



2024

SUSTAINABILITY STATEMENT



ROBERTET
— GROUPE —



CONTENTS

P.6

GENERAL INFORMATION

P.32

ENVIRONMENTAL INFORMATION

P.90

SOCIAL INFORMATION

P.140

GOVERNANCE INFORMATION

P.148

APPENDIX: IRO-2 DISCLOSURE
REQUIREMENTS IN ESRs COVERED BY
THE UNDERTAKING'S SUSTAINABILITY
STATEMENT

P.154

REPORT ON THE CERTIFICATION OF
SUSTAINABILITY INFORMATION AND
VERIFICATION OF THE DISCLOSURE
REQUIREMENTS UNDER THE
TAXONOMY REGULATION

INTERVIEW WITH THE CEO

In 2024, Robertet defined its mission around a key concept: FUTURING NATURALS. This mission, which firmly roots the company's positioning in natural ingredients while steering it towards innovation and the future, applies perfectly to Robertet's Corporate Social Responsibility (CSR) approach.

For a Group like Robertet, which will celebrate its 175th anniversary in 2025, and which has a long-standing family tradition, the social and environmental commitment represented by CSR is a prerequisite for the sustainability and performance of its business model.

Robertet's CSR strategy comprises nine key commitments grouped into three main pillars: Sourcing, Transformation, and Creation and Innovation. These pillars reflect Robertet's unique Seed to Scent™ growth model, based on a strong commitment to natural ingredient supply chains. Collectively, the pillars address the Group's social and environmental impacts and ensure its long-term resilience and viability.

As part of the Sourcing pillar, Robertet has continued to increase the number of its supply chains that meet CSR standards.

At the end of 2024, 64 of the Group's supply chains held a Fair for Life, Forest Stewardship Council, Rainforest Alliance, FairWild or RSPO certification, or were verified

or certified by the Union for Ethical BioTrade.

These certifications are the culmination of years of work by our teams and are a strong signal as to the social and environmental performance of our supply chains. They also demonstrate a well-founded collaboration and partnership with our suppliers.

As part of the Transformation pillar, Robertet has developed a decarbonization plan for its Scope 1, 2 and 3 emissions. Throughout the year, workshops were held with our internal teams to identify relevant projects to reduce our carbon emissions over the next ten years. This decarbonization plan is based on targets defined using the tools from the Science-Based Targets initiative (SBTi). Robertet remains committed to achieving ambitious climate goals and submitting new climate targets to the SBTi in the coming year, which will take into account the significant progress already made. Meanwhile, the Group reduced its carbon intensity (Scope 1 and 2 emissions per metric ton of product sold) by 34% between 2020 and 2024. Water is another key area of focus for Robertet, which has reduced its water intensity by 36% since 2020.

As CSR is a major challenge for human resources, the Group's priority has been to strengthen its safety culture. Every week, 15-minute safety briefings are held to train and raise awareness among our teams. In 2024,



a Safety Day was organized for the first time in Grasse, featuring numerous safety-related events. In 2025, the event will be extended to the entire Group. These initiatives are beginning to produce tangible results: in 2024, the Group's workplace accident frequency rate fell by 34% compared with 2023.

In addition, to involve more employees in collective CSR action, Robertet has created its first "in-house" CSR training module, which focuses on the specific issues relating to the Group's activities. Launched at the end of the year on the Robertet eAcademy e-learning platform, the training program is aimed at raising awareness of Robertet's CSR strategy among all Group employees.

As part of the Creation & Innovation pillar, Robertet continued to transform its offer by developing products that promote sustainability.

These include CSR-certified products, which represent the accomplishment of certification chains that range from our supply chains to our production sites. At the end of 2024, Robertet had 250 CSR-certified products (of which around 120 are RSPO-certified).

Our other priorities include calculating and reducing the carbon footprint of our products, upcycling, and developing alternative processes, such as our CleanRScent™ range. These natural ingredients are

derived from extraction technology patented by Robertet, using a biodegradable solvent with a lesser impact on health and the environment. The response from our customers has been very promising.

Lastly, an important new achievement this year for the entire Group is the production of our first sustainability statement. This marks a significant change in the way we disclose our CSR performance. We began this shift in 2024 and will continue to improve CSR reporting in 2025.

In recognition of its progress, Robertet received an EcoVadis score of 83/100 in 2024 and was awarded the most prestigious prize: the Platinum medal. Robertet will continue to bring energy and resolve to these aspects of CSR in the years to come.

JEROME BRUHAT
Chief Executive Officer





01

GENERAL INFORMATION

OI

BASIS FOR PREPARATION



BP-1 GENERAL PRINCIPLES FOR PREPARATION OF SUSTAINABILITY STATEMENTS

This sustainability statement is prepared in accordance with Directive (EU) 2022/2464 on corporate sustainability reporting ("CSRD"), which amends Regulation (EU) No. 537/2014 and Directives 2004/109/EC, 2006/43/EC and 2013/34/EU as regards corporate sustainability reporting. The European Commission adopted the final delegated act of the European Sustainability Reporting Standards (ESRS) relating to the CSRD on July 31, 2023. The Robertet Group is subject to the French order that transposed the CSRD and to the associated regulatory measures. This report has therefore been drawn up in line with the European standards and French regulations on information disclosures, as prescribed by the ESRS. This information includes the impact of sustainability matters on the company, and the company's impact on sustainability matters, referred to as the concept of double materiality. As the regulatory technical standards (RTS) were not yet available at the time this report was drafted, it does not contain the information mark-up, as required by Article 29d of Directive 2013/34/EU. However, these standards were anticipated and will be taken into account for the next reporting period.

REPORTING PERIOD

The information published in this sustainability statement covers the period from January 1, 2024 to December 31, 2024.

REPORTING SCOPE

The consolidation scope of the sustainability statement presented below is aligned with that of the financial consolidation scope, with a few exceptions. The differences are:

- The sustainability statement excludes the subsidiaries Robertet Africa, Aroma Esencial and Sonarome. Robertet Africa is a commercial office with insignificant social and environmental data. Aroma Esencial and Sonarome were acquired in 2023 and neither of these companies has carried out CSR reporting in the past; Robertet was unable to integrate them within a reasonable time frame in order to present metrics for the 2024 financial year. They will be included in the sustainability scope for the 2025 reporting period. These three subsidiaries represent

around 5% of the Group's workforce and around 3% of 2024 consolidated revenue.

- The subsidiary Hitex, which is 50% owned, is fully consolidated in the sustainability reporting.
- The sustainability statement excludes Robertet's branches and representative offices in Turkey, Vietnam, Thailand and the Philippines.
- Robertet holds shares in six joint ventures: BNS (Madagascar), Fragrant Garden (Madagascar), Serei no Nengone (New Caledonia), Sambuka (Croatia), Finca Carasquilla (Spain) and Rose Taif Company for Perfumes (Saudi Arabia). Rose Taif Company for Perfumes was not operational in 2024 and was therefore not included. Robertet's shareholding in

the first five joint ventures ranges from 47% to 80%. It can be considered that Robertet has operational but not exclusive control of these entities. All these joint ventures are active in the extraction of raw materials, and are generally regarded as suppliers of natural ingredients to the Group. In the sustainability statement, these joint ventures are presented according to the ESRS for material issues in the upstream value chain, i.e., G1, E1, E3, E4, S2 and S3. In ESRS E1, the carbon footprint of joint ventures was estimated in Scope 3, Category 15.

The 2024 sustainability statement's scope includes the legal entities below. Where applicable, the name they commonly go by within the Group appears in brackets and will be used throughout this report.

REGISTERED OFFICE: Robertet SA (Grasse). Robertet SA (Grasse) includes the various production sites in Grasse, Robertet's secondary establishment in Paris, the offices of Aroma (Grasse) and the Villa Blu entity.



Production subsidiaries

Robertet Canada Inc.
(Robertet Canada)

**Robertet USA Inc.,
Robertet Flavors Inc.,
Robertet Inc. (including
Robertet Fragrances
Creative Center Inc. in
New York)**
(Robertet USA)

**Robertet Mexico S.A
de C.V**
(Robertet Mexico)

Robertet Andina S.A.S
(Robertet Colombia)

**Robertet do Brazil
Industria e Comercio
LTDA**
(Robertet Brazil)

**Robertet Argentina
S.A.I.C**
(Robertet Argentina)

Astier Demarest S.A.

Hitex

Robertet Bio

Bionov

Sirius

Robertet UK Ltd.
(Robertet UK)

**Maverick Active
Holdings Limited,
Omega Ingredients Ltd**
(Omega Ingredients)

Robertet Bulgaria EOOD
(Robertet Bulgaria)

Senir Kasabasi
(Robertet Turkey)

Robertet South Africa
(Robertet South Africa)

**Robertet Flavours &
Fragrances**
(Beijing)
Company Ltd
(Robertet China)
(including Robertet
branches in Shanghai
and Guangzhou)

**Robertet Flavours &
Fragrances India Pvt.
Ltd, Robertet India
Private Limited**
(Robertet India)

Robertet Asia Pte Ltd
(Robertet Asia –
Singapore)



Commercial subsidiaries

Robertet GmbH
(Robertet Germany)

Robertet España S.A
(Robertet Spain)

Robertet Italia S.R.L
(Robertet Italy)

**Robertet S.A.
(Switzerland)**(Robertet
Switzerland)

**Robertet (Shanghai)
International Trading
Co. Ltd**

**Robertet Middle East
Fz LLC**
(Robertet Dubai)

Robertet Japan Ltd.
(Robertet Japan)

Robertet Korea Ltd.
(Robertet Korea)

**PT Robertet Group
Indonesia**
(Robertet Indonesia)

Production subsidiaries are entities with industrial sites and product manufacturing activities. Commercial subsidiaries are focused exclusively on sales activities. Any subsidiary that carries out both production and business activities is categorized as a production subsidiary.

The reporting scope described above applies to all metrics disclosed in the sustainability statement. Any exceptions that apply are specified in the corresponding metrics tables.

INFORMATION ON THE VALUE CHAIN

The entire value chain was covered in the double materiality assessment. Certain issues have been defined as material in the upstream or downstream value chain. This is specified in the double materiality assessment and within the relevant ESRS.

BP-2 DISCLOSURES IN RELATION TO SPECIFIC CIRCUMSTANCES

TIME HORIZONS

Unless otherwise specified, the time horizons used in the sustainability statement are the same as those recommended by the CSRD:

- for the short-term time horizon: less than one year;
- for the medium-term time horizon: between one and five years;
- for the long-term time horizon: more than five years.

VALUE CHAIN ESTIMATIONS

Some data was estimated if actual data was not available. These estimates include:

- Waste and water: the volumes of waste produced, the types of end-of-life waste treatment, and the water consumption of commercial subsidiaries were estimated based on available public data including per capita averages.
- Waste and water: for production subsidiaries, when bills were not available for December, estimates were made based on previous months. Certain quantities (notably Robertet Turkey) have been estimated on the basis of incoming quantities and manufacturing processes, as it was not possible to determine their weight on leaving the plant.
- Greenhouse gas emissions: estimates were used for many items, especially in Scope 3. Full details on methodology are provided in ESRS E1, section E1-6.
- All environmental data: this data was estimated for the commercial subsidiaries Robertet Spain, Robertet Italy and Robertet Geneva, based on previous data and their workforce. These subsidiaries account for less than 1% of the Group's Scope 1, 2 and 3 carbon footprint.

SOURCES OF ESTIMATION AND OUTCOME UNCERTAINTY

The main sources of uncertainty concern the emission factors used for purchases of natural and synthetic raw materials (Scope 3, category 1). Robertet buys a wide variety of raw materials, very few of which have a specific emission factor in databases such as Ecoinvent or Agribalyse. The emission factors for these purchases generally follow the hierarchy below:

- Specific emission factor calculated by a customer, supplier or industry organization, using a recognized methodology;

- Specific or similar emission factor available in a database such as Agribalyse or Ecoinvent;
- Emission factor calculated by external consultants based on relevant parameters, such as an available raw material emission factor and available production data for processed raw materials (e.g., essential oils);
- Emission factor applied by grouping, based on the category of raw material purchased.

All methodology details, limitations and sources of uncertainty relative to the Group's carbon footprint are presented under ESRS E1, section E1-6.

Robertet is aware that obtaining more accurate emission factors is essential for the Group to calculate a robust carbon footprint and inform its decarbonization plan, especially for Scope 3. To remedy this situation, in 2024 Robertet acquired a Life Cycle Assessment tool and developed a plan to improve emission factors that are particularly important in the Group's procurement. At the same time, the Purchasing and CSR teams plan to contact a large number of suppliers to check the availability of emission factors for products purchased. However, this is a medium- to long-term project. For the time being, these calculations are clearly time-consuming, and it is difficult for companies to cover a wide range of their product portfolios.

REPORTING CHANGES AND ERRORS

Except for the new data points relating to the ESRS, no material changes have been made to the metrics already reported by the Group in its 2023 Non-Financial Information Statement.

An asterisk has been added to indicate any corrections to data from previous years, and the type of correction is specified.

INCORPORATION BY REFERENCE

Some of the following disclosure requirements were incorporated with references to other sections of the Annual Financial Report:

- ESRS 2 GOV-1 The role of the administrative, management and supervisory bodies: reference to the Corporate Governance Report and the Management Report;
- ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes: reference to the Corporate Governance Report;
- ESRS 2 SBM-1 Strategy, business model and value chain: reference to the Introduction to the Annual Financial Report.

A high-resolution photograph of a tree trunk cross-section, showing concentric growth rings and a rough, moss-covered bark. The word "ROBERTET" is centered in a white, serif font, with a thin horizontal line passing through its middle.

ROBERTET

02

GOVERNANCE



GOV-1 ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

COMPOSITION AND DIVERSITY OF MEMBERS OF ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

For all the information required in the GOV-1 disclosure requirement, please see sections II. Composition of the Board of Directors and III. Organization and functioning of the Board of Directors in the Corporate Governance Report in the 2024 Annual Financial Report.

ROLES AND RESPONSIBILITIES OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES IN EXERCISING OVERSIGHT OF THE MANAGEMENT OF MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

The Audit Committee is responsible for overseeing the Robertet Group's strategic risk management process: see the section on internal control and risk management procedures in the Management Report, included in the Annual Financial Report. These risks include, but are not limited to, sustainability risks.

Sustainability impacts, risks and opportunities are overseen by two main CSR committees, whose roles and responsibilities are explained below.

1. The CSR Committee of the Board of Directors

In 2024, this committee was made up of three members, 67% of whom were independent:

- Colette Robert, independent member and Committee Chair;
- Lucie Aubert, independent member;
- Christophe Maubert, non-independent member.

Its missions are to:

- Ensure that CSR issues are taken into account in the Group's strategy, set by Executive Management, and in the way the strategy is implemented;
- Ensure compliance with the CSR values and commitments adopted by the company;
- Examine the action plans associated with the Group's CSR strategy and oversee the proper management of the most material impacts, risks and opportunities;

- Monitor CSR performance in order to report regularly on results and progress to the Board of Directors;
- Provide the Compensation Committee with the criteria for the variable non-financial compensation of corporate officers;
- Work in conjunction with the Audit Committee, in particular by providing it with a list of the company's non-financial risks.

In 2024, the Committee met five times. As of 2025, the Committee will hold four meetings per year, the same number as the other Board committees.

Once a year, the CSR Committee draws up a full report on the Group's CSR strategy and performance for presentation to the Board of Directors.

2. The CSR Committee of the Group Leadership Team

In 2024, this committee was made up of eight members of management, including Executive Management and the following departments: Finance, Operations, Purchasing, Raw Materials Division, CSR, Fragrances Division, Flavors Division, Health & Beauty Division, and Innovation.

The committee is chaired by Julien Maubert, Director of the CSR & Raw Materials Division, who reports sustainability issues to the Group Leadership Team.

Its missions are to:

- Establish and review the CSR strategy, ensuring that it addresses the most material impacts, risks and opportunities for Robertet;

- Determine the targets, objectives and action plans to be implemented as part of this strategy;
- Steer the CSR team's work and priorities;
- Monitor progress of the Group's CSR projects and performance;
- Ensure compliance with sustainability regulations applicable to the Group.

