and more energy-efficient workshops.

RESULTS AND KPI

Energy consumption (stationary sources) in MWh LVH



Change 2020-2023

+ 3%

2030 target compared to 2020

- 25%

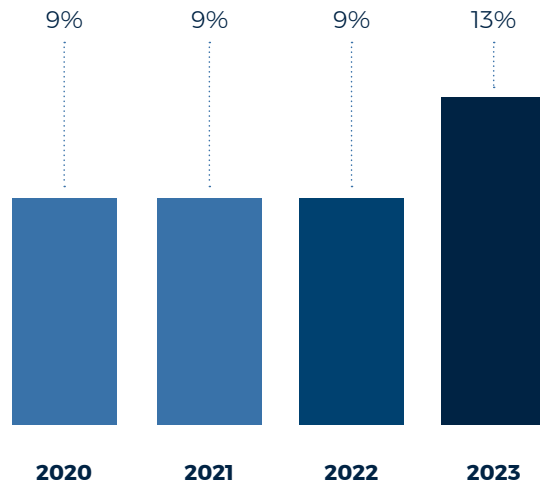
RENEWABLE ENERGY

ACTIONS UNDERTAKEN

- In 2023, the Group's German commercial subsidiary installed photovoltaic panels and took out a 100% renewable electricity contract.
- In 2023, our production teams in Brazil took steps to switch from a standard electricity contract to a 100% renewable electricity contract. From April 2024, the plant will be supplied exclusively with solar, hydroelectric and wind power.
- Robertet USA has been installing solar panels on its buildings for several years. In 2023, these panels enabled the company to generate 6% of its total electricity consumption.

RESULTS

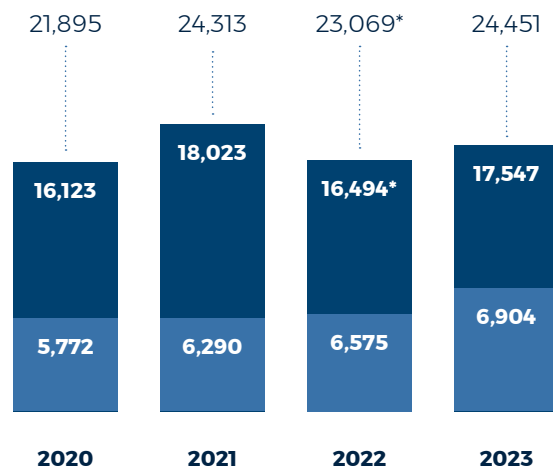
Share of total electricity consumption from renewable sources



SCOPE 1 AND 2 CO₂ EMISSIONS

RESULTS AND KPI

Scope 1 and 2 CO₂eq emissions (metric tons of CO₂eq)



→ Scope 1

→ Scope 2

Change 2020-2023

+12%

2030 target

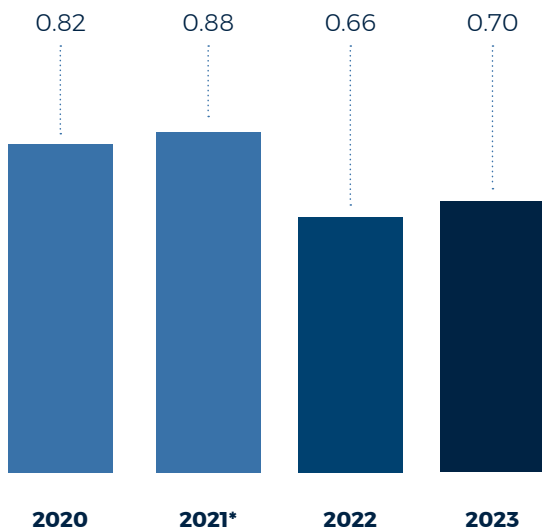
-25%

2040 target

-42%

The 6% increase in carbon intensity (Scopes 1 and 2) between 2022 and 2023 is mainly due to commercial subsidiaries (which generate emissions but do not manufacture products) added to the reporting scope. Between 2020 and 2023, three production subsidiaries were also acquired and included in our reporting (Astier Demarest, Robertet Canada and Omega Ingredients), which explains the 12% increase in our emissions over the period.

CO₂eq intensity (metric tons of CO₂eq from Scopes 1 and 2 per metric ton of product sold)



Change 2020-2023

-14%

2030 target: compared with 2020

-60%

The 14% reduction in our carbon intensity (Scopes 1 and 2 per metric ton sold) between 2020 and 2023 is mainly due to the improved efficiency of our industrial processes. Carbon intensity will increase slightly between 2022 and 2023 as nine commercial subsidiaries and one production subsidiary were added to the reporting scope.

SCOPE 3

Scope 3 represents indirect emissions linked upstream to purchases (goods, services, investments, leasing), freight (upstream, internal, downstream), travel (business and commute), fixed assets, waste and downstream to product use and end of life.

ACTIONS UNDERTAKEN

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

Reducing emissions from purchased raw materials

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, protecting and restoring forests within the industry, and supporting suppliers in financing energy-efficient processing equipment.

*These values were corrected in 2023 after an error was found in the liquefied petroleum gas (LPG) volumes at our Robertet UK subsidiary and in propane and gasoline figures at our French subsidiary Sirius

In 2023, Robertet drew up a responsible purchasing policy, in which the Group urges its suppliers to reduce the environmental impact of their activities, and more specifically their carbon footprint.

Reducing emissions from transportation and travel

- Optimizing the transportation of goods
 - Transformation of raw materials on site or near the production site is favored as it makes it possible to ship concentrated extracts, which are much smaller in volume than biomass.
 - Robertet Bio (formerly SAPAD) has a small mobile distillation unit. It is used to distill certain raw materials on fields owned the Group in Spain, thus limiting the need to transport bulky raw materials.
 - In Bulgaria, a gas pipeline was installed connecting the plant to two nearby villages, which will limit road transportation of gas and therefore the subsidiary's Scope 3 carbon footprint.

· Reducing emissions from transportation and travel

- Within the Group, combustion vehicles used within or between sites are gradually being replaced by electric vehicles.
- In 2022, Robertet Singapore introduced a shuttle bus for its employees to reduce commuting by private car.

In 2023, Robertet SA again qualified for the "All carpoolers!" program launched by the French Ministry of Ecological and Inclusive Transition in collaboration with the Grasse inter-municipal authorities. The objective is to develop carpooling to and from work to reduce the GHG emissions generated by commuting.



4.2 REDUCE OUR WATER CONSUMPTION

RISK

Water scarcity and reduced resilience of the Group's operations.

POLICY

Water is an important part of 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 steady increase in the world population, climate change and the overuse of water are increasing water stress around the world. To contribute positively to water conservation, the Robertet Group is committed to reducing its water consumption.

GOAL

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

EXPOSURE TO WATER STRESS

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

Robertet uses the Aqueduct Water Risk Atlas tool from the World Resources Institute (WRI) to create the following table:

Exposure to water scarcity	No. of sites 2022	No. of sites 2023	% of the Group's water consumption in 2023
Low	9	14	21.5%
Low/Medium	11	16	47.8%
Medium/High	7	6	25.5%
High	1	3	4.7%
Very high	2	3	0.4%

Six Group sites are exposed to a high or very high risk of water stress:

- Three production sites located in India and China, which account for around 5% of water consumption by production subsidiaries.
- Three commercial sites (Jakarta, Dubai, Shanghai), with low risks of water scarcity.

OPTIMIZATION OF WATER CONSUMPTION

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

- Implementing water reuse projects, in particular by creating closed-loop systems in production, but also for washing equipment.
- Optimizing water consumption by installing new, more efficient equipment, automated measurement systems, etc.

ACTIONS UNDERTAKEN

Water savings

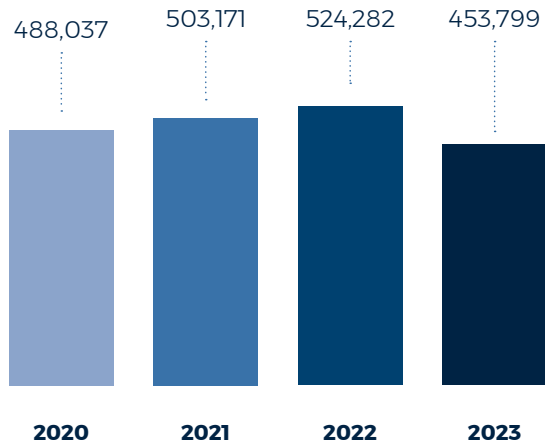
- Rainwater is harvested at two branches: Robertet Brazil and Robertet China.
- In South Africa, water tanks were added to the boiler to collect overflow water and re-inject it into the system.
- In India, water from the wastewater treatment plant has been used, after external analysis, for watering gardens since 2022.
- Robertet Bio has an experimental farm in Spain, FINCA. To save water, an underground pressurized drip irrigation system has been installed covering almost 70 hectares.
- During the construction of a new building in the United Kingdom, Robertet installed a rainwater harvesting system. The water collected will be used in the sanitary facilities, reducing the network's water consumption.
- Robertet Mexico installed a clean-in-place (CIP) spray system in the drying facility, which not only reduces the amount of water consumed, but also optimizes energy consumption.
- Robertet Brazil organized a water conservation awareness day in July. An external consultant came to discuss the rational management of water with the teams. The day ended with examples of good practices. Over 100 employees took part in this awareness program.