In 2024, the Committee met five times and, as for the CSR Committee of the Board of Directors, will meet four times per year as of 2025.

EXPERTISE AND SKILLS OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES WITH REGARD TO SUSTAINABILITY MATTERS

At the end of 2023 and beginning of 2024, Robertet worked with an external service provider to organize a 4.5-day training course dedicated entirely to CSR. The training was provided for all Robertet Group Leadership Team members, members of the Board of Directors' CSR Committee, and certain managers with key CSR responsibilities.

The aim of this personalized CSR training was to give participants a better understanding of CSR concepts, issues, regulations and standards. Along with the standard information about the environmental, social and governance pillars of CSR, the course included presentations by external experts and a Climate Fresk workshop.

GOV-2 INFORMATION PROVIDED TO AND SUSTAINABILITY MATTERS ADDRESSED BY THE UNDERTAKING'S ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The duties of the CSR Committees of the Board of Directors and the Group Leadership Team generally include:

- Collectively discussing and approving new targets, strategies and action plans.
- Updating the status and progress of the various projects deployed by the Group to achieve its CSR targets and manage its material impacts, risks and opportunities.

- Analyzing the Group's CSR performance outcomes, especially those covered in the sustainability statement, as well as others from external assessments such as CDP and EcoVadis.
- Contextual information, especially changes in sustainability regulations and the specific CSR requirements of the Group's main customers.

As mentioned in the section on GOV-1, Robertet's two CSR Committees met five times in 2024.

Material impacts, risks and opportunities addressed during the year include:

- Human rights, with the development of a new policy, new targets and an action plan to be implemented by 2030;
- The climate, with Robertet's first carbon footprint calculated for all three scopes, preparation for validation of new carbon reduction targets by the Science Based Targets initiative, and Group-wide decarbonization plans defined for Scopes 1, 2 and 3;
- CSR certification of our products, with an increase in the number of standards adopted and production sites audited, as well as the development of a marketing strategy for certified products;
- Sustainability reporting, with steps taken on compliance with the CSRD and the selection of the body responsible for auditing the sustainability statement;
- Deforestation, mainly in terms of compliance with the European regulation on deforestation-free products.

recommendation No. 2012-02 of February 9, 2012, as amended on January 5, 2022, the expected level of achievement of the criteria has been precisely established but is not made public for confidentiality reasons.

The definition of CSR criteria, the calculation of performance and the calculation of actual variable remuneration (linked to CSR) for the current year are carried out jointly by Robertet's CSR and Human Resources departments, under the supervision and responsibility of the Board of Directors' Compensation Committee.

For further details on the compensation policy applicable to the Chief Executive Officer, see section V of the Corporate Governance Report in the Annual Financial Report.

It is important to point out that the four CSR criteria presented below are also used to calculate the annual variable compensation of all other members of the Group Leadership Team. These criteria account for 10% of total variable compensation.

GOV-3 INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

In 2023, Robertet decided to include CSR criteria in the CEO's variable compensation. These criteria account for 20% of annual variable compensation and 20% of long-term compensation.

In 2024, the four CSR criteria included in variable compensation were:

1. Reduction in carbon intensity, measured in Scope 1 and 2 emissions per metric ton of products sold (weighting of 25%).
2. Reduction in water intensity, measured in water consumption in m³ per metric ton of products sold (weighting of 25%).
3. Increase in the number of strategic natural ingredient supply chains audited or certified in line with a CSR standard (weighting of 25%).
4. Reduction in the workplace accident frequency rate (weighting of 25%).

These criteria are based on strategic performance indicators for the Group and have all been monitored since at least 2020. In accordance with AMF

GOV-4 STATEMENT ON DUE DILIGENCE

The cross-reference table below shows where essential due diligence information can be found in the sustainability statement:

CORE ELEMENTS OF DUE DILIGENCE	PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
a) Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-1, ESRS GOV-2, ESRS 2 SBM-1, ESRS 2 SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2, ESRS 2 IRO-1
c) Identifying and assessing adverse impacts	ESRS 2 SBM-3, ESRS 2 IRO-1
d) Taking actions to address those adverse impacts	MDR-A in all ESRS E1 to E5 and SI to S4
e) Tracking the effectiveness of these efforts and communicating	MDR-M and MDR-T in all ESRS E1 to E5 and SI to S4

GOV-5 RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

The data presented in the sustainability statement is compiled annually for the period from January 1 to December 31 and is mostly based on primary or actual data. This data is collected and updated by the Group's CSR representatives for the reporting period. Each subsidiary has one main representative, who works with representatives for the business line within the subsidiaries. The data is uploaded into a dedicated CSR reporting platform. Implemented in 2024, this platform includes an environmental, social and governance (ESG) section and a carbon section. It improves the

reliability of data collection by providing representatives with definitions, calculation methods, units, scopes and historical data for each metric. Consolidation is also more reliable by making the process automatic and therefore less vulnerable to human error. At the end of the data collection campaign, verifications are performed at three levels. CSR representatives check data updates and are responsible for overall data consistency. Any variations of more than 15% from one year to the next must be explained. This data is then reviewed by the central CSR team, which consolidates data at Group level. Data can then be questioned or adjusted before being audited by the independent third-party organization, which is the final verification stage.

The CSR Department is responsible for the overall process of collecting, consolidating, coordinating and checking the data contained in the sustainability statement.

The main reporting risks include:

- Incorrect data, which may be due to input errors, unit errors or errors in understanding definitions or calculation methods;
- Incomplete or overdue data, which means estimates may be used;
- Inaccurate data, mainly concerning carbon emission factors (see BP-2).

The verification system described above is intended to prevent and remedy incorrect and incomplete data, at least in the most material cases. If estimates must be made, the materiality of the estimate in question is also assessed. Materiality is determined by several factors: 1. the type of the subsidiary providing the data (e.g., a production subsidiary will be given higher priority than a commercial subsidiary), 2. subsidiary size (workforce and production volumes), 3. the intrinsic materiality of data (strategic or non-strategic) and 4. the relative materiality of data (high or low proportion in calculating the metric) and the weighting of the subsidiary (high or low in terms of impact on the metric).

To address the inaccuracy of emission factors, an action plan has been defined to gradually improve them over the next few years (see BP-2).

At the end of each reporting period, a continuous improvement process is implemented to review the main sources of risk and further enhance the reliability of the reporting process in subsequent years. Issues identified during the reporting period are summarized and communicated to the CSR Committees of the Group Leadership Team and the Board of Directors. Members of the Board of Directors are also invited to take part in the review of the sustainability statement conducted by the independent third-party organization.



03 STRATEGY

SBM-1 STRATEGY, BUSINESS MODEL AND VALUE CHAIN

The Robertet Group is comprised of four main divisions: Raw Materials, Fragrances, Flavors, and Health & Beauty. Further details on the activities, products and revenue of these divisions are provided in the Introduction to the Annual Financial Report. The Introduction also presents key figures, including a breakdown of Robertet's revenue by geographical area.

CSR STRATEGY

Revised in 2024, the Group's CSR strategy comprises nine key commitments grouped into three main pillars: Sourcing, Transformation, and Creation and Innovation. These pillars reflect Robertet's unique Seed to Scent™ growth model, based on a strong commitment to natural ingredient supply chains.

RELATIONSHIP BETWEEN CSR STRATEGY AND THE COMPANY'S PRODUCTS, CUSTOMER CATEGORIES AND GEOGRAPHICAL AREAS

Robertet's 2030 CSR strategy applies to all its products, customers and geographical areas. However, it may be implemented in different ways, depending on the context and factors specific to each situation. For example, product certification rules are different for natural ingredients than for blends. Similarly, the decarbonization plan will apply differently depending on the country's energy mix. Robertet's global and European customers face more stringent regulations and/or high consumer demand for more sustainability. In turn, they are raising their standards in terms of Robertet's CSR performance.

2030 SUSTAINABILITY STRATEGY

GOVERNANCE AND TRANSPARENCY	
<p>I. Sourcing</p> <p>1. Raise the sustainability standards of our supply chains</p> <p>2. Protect and restore nature in the supply chain & beyond</p> <p>3. Improve the livelihoods of our producers and communities</p>	<p>Savoir-faire</p> <p>Ensure the transmission of our unique know-how and craftsmanship</p>
<p>II. Transformation</p> <p>4. Accelerate climate change mitigation and adaptation</p> <p>5. Preserve natural resources</p> <p>6. Guarantee employee health and safety at work</p> <p>7. Foster employee development and engagement</p>	
<p>III. Creation and Innovation</p> <p>8. Innovate to enhance our products' sustainability profile</p> <p>9. Develop safe and healthy products for the consumer</p>	

RELATIONSHIP BETWEEN CSR STRATEGY AND THE DOUBLE MATERIALITY ASSESSMENT

Based on its double materiality assessment completed at the end of 2023, Robertet identified three categories of issues: strategic issues (high financial and stakeholder impacts), material issues (high to medium financial or stakeholder impacts) and non-material issues. See ESRS 2 IRO-1 for more details. These results informed the review of Robertet's CSR strategy in early 2024. The Group has ensured that its CSR strategy addresses the most material or strategic issues, according to the double materiality principle. These strategic issues include climate change (mitigation and adaptation in our own operations and our upstream value chain), water (in our operations and upstream), biodiversity (upstream only) and human rights (upstream only).

MAIN CSR TARGETS

	Description	2030 target
SOURCING	Percentage of the Group's natural ingredient suppliers that have undergone a CSR assessment at least every three years (in number)	100%
	Percentage of strategic natural ingredient supply chains covered by a CSR verification audit or certification (in number)	100%
	Percentage of purchases from long-term – more than three years – partners (in purchase value)	>80%
	Percentage of purchased certified organic natural raw materials (in volume)	15%
	Percentage of priority supply chains with actions in place to prevent human rights risks (in number)	100%
	Percentage of priority supply chains with actions in place to establish an adequate wage for producers (in numbers)	100%
TRANSFORMATION	Percentage reduction in the intensity of Scope 1 and 2 emissions per metric ton of product sold, relative to 2020	60%
	Absolute percentage reduction in Scope 1 and 2 emissions relative to 2020	25%
	Percentage reduction in water consumption intensity in cubic meter per metric ton of product sold, relative to 2020	20%
	Percentage of recovery (all types) of hazardous and non-hazardous waste	>70%
	Workplace accident frequency rate (excluding temporary workers)	<9
	Employee absenteeism rate	<4%
	Percentage of employees who received at least one training course during the year	>70%
	Percentage of women in total workforce	50%
CREATION AND INNOVATION	Percentage increase in the share of products with at least one CSR attribute	Definition in progress
	Percentage of justified complaints out of total product orders delivered	0%

Performance against these strategic objectives is presented in tables in the target sections of the relevant ESRS, i.e., ESRS S1, S2, S3 and S4, as well as ESRS E1, E3, E4 and E5.

BUSINESS MODEL AND VALUE CHAIN

Robertet is a key player in the sourcing, transformation and creation of products made from natural ingredients for the flavor and fragrance industry. The Group operates 31 production sites and is present in over 25 countries, including its production subsidiaries, commercial subsidiaries, joint ventures and representative offices. In its upstream value chain, Robertet works closely with suppliers of natural and synthetic raw materials, packaging, and other categories of goods and services (e.g., industrial equipment, technology, etc.). Natural raw materials can be unprocessed (e.g., flower petals, gums, resins, leaves, etc.), pre-processed (e.g., concrete) or processed. Robertet maintains strong relationships with suppliers of certain strategic natural ingredients, mainly through long-term partnerships. In some cases, Robertet holds minority or majority stakes in the capital of strategic suppliers, thus forming joint ventures.

Robertet then extracts and processes these purchased ingredients. The Group operates two main types of production sites: extraction sites, which produce extracts exclusively from natural ingredients, and blending sites, which assemble natural and/or synthetic ingredients for the fragrance and flavor industry. Robertet also operates creation centers where perfumers and flavorists create and innovate for the Group's customers.

Robertet's products are represented in four divisions: Raw Materials, Fragrances, Flavors and Health & Beauty. The products and customers of the Fragrances and Flavors divisions can then be categorized into significant product groups, for example fine fragrances, cosmetics or personal hygiene products for Fragrances, and dairy, beverages and culinary for Flavors. Robertet is a B2B player as it does not sell directly to consumers or end-users. Its customers incorporate the Group's products, i.e., ingredients, fragrances, active ingredients or flavors, into their own finished goods.

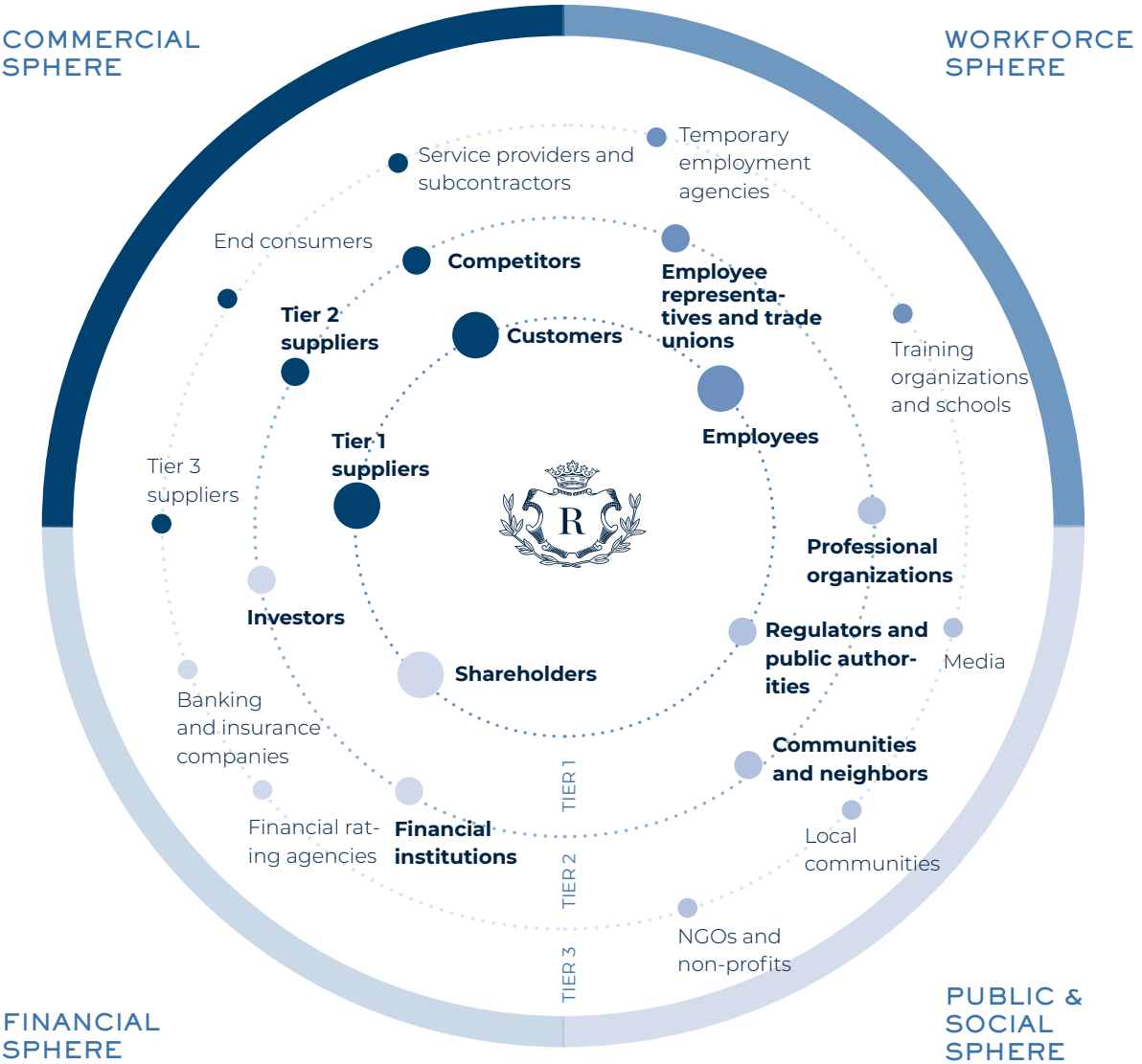
For a visual representation of Robertet's business model and key figures showing the company's main resources and sources of value creation, see the Introduction to the Annual Financial Report.