Closed-loop equipment

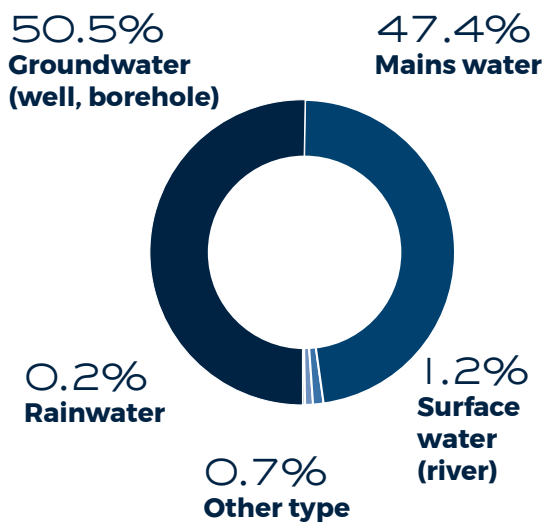
- In Grasse, heat exchangers were installed in the new workshops in 2022 to eliminate contact of the condensates with the cooling water, allowing it to be reused.
- In India, Robertet has invested in vacuum pumps and a variable speed drive for its Goa site, to recycle water and limit energy consumption. The new equipment will be installed in early 2024.
- In Turkey, water meters and a cooling water reuse system were installed in 2023.

RESULTS

Water consumption (m³)

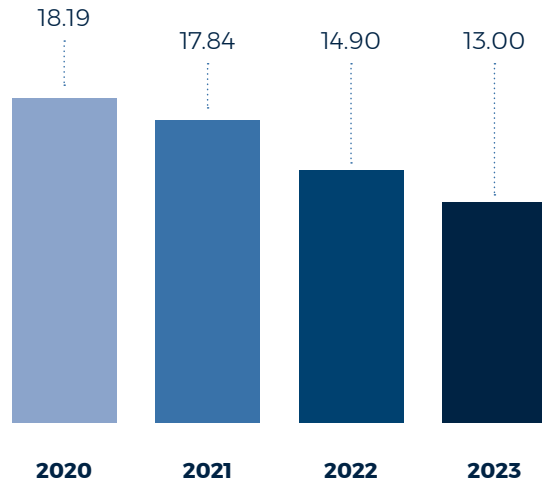


Type of water consumed (%)



KPI

Water consumption in m³ per metric ton of product sold



Change 2020-2023

- 28%

2030 target compared with 2020

- 20%

IN 2023, THE ROBERTET GROUP ACHIEVED ITS WATER USE INTENSITY TARGET SET IN 2020. THIS WAS LARGELY DUE TO REDUCTIONS IN THE UNITED STATES AND GRASSE.



4.3 OPTIMIZE WASTE MANAGEMENT

RISK

Pollution, health and environmental impacts 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 green waste (53% of NHW). To fight the waste of natural resources and reduce the costs associated with treating this waste, the Robertet Group pledges to:

- 1• Reduce the amount of waste generated by its activities
- 2• Upcycle, or give waste a second life
- 3• Increase the percentage of waste recycled and recovered rather than disposed of

GOAL

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

- Robertet SA reduced the use of plastic in packaging through the introduction of drum strapping without plastic film.
- Robertet Singapore switched to rechargeable batteries in 2023 to generate less waste.
- Omega Ingredients digitized its invoices, saving around 7,000 sheets of paper a year.

Reuse

- The Group aims to develop upcycling, i.e., transforming production by-products into new products.

→ See Chapter 5.2

- In Grasse, Robertet reuses solvents to limit the generation of chemical waste. Each solvent is assigned to a natural raw material and is reused in each production cycle of the associated raw material. When in good condition, wooden pallets are reused. Lastly, a partnership was signed with a local organization for the repair and reuse of waste electrical and electronic equipment.
- Bionov reuses plastic pallet boxes used to transport raw materials between the supplier and the factory during each melon harvest campaign.

Sort and recycle

Robertet puts priority on material recovery (composting, recycling, methanization). When that is not possible, the 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:

- Green waste is used to make standard compost in many subsidiaries. Green waste, such as that from Robertet USA, can also be used as a raw material in the animal feed industry.
- Waste sorting has been stepped up to ensure that paper/cardboard, metal, plastic, glass and wood are separated at source and recycled. In 2022, Robertet Colombia and Robertet Singapore introduced selective sorting for waste recycling. Mexico has refitted its waste area to add new waste streams. The Grasse site continues to sort bio-waste from the two company restaurants.
- Robertet Bulgaria invested in a pellet press in 2021. This machine simultaneously crushes, compacts and dries green waste to produce pellets for heating. Production of these pellets began in 2022. In 2023, 7 metric tons of lavender spent grain was processed.
- At Robertet in Grasse, a partnership initiated by the Prodarom union waste commission has developed the recycling of our scented strips. This project, called Green Touch, recycled 208 kg in 2023.

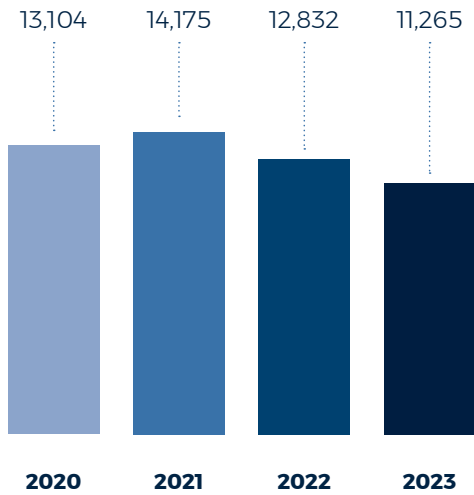
- Also in Grasse, Robertet is developing a new solid recovered fuel facility, which will be fully operational in the first quarter of 2024. In addition to the five traditional recycling streams (plastics, scrap metal, paper/cardboard, wood and bio-waste), office waste bins, unsoiled plastic pots, laboratory pipettes, production filters and polystyrene will be recovered for energy purposes.
- Robertet Turkey has installed a collection bin for hazardous packaging containing fertilizers and pesticides for its rose suppliers in the village of Ilias. Until now, suppliers have not separated them from other village waste. Some 30 suppliers are participating in the program, but the aim is to extend the initiative to other villages.
- Sirius has drawn up an eco-design policy for its packaging. The recycling rate for finished products has also improved at this subsidiary, rising from 71% in 2020 to 84% in 2023. Sirius is one of the few Group subsidiaries to manufacture finished products sold on the retail market. To limit losses due to shelf life management, the company has created a partnership with Phenix. This startup has developed an app that enables retailers and distributors to limit food waste and sell unsold products by donating them to non-profits.
- Robertet Brazil set up a partnership with Tampinhas Que Curam, an organization that collects and recycles plastic corks. Proceeds go to help improve living conditions for children with cancer. In 2023, around 300 kg was collected.

RESULTS

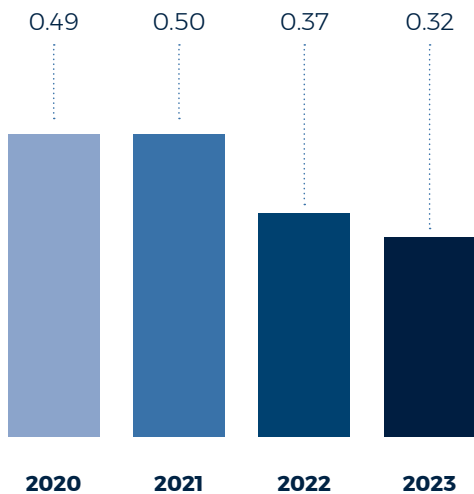
In 2023

239 METRIC TONS
of waste was reused in-house.

Total quantity of waste (metric tons)

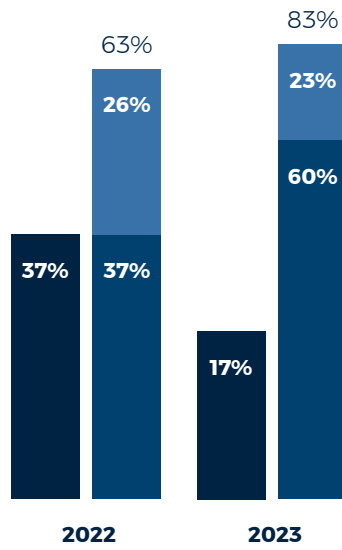
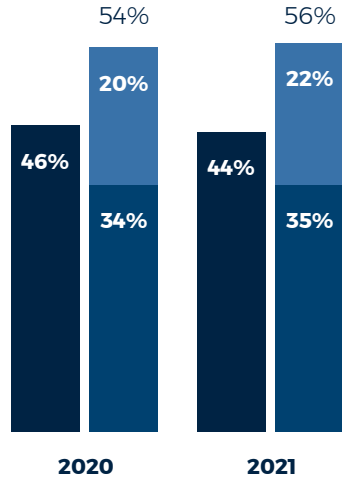


Total quantity of waste per metric ton of product (t/t)



KPI

Final stage of waste (%)



- Waste disposal
- Material recovery of waste
- Energy recovery of waste

	2020	2021	2022	2023	2030 goal
Total percentage of waste recovered	54%	56%	63%	83%	70%

4.4 REDUCE POLLUTION

RISKS

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

POLICY

Like any company with production operations, Robertet is exposed to 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 with potentially serious consequences.

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

The Robertet Group pledges to take all possible steps to reduce the risks of air, soil, surface and ground water pollution as well as other forms of pollution (odor and noise).

GOAL

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

REDUCING AIR POLLUTION

Air quality can be modified by industrial pollutants. Some air pollutants are formed as a result of physical and chemical reactions involving sulfur dioxide (SO_x), 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.

ACTIONS UNDERTAKEN

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

Measuring and reporting emissions

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

Reducing the use of solvents

- Standardization of production processes and implementation of operating procedures contribute to optimizing solvent consumption. In addition, the implementation of new processes, such as supercritical CO₂ extraction, makes it possible to reduce or even eliminate VOCs.
- At Robertet Brazil, operators in the washing area work in a space with closed doors to comply with good manufacturing practices and pest control. However, by working in this enclosed area, employees are highly exposed to alcohol fumes. A new extraction system has been installed in this area, so that alcohol and gas fumes are captured and treated with a carbon filter. This system significantly improves working conditions and environmental emissions, with an estimated 96% reduction.

Reducing, capturing and treating air emissions

- Cold work is generally favored to limit VOC emissions at the source. Systems are also used to capture and treat some of the VOC emissions, such as condensers or gas scrubbers.
- In 2023, Robertet in Grasse carried out an inventory of channeled emissions (technical areas, extractor hoods) to categorize all types of air emissions, then determined the best existing methods for capturing or reducing these pollutants (VOCs, suspended solids and other airborne pollutants). A three-year plan was defined.
- Hitex, which works with CO₂ in a supercritical state, has developed a CO₂ detector to monitor air quality and act quickly when it deteriorates.
- Robertet Bulgaria has installed a dust collector in its pellet manufacturing unit to reduce air pollution and improve working conditions for employees.

RESULTS AND KPI

In 2023, Robertet SA complied with the maximum threshold of 5% of uncaptured VOC emissions per quantity of solvents used in the year, with an average of 1.60% at the Jean Maubert site and 3.30% at the Le Plan-de-Grasse site.

The methodology used to calculate the diffuse emissions of uncaptured VOCs was determined by France's national union for the fragrance industries, Prodarom, and approved by the Regional Directorate for the Environment, Planning and Housing (DREAL).

In 2023, there were



formal notices from any environmental authority for air pollution.

PREVENTING SOIL POLLUTION

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

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

ACTIONS UNDERTAKEN

- Soil pollution is monitored, particularly at the Robertet sites in Grasse classified as Seveso upper-tier establishments for environmental protection under French regulations (ICPE).
- Robertet's production sites have special installations, such as retention and collection systems, to prevent soil infiltration in the event of accidental spills.
- The sealing on these installations is checked regularly. The Group has implemented an Industrial Facilities Modernization Plan for maintenance of industrial equipment such as retention tanks, piping and storage tanks.

KPI

In 2023, there were



formal notices from any environmental authority for soil pollution.

PREVENTING WATER POLLUTION

Aqueous industrial effluents from extraction and transformation processes may contain pollutants. These effluents can be pre-treated before being discharged into the local sewage system to comply with the local country's regulations on the quality of discharged water.

Five Robertet Group subsidiaries have built a wastewater treatment plant on their site to treat their effluents: Robertet SA, Robertet Brazil, Argentina, China and India.

ACTIONS UNDERTAKEN

- Regular monitoring and analysis of effluent quality: Chemical Oxygen Demand (COD), Biochemical Oxygen Demand (BOD) and Total Suspended Solids (TSS).
- Implementation of various technologies including physical, chemical and biological processes, adapted to effluent characteristics to improve purification.
- In 2023, renovation of the Robertet China wastewater treatment plant to maintain the quality of discharged water. The packing and quartz sand filters were replaced, and the plant was renovated to prevent corrosion.

RESULT

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

	2020	2021	2022	2023
Quantity of COD after treatment per metric ton of product (kg/metric ton)	0.337	0.305	0.316*	0.335

KPI

In 2023, there were



formal notices from any environmental authority for water pollution.

* 2022 data was corrected after an error was found in the data for the Robertet wastewater treatment plant in India.

° As it degrades, organic matter consumes the oxygen dissolved in water. If organic matter is too abundant, it can consume too much oxygen and suffocate aquatic life. The COD indicator is used to monitor this process.

REDUCING ODOR POLLUTION

The manufacture of aromatic products at Robertet's production sites may occasionally generate odors. Even if they do not present a threat to the environment or health, Robertet has put in place measures to limit any inconvenience caused to employees and local residents alike.

ACTIONS UNDERTAKEN

- Anti-odor filters are installed at the outlet of the ventilation systems to reduce any odor disturbances in the immediate vicinity.
- Robertet is in regular dialogue with local residents and municipalities to report any problems.

RESULT AND KPI

In 2023, there were



formal notices from any environmental authority concerning odor pollution.



complaint from local residents concerning odor pollution.

REDUCING NOISE POLLUTION

The noise generated by Robertet's activities does not constitute a major disturbance. However, Robertet takes steps to limit any noise caused, for both employees working near noisy equipment and local residents living near factories.

ACTIONS UNDERTAKEN

- PPE such as custom-made hearing protection or noise-canceling headsets are provided for workers exposed to noise.
- Noisy equipment is soundproofed (boiler silencers, pump covers, etc.) or, where possible, distanced from property lines.
- Some equipment, such as boilers, burners and pumps, have been replaced with more modern and therefore quieter equipment.
- The noise level at the property limit is measured to monitor noise pollution among residents and to take any appropriate action if necessary. As the Robertet sites in Grasse are classified as establishments for environmental protection (ICPE) under French regulations, they must remain under the regulatory limit of 60 decibels during the day and 50 at night within 1 meter of site barriers.

RESULTS AND KPI

In 2023, there were



complaints from local residents concerning noise pollution.



formal notices from any environmental authority concerning noise pollution.



05

NATURAL AND INNOVATIVE PRODUCTS

As a global producer of natural raw materials, the Robertet Group continuously seeks 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 draws on all the talent of its teams to test, experiment and create new products.



5.1 ENSURE PRODUCT QUALITY AND SAFETY

RISK

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

POLICY

Product safety and quality for human health are the main expectations of Robertet's customers. These expectations have been higher due to the recent health scares.

The Robertet Group is committed to offering its customers and consumers quality products that offer all guarantees of safety and security.

Robertet's approach to quality and safety covers the entire logistics chain, from the reception of raw materials to the distribution of finished products. Group subsidiaries have set up quality and food safety management systems, which outline the required measures and procedures at all levels and at all stages of the production process (reception, production, final inspection before dispatch) in order to ensure product quality and safety, in line with the standards in force.

GOALS

To ensure product quality and safety, the Robertet Group has set two targets for 2030:

- Maintain a percentage of product orders delivered without defects at 99.7%, and if possible improve it.
- Pass on only limited traces of contaminants contained in all natural raw materials purchased into the consumer product.

SAFETY AND UNPOPULAR SUBSTANCES

Product safety is an absolute priority for Robertet. As a result, safety assessments play a key role in developing new products and are a prerequisite for their sale.

ACTIONS UNDERTAKEN

- In collaboration with the industry organizations IFRA and IOFI, Robertet participates in the toxicological evaluation of the ingredients used as a way of anticipating changes in regulations. As a member of IFRA and IOFI, Robertet undertakes to label its products in line with the classification procedure established by the two organizations. This initiative goes far beyond what is required by the regulations.
- The evaluation of product safety is based on the safety of each ingredient in the composition of the product. In Grasse, a risk study is carried out for each raw material for use in food. This takes into account the chemical, microbiological and supplier risks. If a raw material/supplier combination has a high risk, it is considered critical and a monitoring and control plan for contaminants is put in place. HACCP analyses are then carried out on contaminants to determine if the combination is aligned with existing safety databases and scientific studies. These new specifications are far stricter than regulations and are based on specific standards.

RESULTS AND KPI

In 2023

37%
critical combinations were analyzed for their contaminants at Robertet SA

95%
of the critical combinations analyzed for their contaminants aligned with the new specifications at Robertet SA

PRODUCT QUALITY AND SAFETY

ACTIONS UNDERTAKEN

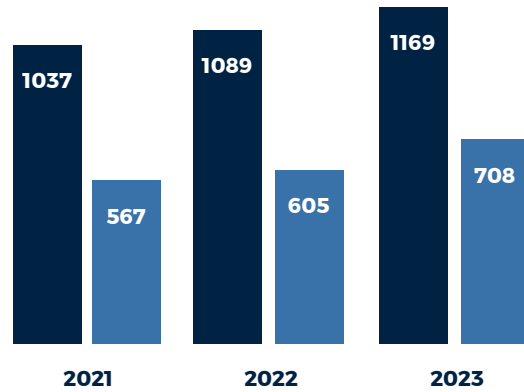
- In 2023, the quality assurance department was rolled out internationally, with representatives appointed in every region of the world, with targets and a scorecard defined and monitored at Group level. This system encompasses not only quality assurance, but also HSE and CSR, so as not to duplicate channels. Working groups have been set up to create compliant procedures and Group standards.
- 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 and food safety as criteria in the purchasing process.
- Quality controls (analytical and organoleptic) are carried out on raw materials received to check their conformity and authenticity, especially the naturalness of aromatic ingredients. These evaluations help to guarantee the authenticity of natural products and the transparency of the supply chain while reinforcing customer trust.
- Most food flavoring sites adhere to 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, etc.).
- Management reviews regularly examine the achievement of short-term targets and changes in performance indicators – including the number of complaints and average processing time – to check the efficiency of processes and to coordinate the actions necessary to continuously improve the quality of products and processes.
- Internal and external audits are used to analyze the Group’s quality and safety performance. They contribute to customer satisfaction and to improving the quality and safety of our services through the implementation of corrective actions.
- Finally, in 2023, the Group launched a vast project to centralize and harmonize its product data. In addition to the benefits in terms of innovation and collaboration between subsidiaries, this project will improve management of safety and quality information.

RESULTS

In 2023

31%
of subsidiaries were ISO 9001 certified.