SBM-2 INTERESTS AND VIEWS OF 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.





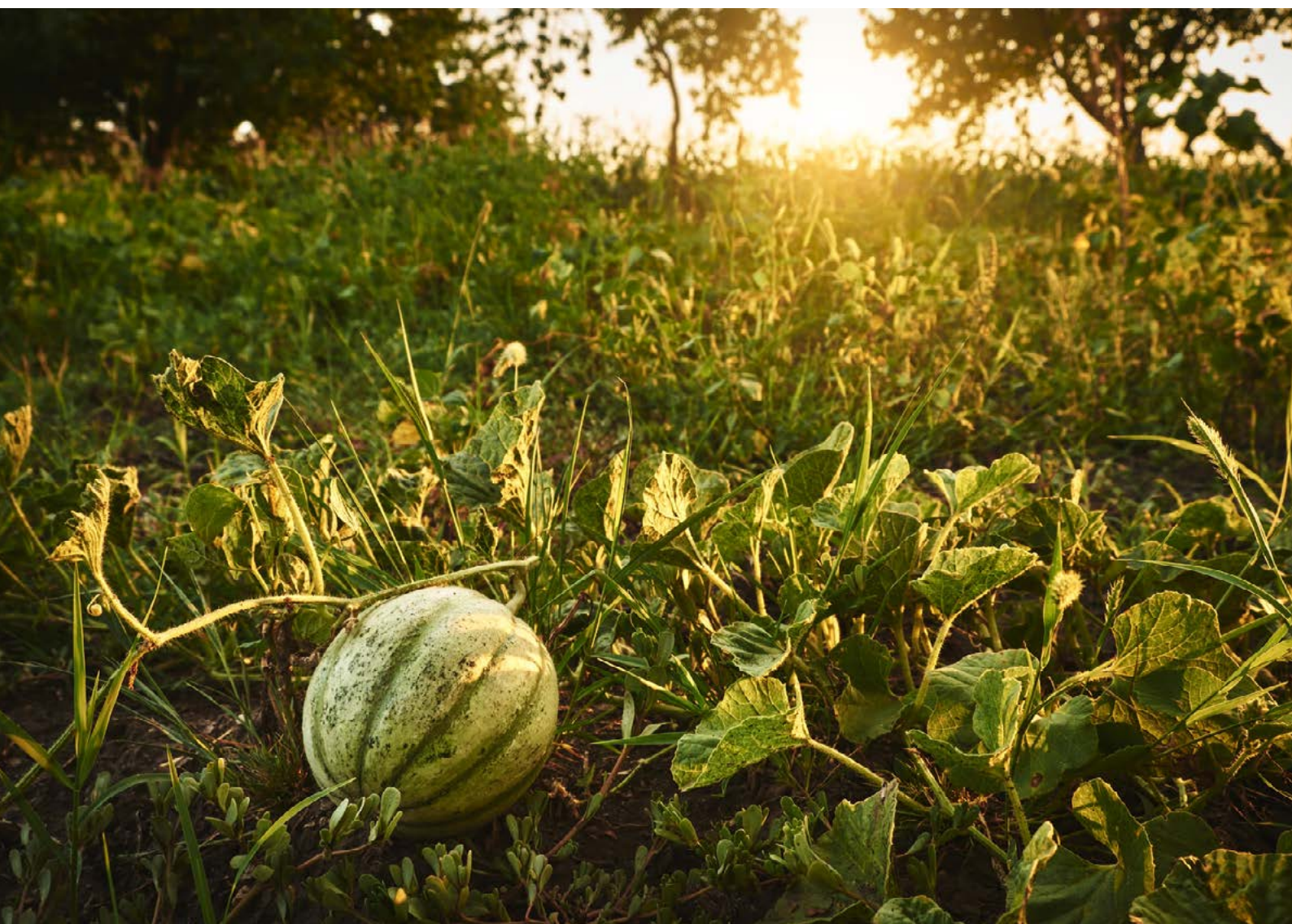
DIALOGUE WITH STAKEHOLDERS

Every year, the Group takes into consideration the reasonable expectations and interests of its stakeholders in the performance of its activities. In the table below, Robertet has summarized their main expectations, 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, monthly newsletter, managers, and the CEO's annual speech Consultation via surveys, questionnaires and suggestion boxes Mediation to resolve incidents such as 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 (deadlines, quality, safety, regulations) Quality/price ratio of products Continuity of supply Traceability of raw materials Transparency of information Management of social and environmental risks in the supply chain Fair practices 	<ul style="list-style-type: none"> On Group revenue and net income, and therefore on the workforce On reputation and awareness On stable production and raw materials purchases On product innovations 	<ul style="list-style-type: none"> Consulting with customers on their needs via discussions with our sales representatives Business negotiations Cooperation for the implementation of specific projects or partnerships 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 	<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 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"> On the continuity of production and the Group's ability to deliver to its customers On purchasing costs and profitability On the management of social and environmental risks and therefore Robertet's reputation On product quality, safety and compliance 	<ul style="list-style-type: none"> Information and communication on supplier or provider performance, for example via an annual review Business negotiations Site visits, internal diagnostic assessments Collection of CSR data and information Cooperation for the implementation of specific projects or partnerships 	<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 · Growth in Group revenue and profitability · Information on governance and risk management · Information on results, changes in CSR metrics 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 · Compliance with the Middennext Code · Compliance with the Ethics Charter
Staff representatives and Union	<ul style="list-style-type: none"> · Compliance with regulations and labor law · Information, consultation and constructive dialogue with management, human resources departments and staff · Adequate 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"> · Consultation via regular meetings · Collective bargaining · Information and communication by email 	<ul style="list-style-type: none"> · Participation of management and other relevant officials in meetings with employee representatives · Compliance with the legal provisions for employee representation · Provision of the necessary means · Collective bargaining agreements
Regulators and public authorities	<ul style="list-style-type: none"> · Compliance with regulations and requirements · Transparency of information 	<ul style="list-style-type: none"> · On the company's 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	<ul style="list-style-type: none"> · Collective promotion and development of industry · Knowledge sharing · Compliance with anti-competition rules 	<ul style="list-style-type: none"> · On the collective representation of the sector's interests · On compliance and company practices 	<ul style="list-style-type: none"> · Information, consultation and communication via regular meetings · Cooperation in working groups and topical projects 	<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
Competitors	<ul style="list-style-type: none"> · Compliance with fair competition rules · Respect for intellectual property 	<ul style="list-style-type: none"> · On reputation · On Group revenue and market share · On innovation 	<ul style="list-style-type: none"> · Cooperation on pre-competitive projects, particularly within professional associations 	<ul style="list-style-type: none"> · Compliance with the Ethics Charter and anti-competition rules · Contribution to pre-competitive projects within professional associations
Communities and residents	<ul style="list-style-type: none"> · On the company's practices · On reputation, especially recruiting capacity · On the development of projects that impact the region 	<ul style="list-style-type: none"> · On the company's practices · On reputation · On awareness 	<ul style="list-style-type: none"> · Cooperation in working groups and topical projects · Collection of complaints 	<ul style="list-style-type: none"> · Job creation and local recruitment · Industrial risk prevention policy · Environmental management, mitigation of pollution and disturbances
Communities, NGOs and associations	<ul style="list-style-type: none"> · Job creation · Sponsorship and contribution to their activities 	<ul style="list-style-type: none"> · On recruitment capacity · On reputation · 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 on joint projects 	<ul style="list-style-type: none"> · Local recruitment · Implementation of partnerships · Sponsorship

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 · Training and skills development · Occupational health and safety and proper working conditions · Sustainability of the business relationship · Compliance with pricing and payment deadlines 	<ul style="list-style-type: none"> · On product quality, safety and compliance · On the continuity of Group operations · On service to customers · On employment management and recruitment 	<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 · Training on tasks and missions · Health and safety taken into account in the same way as for permanent employees · Permanent recruitment if possible
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"> · Workforce training and skills development · Talent identification and development 	<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 · Follow-up meetings for apprentices and interns 	<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 · Partnership agreements
Media	<ul style="list-style-type: none"> · Clear, reliable and relevant information · Availability of contact persons 	<ul style="list-style-type: none"> · On the Group's reputation and awareness · On the trust of other stakeholders 	<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



CONSIDERATION FOR STAKEHOLDER INTERESTS IN CSR STRATEGY

In addition to carrying out (and updating) the double materiality assessment, which includes a stakeholder consultation process (see ESRS 2 IRO-1 for more information), Robertet regularly discusses CSR issues with its suppliers, customers, employees, professional associations, banks, investors and analysts, regulators and public authorities, and NGOs. With suppliers and customers in particular, Robertet seeks to develop long-term partnerships in order to make collective progress on the most material social and environmental issues, which are often complex and require collaborative efforts. Customer demand for more sustainable products also influences the company's CSR strategy and innovation developments.

INFORMATION FOR ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES ABOUT STAKEHOLDERS' VIEWS AND INTERESTS AROUND SUSTAINABILITY

The CSR Committee of the Group Leadership Team is made up of the heads of the departments most exposed to CSR and the stakeholders most concerned, i.e., the managers of the Group's four divisions (customers), Purchasing (suppliers), Finance (investors, analysts, banks), and Operations (employees, subcontractors, temporary staff). This representation ensures that stakeholders' concerns and issues are properly communicated and taken into account in decisions made at Committee meetings.

The CSR Committee of the Board of Directors is kept informed of the main requests and interests of key stakeholders, notably through decisions on CSR strategy, updates on the progress of projects and the transmission of information on the company's internal and external CSR context.

SBM-3 MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

The table below summarizes the issues identified as material for the Robertet Group, based on the double materiality assessment completed at the end of 2023 (see ESRS 2 IRO-1 for more details on methodology). Each issue is associated with impacts, risks and opportunities, which are presented in summary tables in the introduction to each ESRS, then detailed in

sections SBM-3 and IRO-1 within these ESRS. The table shows where the impacts, risks and opportunities are concentrated in the value chain. These issues cover all of the Group's activities and geographies.

ENVIRONMENT	Issue	Upstream value chain	Own operations	Downstream value chain
E1 CLIMATE CHANGE	Climate change mitigation	X	X	
	Climate change adaptation	X	X	
E2 POLLUTION	Emissions and pollution		X	
E3 WATER AND MARINE RESOURCES	Water consumption	X	X	
E4 BIODIVERSITY AND ECOSYSTEMS	Impact on biodiversity	X		
E5 RESOURCE USE AND CIRCULAR ECONOMY	Resource use minimization		X	
	Waste management		X	X

SOCIAL	Issue	Upstream value chain	Own operations	Downstream value chain
S1 OWN WORKFORCE	Health and safety		X	
	Non-discrimination and fair treatment		X	
	Training and skills		X	
	Working conditions		X	
S2 WORKERS IN THE VALUE CHAIN	Health, safety and working conditions	X		
	Respect for human rights	X		
S3 AFFECTED COMMUNITIES	Local communities	X		
S4 CONSUMERS AND END-USERS	Product safety			X
	Health and well-being of end consumers			X

GOVERNANCE	Issue	Upstream value chain	Own operations	Downstream value chain
G1 BUSINESS CONDUCT	Business ethics		X	
	Responsible lobbying		X	
	Fair partnerships with suppliers	X		

EFFECTS OF MATERIAL IMPACTS, RISKS AND OPPORTUNITIES ON THE BUSINESS MODEL, VALUE CHAIN AND CSR STRATEGY

Based on its double materiality assessment completed at the end of 2023, the Group revised its CSR strategy in 2024 to address the most material issues with appropriate commitments and targets. The table below reflects the alignment between Robertet's CSR strategy and the ESRS presented in the CSRD.

Pillar of CSR strategy	ESRS covered
Governance and Transparency	ESRS G1 Business Conduct
Sourcing	ESRS S2 Workers in the value chain, ESRS S3 Affected communities, ESRS E1 Climate change, ESRS E3 Water and marine resources, ESRS E4 Biodiversity and ecosystems
Transformation	ESRS S1 Own workforce, ESRS E1 Climate change, ESRS E2 Pollution, ESRS E3 Water and marine resources, ESRS E5 Resource use and circular economy
Creation and Innovation	ESRS S4 Consumers and end-users

The double materiality assessment and strategy review highlighted issues that required more in-depth study. These areas included climate change adaptation, water consumption in the upstream value chain, and biodiversity. Studies and action plans will be developed over the coming years on these topics.

MATERIAL IMPACTS OF THE COMPANY

Robertet's strategy and business model are based on a key differentiator – its positioning in natural ingredients – and are focused on one industry: flavors and fragrances.

Specific negative impacts result from the nature of the Group's activities:

- The sourcing and procurement of natural ingredients require agricultural or forestry land, water and energy resources, as well as labor to sow, grow and harvest plant materials.
- Natural ingredient extraction and the manufacture of products for fragrances and flavors require chemical processing and industrial activities, which use resources and generate pollution.
- The finished goods into which the Group's ingredients and compositions are incorporated in turn produce waste and may have an impact on the health of consumers and end-users.

However, the Group's strategy and business model also have specific positive impacts, including:

- Natural ingredients are derived from biodiversity and therefore renewable resources, not from fossil fuels. Growing these plants often supports employment, provides income for a large number of people and diversifies the activities and products grown locally.

- Perfume plants often require unique expertise and form part of the cultural heritage of the communities or societies where they are grown.
- Robertet's vertical integration structure and commitment to building long-term partnerships with its suppliers make it possible to implement best social and environmental practices and work towards achieving fair trade and/or sustainability certification.
- A relatively unexplored aspect, but one with great potential for Robertet, the implementation of agroecology projects can accelerate carbon sequestration, particularly in soils.
- The development of the Health & Beauty division and of the "Positive Food" category highlights the Robertet's efforts to have positive impacts on the health of end consumers.

CURRENT AND FUTURE FINANCIAL EFFECTS OF SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES

The financial effects of the most significant CSR risks are included in Robertet's overall risk management system. To comply with the CSRD, in 2024 the Group began estimating the financial effects of more granular risks and opportunities relating to certain ESRS, such as the standard on climate change.

At the same time, Robertet also developed a decarbonization plan for Scopes 1, 2 and 3, including investment estimates (CapEx) over the next ten years. Robertet will fine-tune these forecasts and continue this work in 2025, in order to provide more detailed disclosures on this subject in future sustainability statements.

To date, Robertet has not identified any significant short-term risk of adjustments to the carrying amounts of its assets and liabilities as disclosed in its financial statements.

RESILIENCE OF ROBERTET’S STRATEGY AND BUSINESS MODEL

The main gross sustainability risks that could affect the resilience of Robertet’s strategy and business model in the short to medium term are:

Risks affecting the resilience of the strategy and business model	Responses offered by Robertet
<p>Disruption or interruption in the supply of raw materials, which may be caused by:</p> <ul style="list-style-type: none">• Biodiversity loss• Climate change• Disruption of the water cycle• Geopolitical events• Increased competition	<ul style="list-style-type: none">• Diversification in sourcing• Development of supply chains, vertical integration, long-term investment in supply chains• Risk assessment, audits and projects to reduce social and environmental impacts
<p>Temporary production slowdowns or shutdowns in production, which may be caused by:</p> <ul style="list-style-type: none">• Water shortages and use conflicts• Hot weather	<ul style="list-style-type: none">• Diversification of production sites, business continuity plans• Optimization of water consumption• Investments to improve temperature control at sites
<p>Degradation of product quality and/or customer service, which may be caused by:</p> <ul style="list-style-type: none">• Temporary staff shortages• Loss of understandings and skills• Difficulty attracting or retaining talent	<ul style="list-style-type: none">• Managed use of temporary staff• Enhanced training, introduction of mentoring guides• Surveys and action plans to improve quality of life at work
<p>Damage to Robertet’s reputation, which may be caused by:</p> <ul style="list-style-type: none">• Violation of human rights or serious impact on the environment• Media controversy	<ul style="list-style-type: none">• Signatures of the Supplier Ethics Charter• CSR assessments of natural ingredient supply chains, site visits• CSR audits and certification of Robertet’s most strategic supply chains

OTHER DISCLOSURE REQUIREMENTS

There have been no material changes in the identification of impacts, risks or opportunities compared with the previous reporting period. Robertet has not identified any specific impacts, risks and opportunities not covered by the ESRS. However, the Group has defined strategic metrics that complement those required by the CSRD: see CSR targets in section SBM-1. These strategic metrics include carbon intensity and water intensity per metric ton of product sold, presented under ESRS E1 and E3 respectively. They also include metrics on the CSR certification of Robertet’s natural ingredient supply chains, which are presented under ESRS S2, S3 and E4.