Number and types of complaints



→ Total number of complaints

→ Number of justified complaints⁹

5
subsidiaries were FSSC 22,000 certified.

KPI

	2021	2022	2023	2030 goal
Percentage of product orders delivered without defects	99.77%	99.75%	99.71%	>99.7%

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



5.2 DEVELOP MORE RESPONSIBLE PRODUCTS

RISK

Business model not aligned with customers' environmental and social expectations (e.g., organic farming, healthier food, lower environmental impact products, etc.)

POLICY

A growing number of consumers want to buy 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 approach 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.

GOALS

The Robertet Group has set three goals for its products for 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.

ENSURE THE BIODEGRADABILITY OF INGREDIENTS

ACTIONS UNDERTAKEN

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.

Product biodegradability is closely monitored by the Group since it is one of the key parameters for assessing a substance's impact 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, with the 10-day window, or if the substance meets the classification criteria for ready biodegradation 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.

Priority is given to biodegradability studies performed on the natural extract as such in order to determine its biodegradability status.

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

These approaches can be used to determine the biodegradability profile of constituents present in natural extracts that are not commercially available.

On this basis and in accordance with the IFRA-IOFI guidelines on the environmental assessment of natural complex 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 meet the conditions for being classified as "readily biodegradable".

KPI

	2021	2022	2023	2030 goal
Percentage of "readily biodegradable" raw materials purchased by volume	43%	44%	43%	80%

USING 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

- Share increased of renewable ingredients in compositions.
- Renewable solvents used.

KPI

	2021	2022	2023	2030 goal
Percentage of renewable raw materials purchased, by volume	63%	34%	58% ¹¹	80%

¹¹ The rest of the raw materials are non-renewable or have not yet been measured by Robertet as renewable.

REUSING WASTE THROUGH UPCYCLING

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

The reuse of these materials is valuable for green chemistry but also widens the palette of ingredients for the divisions.

ACTIONS UNDERTAKEN

- The Cyclescent™ offer launched in 2021 illustrates Robertet's expertise in upcycling. Cyclescent™ provides a range of natural ingredients derived from the reuse of waste or by-products, from our own extraction processes or from other industries. Here are two examples of extracts from the Cyclescent™ line of ingredients:

- Oakwood extracts, developed from residual wood shavings. These shavings are 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 out of by-products from the food industry. 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 of these by-products inspired the flavorists to develop an upcycled chocolate flavor, without cocoa.

- The cocoa butter obtained after the manufacture of cocoa absolute was not usable as such because it was not soluble. Thanks to a transesterification process by enzymatic catalysis, this recovered residue has found new applications in our businesses. This technique is also used for vanilla bean extraction residues.

- Robertet Bio produces hydrodistillations, the main product of which is essential oil. Hydrolats are now also upcycled for their fresh, plant-like notes. These alcohol-free distillation by-products are recovered and partly reused by Robertet's Flavors Division in Grasse. Called "Hydr'Organics", these products are made from lemon balm, chamomile, oregano, rosemary camphor, sage, shiso, thyme, peppermint, lavender, rose, elderflower, orange blossom and ylang-ylang.

- Rose is one of the most emblematic raw materials in perfume making, well known for its topical use. Since 2018, research has been carried out at Robertet with a view to also using it orally in nutricosmetics, for its antioxidant power. This research focused on recovering

wastewater from rose hydrodistillation and led to the creation of an upcycled product rich in polyphenols, called Damasty ("Damas" for the Damascena variety of rose and "ty" as in beau-ty). The product's efficacy has been tested with PAOT (Total Antioxidant Potency) technology on various women after four to eight weeks of taking the supplement. The results show an increase in the bioavailability and antioxidant capacity of the skin with a dose effect. This patented ingredient won the *PAOT d'Or* award in 2023.

- Proud of its roots in Grasse, the birthplace of perfumery, Robertet has developed a range of "Mediterranean Heritage" natural ingredients from around the Mediterranean, a region with exceptional botanical heritage. The by-product generated during the production of bergamot essential oil has been used 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 2023

25
new natural extracts
received industrial approval.

12%
of new natural extracts that received
industrial approval were sustainable
(green processes, upcycling,
CSR-certified raw materials).

ADVANCING THE NATURALNESS OF PRODUCTS

For many years, Robertet has pursued a strategy of developing natural and certified organic products.

ACTIONS UNDERTAKEN

Robertet's Flavors Division offers a range of "95/5" flavors, which contain 95% designated natural extract in their composition. They are particularly suitable for organic food. This initiative enabled Robertet to stay a step ahead of the EU's new organic regulation 2018/848, which went into effect in January 2022.

The first change brought about by this regulation was that only "natural X flavorings" (organic or not) are authorized in a certified organic food product.

The second change concerned the organic percentage of ingredients of agricultural origin. Flavors are now covered in the calculation under the new regulation as "ingredients of agricultural origin". Therefore, when they are organic, they contribute to the percentage of organic ingredients that must be at least 95% 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.

DEVELOPING GREENER PROCESSES

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

ACTIONS UNDERTAKEN

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

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

CO₂ extraction broadened the palette of ingredients for flavorists and perfumers. For example, the Flavors Division has developed a wide range of supercritical CO₂ flavors such as berry varieties, ginger and coffee.

In 2023, sesame was developed using supercritical CO₂. Sesame is a prized ingredient for the Flavours division, adding a toasty, gourmet touch to dishes.

- Other research focuses on developing more sustainable solvents than those traditionally used by industry. Robertet has developed CleanRScent™, a range of high olfactory performance absolutes containing dimethyl carbonate (DMC), a solvent that is easily biodegradable according to OECD 301, non-CMR (carcinogenic, mutagenic, reprotoxic), miscible and non-polar, and has low flammability. The culmination of 10 years' work by its R&D teams, this process has been patented by Robertet. The first product launches took place at SIMPAR 2023, with four flagship products: tonka bean from Venezuela, vanilla from Madagascar, and cypress and mate from Brazil.

- The Group is also committed to upholding the principles of green chemistry. In 2023, Robertet contributed to the IFRA-IOFI working group tasked with developing the Green Chemistry Compass. This tool will enable industry companies to assign a green chemistry "compliance" rating for all products created.

TAKING ACTION FOR CONSUMERS' HEALTH AND WELL-BEING

The Robertet Group develops products that not only have a lesser impact on the environment, but also benefit consumers' health and well-being.

THE ZERO TREND

Robertet is responding to strong consumer demand for "zero" products, in particular zero alcohol, by developing flavors including ginger, pepper, spices and "bitter" tastes to generate an alcohol-free experience in tune with an adult audience and premium universe. Ginger, the star of the spice world, is directly associated with an adult target market and is a favorite with consumers of all backgrounds.

PRODUCTS WITH REDUCED SALT, SUGAR AND FAT

In terms of nutrition, consumers are looking for healthier products. Robertet assists its food industry customers 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 emotion to compensate for the reduction of sugar or salt in the finished product, in order to maintain the pleasure aspect.

Taste modulators analyze the consumer's emotional gap between a product "with" and "without" (sugar, alcohol, etc.), which flavorists use to come up with formulas that make up for the absence of sugar or alcohol. This was demonstrated at the latest Food Ingredients Europe 2023 trade show, where Robertet presented an unsweetened lemon soda with a formula enriched with beeswax extract for a boosted sweet sensation.

This new process is in line with the Seed to Feel project initiated by Robertet's Fragrances Division, which aims to showcase our expertise from the seed to the emotion created.

Another example involves fat content with the natural fresh butter flavor. When applied to a pastry developed with a reduced butter content, it provides the same taste satisfaction.

"CONSCIOUS" PRODUCTS

The Flavors Division has developed small, easy-to-carry tablets that can be added to a water bottle, to create a flavored drink for athletes or other people on the move. By replacing sodas and their individual disposable bottles, these micro-drinks encourage the use of reusable containers. These new products help limit the carbon footprint of flavored drinks and the waste of water and soda, by enabling consumers to produce the volume they want to ingest, hence the term "water conscious".

INVESTING IN SUSTAINABLE INNOVATION

In March 2023, Robertet launched its own startup accelerator in Grasse, Villa Blu, dedicated to visionary projects in the natural products ecosystem. This project aims to strengthen the Group's leadership in the natural environment by attracting the most innovative young companies. Robertet gives them access to its network and the expertise of its many employees, for skills-based sponsorship. Villa Blu can accommodate around 20 startups, with two integration periods per year: one in spring and one in autumn. The new space is also used to host a variety of entrepreneurial and local events, such as last November when Club Innov/Alliance partnered with Robertet in organizing the fifth technical day dedicated to fragrances and flavors.

In conclusion, Robertet is the first company to acquire a BioPod from Interstellar, a research investment to revolutionize the sustainable cultivation of fragrance plants with a self-contained greenhouse to accelerate plant growth and optimize plant composition, while limiting the environmental impact of soilless agriculture.



06

ADDITIONAL INFORMATION

- 6.1 Dialogue with stakeholders
- 6.2 Environmental performance indicators
- 6.3 Purchasing performance indicators
- 6.4 Social performance indicators
- 6.5 Consolidated information in accordance with Article 8 of the EU Taxonomy
- 6.6 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 helps

ensure that their needs are properly taken into account in the Group's CSR policy.

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 Personal data protection 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 company's reputation On the labor environment On employee engagement On absenteeism and the turnover rate 	<ul style="list-style-type: none"> Information and communication via email, intranet, managers, director's annual speech Consultation via suggestion boxes Mediation to resolve internal conflicts (e.g., for reported ethics violations) 	<ul style="list-style-type: none"> Health and safety management systems Health, Safety and Working Conditions Commission Professional interviews Training and apprenticeships Collective bargaining and other labor agreements Incentives and profit-sharing Ethics whistleblowing system (discrimination, harassment, corruption) Due diligence program on information security and whistleblowing procedure Communication of Management's strategy
Customers	<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 media, publication of the CSR report, sharing our Sedex, Ecovadis, and CDP scores Consulting with customers on their needs via discussions with our sales representatives Business 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 production 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
Suppliers	<ul style="list-style-type: none"> Clear and precise specifications Sustainability of the business relationship Compliance with pricing Compliance with payment deadlines Support in improving CSR practices 	<ul style="list-style-type: none"> Economic On quality, security and safety of our products On business continuity 	<ul style="list-style-type: none"> Information and communication of supplier or provider performance via an annual review Consultation of suppliers for collecting CSR information Business 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

Stakeholders	Their expectations	Their impact on Robertet	Information and dialogue procedures	Responses offered by the Group
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, changes in CSR indicators and actions implemented · Fair practices 	<ul style="list-style-type: none"> · On capital contributions · 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 · Joint decisions and co-management via shareholders' meetings at the head office 	<ul style="list-style-type: none"> · Improvement of the Group's financial and non-financial performance · 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 labor law · Information, consultation and dialogue · Means to exercise their functions 	<ul style="list-style-type: none"> · On the labor environment · On the company's reputation · On the improvement of working conditions and quality of life at work · On the guarantee of employee interests 	<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 employee representation · Provision of the necessary means · Collective bargaining 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 company practices · On authorizations to operate · On awarding of subsidies 	<ul style="list-style-type: none"> · Disclosure 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
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 competition · 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 · Joint decisions 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 · Project management on expertise · Signature of the IFRA-IOFI charter for sustainable development · Market watch
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 awareness 	<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 pollution
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 UEFT) or associations · Collection of expectations from local communities · Cooperation or joint decision-making 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 Ethics Charter · Creation of the NGO BNSCARE

Stakeholders	Their expectations	Their impact on Robertet	Information and dialogue procedures	Responses offered by the Group
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 customer relationship · Sustainability of the commercial relationship · Respect of pricing · Respect of payment deadlines 	<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 participants · Creation of thesis projects · 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 media and press releases 	<ul style="list-style-type: none"> · Social media posts · Responses to specific requests and interviews



6.2 ENVIRONMENTAL PERFORMANCE INDICATORS

Indicators	2020	2021	2022	2023
SUBSIDIARIES AND PRODUCTION SITES				
Number of production subsidiaries	17	17	19	20
Number of production sites	27*	28*	30*	31
Number of production subsidiaries in water-stressed areas	-	2	2	2
WATER WITHDRAWAL				
Total volume of water withdrawn (megaliters)	488	503	524	454
Volume of water withdrawn per metric ton of product (m ³ /t)	18.2	17.8*	14.9	13
Water withdrawal by source				
Volume of surface water withdrawn (megaliters)	33	11	40	6
Volume of groundwater withdrawn (megaliters)	218	239	230	229
Volume of mains water withdrawn (megaliters)	231	242	250	216
Volume of other water withdrawn (megaliters)	6	11	4	3
Water withdrawal by source in water-stressed areas				
Volume of surface water withdrawn (megaliters)	0.1	0.1	0.1	0.1
Volume of groundwater withdrawn (megaliters)	0	0	0	0
Volume of mains water withdrawn (megaliters)	11	16.8	23.6	23.1
Volume of other water withdrawn (megaliters)	0	0	0	0
WATER DISCHARGE (EFFLUENTS)				
Total volume of water discharged (megaliters)	166	355	257	309
Water discharged by destination				
Volume of water discharged to surface water (megaliters)	-	196	191	181
Volume of water discharged to groundwater (megaliters)	-	0.3	0.3	0.3
Volume of water discharged to mains water (megaliters)	-	158.7	149.6	127.6
Water discharged by destination in water-stressed areas				
Volume of water discharged to surface water (megaliters)	-	0	0	0
Volume of water discharged to groundwater (megaliters)	-	0.3	0.3	0.3
Volume of water discharged to mains water (megaliters)	-	7.8	5.3	6
WATER CONSUMPTION				
Total water consumption				
Water consumption (volume of water withdrawn – volume of water discharged) in megaliters	-	148	267	145
Water consumption in water-stressed areas				
Water consumption (volume of water withdrawn – volume of water discharged) in megaliters	-	8.9	18.1	17.0
ENERGY				
Total energy consumption (MWh LHV)	96,174	105,005*	98,559*	100,254
Energy from stationary sources				
Natural gas consumption (MWh LHV)	60,262	65,990	59,607*	59,838

* Data corrected in 2023

Indicators	2020	2021	2022	2023
Propane consumption (MWh LHV)	734	723	740	723
Fuel oil consumption (MWh LHV)	113	730*	1,123	375
Coal consumption (MWh LHV)	2,163	2,917	2,667	2,842
Wood consumption (MWh LHV)	0.4	0.8	0.8	0.9
Energy consumption from fixed sources (MWh LHV)	94,117	102,929*	96,295	96,599
Energy from mobile sources				
Diesel consumption by vehicles (MWh LHV)	964	837	1,186	1,897
Gasoline consumption by vehicles (MWh LHV)	940	1,071	1,096	1,758
LPG consumption by vehicles (MWh LHV)	153	183	0	0
Energy consumption from mobile sources (MWh LHV)	2,057	2,090	2,282	3,655
Electricity				
Electricity consumption (MWh LHV)	30,845	32,568	32,157	32,819
Renewable energy				
Renewable energy consumption (MWh LHV)	2,745	2,841	3,017	4,121
Non-renewable energy consumption (MWh LHV)	93,428	102,164	98,828	96,133
GREENHOUSE GAS EMISSIONS				
GHG emissions induced by energy consumption from stationary sources (metric ton of CO ₂ eq)	16,123	18,023*	16,494*	17,547
GHG emissions induced by energy consumption from mobile sources (metric ton of CO ₂ eq)	641	645*	716	1,152
GHG emissions from refrigerant leaks (metric ton of CO ₂ eq)	585	685	526	717
GHG emissions induced by electricity consumption (metric ton of CO ₂ eq)	5,772	6,290	6,575	6,904
GHG emissions from Scopes 1 and 2 (metric ton of CO ₂ eq)	21,895	24,313*	23,069*	24,451
GHG emissions from Scopes 1 and 2 per metric ton of product sold	0.82	0.86*	0.66*	0.70
WASTE GENERATED				
Quantity of waste recovered in the form of material (recycling, composting, biomethanization) in metric tons	4,417	4,898	4,765	6,765
Quantity of waste recovered in the form of energy (incineration with energy recovery) in metric tons	2,622	3,084	3,270*	2,624
Quantity of waste not recovered (incineration without energy recovery, landfill) in metric tons	6,065	6,193	4,797*	1,875
Total quantity of waste in metric tons	13,104	14,175	12,832*	11,265
NON-HAZARDOUS WASTE (NHW)				
Composition of NHW				
Quantity of green waste (in metric tons)	4,597	4,791	5,612*	3,987
Quantity of paper/cardboard waste (in metric tons)	124	121	131	133
Quantity of plastic waste (in metric tons)	345	303	331	411
Quantity of glass waste (in metric tons)	55	58	57	58
Quantity of wood waste (in metric tons)	399	787	330	446
Quantity of metal waste (in metric tons)	609	629	784	765
Quantity of common industrial waste (in metric tons)	3,624	3,714	1,583	3,349

* Data corrected in 2023

Indicators	2020	2021	2022	2023
Treatment of NHW				
Quantity of NHW recovered in the form of material (recycling, composting, biomethanized) in metric tons	4,175	4,718	4,451*	6,765
Quantity of NHW recovered in the form of energy (incineration with energy recovery) in metric tons	288	269	286*	1,301
Quantity of non-recovered NHW (incineration without recovery, landfill) in metric tons	5,289	5,416	4,091	1,822
Total quantity of NHW in metric tons	9,753	10,403	8,828*	9,149
HAZARDOUS WASTE (HW)				
Quantity of HW recovered in the form of material (recycling) in metric tons	214	180	314	739
Quantity of HW recovered in the form of energy (incineration with energy recovery) in metric tons	2,334	2,815	2,985	1,323
Quantity of non-recovered HW (incineration without energy recovery, landfill) in metric tons	775	777	706	54
Total quantity of HW in metric tons	3,351	3,772	4,004	2,116
REUSED WASTE				
Quantity of "waste" reused internally (in metric tons)	-	77	241*	239
POLLUTION				
Number of formal notices issued by an environmental authority for air, soil or water pollution	0	0	0	0
Number of formal notices issued by an environmental authority for noise or odor nuisance	0	0	2	0

* Data corrected in 2023

6.3 PURCHASING PERFORMANCE INDICATORS

Indicators	2021	2022	2023
RAW MATERIALS PURCHASED			
Total tonnage of raw materials purchased (excluding packaging)	36,548	45,508	39,352
RENEWABILITY			
Tonnage of renewable raw materials purchased	23,060	15,292	22,694
BIODEGRADABILITY			
Tonnage of biodegradable raw materials purchased	15,647	19,924	16,823
CSR AUDITS AND CERTIFICATIONS			
Number of natural raw materials purchased only certified organic	326	318	307
Number of natural raw materials purchased certified organic and UEBT verified	6	5	3
Number of natural raw materials purchased certified organic and Fair For Life	5	12	22
Number of natural raw materials purchased only certified Fair For Life	2	20	40
Number of natural raw materials purchased only UEBT verified	36	38	24
Number of natural raw materials purchased certified UEBT	2	7	3
Number of natural raw materials purchased UTZ/Rainforest Alliance certified	3	3	3
Number of natural raw materials purchased certified RSPO	63	85	72
Number of natural raw materials purchased with at least one CSR verification or certification	443	478	373
ORGANIC CERTIFICATION			
Tonnage of natural raw materials purchased certified organic	1,011	815	977