04

IMPACT,
RISK AND
OPPORTUNITY
MANAGEMENTIRO-1 DESCRIPTION OF THE PROCESS TO IDENTIFY AND
ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

At the end of 2023 and beginning of 2024, Robertet carried out its double materiality assessment according to CSRD guidelines. The double materiality assessment process is summarized below.

**STEP 1
IDENTIFICATION OF RELEVANT
SUSTAINABILITY MATTERS**

Based on the ESRS, Robertet's CSR team collectively identified all the sustainability matters that were relevant to the Group's sector, geographies and specific activities. We reviewed the issues at stake, taking into account the entire value chain: upstream (Tier 1 suppliers and above, particularly in the natural ingredients supply chains), the Group's own operations, and downstream. In all, 24 issues were defined.

**STEP 2
IDENTIFICATION OF IMPACTS, RISKS
AND OPPORTUNITIES**

Through a series of workshops, the CSR team then listed the negative and positive impacts, as well as the risks and opportunities related to each issue identified. The team also listed the stakeholders affected by each issue, as well as the time horizons within which the impacts, risks and opportunities are likely to occur. Risks have been categorized by type, for example: regulatory, reputational, financial or operational.

STEP 3 ASSESSMENT OF IMPACTS, RISKS, AND OPPORTUNITIES

Robertet launched a consultation of its internal and external stakeholders to assess the materiality of the identified impacts, risks, and opportunities. IROs are assessed differently for impact materiality and for financial materiality:

Impact materiality

Participants noted:

- *The severity of actual or potential impacts, which takes into account (without rating these factors in a granular way) the scale, scope and irremediable character of these impacts. An impact scale from 1 to 4 (from "insignificant" to "very strong") was provided with examples.*
- *The likelihood of impacts, on a scale of 1 to 4 ("very low" to "very high") and over a time horizon of five years (medium term).*

The weighting of the severity and likelihood of impacts determines the impact materiality score.

Financial materiality

Participants noted:

- *The scale of the actual or potential financial impact of risks and opportunities. A financial impact scale from 1 to 4 was provided with a range of impacts from "insignificant" to "very strong" on EBITDA.*
- *The likelihood of impacts, on a scale of 1 to 4 ("very low" to "very high") and over a time horizon of five years (medium term).*

The weighting of the financial impact and its likelihood determines the financial materiality score.

For the consultation with its stakeholders, Robertet opted to administer assessment questionnaires. Some 60 employees were identified for the internal consultation and were selected to represent:

1. all the departments most concerned by sustainability matters (CSR, Purchasing, Production, Quality, Regulatory, Sales, Human Resources, R&D, Finance, Communication, etc.);
2. all Group divisions and geographies.

The scope of the assessment was customized for each department:

Impact materiality

- All departments noted the issues relating to human resources and governance.
- Only some of the relevant departments noted the environmental issues.
- The participation rate was satisfactory, with 84% of those surveyed taking part in the assessment of impact materiality.

Financial materiality

- Only the CSR, Sales and Finance departments assessed financial materiality.
- The participation rate was also satisfactory, with 89% of those surveyed taking part in the assessment of financial materiality.

For the consultation with its external stakeholders, Robertet identified key individuals from the following groups: directors, customers, suppliers, professional organizations, certification bodies and organizations, employee trade unions, and banking partners. External stakeholders only assessed impact materiality. The participation rate was lower, at 40%.

STEP 4 WEIGHTING AND FINAL ASSESSMENT

By adopting the "1 person = 1 vote" rule, there was unfortunately very little difference between the issues on a double materiality matrix, and many scores were "average" (2 or 3). The CSR team then decided to overweight its assessments, showing a clearer distinction in the materiality of issues. Three categories of issues were identified: strategic issues (highly material), material issues and non-material issues.

The final stage of the double materiality assessment was a workshop with members of the Group Leadership Team's CSR Committee. The purpose of the workshop was to present the assessment outcomes and reach agreement on the categories of issues, particularly issues assessed as non-material. In the end, 21 issues were deemed material, and three confirmed as non-material. These three issues had an average impact materiality score and an average financial materiality score equal to or less than 4 (out of a possible 16). These outcomes were presented to and approved by the Board of Directors' CSR Committee.

STEP 5 PRESENTATION OF FINAL RESULTS

● Own operations ● Supply chain ● Downstream

Materiality	Issue
STRATEGIC	● Climate change mitigation
	● Climate change adaptation
	● Water consumption
	● Impact on biodiversity
	● Respect for human rights
MATERIAL	● Occupational health and safety
	● Non-discrimination and fair treatment
	● Training and skills
	● Working conditions
	● Local communities
	● Health, safety and working conditions
	● Emissions and pollution
	● Resource use minimization
	● Waste management
	● Product safety
	● Health and well-being of end consumers
	● Business ethics
	● Fair partnerships with suppliers
	● Responsible lobbying

Three issues have been identified as non-material: pollution related to product market launches (downstream), impact on biodiversity (only for Robertet's own operations) and local communities (only for Robertet's own operations).

INTEGRATION OF IMPACTS, RISKS AND OPPORTUNITIES INTO THE COMPANY'S MANAGEMENT PROCESS

Risk management is carried out on two levels:

- Robertet's overall risk analysis, revised in 2023, assigns responsibility to Group Leadership Team members for the prevention and management of these risks. Some of these risks are sustainability risks. The action plans resulting from this risk analysis are updated annually in the Annual Financial Report.
- The assessment of sustainability-related impacts, risks and opportunities, revised at the end of 2023 for the CSRD double materiality assessment process, is integrated into Robertet's CSR strategy and under the responsibility of the CSR team. Actions taken to implement CSR strategy are updated annually in the Group's sustainability statement.

DOUBLE MATERIALITY UPDATES

Robertet used to conduct a "simple" materiality assessment that took into account the interests of its stakeholders and of the company. Therefore, the Group conducted a double materiality assessment for the first time between 2023 and 2024. An update to this assessment is planned every three to five years, through more targeted stakeholder consultations. From 2025 onwards, the CSR Committee will confirm once a year whether or not it is necessary to update the materiality assessment, based on organizational and regulatory changes (or any other external context) affecting the Group.

IRO-2 DISCLOSURE REQUIREMENTS IN ESRS COVERED BY THE UNDERTAKING'S SUSTAINABILITY STATEMENT

The table listing all disclosure requirements and their location in the sustainability statement is presented in Appendix 1 of this report.





02

ENVIRONMENTAL INFORMATION

ESRS E1 CLIMATE CHANGE

INTRODUCTION

The table below presents Robertet's main climate-related issues, and the most material impacts, risks and opportunities (IRO) associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Greenhouse gas emissions	Negative impact	Entire value chain	ST	Greenhouse gas emissions causing increased temperatures, a disrupted water cycle, biodiversity loss and more extreme weather events
Climate change adaptation	Risk	Upstream	ST	Disruption or interruption in the supply of natural raw materials due to the consequences of climate change
Climate change adaptation	Risk	Own operations	MT	Temporary shutdown of production sites due to climate change
Climate change mitigation	Risk	Own operations	MT	Increased costs associated with market transition to a low-carbon economy
Climate change mitigation	Risk	Own operations	MT	Market losses due to a preference for products with a lower carbon footprint
Climate change mitigation	Opportunity	Own operations	MT	Innovation and development of lower carbon processes and products

ST = short term, MT = medium term, LT = long term

ESRS 2 GOV-3 INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES

Governance

In 2023, Robertet decided to include CSR criteria in the variable compensation of the Group's management, to encourage managers to take non-financial performance into account in their activities. These CSR criteria apply to the annual and long-term variable compensation of the Chief Executive Officer (20% weighting in total variable compensation in both cases), as well as to the compensation of other Group Leadership Team members (10% weighting in annual variable compensation).

Carbon intensity, measured in Scope 1 and 2 emissions per metric ton sold, is one of the four CSR criteria included in variable compensation.

The variable compensation target is in line with the Group's 2030 goal to reduce Scope 1 and 2 carbon intensity by 60% from the 2020 baseline.

For more information on these CSR criteria, please refer to ESRS 2 GOV-3 in the introduction to the sustainability statement.

EI-1 - TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

Strategy

2024 is a transitional year for Robertet in terms of its climate change commitment and targets. In 2020, the Group set targets to reduce its Scope 1 and 2 emissions but did not set a target for Scope 3 or align targets with the limiting of global warming to 1.5°C.

Over the course of 2024, Robertet calculated its Group-wide carbon footprint for Scopes 1, 2 and 3 for the first time. It then used the tools from the Science-Based Targets initiative (SBTi) to determine what its new climate targets would be under the Net-Zero Standard in the short term (by 2033) and long term (by 2050), with 2023 as the base year. Under SBTi's Net-Zero Standard, near-term targets can be set for 5 to 10 years after the base year. Robertet decided on the maximum 10-year period and therefore does not have targets for 2030.

Based on these assumptions, Robertet organized several working groups with the main teams concerned (Purchasing, Operations and, to a lesser extent, Logistics) to collectively identify and define a list of projects and programs to help the Group achieve the targeted reductions.

Robertet plans to submit these new climate-related

targets to SBTi for validation in 2025. Until these targets are official and formally approved, Robertet continues to publicly disclose its previous targets, which are limited to Scopes 1 and 2.

Robertet worked on a decarbonization plan for Scope 1 and 2 and a separate decarbonization plan for Scope 3. For both plans, Robertet focused on pathways needed to achieve its short-term targets (for 2033).

These two decarbonization plans were presented to and approved by the CSR Committee of the Group Leadership Team, then by the CSR Committee of the Board of Directors.

Scope 1 and 2 decarbonization plan

Robertet has identified:

- Five projects to reduce Scope 1 emissions, collectively representing an estimated reduction of around 74,600 metric tons of CO₂ equivalent (tCO₂eq). These five projects primarily involve lowering demand at source and improving energy efficiency. Other projects are aimed at energy substitution (e.g., electrification) and, finally, vehicles operated by the company. These projects focus on the production sites with the highest emissions, both in absolute terms and in intensity, and cover Robertet SA (Grasse), Robertet USA, Robertet Bulgaria and Robertet Turkey.
- Two projects to reduce Scope 2 emissions, i.e., the purchase or production of electricity from renewable sources. Together, these two projects represent an estimated reduction of around 68,800 metric tons of CO₂eq. To date, nine subsidiaries have been identified as priorities to transition to renewable electricity, based on their electricity intensity and the nature of the local electricity mix.

An initial estimate of capital expenditure (CapEx), operating costs (OpEx) and carbon reductions has been determined for all these Scope 1 and 2 projects. These estimates will need to be adjusted as the plan is implemented. The CapEx plan is mainly based on current and past quotations and knowledge of internal experts. The plan was not designed to meet EU Taxonomy criteria, but the investments will be reviewed on this basis in the coming years.

Scope 3 decarbonization plan

Robertet has defined three complementary approaches to be implemented simultaneously to reduce its emissions from purchases:

- suppliers' commitment to decarbonization;
- technical and/or financial support for decarbonization projects covering upstream agriculture and/or upstream industry;

- continuous efforts to improve the overall accuracy of emission factors used and methodologies applied.

Other actions will also gradually be defined for the other Scope 3 categories, such as freight, product end of life and business travel.

Robertet has not yet estimated the cost of this Scope 3 decarbonization plan, but plans to do so once the Group has started its commitment process with an initial group of key suppliers and partners.

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To date, Robertet has not formally assessed the potential locked-in GHG emissions of its assets and products.

—

Robertet has not collected data on significant CapEx amounts invested in 2024 in coal, oil and gas-related economic activities.

—

Robertet is not excluded from the Paris-Aligned Benchmarks, as it derives no sales from coal, oil, gas or electricity production.

—

The decarbonization plan is integrated into the Group's overall business strategy in that its implementation is required and monitored by customers who also want to see a reduction in emissions from the specific products they buy from Robertet.

The CapEx associated with the decarbonization plan is based on estimates that the Group will adjust as the plan progresses. Nevertheless, these initial estimates are already planned to be incorporated into the Group's financial planning in order to anticipate any financing issues that may arise.

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The Scope 1, 2 and 3 decarbonization plans and Robertet's potential future climate targets, were submitted for discussion to and approved by the CSR Committees of the Group Leadership Team and the Board of Directors.

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These plans were defined in 2024 and finalized in early 2025; it is therefore too early to report on progress. However, as Robertet has already set targets for its Scope 1 and 2 emissions, several projects have already been implemented or are currently underway. These actions are described in section E1-3 of this ESRS.

ESRS 2 SBM-3 — MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Robertet has identified the following climate-related physical risks:

- climate change is accelerating the erosion of biodiversity and increasing the scarcity of certain natural resources purchased by Robertet to manufacture extracts;
- climate change is increasing the intensity and frequency of extreme weather events, leading to temporary shutdowns by Robertet's suppliers or in its own operations;
- global warming is altering the olfactory notes and quality of certain raw materials;
- climate change is disrupting the water cycle and increasing water scarcity, affecting our suppliers' production or Robertet's own production.

The Group has identified the following transition risks:

- the commitment of countries and markets to transition to a low-carbon economy can lead to higher fossil fuel costs, making production more expensive;
- the introduction of carbon taxes could also increase Robertet's production costs;
- Robertet can make investments in a low-carbon transition that are not profitable and/or have little value, thereby affecting the company's profitability;
- Robertet customers may eliminate the use of certain raw materials because of their high carbon footprint.

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Robertet has not formally assessed its climate change resilience but plans to do so, at least for its strategic natural supply chains, over the coming year.

However, the following points may be mentioned:

- For its supply chain, Robertet's strategy of diversifying the number of raw materials and natural supply chains, as well as its expertise in developing supply chains and supplier partnerships, reduces the risk of dependency on supply sources impacted by climate change.
- For its own operations, Robertet's strategy of diversifying its production sites, opting for a multitude of local sites located as close as possible to markets, also helps to reduce production risks (option of transferring certain activities from one site to another when a site is affected by climate change).

These factors mainly concern the physical risks of climate change.

With regard to transition risks, the following points can be highlighted:

- By defining decarbonization plans in 2024, the Group should be able to anticipate and prepare for potential regulations and/or taxes on carbon emissions.
- Robertet's Life Cycle Assessment (LCA) tool should make it possible to calculate more accurate carbon footprints of its products and identify reduction levers.

ESRS 2 IRO-1 - DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL CLIMATE-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Impact, risk and opportunity management

As part of its double materiality assessment, three climate change issues were identified and submitted to the Group's stakeholders for review and analysis:

- climate change mitigation in the supply chain
- climate change mitigation in own operations
- adapting to climate change across the value chain

These three issues were assessed as being highly material, and therefore strategic, for the company.

Some 50 internal stakeholders (Group employees) took part in this assessment, as well as around 15 external stakeholders, including customers, suppliers, directors and other strategic Group partners. Once these issues were identified, Robertet carried out a more detailed internal analysis of the climate-related impacts, risks and opportunities, that was more granular than the double materiality assessment. This analysis was based on:

- the Scope 1, 2 and 3 carbon footprint assessment for 2023, which identified the main sources of emissions, and
- a number of product carbon footprints for a few strategic natural ingredients, which identified the breakdown in emissions over the life cycle of these products.

Robertet's greenhouse gas emissions contribute to the following main impacts:

- global warming
- disruption of the water cycle (floods/droughts)
- social impact of heatwaves and other extreme weather events
- decline in biodiversity and ecosystems
- disrupted agricultural yields, reduced plant resilience.