6.4 SOCIAL PERFORMANCE INDICATORS

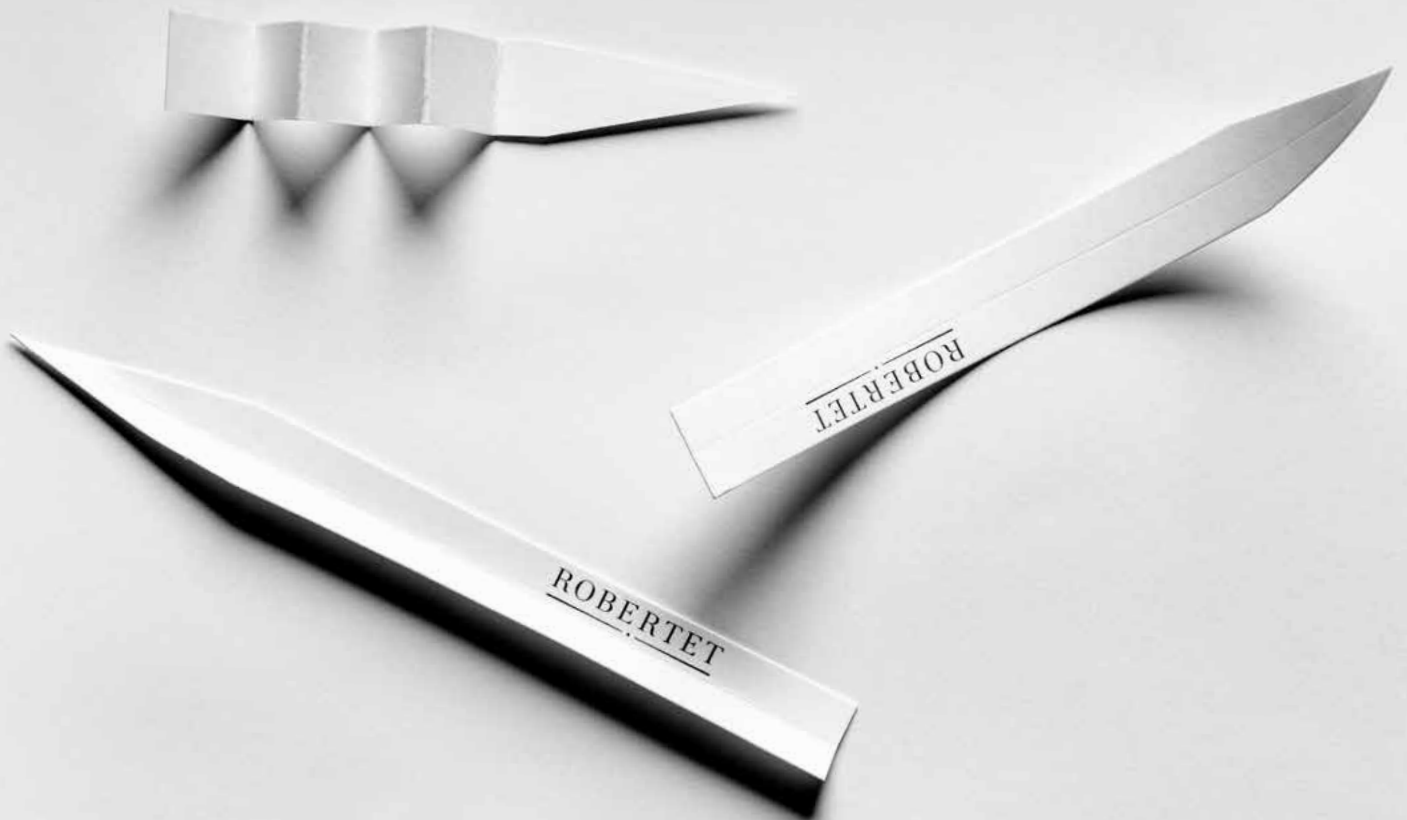
Indicators	2021	2022	2023
WORKFORCE			
Total number of employees	2,123	2,223	2,358
Workforce by region			
Europe	1,092	1,157	1,212
North America	364	405	419
Latin America	304	305	329
Asia and Pacific	219	302	374
Africa and Middle East	144	54	24
Workforce by type of contract			
Workforce on permanent contracts	1,885	2,000	2,153
Workforce on fixed-term contracts	238	223	205

Indicators	2021	2022	2023
Workforce by gender			
Number of male employees	1,246	1,276	1,298
Number of female employees	877	947	1060
HIRES			
Total hires	332	407	417
Hiring by region			
Europe	132	139	161
North America	72	129	111
Latin America	50	74	84
Asia and Pacific	31	35	60
Africa and Middle East	47	30	1
Hiring by age			
Hiring of employees aged < 30	145	174	174
Hiring of employees aged 30-50	165	192	187
Hiring of employees aged over 50	22	41	56
Hiring by gender			
Men hired	149	242	250
Women hired	84	165	167
DEPARTURES			
Total departures	268	340	259
TURNOVER			
Total turnover	15%	19%	14%
Turnover by gender			
Turnover men	17%	28%	16%
Turnover women	13%	31%	12%
Turnover by region			
Europe	6%	13%	12%
North America	11%	35%	19%
Latin America	8%	19%	20%
Asia and Pacific	7%	14%	13%
Africa and Middle East	24%	11%	10%
Turnover by age			
Turnover of employees aged < 30	31%	34%	28%
Turnover of employees aged 30-50	14%	15%	13%
Turnover of employees aged over 50	7%	10%	7%
ABSENTEEISM			
Absenteeism rate	4.2%	4.3%	4.6%

Indicators	2021	2022	2023
HEALTH & SAFETY			
Health and safety management system			
Number of employees covered by an occupational health and safety management system	1,852	1,098	1,142
1,142 employees covered by an occupational health and safety management system	88%	49%	48%
Occupational illness			
Number of recognized occupational illnesses	8	10	3
Accident rates (excluding temporary workers)			
Number of lost-time work-related accidents	36	33	49
Total hours worked	3,311,955	3,595,365	3,986,529
Frequency rate per 1 million hours	10.87	9.18	12.29
Number of days lost due to work-related accidents	736	775	1,069
Severity rate	0.22	0.22	0.27
Accident rate (with temporary workers)			
Number of lost-time work-related accidents	48	43*	79
Total hours worked	3,597,118	3,818,832*	4,173,286
Frequency rate per 1 million hours	13.34	11.26*	18.93
Number of days lost due to work-related accidents	842	873*	1,219
Severity rate	0.23	0.23*	0.29
TRAINING			
Training per employee			
Average number of training hours per employee	9.4	11.7	13
13 employees received training during the year	79%	82%	83%
Training by gender			
Average number of training hours per man	9.6	12.3	13.2
Average number of training hours per woman	9.2	10.8	12.8
Training by socio-professional category			
Average number of training hours per executive and manager	8.7	19.1	15.8
Average number of hours of training per supervisor	9.5	9.9	9.5
Average number of training hours per production worker and non-managerial staff	9.6	49.4	13.2
COLLECTIVE BARGAINING AGREEMENTS			
Number of collective bargaining agreements signed during the year	4	9	13
Number of valid collective bargaining agreements at the end of the year	12	14	17
Percentage of employees covered by a valid collective bargaining agreement	55%	55%	57%

* Data corrected in 2023

Indicators	2021	2022	2023
LENGTH OF SERVICE			
Average length of service (years)	11.95	11.2	11.01
QUALITY AND SAFETY			
Product quality			
Percentage of product orders delivered without defects	99.77%	99.75%	99.71%



6.5 CONSOLIDATED INFORMATION IN ACCORDANCE WITH ARTICLE 8 OF THE EU TAXONOMY

OBJECTIVE OF THE EUROPEAN REGULATION

The EU Taxonomy Regulation is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy. The taxonomy is a classification system for environmentally sustainable economic activities. The Robertet Group's finance and CSR teams were trained in 2024 in order to fully understand the ins and outs of the EU Taxonomy Regulation and respond appropriately.

In 2022, eligibility and alignment only concerned the first two climate objectives.

In the section below, Robertet presents, as a non-financial parent company, the share of the Group's turnover (sales), capital expenditure (CapEx) and operating expenditure (OpEx) for the 2023 reporting period associated with taxonomy-eligible activities for the six environmental objectives but only aligned with the first two environmental objectives (climate change mitigation and climate change adaptation), in accordance with Article 8 of the Taxonomy Regulation and Articles 10 to 16 of the Delegated Act supplementing Article 8.

CORE BUSINESS ACTIVITIES - NON-TAXONOMY ELIGIBLE

Robertet has examined all taxonomy-eligible economic activities listed in the Climate Delegated Act with regard to climate, biodiversity, pollution, water and circular economy components 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 not eligible for the taxonomy.

The assessment of taxonomy-eligibility focuses on economic activities defined as the provision of goods or services on a market, which are therefore likely to generate 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 in carrying out Robertet's core business activities. They are not reported as taxonomy-eligible activities and are not included in our turnover KPI, as they do not generate 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 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.

KEY PERFORMANCE INDICATORS (KPIs)

The three KPIs are turnover, CapEx and OpEx. For the 2023 reporting period, the KPIs must be disclosed in relation to economic activities eligible and non-eligible for the taxonomy (Articles 10 to 16 of Article 8 of the Delegated Act).

As an Industrial Group, our economic activities are not covered by the Climate Delegated Act. As a result, the share of taxonomy-eligible economic activities in our total turnover is 0%. While some of its CapEx generated can be considered, Robertet's OpEx falls under the materiality exemption as it represents less than 10% of total OpEx.

In addition, the CapEx and OpEx to be reported also include amounts 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 the individually taxonomy-eligible CapEx and OpEx (see section "Note 1: Accounting principles and consolidation rules" in the description of accounting policies), Robertet presents its KPIs as follows:

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

	Total (in € millions)	Proportion of taxonomy-eligible economic activities (as a %)	Proportion of taxonomy-aligned economic activities (as a %)
Turnover	721	0%	0%
Capital expenditure (CapEx)	17.4	9%	1%
Operating expenditure (OpEx)	106.7	0%	0%

ACCOUNTING POLICIES

The specification of KPIs is determined in accordance with Annex I of the Delegated Act supplementing Article 8 of the Taxonomy Regulation. 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 out of our total turnover has been calculated as the share of net turnover generated by 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 (sales), see “Note 1: Accounting principles and consolidation rules” of our 2023 Annual Report.

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

Reconciliation

Our consolidated net turnover (sales) can be reconciled against our consolidated financial statements. Please refer to the table “Statement of income for the period”, line “Sale of products” of the financial report.

CAPEX AND OPEX KPIS

Definition – CapEx KPI

The CapEx KPI is calculated 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, amortization and any re-measurements, including those resulting from revaluations and impairments, and excluding fair value changes.

It includes additions to property, plant and equipment (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 38.12. For further details on our accounting policies relating to CapEx, please refer to “Note 1: Accounting principles and consolidation rules” of our 2023 Annual Report.

Reconciliation

Our total CapEx can be reconciled against our consolidated financial statements; see the table “Statement of cash flows”, line “Capital expenditure and finance leases”, in our annual report. This item presents the total of all movements (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 see 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.

For example:

- research and development expenditure is recognized as an expense during the reporting period in our income statement (see Note 24 "Research and Development Expenses" in our 2023 Annual Report). In accordance with our consolidated financial statements (IAS 38.126), this includes all non-capitalized expenditure, 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 leases and leases of low-value assets (see the bottom of Note 3 "Property, Plant and Equipment & Right-of-Use Assets" of our 2023 Annual Report). Although leases of low value assets are not explicitly mentioned in the Delegated Act supplementing Article 8 of the Taxonomy Regulation, we have interpreted the legislation as including them;
- maintenance and repair expenses and any other direct expenditure 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 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 numerator or the denominator. Annex I to the Delegated Act supplementing Article 8 of the Taxonomy Regulation 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 2023 annual report.

Explanations on the numerators for the CapEx KPI and OpEx KPI

Although the Robertet Group has not identified any taxonomy-eligible economic activities, some CapEx is eligible for the six objectives of the taxonomy. Sustainable investments represented 9% of the Group's total CapEx in 2023. These expenses were considered eligible as they corresponded to the criteria set out in Annex I of the Delegated Act. As the analysis required to demonstrate alignment (scientific validation of substantial contribution, compliance with minimum safeguards and do no significant harm [DNSH]) is highly complex, we have established thresholds to focus our efforts on the most significant investments.

In 2023, we set up a Group finance and CSR working group and trained finance managers from Group subsidiaries to facilitate reporting on eligibility and alignment. This will be repeated in 2024 and extended to all six taxonomy objectives.

To date, there is no medium- or long-term CapEx plan to align a business activity with the taxonomy, or to expand any business activity already aligned with the taxonomy. If the Group's activities were to become eligible in the coming years, this would be considered.

Details on CapEx alignment calculation

In 2022, Robertet did not go as far as the alignment calculation, and stopped at eligibility. The alignment study was therefore carried out for the first time in 2023 and focused solely on climate objectives (climate change mitigation and adaptation).

Due to tight deadlines and organization between the CSR and finance departments, we established thresholds to focus our alignment justification efforts. CapEx linked to eligible activities amounting to more than €40,000 qualified, as well as activities representing less but spread across several subsidiaries, which were then grouped together and studied as a whole. Examples include investments to replace conventional light bulbs with LEDs, replace doors and windows, and insulate buildings.

¹² For further information on the accounting policies relating to our consolidated net sales, please refer to section "Note 1: Accounting principles and consolidation rules" of our 2023 Annual Report.

Our methodology included the following steps:

- we collected CapEx information with the help of the Group's finance teams;
- we asked the local finance teams for details on investments reported as eligible, and then asked the production teams that requested the investment for technical details, so that we could check the choice of category and eligibility;
- we checked the technical screening criteria. This step was only validated if the criteria were met and supported with evidence;
- we then studied the criteria for absence of harm to the six objectives of the taxonomy. This proved to be a very complex stage, requiring us to navigate a multitude of regulatory texts, and our teams did their utmost with the knowledge they have;

- finally, we reviewed the minimum guarantees. The Robertet Group relies on its ethics and governance commitments, as well as certain results presented in this CSR report. In terms of governance, Robertet received no reports of tax evasion from the authorities in 2023. Robertet is also a signatory of the ETI Code of Conduct, the United Nations Global Compact and its 10 principles. In addition, 60% of the Group's production sites are members of Sedex. In terms of ethics, Robertet has an anti-corruption policy and in 2023 trained 88% of its employees most exposed to corruption risk (purchasing, finance, sales, CSR and management). The Group has an internal Ethics Charter, a Supplier Ethics Charter signed by 81% of its natural ingredient suppliers, a Commercial Ethics Charter, a responsible purchasing policy and a child labor policy. These tools enable us to rule favorably on this final verification stage, and to affirm the alignment of eligible CapEx if the other three conditions are met.



ROBERTET

CAPEX

Economic activities	2023			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Taxonomy-aligned (A.1) or taxonomy-eligible (A.2) proportion of 2023 CapEx	Category: enabling activity	Category: transitional activity
	Code	CapEx	Proportion of 2023 CapEx	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				
	In € millions	%	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	(E)	(T)
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Replacement of existing windows	CCM 7.3.b	11,967.20	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	5%	E	
Replacement of existing doors	CCM 7.3.c	11,754.63	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	5%	E	
Water bath temperature meters	CCM 7.3.c	4,600.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	2%	E	
Installation/replacement of LED lighting	CCM 7.3.d	74,341.91	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	29%	E	
Installation of UV blinds	CCM 7.3.d	5,200.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	2%	E	
Replacement batteries/chargers for vehicles and handling equipment	CCM 7.4	15,800.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	6%	E	
Collection of non-hazardous waste in source segregated fractions	CCM 5.5	6,800.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	3%		T
Replacement of heat pumps	CCM 7.3.e	50,000.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	19%	E	
Air conditioning	CCM 7.3.e	40,000.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	16%	E	
Fume hood ventilation of laboratories	CCM 7.3.e	30,000.00	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	12%	E	
Insulation of buildings	CCM 7.3.a	7,386.46	0%	YES	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES	YES	YES	3%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned)		257,850.19	1%	100%	0%	0%	0%	0%	0%								1%		
Of which enabling		251,050.19	97%	100%	0%	0%	0%	0%	0%	YES	YES	YES	YES	YES	YES	YES	97%	E	
Of which transitional		6,800.00	3%							YES	YES	YES	YES	YES	YES	YES	3%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned)																			
Installation of electrical sensors/control systems	CCM 7.5.b	4,500.00	0.0%	YES	NO	NO	NO	NO	NO								0%		
Rechargeable batteries	CCM 3.4	329.38	0.0%	YES	NO	NO	NO	NO	NO								0%		
Pipelines, distribution network, valves, pressure reducers	CCM 4.15	66,839.56	0.3%	YES	NO	NO	NO	NO	NO								5%		
Installation of heat pumps	CCM 4.16	1,608.00	0.0%	YES	NO	NO	NO	NO	NO								0%		
Central pellet sorting facilities	CCM 5.9	1,810.00	0.0%	YES	NO	NO	NO	NO	NO								0%		
Pipeline and pneumatic pump for water circulation	CCM 5.1	9,612.28	0.0%	YES	NO	NO	NO	NO	NO								1%		
Water softener	CCM 5.1	50,000.00	0.2%	YES	NO	NO	NO	NO	NO								4%		
Repair/expansion/improvement of WWTP	CCM 5.3	32,304.78	0.1%	YES	NO	NO	NO	NO	NO								3%		
Insulation of buildings/facilities	CCM 7.3.a	33,778.25	0.1%	YES	NO	NO	NO	NO	NO								3%		
Water heater/water bath/compressor/convection heater/condenser	CCM 7.3.e	198,961.49	0.9%	YES	NO	NO	NO	NO	NO								15%		
Air conditioning	CCM 7.3.e	609,662.63	2.7%	YES	NO	NO	NO	NO	NO								47%		

CAPEX (continued)