Main climate-related physical risks:

- climate change is accelerating the erosion of biodiversity and increasing the scarcity of certain natural resources purchased by Robertet to manufacture extracts;
- climate change is increasing the intensity and frequency of extreme weather events, leading to temporary shutdowns by Robertet's suppliers or in its own operations;
- global warming is altering the olfactory notes and quality of certain raw materials;
- climate change is disrupting the water cycle and increasing water scarcity, affecting our suppliers' production or Robertet's own production.

These physical risks have not been assessed in more detail, according to different climate scenarios and time horizons. Nor has Robertet carried out a more granular analysis of these risks, i.e., identifying the assets, sites, suppliers or products that would be more or less affected or exposed to climate risks. In principle, the Raw Materials Division would be the most exposed as it is directly responsible for sourcing and manufacturing natural extracts, while the Fragrances and Flavors divisions could, in theory, better adapt to shortages or changes in quality by adjusting their palette of ingredients.

Main climate-related transition risks:

- the commitment of countries and markets to transition to a low-carbon economy can lead to higher fossil fuel costs, making production more expensive;
- the introduction of carbon taxes could also increase Robertet's production costs;
- Robertet can make investments in a low-carbon transition that are not profitable and/or have little value, thereby affecting the company's profitability;
- Robertet customers may eliminate the use of certain raw materials because of their high carbon footprint.

Main climate-related opportunities:

- implementing energy efficiency or renewable energy projects can generate long-term savings on energy costs;
- the effective decarbonization of the Group's operations, and its impact on product decarbonization, can strengthen business relationships with Robertet customers looking for low-carbon products;
- some customers may also wish to co-finance or contribute to carbon reduction projects, again leading to closer relationships and mutual benefits;
- good emissions reduction performance can facilitate access to external financing and/or improve access to capital;

- the commitment to decarbonizing the Group's products can foster innovation and the development of new, lower-carbon products.

These transition risks and opportunities have not been assessed in more detail, according to different climate scenarios and time horizons. Nor has Robertet carried out a more granular analysis of these risks and opportunities, i.e., identifying the assets, sites, suppliers or products that would be more or less affected or exposed to these risks and opportunities.

In principle, the Raw Materials Division would be the most exposed to both transition risks and opportunities, as it is directly responsible for sourcing and manufacturing natural extracts. The Fragrances and Flavors divisions, whose products are compositions made up of a multitude of ingredients, would theoretically be less affected by risks or opportunities relating to a specific natural ingredient, due to the "dilution" effect.

EI-2 - POLICIES RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

With regard to its own operations, Robertet applies the following general sustainability policies:

- the Group Ethics Charter, which outlines the management of the Group's consumption and emissions, and the implementation of good agricultural practices;
- the United Nations Global Compact, which urges companies to encourage the use of environmentally friendly technologies;
- the IFRA-IOFI Sustainability Charter, which engages signatories to help mitigate climate change and reduce the environmental footprint of products.

With regard to its supply chain, the Group applies the following policies to its suppliers:

- the Supplier Ethics Charter, which encourages suppliers to minimize their environmental impact and adopt good agricultural practices;
- the Responsible Purchasing Policy, which stipulates that suppliers must:

** seek to understand the environment in which they operate to limit their impact on biodiversity;*

** seek to reduce the impact of their activities on the environment, and more specifically their carbon footprint;*

** not engage in deforestation and land conversion activities and, where relevant, seek*

certification such as RSPO, FSC and PEFC, as forests are important carbon sinks;

** improve their integrated pest management or agroecology practices, reducing the use of crop protection products;*

** commit to a decarbonization process and work hand-in-hand with their own value chain to collectively reduce their environmental impact.*

The above-mentioned policies apply to the entire Group and have been signed by Executive Management. The Responsible Purchasing Policy is also co-signed by the Purchasing Department.

Lastly, Robertet's CSR strategy, which is monitored and supervised by the Group's CSR Committees (see ESRS 2 GOV-I), includes a commitment relevant to this ESRS: commitment 4 aimed at stepping up climate change mitigation and adaptation endeavors. This strategy and its related targets are presented in ESRS 2 SBM-I. Most of Robertet's current strategic work is focused on climate change mitigation. In the medium term, Robertet also plans to define an approach for climate change adaptation.

EI-3 - ACTIONS AND RESOURCES IN RELATION TO CLIMATE CHANGE POLICIES

The Group's climate-related actions can be divided into two groups: actions to reduce Scope 1 and 2 emissions, which mainly cover actions within the Group's operating scope, and actions to reduce Scope 3 emissions, which mainly (but not exclusively) concern the supply chain.

Scope 1 and 2 actions

As previously mentioned, in 2024 Robertet initiated workshops with its internal teams to develop a Scope 1 and 2 decarbonization plan, which is presented above. This plan includes projects that will be carried out over the next decade (2024-2033). Listed below are the actions that have recently been deployed or were already being deployed in 2024.

1. Reducing energy requirements and enhancing energy efficiency

Every year, investments are made to reduce energy consumption at source and optimize its use.

- Robertet Turkey: in 2023, the subsidiary completed the thermal insulation of industrial tools to reduce energy losses and gas consumption. Improvements to the insulation of one building (walls and roof) in 2024 will enhance the thermal comfort of employees and

reduce energy losses. The subsidiary has also invested in a new heat pump in its administrative offices, to replace an old coal and wood fired boiler. This heat pump is expected to reduce the office's energy requirements, as well as the resulting emissions.

- Robertet SA (Grasse): in 2024, insulating blankets were installed on pipe fittings (e.g., valves, traps, taps, ducts) to reduce heat loss and consumption of gas and water. They were installed at both production sites in Grasse, Sidi Brahim and Le Plan. These accessories also protect workers from burns caused by these hot components. The carbon reduction is estimated at 1,000 metric tons of CO₂eq over ten years.

2. Purchase and/or production of electricity from renewable sources

- Robertet Brazil: 100% of the electricity used by our plant in Brazil comes from renewable sources. The subsidiary changed its electricity contract in September 2024. This renewable electricity should enable Robertet Brazil to reduce its carbon emissions by around 40 metric tons of CO₂ per year.
- Robertet USA: the subsidiary has had solar panels on its buildings for several years. In 2024, these panels enabled the company to generate 7% of its total electricity consumption. In 2024, Robertet

USA also decided to switch all its remaining electricity consumption at its two production sites to a renewable electricity contract. This reduced consumption by around 3,700 metric tons of CO₂eq for the year.

- Robertet India and Robertet Bulgaria: these two subsidiaries developed renewable electricity generation projects over 2024, which are scheduled to launch in early 2025. For India, the planned solar panels are expected to reduce the subsidiary's carbon emissions by around 22 metric tons of CO₂eq per year. In Bulgaria, solar panels are expected to cover around one-third of the site's electricity needs.

Scope 3 actions

As previously mentioned, in 2024 Robertet initiated workshops with its internal teams to develop a Scope 3 decarbonization plan, which is presented above. This plan includes projects that will be carried out over the next decade (2024-2033). Listed below are the actions that have recently been deployed or were already being deployed in 2024.

1. Reduction initiatives related to purchasing

The vast majority of Robertet's Scope 3 emissions are from purchased goods and services, in particular raw materials.

- Evaluation questionnaires for suppliers and natural raw materials: Robertet has been measuring the CSR performance of its suppliers and natural raw materials for several years. In 2024, as the culmination of two years of R&D, Robertet transitioned this evaluation system to a digital platform to facilitate the coordination, processing and analysis of these questionnaires. Both questionnaires cover climate-related issues such as energy optimization, renewable electricity production, good farming practices, use of inputs, soil conservation practices and obtainment of environmental certifications. The 2025 questionnaires will add questions to better understand the climate commitments of Robertet's natural ingredient suppliers and to collect more carbon emission data on their products.
- Robertet has long been involved in agroecology, agroforestry and reforestation projects, but their contribution to carbon reduction has not yet been measured. However, the following examples are worth mentioning:

** Replanting of ylang-ylang seedlings every year in Madagascar and reforestation of 32 hectares of land.*

** Experimental project using cover crops in the rose industry in Turkey to reduce the use of inputs.*

** Carbon sequestration project developed in 2024 for the rose industry in Bulgaria, launched in December 2024.*

2. Reduction initiatives for other Scope 3 categories

- Robertet Bulgaria: in 2024, the subsidiary invested in a hybrid car for employee travel (vehicle shared by several people).
- Robertet SA (Grasse): for several years now, electric cars have been the preferred choice for company cars, as well as vehicles used for travel within or between sites.
- Robertet Turkey: the subsidiary implemented several projects in 2024, such as choosing an alcohol supplier closer to its production site to limit distances and therefore the resulting carbon emissions from transport.



E1-4 - TARGETS RELATED TO CLIMATE CHANGE MITIGATION AND ADAPTATION

Metrics and targets

In 2020, Robertet set the following climate-related targets:

- Reduce the Group's total Scope 1 and 2 emissions by 25% by 2030 and by 42% by 2040;
- Reduce its carbon intensity by 60% (Scope 1 and 2 emissions per metric ton of product sold) by 2030.

In both cases, the base year is 2020, and these targets cover the entire Group, according to the scope defined in ESRS 2. No type of greenhouse gas (GHG) emission

has been excluded. These targets do not include carbon removals, carbon credits and avoided emissions. No scientific methods, such as the Science-Based Targets initiative (SBTi), were used.

In 2024, the Group worked on redefining its climate-related targets, with the aim of aligning them with the SBTi's Net-Zero Standard and limiting global warming to 1.5°C. Robertet plans to submit these new climate-related targets for validation in 2025. Once they are approved and official, Robertet will disclose these targets, which cover Scopes 1, 2 and 3. Until then, its existing targets remain in force.

The Robertet Group's current 2030 climate targets cover Scope 1 and 2 emissions taken together, not separately.

Performance compared with the Robertet Group's climate-related targets

	2020 (base year)	2024	2030 (target)	Change 2020-2024	Target (as a %)
Total Scope 1 and 2 emissions	21,895 tCO ₂ eq	19,422 tCO₂eq	16,421 tCO ₂ eq	-11.3%	-25%
• o/w Scope 1	16,123 tCO ₂ eq	16,613 tCO₂eq		+3%	
• o/w Scope 2	5,772 tCO ₂ eq	2,808 tCO₂eq		-51.4%	
Carbon intensity (Scope 1 and 2 emissions per metric ton of product sold)	0.82 tCO ₂ eq/t	0.54 tCO₂eq/t	0.33 tCO ₂ eq/t	-34.1%	-60%

Scope 1 and 2 emissions above have been calculated according to GHG Protocol rules. To calculate carbon intensity, Scope 1 and 2 emissions are divided by metric tons of production sold over the year. Production sold is the sum of all sales, in metric tons, reported by the Group's production subsidiaries, except for Robertet SA, which reports its manufactured production. Sales by commercial subsidiaries are excluded, since they do not manufacture and their sales are already reported by production subsidiaries. Robertet manages its climate performance based on carbon intensity expressed in metric tons sold, rather than per euro of sales. As a manufacturing company, it seems more relevant to monitor and reduce production-related emissions.

The 2024 results presented in the table above are encouraging, with an 11.4% reduction in absolute Scope 1 and 2 emissions from 2020, despite the Group's growth¹. The carbon intensity pathway is also positive.

Most reductions were in Scope 2 emissions, thanks to Robertet USA's switch to 100% electricity from renewable sources.

Robertet's decarbonization plan is presented in section E1-1. Initial estimates were determined for carbon reductions associated with project groupings, for Scope 1 and Scope 2. As the Group adjusts these estimates project by project, more detailed information will be provided in future sustainability statements.

The decarbonization plan was based on the commitment to meet climate-related targets aligned with the limiting of global warming to 1.5°C, but the plan itself was not modeled on several global warming scenarios.

¹ It should be noted that the sustainability reporting scope excludes Sonarome and Aroma Esencial, which were acquired in 2023. However, the Group reported organic growth over the period.

E1-5 - ENERGY CONSUMPTION AND MIX

Energy consumption

	2022	2023	2024
1. Fuel consumption from coal and coal products	2,584 MWh	2,842 MWh	2,147 MWh
2. Fuel consumption from crude oil and petroleum products	4,077 MWh	4,690 MWh	3,392 MWh
3. Fuel consumption from natural gas	59,607 MWh	59,838 MWh	58,269 MWh
4. Fuel consumption from other fossil sources	0	0	0
5. Consumption of purchased electricity from fossil sources	32,157 MWh	32,819 MWh	24,531 MWh
6. Fossil energy consumption (calculated as the sum of lines 1 to 5)	98,425 MWh	100,189 MWh	88,339 MWh
Share of fossil sources in total energy consumption	97%	96%	91%
7. Consumption from nuclear sources	Not available	Not available	Not available
Share of consumption from nuclear sources in total energy consumption	Not available	Not available	Not available
8. Fuel consumption from renewable sources	1 MWh	1 MWh	0 MWh
9. Consumption of purchased electricity from renewable sources	3,017 MWh	4,121 MWh	8,324 MWh
10. Consumption of self-generated renewable energy	Not available	Not available	565 MWh
11. Total renewable energy consumption (calculated as the sum of lines 8 to 10)	3,018 MWh	4,122 MWh	8,889 MWh
Share of renewable sources in total energy consumption	3%	4%	9%
Total energy consumption (calculated as the sum of lines 6, 7, and 11)	101,443 MWh	104,311 MWh	97,228 MWh

Energy consumption data is all final consumption data, in MWh LHV (Lower Heating Value). Robertet does not use fuels other than for energy purposes.

Energy consumption data is all primary data, taken from bills or meter readings. At some commercial

subsidiaries, energy consumption for 2024 was estimated based on 2023 data and the number of employees. In any case, the energy consumption of these commercial subsidiaries is insignificant compared with the energy consumption of production subsidiaries.

Fuel consumption from crude oil and petroleum products includes consumption of diesel, gasoline, fuel oil and propane.

In 2024, Robertet was unable to separate out the share of renewable, fossil and nuclear sources in its “conventional” electricity consumption. All electricity consumption has therefore been categorized as coming from “fossil sources”. Only renewable electricity consumption linked to purchase agreements or to production has been categorized as coming from “renewable sources”.

Energy intensity

	2022	2023	2024
Total energy consumption per thousand euros of sales	0.14 MWh/€1,000	0.14 MWh/€1,000	0.12 MWh/€1,000

Net income corresponds to consolidated sales as presented in the annual financial report, less the sales of the Sonarome, Robertet Africa and Aroma Esencial entities, which were excluded from the sustainability reporting scope. All of Robertet’s sales and energy consumption are classified as belonging to a “high climate impact sector”, as all of Robertet’s activities can be associated with manufacturing.



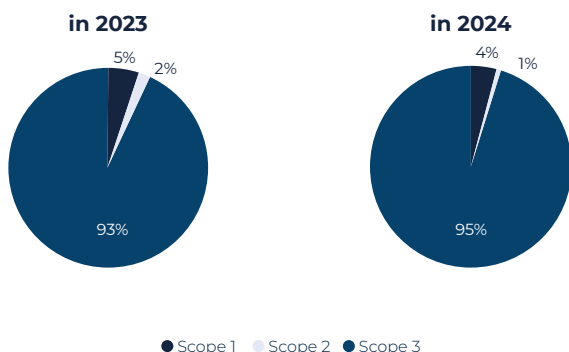
EI-6 - GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS

Greenhouse gas emissions	2020 (base year)	2023	2024	2030 (target)
Total Scope 1 and 2 emissions	21,895 tCO₂eq	24,019* tCO₂eq	19,422 tCO₂eq	16,421 tCO₂eq
Scope 1 emissions	16,123 tCO ₂ eq	17,572* tCO ₂ eq	16,613 tCO ₂ eq	
Scope 2 emissions (location-based)	Not available	Not available	7,923 tCO ₂ eq	
Scope 2 emissions (market-based)	5,772 tCO ₂ eq	6,447* tCO ₂ eq	2,808 tCO ₂ eq	
Total Scope 3 emissions	Not available	344,700 tCO₂eq	389,078 tCO₂eq	Currently being defined²
Category 1 Purchased goods and services		280,997 tCO ₂ eq	330,267 tCO ₂ eq	
Category 2 Capital goods		6,375 tCO ₂ eq	3,180 tCO ₂ eq	
Category 3 Fuel and energy-related activities not included in Scope 1 or Scope 2		Not applicable	Not applicable	
Category 4 Upstream transportation and distribution		14,581 tCO ₂ eq	13,031 tCO ₂ eq	
Category 5 Waste generated in operations		4,985 tCO ₂ eq	2,496 tCO ₂ eq	
Category 6 Business travel		2,194 tCO ₂ eq	2,750 tCO ₂ eq	
Category 7 Employee commuting		2,085 tCO ₂ eq	2,398 tCO ₂ eq	
Category 8 Upstream leased assets		Not applicable	Not applicable	
Category 9 Downstream transportation		16,688 tCO ₂ eq	13,044 tCO ₂ eq	
Category 10 Processing of sold products		Not available	Not available	
Category 11 Use of sold products		Not available	Not available	
Category 12 End-of-life treatment of sold products		14,625 tCO ₂ eq	19,860 tCO ₂ eq	
Category 13 Downstream leased assets		Not applicable	Not applicable	
Category 14 Franchises		Not applicable	Not applicable	
Category 15 Investments		2,171 tCO ₂ eq	2,052 tCO ₂ eq	
Total emissions (Scopes 1, 2 and 3)		368,720 tCO₂eq	408,500 tCO₂eq	
Total location-based emissions		Not available	413,614 tCO ₂ eq	
Total market-based emissions		368,720 tCO ₂ eq	408,500 tCO ₂ eq	

² Robertet has set targets for its Scope 1 and 2 emissions, but has not yet set targets for its Scope 3 emissions. This work is ongoing, and the Group aims to apply for SBTi validation in 2025. Once official, Robertet will be able to disclose its new Scope 1, 2 and 3 targets next year.

* Scope 1 and 2 data for 2023 was recalculated after publication of the 2023 CSR Report, following the updating of some emission factors. The data presented here therefore differs slightly from previously reported data.

Breakdown of greenhouse gas emissions



Results

Several key lessons can be drawn from the data presented in the tables and graphs above:

- The 10.8% increase in absolute Scope 1, 2 and 3 emissions between 2023 and 2024 is broadly consistent with the increase in Group sales;
- However, changes within the Scopes show two different trends. Absolute Scope 1 and 2 emissions, under Robertet's direct responsibility and control, decreased by 19% compared to 2023, and for the first time fell below the threshold of amounts emitted in 2020, even though the Group's business grew. Most of this decrease is due to the Robertet USA subsidiary's switch to 100% renewable electricity.
- Scope 3 emissions rose 12.9% from 2023. As with all companies, these emissions are more difficult to control, as they are outside Robertet's operational scope. Defining a decarbonization plan for Scope 3 in 2024/2025 should initiate a move downwards, but the reduction will undeniably take time to implement, due to the type of suppliers (numerous SMEs), their location and the Group's fragmented purchasing (over 1,600 different natural raw materials).
- Furthermore, although this change is consistent with the increase in sales, it is important to remember that emissions data for Category 1 Purchased goods and services, which account for the vast majority of Scope 3 emissions, face two major challenges:

** On the one hand, fluctuations in the amounts and types of purchases made from one year to the next, which can significantly affect emissions. Robertet buys a wide variety of natural ingredients, for which harvests may be good or bad depending on the year. Furthermore, the emission factors available show wide disparities, with variations of over a factor of 1,000 within a single category (e.g., essential oils).*

** On the other hand, a very limited number of emission factors and therefore a high degree of uncertainty for most emission factors used, often based on estimates or comparisons with other product categories.*

Methodology notes

Robertet carried out a carbon footprint assessment for Scopes 1, 2 and 3 in line with the GHG Protocol. All types of greenhouse gas emissions were taken into account. The scope of the carbon footprint is equivalent to the sustainability reporting scope, i.e., all of the Group's consolidated subsidiaries, including Hitex (100% of its carbon emissions were included even though it is only 50%-owned), but excluding the subsidiaries Sonarome, Aroma Esencial and Robertet Africa.

Robertet produces no biogenic emissions from biomass combustion. In 2024, Robertet did not remove any carbon emissions or purchase any carbon credits.

Scope 1

Robertet's Scope 1 emissions include direct emissions from stationary sources (e.g., gas and coal consumption) and mobile sources (e.g., petrol and diesel), as well as direct fugitive emissions (e.g., refrigerants).

Robertet does not have any Scope 1 emissions from regulated emission trading schemes.

Emission factors for Scope 1 categories are mainly based on ADEME's Base Empreinte database, as well as specific documentation relating to refrigerants.

Scope 2

Historically, Robertet calculated Scope 2 emissions by applying the emission factor for each country's energy mix and using an emission factor specific to renewable electricity for the production or purchase of any renewable electricity.

For the distinction between market-based and location-based Scope 2 emissions for 2024, Robertet proceeded as follows:

- for location-based emissions, the calculation was made using only emissions based on the energy mix, without taking into account the production or purchase of renewable electricity;
- for market-based emissions, as Robertet was unable to collect emission factors from the specific electricity suppliers of each subsidiary (except for Robertet SA's electricity contract for its Grasse sites), the historical methodology was applied, i.e., the countries' energy mix, but taking into account the production or purchase of renewable electricity.

Scope 2 emission factors mainly come from ADEME's Base Empreinte database.

Scope 3

Category 1: Purchased goods and services

- For purchases of natural raw materials, volumes purchased (in kg) were collected from all subsidiaries within the reporting scope. An emission factor was then applied to these purchases according to one of several scenarios:

** A specific emission factor is available in the Agribalyse or Ecolnvent databases;*

** A specific emission factor is provided by a customer, supplier or other external source, calculated using a methodology deemed robust by Robertet because it is aligned with international standards;*

** No specific emission factor exists, but one can be estimated from existing specific emission factors for the original biomass (e.g., a rose), yield information, and emission factors for processes (e.g., hydrodistillation);*

** No specific emission factor exists, and one cannot be estimated from an existing emission factor for the biomass or the process, in which case another emission factor is applied as a comparison based on the extraction process used and the type of ingredient grouped by family (fruit, flowers, wood, etc.);*

** For processed raw materials purchased, a general "oil" emission factor is applied if no close emission factor is available.*

In total, Robertet uses 287 emission factors for its purchased natural ingredients.

- For purchases of synthetic raw materials, volumes purchased (in kg) were collected from subsidiaries included in the reporting scope. Emission factors were applied according to one of several scenarios:

** A specific emission factor is available in the Agribalyse or Ecolnvent databases;*

** No specific emission factor exists, in which case the emission factor for the closest chemical family is applied (e.g., ester, ketone, aldehyde, etc.);*

** If no close emission factor is available, the general emission factor for "inorganic base" or "organic chemical ingredient" is used.*

In total, Robertet uses 29 emission factors for its purchased synthetic ingredients.

- For packaging purchases, the weight (in kg) is collected and a specific emission factor is applied based on the type of packaging materials (e.g., plastics, metals, glass, cardboard, wood, etc.).

- For other purchased goods and services, the value (in euros) is determined with the Finance Department and a relevant emission factor is applied.

The sources of emission factors for all Scope 3 Category 1 emissions are: Agribalyse, Ecoinvent, Base Empreinte (ADEME) as well as emission factors calculated for Robertet by third-party consulting firms.

Category 2: Capital goods

This category includes emissions from assets such as buildings, parking lots, industrial machinery, IT equipment and furniture. Data used is expressed either in monetary value or in volume.

Category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)

This category was not deemed applicable, as all relevant emissions are included in Scopes 1 and 2.

Category 4: Upstream transportation and distribution

This category includes emissions from upstream transportation, i.e., between suppliers and Group subsidiaries. This primary data (in volume and distance) is collected from each subsidiary. Emissions are broken down by transport mode (air, road, sea, etc.) and emission factors applied to metric tons transported and distance traveled (tkm). In 2024, some of the data on the transport of packaging and consumables purchased by Robertet SA was not available. Only the unit was available, and not the weight of purchases transported. Estimates were made for some packaging, but the remaining packaging and consumables (without their corresponding weight) were not counted. These emissions are not deemed material, as their contribution to the Group's carbon footprint is estimated at less than 1%.

Category 5: Waste generated in operations

This category includes emissions from waste generated by the Group's production processes. Data is collected on volume (metric tons) generated by each Group subsidiary, and a specific emission factor is applied based on the type and end-of-life process of the material (recycling, incineration, composting, etc.).

Category 6: Business travel

This category estimates emissions from transportation by Group employees for business-related activities. A specific emission factor is applied according to the type of transport used (plane, train, car, etc.) and the number of kilometers traveled.

Category 7: Employee commuting

This category estimates emissions from employee commuting, using assumptions about the number of kilometers traveled and the types of transport

used (e.g., car, public transport, etc.). This data is not recalculated each year and is based on the companies' most recent mobility plans. Variations are considered non-material (representing less than 1% of the Group's carbon footprint) given the low turnover rate of certain subsidiaries. For Robertet SA (Grasse), emissions from visitors to the two production sites are also included. In 2024, these emissions were estimated based on an extraction of actual data for the first quarter of 2024, then extrapolated to the rest of the year. Robertet SA, as head office, is the subsidiary that receives the most visitors; emissions linked to visits to other subsidiaries are deemed low and non-material.

Category 8: Upstream leased assets

Robertet had no upstream leased assets in 2024. This category is therefore not applicable.

Category 9: Downstream transportation

This category includes emissions from downstream transportation, i.e., the distribution of finished goods to customers, and internal transportation emissions between Robertet Group subsidiaries. This data is collected from each subsidiary. Emissions are broken down by transport mode (air, road, sea, etc.) and emission factors applied to metric tons transported and distance traveled (tkm). Emissions in this category are reported once to avoid double counting between subsidiaries: transport between two Group subsidiaries is considered only in the carbon footprint of the subsidiary that buys or receives the product.

Category 10: Processing of sold products

Robertet's products, whether natural ingredients, fragrances or flavors, are incorporated as ingredients in a multitude of products: various food products (beverages, dairy products, ready-made meals, food supplements, etc.), hygiene products, fine fragrances,

cosmetics, candles, and so on. Robertet does not track the precise use of its products in its customers' products and therefore cannot estimate the emissions from the way in which they are processed in its downstream value chain.

Category 11: Use of sold products

The issue here is the same as for category 10. Robertet cannot currently measure the emissions from the use of its products.

Category 12: End-of-life treatment of sold products

For this category, even though Robertet has no influence and therefore only indirect responsibility for the finished goods in which its ingredients, fragrances or flavors are incorporated, the Group has estimated the emissions from the end of life of its products. These emissions come from both the container (finished product packaging) and the contents of these finished goods. This estimate is made at Group level, based on the sales of each division. An average emission factor has been estimated for each division (Fragrances, Flavors, Raw Materials and Health & Beauty) based on the range of products sold by the division's customers. Assumptions are used to estimate the breakdown of sales by product sub-category, the type of packaging used for finished goods, and the share of losses (leftover or unused products thrown away by consumers and end-users).

Category 13: Downstream leased assets

Robertet had no downstream leased assets in 2024. This category is therefore not applicable.

Category 14: Franchises

Robertet does not operate franchises. This category is therefore not applicable.

Carbon intensity

	2023	2024
Total location-based emissions (Scopes 1, 2 and 3) per thousand euros of net income	Not available	0.5 tCO₂eq/€1,000
Total market-based emissions (Scopes 1, 2 and 3) per thousand euros of net income	0.5 tCO ₂ eq/€1,000	0.5 tCO₂eq/€1,000
Total location-based emissions (Scopes 1, 2 and 3) per metric ton of product sold	Not available	11.5 tCO₂eq/t
Total market-based emissions (Scopes 1, 2 and 3) per metric ton of product sold	10.6 tCO ₂ eq/t	11.3 tCO₂eq/t

Category 15: Investments

In this category, Robertet estimated the Scope 1 and 2 emissions of its joint ventures: BNS, Serei No Nengone, Fragrant Garden, Sambuka and Finca Carasquilla. No estimate was determined for the Taif Rose Company for Perfume joint venture, as it was not yet operational at the end of December 2024. For the five active joint ventures in 2024, Robertet has estimated emissions based on the Scope 1 and 2 carbon intensity of its subsidiary Robertet Bulgaria, the 2023 headcount of each joint venture, and the percentage of capital held by the Group. The carbon intensity of the Robertet Bulgaria subsidiary is considered relevant because this subsidiary is a natural raw material extraction site, which is also the main activity of the five joint ventures mentioned above. These five joint ventures supply natural raw materials to the Group, and the emissions from these purchases are included in Scope 3, Category 1 of Robertet's carbon footprint.

Results

The 6.6% increase in carbon intensity (Scope 1, 2 and 3 emissions divided by production sold) is mainly due to the increase in Scope 3 category 1 emissions (purchases), which are decoupled from all the emission reduction efforts made in production (see table in section E1-4). As explained above, Scope 3 category 1 emissions undergo significant fluctuations due to the amounts and types of purchases made, as well as changes in emission factors.

Methodology notes

Net income corresponds to consolidated sales as presented in the annual financial report, less the sales of the Sonarome, Robertet Africa and Aroma Esencial entities, which were excluded from the sustainability reporting scope. Production sold corresponds to the total volume of products sold by Robertet (same scope as above), less all sales between subsidiaries, during the year. All of Robertet's carbon emissions, production sold and sales are classified as belonging to a "high climate impact sector", as all of Robertet's activities can be associated with manufacturing.

EI-7 - GHG REMOVALS AND GHG MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

To date, Robertet has not measured GHG removal and storage resulting from its projects within its supply chain. These include agroecology projects (to sequester more carbon in the soil), agroforestry projects (to sequester more carbon in trees) and reforestation projects.

Nor has Robertet measured emission reductions or removals resulting from projects outside its value chain. It is worth noting that, to date, the Group has not purchased any carbon credits.

In 2024, Robertet defined a decarbonization plan for Scopes 1, 2 and 3. Focus was solely on identifying GHG reduction projects. Once this plan has been set and its implementation initiated, Robertet will begin to identify opportunities for removing carbon emissions in its value chain.

EI-8 - INTERNAL CARBON PRICING

Robertet does not apply internal carbon pricing schemes.

EI-9 - ANTICIPATED FINANCIAL EFFECTS FROM MATERIAL PHYSICAL AND TRANSITION RISKS AND POTENTIAL CLIMATE-RELATED OPPORTUNITIES

Robertet has not estimated the financial effects of material climate change-related risks and opportunities.



ESRS E2 POLLUTION

INTRODUCTION

The table below presents Robertet's main pollution-related issues, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Pollution of air, water and soil	Negative impact	Own operations	ST	Polluting effluents and air emissions inherent to production activities
Pollution of air, water and soil	Risk	Own operations	ST	Fines, penalties, temporary shutdowns and damage to reputation in the event of serious events causing accidental pollution
Pollution of air, water and soil	Opportunity	Own operations	ST	Innovation and development of less polluting processes and products

ST = short term, MT = medium term, LT = long term

ESRS 2 IRO-1 - DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Impact, risk and opportunity management

Robertet's double materiality assessment identified air, water and soil pollution as material issues for its own operations. Pollution in its upstream value chain was not assessed in the consultation with internal and external stakeholders, as this issue was predefined as non-material, especially compared to other issues such as climate, water, biodiversity and human rights. Pollution in its downstream value chain was assessed and categorized as non-material. Given the number and amounts of substances of concern used by the Group, the company's risks relating to any restrictions on these substances have been estimated to be low.

A stakeholder consultation on air, water and soil pollution for our own operations was initiated, but no representatives from communities located near the Group's production sites were interviewed. The consultation process was conducted with directors, banks, customers, suppliers and audit and certification bodies, but did not include the communities affected by our direct operations.