	2023			Substantial contribution criteria						DNSH criteria ('Does Not Significantly Harm')						Minimum safeguards	Taxonomy-aligned (A.1) or taxonomy-eligible (A.2) proportion of 2023 CapEx	Category: enabling activity	Category: transitional activity
	Code	CapEx	Proportion of 2023 CapEx	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity				
Economic activities																			
Ventilation/compressor/exhaust hood	CCM 7.3.e	77,351.89	0.3%	YES	NO	NO	NO	NO	NO									6%	
Planting vegetation, inter-row grassing, creation of insect habitats	BIO 1.1	16,640.93	0.1%	NO	NO	NO	NO	NO	YES									1%	
Pipelines, flowmeters	WTR 1.1	36,476.84	0.2%	NO	NO	YES	NO	NO	NO									3%	
Waste sorting, repair/expansion of waste area	PPC 2.1	34,023.74	0.2%	NO	NO	NO	YES	NO	NO									3%	
Collection of non-hazardous waste in source segregated fractions	CCM 5.5	34,023.74		YES	NO	NO	NO	NO	NO									3%	
Hazardous waste treatment	PPC 2.2	4,498.88	0.0%	NO	NO	NO	YES	NO	NO									0%	
Wastewater treatment plant	WTR 2.2	79,320.86	0.4%	NO	NO	YES	NO	NO	NO									6%	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		1,291,743.24	6%	87%	0%	9%	3%	0%	1%									83%	
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)		1,549,593.44	9%	89%	0%	7%	2%	0%	1%									9%	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		1,582,765.56	91%																
TOTAL (A + B)		17,392,359.00	100%																

Proportion of CapEx/Total CapEx

	Taxonomy-aligned	Taxonomy-eligible per objective
CCM	257,850.19	1,120,781.99
CCA	0	0
WTR		115,797.71
CE		0
PPC		38,522.62
BIO		16,640.93

APPENDIX

This appendix includes a checklist setting out all of the disclosure requirements for the KPIs of non-financial undertakings pursuant to point 1.2 of Annex I to the Article 8 Delegated Act indicating which of these requirements are, in principle, applicable for the 2023 reporting period.

From January 1 to December 31, 2023 (for the 2023 reporting period), non-financial undertakings will only be required to disclose the qualitative information referred to in point 1.2 of Annex I to the Article 8 Delegated Act that is relevant to the reportable KPIs.

Disclosure checklist		Applicable for simplified reporting (2023 reporting period)
1.2.1. ACCOUNTING POLICY Non-financial undertakings 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 CapEx was determined and allocated to the numerator; (b) the basis on which the CapEx was calculated, including any assessment in the allocation of revenues or expenditures to different economic activities.	✓
3	(a) how OpEx was determined and allocated to the numerator; (b) the basis on which the OpEx 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 non-financial statements.	✓
5	For CapEx, non-financial undertakings shall include references to the related line items in the non-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 KPI 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
1.2.2. ASSESSMENT OF COMPLIANCE WITH REGULATION (EU) 2020/852 1.2.2.1: INFORMATION ON ASSESSMENT OF COMPLIANCE WITH REGULATION (EU) 2020/852 Non-financial undertakings 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;	For the climate objectives (climate change mitigation and adaptation only)
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);	For the climate objectives (climate change mitigation and adaptation only)
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 MULTIPLE OBJECTIVES Where an economic activity contributes to several environmental objectives, non-financial undertakings shall:		
15	(a) demonstrate compliance with the criteria set out in Article 3 of Regulation (EU) 2020/852, and in particular the technical screening criteria with respect to several environmental objectives;	✓
16	(b) disclose the turnover from that activity as contributing to several environmental objectives;	✓
17	(b) disclose the CapEx from that activity as contributing to several environmental objectives;	✓
18	(b) disclose the OpEx from that 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 to avoid double counting.	✓

Disclosure checklist	Applicable for simplified reporting (2023 reporting period)
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 undertakings shall explain the figures of 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 (Optional)
1.2.3.1. CONTEXTUAL INFORMATION ABOUT TURNOVER KPI. 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 KPI 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
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) 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 ABOUT THE OpEx KPI Non-financial undertakings shall provide all of the following information:	
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

French joint stock corporation (société anonyme) with a share capital of €5,782,187.50
Avenue Sidi Brahim, 06130 Grasse

REPORT BY THE CHARTERED ACCOUNTANT, APPOINTED AS AN INDEPENDENT THIRD PARTY, ON THE CONSOLIDATED NON-FINANCIAL INFORMATION STATEMENT

For the year ended december 31, 2023

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

This is a free translation into English of the Chartered Accountant's report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the Shareholders,

In our capacity as Chartered Accountant appointed as an independent third party, and accredited by COFRAC Inspection under number°3-1873 (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 engagement (observed or extrapolated) in the consolidated non-financial information statement, prepared in accordance with the entity's (hereinafter the "Entity") procedures (hereinafter the "Guidelines"), for the year ended December 31, 2023 (hereinafter respectively the "Information" and the "Statement"), presented 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).

1. CONCLUSION

Based on the procedures performed, as described in the "Nature and scope of our work" section, and the evidence we have obtained, 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.

2. PREPARATION OF THE NON-FINANCIAL INFORMATION STATEMENT

The absence of a generally accepted and commonly used reporting framework or a significant body of established practice on which to evaluate and mea-

sure the Information permits the use of different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with reference to the Guidelines, significant elements of which are presented in the Statement.

3. 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. Some Information is sensitive to the methodological choices, assumptions and/or estimates used to prepare the Information presented in the Statement.

4. RESPONSIBILITY OF THE ENTITY

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 in light of those risks and the outcome of said 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.

5. 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 compliance 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 of I 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 report 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 compliance of products and services with the applicable regulations.

6. APPLICABLE REGULATORY PROVISIONS AND NORMATIVE 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 Chartered Accountants, the legal and regulatory requirements applicable to Chartered Accountants with which we are required to comply, and the verification program drawn up by BM&A.

7. 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 and the provisions of the ISO 17029 standard. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the ethical requirements, French professional standards, applicable legal and regulatory requirements, professional standards and the ISO 17029 standard.

8. MEANS AND RESOURCES

Our work engaged the skills of three people between September 2023 and April 2024 and took a total of four weeks.

We conducted 11 interviews with people responsible for preparing the Statement.

9. 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 engagement on the Information:

- we obtained an understanding of all the consolidated companies' activities and the description of the principal risks;
- we assessed the appropriateness of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, with due consideration of best practices within the sector, where appropriate;
- we verified that the Statement includes each category of social 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 avoidance legislation, and includes, if applicable, an explanation for the absence of the information required under Article L. 225-102-1 III, 2 of the French Commercial Code;
- we verified that the Statement provides the information set out in Article R. 225-105 II, where relevant to the principal risks;
- we verified that the Statement presents the business model and a description of 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;

- where applicable, we verified that the Statement includes a clear and motivated explanation for the absence of policies implemented concerning one or more of the risks in accordance with Article R. 225-105 I of the French Commercial Code;

- 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 Appendix 1. Depending on the risks, our work was carried out at the level of the consolidating entity and/or in a selection of entities;

- we verified that the Statement covers the scope of consolidation, i.e., all the entities included in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code within any 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 that we considered to be the most important presented in Appendix 1, we implemented:

- analytical procedures to verify the proper consolidation of the data collected and the consistency of any changes in those data,

- tests of details, 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 entities¹ and covers between 37% and 65% of the consolidated data selected for these tests;

- we assessed the overall consistency of the Statement based on our knowledge of all the consolidated entities.

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 French Institute of Chartered Accountants. A higher level of assurance would have required us to carry out more extensive procedures.

Paris, April 17, 2024

Marie-Cécile Moinier
Members of the French Institute of Chartered
Accountants

¹ Robertet SA, Robertet Bulgaria

APPENDIX I

QUANTITATIVE INFORMATION

- Percentage of suppliers that have signed the Robertet Ethics Charter or have a similar charter approved by Robertet
- Percentage of natural raw material purchases covered by an audit or certification in line with a CSR standard (%)
- Percentage of purchases from strategic supply chains audited or certified in line with a CSR standard over the last three years, in volume
- Percentage of natural raw material suppliers covered by a long-term partnership (in number, volume and amount),
- Percentage of organic raw materials purchased, in number, volume and amount
- Amount contributed to community projects within the supply chain (in euros)
- Carbon intensity CO₂e per tonne sold (Scopes 1 and 2).
- New SMETA audits to be completed by the end of 2023
- Number of reports of tax evasion made by tax authorities
- Share of total electricity consumption from renewable sources
- Water intensity: water consumption per metric ton sold (m³/metric ton)
- Total percentage of waste recovered
- Formal notice by any environmental authority concerning water and soil pollution, noise or odor disturbance
- Total amount of waste per metric ton of product (t/t)
- Work accident frequency rate
- Severity rate
- Number of recognized occupational illnesses
- Percentage of renewable raw materials purchased, by volume.
- Percentage of "readily biodegradable" raw materials purchased by volume.
- Percentage of women in total workforce.
- Collective bargaining agreements concerning compensation
- Collective agreements still valid within the Group
- % of the Group's workforce covered by a harassment alert system
- Percentage of most at-risk employees trained in anti-corruption
- Percentage of employees who received training during the year
- % of the Group's workforce who completed at least one health and safety training session.
- Average number of training hours per employee

QUALITATIVE INFORMATION

- Ecovadis assessment - Note 2023
- CDP assessment - Notes 2023
- Code of Conduct
- Ethics charters
- Application of the Nagoya Protocol in 2023 (for Bô Khet)
- Policy of Prevention of Major Accidents
- 2023 collective bargaining agreements
- Harassment policy and whistleblowing procedure (Robertet India)
- Grasse Harassment Guide
- 2023 water stress analysis
- Proof of the PAOT d'Or obtained in 2020 for the DAMASTY product



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 Accounting and auditing firm registered with the la French national list of Statutory Auditors
 attached to the Compagnie Régionale des Commissaires aux Comptes de Paris
 Simplified limited company (société par actions simplifiée) with share capital of €1,200,000
 RCS Paris 348 461 443.



ROBERTET
GROUPE

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