Location of pollution

All Group production sites are affected by air, water and soil pollution. However natural ingredient extraction sites are more exposed to these issues, since they use solvents in most extraction processes. These solvents can emit volatile organic compounds (VOCs) into the air, and traces of them can be found in effluents.

Robertet's natural ingredient extraction sites are currently located in Grasse (two production sites) and in Turkey, Bulgaria and South Africa. The sites of the Robertet Bio, Hitex and Bionov subsidiaries, all three located in France, are also considered extraction sites. These sites all use a variety of extraction techniques and processes to transform natural ingredients.

Generally speaking, blending sites generate less air, water and soil pollution than extraction sites.

Extraction and blending sites are likely to use (and therefore generate) very small proportions of substances of very high concern.

Finally, the exposure of commercial subsidiaries to pollution is insignificant, as they are service oriented and consist solely of offices.

Evaluation of dependencies and impacts

Robertet has not found its production activities to have any major pollution-related dependencies.

Dependencies relating to water discharge mainly involve the operation of wastewater treatment plants at the production subsidiaries equipped with them (namely Robertet SA [Grasse], Robertet Brazil, Robertet Argentina, Robertet China and Robertet India).

The Group has nevertheless identified two main pollution-related impacts:

- emissions into the air, water and soil, and to a lesser extent,
- odor and noise pollution.

These two impacts have a high probability, as they do occur, but their severity is deemed low for odor and noise pollution, and moderate for emissions into the air, water and soil, which are generally well regulated (and therefore maintained below certain safety thresholds) in most of the countries where the Group operates.

For more information on the nature of these impacts:

- air discharges are formed as a result of physical and chemical reactions involving sulfur dioxide (SO_x), nitrogen oxides (NO_x) or volatile organic compounds (VOCs). VOCs may result from the use of solvents in extraction processes;
- emissions to water may contain pollutants and therefore need to be pre-treated before being discharged into local sewer systems.

The Group does not generally discharge any emissions into soil, except at certain sites where water is collected in basins near the facility.

The Group has not, to date, identified microplastics to be a material issue. Robertet does not deliberately introduce microplastics into its products or manufacturing processes.

Assessing risks and opportunities

Robertet has identified two major risks relating to air, water and soil pollution:

- an industrial incident could lead to a spill or uncontrolled emissions, resulting in a fine, temporary shutdown of production, or damage to the Group's reputation;
- chronic (i.e., not the result of an accident) excessive levels of contaminants in water, air or soil could lead to sanctions or even an operational ban.

There is also a more moderate risk associated with using substances of concern and of very high concern. If these substances were banned, the Group would have to adjust its purchases and substitute or reformulate its products, leading to production efficiency losses.

One main opportunity has been identified relating to pollution: the development of less polluting extraction technologies or processes (such as CleanRScent technology developed by Robertet) which could provide customers with valuable innovations, broaden the range of natural ingredients offered by the Group, and thus generate sales.

Preparing and reporting results

As mentioned above, pollution and disturbances are generally strictly regulated in the countries where Robertet operates, and the risks of incidents or pollution exceeding regulatory thresholds have a low probability of occurrence. However, if they do occur, it could have a significant impact on the company, both in terms of potential sanctions and production shutdowns that could ensue. Importance is generally therefore perceived as medium.

As mentioned above, natural ingredient extraction sites, and particularly facilities using solvents in their extraction processes, are the most exposed to pollution.

In terms of business activities, none of the Group's divisions in particular is more closely associated with the above-mentioned impacts, risks and opportunities, as they all manufacture or use extracts, and all produce some degree of pollution and disturbances.

E2-1 - POLICIES RELATED TO POLLUTION

Robertet applies the following overall sustainability policies, applicable to the Group and signed by Executive Management:

- the Group Ethics Charter, which outlines compliance with good manufacturing practices, improvement of industrial processes and pollution control to reduce the impact of operations;
- the United Nations Global Compact, which urges companies to support a precautionary approach and encourage the use of environmentally friendly technologies;
- the IFRA-IOFI Sustainability Charter, which encourages signatories to integrate green chemistry principles.

Robertet's CSR strategy, which is monitored and supervised by the Group's CSR Committees (see ESRS 2 GOV-1), includes a commitment – commitment 5 on the conservation of natural resources – which covers pollution-related issues. This strategy and its related targets are presented in ESRS 2 SBM-1.

Finally, in January 2021, Robertet introduced a Major Accident Prevention Policy, which is signed by the Chairman and CEO, in which Robertet pledges to prevent major accidents and reduce the consequences of any accidents. This policy includes commitments on the definition and disclosure of responsibilities, staff training, risk prevention with external companies working on Group sites, identification of major accident risks, identification of foreseeable emergency situations, and testing and analysis of accidents and near-misses.

Robertet's Major Accident Prevention Policy covers all types of major industrial incidents, which could cause pollution or accidental emissions into the air, water or soil. It does not target specific pollutants or substances.

The Major Accident Prevention Policy covers both the prevention of negative impacts on the Group's industrial sites and mitigating these impacts in the event of an accident or emergency.

It does not cover substituting or minimizing the use of substances of concern or of very high concern, which is more of a regulatory issue at product level. For these substances, Robertet works with international trade associations such as IFRA and IOFI to continuously monitor changes in regulations to prepare for any bans.

E2-2 - ACTIONS AND RESOURCES RELATED TO POLLUTION

1. Emissions into the air, water and soil

Actions relating to air emissions:

- Measuring and reporting VOC emissions: the quantity of VOCs emitted into the air is calculated annually by three subsidiaries: Robertet SA (Grasse), Robertet USA and Robertet China. In China, a 24-hour VOC detection system has been installed. In Grasse, Robertet also has a VOC emission control plan to identify the sources of emissions, quantify the amount released and implement appropriate measures.
- Reducing air emissions other than VOCs: in 2024, Robertet Turkey changed its office heating system and opted for a heat pump, which will reduce air pollution.
- Reducing the use of solvents: standardization of production processes and implementation of operating procedures contribute to optimizing solvent consumption.
- Reusing solvents. As much as possible, Robertet reuses solvents such as hexane and alcohol for the extraction of the same plant from one harvest to the next. During the extraction process, solvents are used several times to maximize extraction of the aromatic component present in natural raw materials. At the end of this process, the solvents used in manufacturing are recovered. These recovered solvents are known as "scented solvents". Their quality is checked. If necessary, solvents are distilled to achieve required purity. They are then referred to as "rectified solvents". "Scented" and "rectified" solvents are stored for reuse in the next production run.
- Using technologies or solvents that are less toxic to health and the environment:

** Robertet is developing the use of supercritical CO₂ extraction, which requires no VOCs. CO₂ is neutral and non-toxic, and does not generate pollutant waste. Robertet has patented a supercritical CO₂ extraction process for fresh flowers such as rose, jasmine, orange and tuberose. The Flavors Division has also developed a wide range of supercritical CO₂ flavors such as berry varieties, sesame, ginger and coffee.*

** Robertet has also designed and patented an extraction process using dimethyl*

carbonate (DMC), a solvent known for being easily biodegradable according to OECD 301, non-CMR (carcinogenic, mutagenic, reprotoxic), miscible and non-polar, and has low flammability. This process, which replaces hexane extraction, is the culmination of ten years' work by the R&D teams in Robertet's Raw Materials Division. The CleanRScent range, developed in 2023, is expanding every year. In 2024, it offered six extracts: mate, tonka, vanilla, cistus, cypress and blackcurrant bud absolutes.

- Collecting and processing 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. Here are a few examples of specific actions taken by production subsidiaries:

** In 2023, Robertet Brazil installed an extraction system in the washing area to capture and treat alcohol and gas fumes with a carbon filter.*

** In 2023, Robertet SA (Grasse) has defined a three-year plan to improve methods for capturing and reducing air pollutants (mostly VOCs and suspended solids).*

** Hitex 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.*

Actions relating to water emissions:

The Group's actions are as follows:

- Five subsidiaries have their own wastewater treatment plants: Robertet SA (Grasse), Robertet Brazil, Robertet Argentina, Robertet China and Robertet India. In 2024, Robertet China invested in a heating system to improve the performance of its wastewater treatment plant during the winter.
- Effluent quality is regularly monitored and analyzed, by measuring chemical oxygen demand (COD), biochemical oxygen demand (BOD) and total suspended solids (TSS). In 2024, Robertet Bulgaria invested in a tool for more robust measurement and analysis of the quality and quantity of effluent released from the plant.

Actions relating to soil emissions:

As previously mentioned, Robertet does not generally discharge emissions into the soil. Production sites are equipped with spill containment systems to prevent accidental pollution. However, one production site currently discharges its effluents regularly into the soil, as it has no option for transferring them to a municipal wastewater treatment plant. An action plan is currently being developed to improve the treatment and therefore the quality of discharges from this site.

- At Robertet SA's Grasse sites, which are classified as Seveso upper-tier establishments under French environmental protection regulations, retention and collection systems prevent soil infiltration in the event of accidental spills. The impermeability of these installations is regularly checked. Finally, the Group has implemented an Industrial Facilities Modernization Plan for the maintenance of industrial equipment such as retention tanks, piping and storage tanks.
- In Bulgaria, Robertet built a new storage unit in 2024 for green waste from its processing operations. The plant is cemented and does not allow soil infiltration.

2. Odor and noise pollution

The manufacture of aromatic products at Robertet's production sites may occasionally generate odors. Even if they do not present an environmental or health risk, Robertet implements measures such as anti-odor filters at the outlet of ventilation systems, to reduce any odor disturbances in the immediate vicinity. Dialogue is also maintained with municipalities and local residents so that they can report any complaints.

Robertet also takes steps to limit the noise generated by its production activities, for both its own employees working near noisy equipment and local residents. This equipment is soundproofed (e.g., boiler silencers, pump covers, etc.) or, where possible, distanced from property lines. Some equipment (boilers, burners and pumps) have been replaced with quieter, more modern equipment. Lastly, noise levels at property limits are measured at certain sites. For example, as the production 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.

3. Substances of very high concern

Robertet participates in various committees of national and international industry associations to stay informed about changes in the classification of substances and any subsequent restrictions or bans. Robertet then looks for alternatives and reformulates the products concerned.

E2-3 - TARGETS RELATED TO POLLUTION

Metrics and targets

The Group has no specific pollution-related target but its aim is to ensure that it does not receive any formal notice from environmental authorities relating to pollution (air, water or soil) or disturbances (odor or noise) at its production sites.

Given the small volumes purchased and used by Robertet, the Group does not have any specific targets for substances of concern or substances of very high concern.

Robertet's pollution-related target is required by regulations and is therefore not a voluntary target.

E2-4 - POLLUTION OF AIR, WATER AND SOIL

Air emissions may contain the following pollutants: SO_x, NO_x, TSS and VOCs.

Emissions to water may contain residue of solvents, cleaning products and other pollutants.

Data on pollutants emitted to air, water and soil is not currently available on a consolidated basis for the Robertet Group.

However, chemical oxygen demand (COD) and biochemical oxygen demand (BOD) data for 2023 and 2024 is available for each subsidiary operating a wastewater treatment plant:

Chemical oxygen demand

	2023	2024
Robertet Argentina	20 mg/L	27 mg/L
Robertet Brazil	1,291 mg/L	2,032 mg/L
Robertet China	354 mg/L	286 mg/L
Robertet SA (Grasse)	306 mg/L	287 mg/L
Robertet India	112 mg/L	104 mg/L

Biochemical oxygen demand

	2023	2024
Robertet Argentina	4 mg/L	12 mg/L
Robertet Brazil	420 mg/L	251 mg/L
Robertet China	116 mg/L	74 mg/L
Robertet SA (Grasse)	85 mg/L	64 mg/L
Robertet India	25 mg/L	20 mg/L

COD measures the total amount of oxidizable compounds in water and is expressed in O₂ mg/L. BOD measures the amount of organic matter contained in water that can be consumed in five days by biochemical oxidation.

E2-5 - SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

Procurement of substances of very high concern

A small proportion of the raw materials purchased by Robertet are substances classified by the REACH regulation as substances of very high concern (SVHC).

In 2024, Robertet purchased around ten of these substances, representing a volume of 100,040 kg. This volume accounts for 0.2% of the raw materials procured by the Group.

Production using substances of very high concern

In 2024, Robertet used 75,945 kg of substances of very high concern (as classified by the REACH regulation) in the production processes of six production subsidiaries: Robertet SA (Grasse), Robertet India, Robertet Mexico, Robertet Singapore, Robertet USA and Astier Demarest, which account for 81% of Group sales. Data for the other production subsidiaries was not available. The reporting difficulties include both clearly identifying these substances and then tracing them in the manufacturing orders. The Group aims to cover all these missing subsidiaries in the reporting scope for the next reporting period.

The volume of substances of very high concern used in production processes represents around 0.2% of the total production sold by these six subsidiaries during the year.

Substances of concern

Robertet is currently unable to collect consolidated data on the procurement or use in production of substances of concern.

E2-6 - ANTICIPATED FINANCIAL EFFECTS FROM POLLUTION-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Robertet has not estimated the financial effects of significant pollution-related risks and opportunities.

ESRS E3 WATER AND MARINE RESOURCES

INTRODUCTION

The table below presents Robertet's main water resources-related issues, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Water consumption	Negative impact	Upstream and own operations	ST	Water withdrawals for farming and processing activities, which may contribute to local water stress
Water pollution	Negative impact	Upstream and own operations	ST	Water discharges from production processes, which can degrade water quality
Water consumption	Risk	Upstream	MT	Disruption or interruption in the supply of natural raw materials due to drought or water shortage (farming and/or manufacturing stage)
Water consumption	Risk	Own operations	MT	Disruption or restriction of production activities due to water shortage (quantity and/or quality)
Water consumption	Opportunity	Own operations	LT	Innovation and development of less water-intensive processes and products

ST = short term, MT = medium term, LT = long term

ESRS 2 IRO-1 - DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL WATER AND MARINE RESOURCES-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Impact, risk and opportunity management

Water is a crucial resource in Robertet's industrial processes, as it is used at various production stages, from machine cooling to product manufacturing.

In our double materiality assessment, we identified two main sustainability matters:

- limiting the impact on water resources in the upstream value chain (suppliers);
- limiting the impact on water resources and promoting reasonable water use in Robertet production.

The double materiality assessment was carried out through consultation of internal and external stakeholders. The external stakeholders included suppliers and CSR assessment or certification bodies. As a result, their opinions could be taken into account about how communities upstream of Robertet's value chain are affected by water-related issues. However, no direct consultation was conducted with these communities to discuss water-related issues.

Location of water-related impacts

In own operations:

Globally, Robertet operates three types of activities: natural ingredient extraction, mixing activities (for fragrances and flavors) and commercial activities. Extraction operations are generally water-intensive, as water is required for the distillation and VOC extraction processes. Other industrial processes, such as atomization, can also use a lot of water. However, mixing activities are generally less water-intensive. Water is mainly used for cleaning processes and, to a lesser extent, in the composition of products themselves. Finally, as commercial activities are carried out in offices, their water consumption is insignificant.

In the supply chain:

In principle, natural ingredient suppliers are the most exposed to water-related issues, compared to synthetic ingredient suppliers* and service providers. These natural ingredient suppliers produce either unprocessed raw materials or pre-processed materials. In both cases, water can be considered an essential issue in upstream agriculture, and obviously more so in areas of water stress and/or exposed to the consequences of climate change. Pre-processed raw materials also require water for industrial processes, which are similar to Robertet's extraction activities.

Robertet sources its natural ingredients from over 60 countries worldwide, a significant proportion of which are located in areas where global warming is already exacerbating, and will increasingly exacerbate, water scarcity in the future*.

Every year, Robertet identifies its production sites located in areas of water stress based on the Aqueduct Water Risk Atlas from the World Resources Institute (WRI). In 2024, three production sites were located in countries with a high water risk: two industrial sites in India (Mumbai and Goa) and one industrial site in China. These three sites exclusively operate mixing activities.

To date, Robertet has not conducted a water risk analysis of its natural supply chains but will do so within the next few years.

Evaluation of dependencies and impacts

In own operations:

Robertet is heavily dependent on water. A reduction in water availability would limit production. The Group's extraction sites, which are the most water-intensive (per metric ton produced), are not currently located in countries with an extremely high water risk. However, global warming could increase this risk in the years to come.

The impacts of production activities on water include:

- direct impacts: first, Robertet withdraws water from local water sources for its activities, and second, emissions and waste generated by sites may affect local water quality;
- indirect impacts: Robertet's greenhouse gas emissions contribute to global warming, which in turn disrupts the water cycle.

* It is important to note, however, that the Group has not performed any comparative studies of the water requirements of synthetic ingredients (which may be derived from natural ingredients) or of natural ingredients.

In the supply chain:

Although Robertet has not performed a detailed analysis of the location of its suppliers or raw materials most exposed to water stress, it can generally be asserted that the natural ingredients industry is highly dependent on water resources, for both upstream agriculture (crop irrigation) and industrial processing. As in the case of Robertet's own operations, global warming will undoubtedly increase water-related risks, which will need to be assessed and handled on a case-by-case basis. A reduction in water availability (river water, groundwater, etc.) could directly affect farmers' irrigation practices, but a reduction or disruption in rainfall patterns could be so extreme that farmers would eventually be required to increase their withdrawals from ground or surface water sources.

The impact on water of the production of natural ingredients, on Robertet's upstream value chain, is similar in nature to the impacts of Robertet's own operations:

- direct impacts due to water consumption and emissions and/or waste produced, which can affect the amount and quality of local water availability;
- indirect impacts, via greenhouse gas emissions that contribute to climate change and therefore to water availability.

Robertet and its upstream value chain have been assessed as having a high level of dependency on water, since the absence or reduction of water resources can directly limit production. Negative impacts have been estimated to be fairly moderate, as Robertet's production sites and the operations of natural ingredient suppliers are also generally moderate in size. However, Robertet has not precisely analyzed these impacts.

The increase in water impact depends on the location of production sites and natural ingredient chains (areas of low or high water stress) and on climate change scenarios (requiring more or less additional water consumption). However, this increase can be offset by implementing measures to optimize, recycle and/or reuse water.

Very few marine resources are used in Robertet's purchases. Therefore, dependency on marine resources is considered low, and the risk is deemed non-material.

Assessing risks and opportunities

Robertet has identified several physical risks related to the consumption of water and marine resources. Water is a major provisioning service for Robertet. Upstream, reduced water availability or water shortages could have a significant impact on the ability of Robertet's suppliers to grow plants (level of farming) or process them (level of manufacturing), thus affecting the volumes and costs of natural raw materials purchased by Robertet. Similarly, for its operations, reduced water availability or water shortages could have a significant impact on Robertet's ability to operate and manage its production processes, resulting in lower sales. Reduced water quality can lead to process problems as well as product quality issues, affecting Robertet's costs.

Robertet has identified the main transition risk to be policy and regulatory frameworks. At the national and especially the local level, authorities could require companies to significantly reduce their water consumption to avoid temporary water shortages and conflicts of use, for example in the event of severe drought.

The development of innovative production processes and products that consume less water represents a number of operational, economic and reputational opportunities.

Preparing and reporting results

As previously mentioned, Robertet's production sites in India (Mumbai, Goa) and China are in countries classified as having an extremely high water risk. Robertet's production sites in Turkey, South Africa, Brazil and Mexico are classified as being at medium to high water risk.

We have not carried out a water risk analysis for all our sourcing activities. We can, however, name Morocco, Egypt, Tunisia, Haiti, Indonesia, Madagascar and Somalia as countries with a high water risk, where Robertet sources strategic natural ingredients.

Robertet currently buys very few marine resources, so this issue is not deemed material for the Group.

All of Robertet's divisions are affected by the above-mentioned impacts, risks and opportunities, with perhaps greater exposure for the Raw Materials Division, which is positioned exclusively on the manufacture of natural ingredients.

E3-1 - POLICIES RELATED TO WATER AND MARINE RESOURCES

Robertet applies the following Group policies to its own operations:

- the Group Ethics Charter, which outlines the protection of natural resources, management of consumption and implementation of good manufacturing practices;
- the United Nations Global Compact, to which Robertet is a signatory, which urges companies to support a precautionary approach and encourage the use of environmentally friendly technologies;
- the IFRA-IOFI Sustainability Charter, to which Robertet is also a signatory, engages companies to optimize their water consumption.

Robertet has developed two policies pertaining to its supply chain: the Supplier Ethics Charter and the Responsible Purchasing Policy. Both policies require suppliers to minimize their impact on the environment, prevent water pollution, and adopt good agricultural practices.

All of these policies apply to the entire Group and have been signed by Executive Management. The Responsible Purchasing Policy is also co-signed by the Purchasing Department.

Robertet's CSR strategy, which is monitored and supervised by the Group's CSR Committees (see ESRS 2 GOV-1), includes two commitments relevant to this ESRS. Commitment 2 on biodiversity protection and restoration in the supply chain encompasses issues relating to climate change, water and biodiversity, as these topics are interconnected and interdependent in the natural ingredients sector. Commitment 5 on the protection of natural resources covers the issue of water consumption at our industrial sites. This strategy and its related targets are presented in ESRS 2 SBM-1.

The above-mentioned policies essentially address the issue of water management, to optimize use (water quantity) and to prevent and reduce pollution (water quality). They do not, as yet, stipulate a direct commitment to designing more water-efficient products. Nor do they include any specific commitments concerning operations or supply chains exposed to the risk of water stress. This last issue is currently being examined, however, and Robertet will announce the approach it plans to take in 2025.

Robertet has not adopted any specific policies related to oceans and seas. The Group manufactures products mainly from terrestrial ecosystems. Although the company has an indirect impact on the oceans and seas through its emissions, for example (or through its greenhouse gas emissions), this issue is considered non-material compared to the Group's impact on terrestrial aquatic resources.

E3-2 - ACTIONS AND RESOURCES RELATED TO WATER AND MARINE RESOURCES

1. In Robertet's own operations

The Group encourages all its subsidiaries and production sites to adopt initiatives to reduce water consumption, and thereby address the mainly water-related physical risks. This may involve water optimization, recycling or reuse projects:

Projects to reduce water consumption:

- In recent years, Robertet SA has invested in a number of projects, including the purchase of heating skids to optimize heat exchange, the replacement of systems that operate with water loss, and clean-in-place (CIP) processes. This cleaning method is integrated into industrial equipment to avoid production shutdowns, control water flow and reduce water consumption, while complying with the Group's strict hygiene and quality protocols.
- Robertet India, whose sites are located in areas of high water stress, has invested in vacuum pumps and a variable speed drive to recycle water and limit energy consumption. In 2024, the subsidiary also installed a manual sprayer with a flow rate that can be adjusted for cleaning equipment. This initiative should reduce water consumption by 3,000 liters per month.
- In 2023, Robertet Turkey installed water meters and improved the cooling water reuse system.
- Robertet Mexico has taken several measures, such as installing a CIP spray system in its drying facility, flow controls on sanitary facilities and timers on shower taps, as well as launching an employee awareness campaign to promote water conservation.
- Robertet Asia (Singapore) has installed water meters in the Flavors Division to determine water consumption more accurately and implement water reduction measures.
- In 2024, Robertet Brazil deployed a water consumption measurement system specifically for cleaning processes, to standardize the amounts of water and products used. The site expects to reduce water consumption by 10%. In 2023, the subsidiary organized a water conservation awareness day, featuring an external consultant, in which over 100 employees took part.

Water collection and reuse projects:

- Robertet Brazil, Canada, UK (Omega Ingredients) and China have set up rainwater harvesting systems.
- Robertet South Africa uses water tanks to collect run-off water and reinject it into the system.
- Robertet India uses water from the wastewater treatment plant, after external analysis, for watering gardens.
- At several sites equipped with wastewater treatment plants, some of the water is reused internally, in particular for cooling towers.

2. In the supply chain

Robertet has set up a CSR risk assessment system at country level, coupled with assessment questionnaires targeting 1) natural ingredients suppliers and 2) raw materials supplied. Water is an integral part of the CSR criteria assessed, alongside other environmental, social and governance criteria.

The Group encourages suppliers to adopt good agricultural practices, and sometimes supports producers in water reduction projects. For example:

- In 2024, Robertet Turkey invested in rain gauges and taught rose growers how to improve their irrigation practices and harvest rainwater.
- A few years ago, Robertet installed an underground pressurized drip irrigation system on 70 hectares of land at the Finca Carasquillas experimental farm, one of its joint ventures.

Performance compared with the Robertet Group's water consumption targets

	2020 (base year)	2024	2030 (target)	Change 2020-2024	Target (as a %)
Water intensity (total water consumption in m³ per metric ton of product sold)	18.2 m³/t	11.7 m³/t	14.6 m³/t	-36%	-20%

Water intensity refers to total water consumption in m³ (i.e., all water withdrawals) divided by total production sold. Production sold is the sum of all sales, in metric tons, reported by the Group's production subsidiaries, except for Robertet SA, which reports its manufactured production. Sales by commercial subsidiaries are excluded, since they do not manufacture, and their sales are already reported by production subsidiaries. Robertet manages its water performance based on carbon intensity expressed in metric tons sold, rather than per euro of sales. As a manufacturing company, it seems more relevant to monitor and reduce production-related consumption.

Robertet has not yet carried out an exhaustive analysis of natural ingredient chains specifically exposed to a high water risk. Once this analysis is complete, the Group will be in a better position to target opportunities to collaborate with its suppliers on water issues, which in all likelihood will also relate to climate change adaptation.

E3-3 - TARGETS RELATED TO WATER AND MARINE RESOURCES

Metrics and targets

The Robertet Group set a target to reduce its water consumption per metric ton sold by 20% between 2020 and 2030. Water consumption is monitored on a monthly basis by all production subsidiaries and reported at Group level using consolidated dashboards.

This target to reduce water intensity aims to reduce both the negative impact of the Group's operations on water (withdrawals that may affect the availability of local resources) as well as the water-related physical and transitional risks (risk of limiting production).

Robertet has not yet set any specific targets for production sites located in water-stressed areas.

In 2024, Robertet continued to reduce its water intensity, mainly through water savings achieved at Robertet SA (Grasse) and other subsidiaries, as described in section E3-2. The 36% drop in water intensity compared to 2020 confirms, for the second consecutive year, that the Group has achieved the 20% target that was initially set for 2030. New targets will be set for reducing water consumption in 2025.

Robertet has not set a target for the use of marine resources, as they account for a very low percentage of the Group's purchases and are therefore considered non-material.

Robertet has not set any targets for the reduction of water consumption in its supply chain or, more

specifically, in its natural supply chains. Although the issue is material for the company, setting targets would involve implementing a process to collect, consolidate and monitor water consumption data from these supply chains. Given the nature and vast diversity of Robertet's supply chains, this task represents a tremendous challenge for the Group.

E3-4 - WATER CONSUMPTION

Water consumption

	2022	2023	2024
Total water consumption	524,282 m ³	453,799 m ³	422,856 m³
Of which % in high and extremely high water risk countries	4.5%	5.1%	3.6%
Amount of water recycled and reused	Not available	31,311 m ³	45,440 m³
Amount of water stored	Not available	Not available	33,195 m³

The Group's target to reduce its water intensity by 20% (per metric ton sold) by 2030 is voluntary, not mandatory.

Total water consumption is measured by water withdrawals. In 2024, Robertet was unable to collect sufficiently reliable data to publish "net" water consumption, i.e., withdrawals less discharges (effluents). Robertet will try to collect this data on discharges in 2025, or otherwise make estimates.

All data for the water consumption of production subsidiaries is based on actual readings from meters or invoices. However, water consumption is estimated for commercial subsidiaries that, often, do not have individual meters and share offices. These estimates are based on the average consumption of a resident of the country, multiplied by the number of employees.

Subsidiaries located in countries with high and very high water risks were identified using the Aqueduct Water Risk Atlas tool from the World Resources Institute. In 2024, the subsidiaries considered to be in these high and very high water risk zones were: Robertet India, Robertet China, Robertet Indonesia

and Robertet Dubai. The first two are production subsidiaries and the second two commercial subsidiaries. All their water consumption was taken into account to calculate the percentage of the Group's water consumption located in countries with high and very high water risk.

The amount of recycled and reused water corresponds to treated or untreated wastewater that is used more than once before being discharged. This may be the same process (internal recycling) or a different process within the same facility or in another facility within the company (reuse). In 2024, most of the Group's recycled and reused water was an estimate of the water reused by the cooling towers in Bulgaria.

The amount of water stored includes harvested rainwater and can be used for various purposes: washing equipment, irrigation, safety (fire prevention). In 2024, most of the water stored by the Group was from Robertet India, which uses two basins: one for cleaning industrial equipment and other plant uses and the other for fire protection. This data was not collected until 2024.

Water intensity

	2022	2023	2024
Total water consumption per thousand euros of sales	0.7 m ³ /€1,000	0.6 m ³ /€1,000	0.5 m³/€1,000
Total water consumption per metric ton of product sold	14.9 m ³ /t	13.0 m ³ /t	11.7 m³/t

The sales figure used as the denominator in the first indicator mentioned above corresponds to consolidated net sales as presented in the annual financial report, less the sales of the Sonarome, Robertet Africa and Aroma Esencial entities, which are excluded from the scope of the sustainability statement. Production sold, used as the denominator in the second indicator, corresponds to the total volume of products sold by Robertet (same scope as above), less all sales within subsidiaries, during the year.

E3-5 - ANTICIPATED FINANCIAL EFFECTS FROM WATER AND MARINE RE-SOURCES-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Robertet has not assessed the anticipated financial effects from water resources-related risks and opportunities.



ESRS E4 BIODIVERSITY AND ECOSYSTEMS

INTRODUCTION

The table below presents Robertet's main biodiversity and ecosystem-related issues, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Direct impacts on biodiversity loss	Negative impact	Upstream	ST	Deforestation and/or land conversion due to strong demand for natural raw materials
Impacts on the state of species	Negative impact	Upstream	ST	Increased vulnerability of threatened species due to overexploitation
Impacts on ecosystems	Negative impact	Upstream	ST	Degradation of biodiversity and ecosystem services due to climate change and pollution (e.g., unsustainable agricultural practices)
Impacts on ecosystems	Risk	Upstream	MT	Supply disruptions and interruptions due to lower yields, poorer quality and market fluctuations
Impacts on ecosystems	Risk	Upstream	LT	Supply disruptions and interruptions due to land and water use conflicts, giving priority to crops other than fragrance plants
Direct impacts on biodiversity loss	Risk	Upstream	MT	Supply disruptions and interruptions due to stricter regulations and standards governing the use of ingredients from biodiversity
Direct impacts on biodiversity loss	Opportunity	Upstream	MT	Resilience and strengthening of Robertet's strategic positioning in natural ingredients through biodiversity protection and restoration
Impacts on ecosystems	Opportunity	Upstream	ST	Development of a range of certified products, including biodiversity protection criteria, to meet customer demand

ST = short term, MT = medium term, LT = long term

E4-1 - TRANSITION PLAN AND CONSIDERATION OF BIODIVERSITY AND ECOSYSTEMS IN STRATEGY AND BUSINESS MODEL

Strategy

Since 1850, the Robertet Group has focused on sourcing, manufacturing and creating natural ingredients for the flavor and fragrance industry. Except for mint and citrus, Robertet is now the world leader in natural ingredients for its sectors. This positioning has led the company to develop a vast range of ingredients. Reflecting this diversity, the Group purchased over 1,600 different natural raw materials from more than 60 countries in 2024.

Therefore, biodiversity is clearly a material issue for the Group:

- Robertet has both positive and negative indirect impacts on biodiversity, as its suppliers and producers grow and harvest a wide variety of plants.
- Robertet is highly dependent on biodiversity, since natural plant extracts are at the core of its strategy, setting it apart in its industry, forming the basis of its reputation, and accounting for a significant proportion of its sales.
- The degradation and loss of biodiversity and ecosystem services can therefore create major risks of disruption of supplies and quality loss for key products.
- On the other hand, biodiversity conservation presents an opportunity to develop new natural extracts and, more broadly, promote a product range from renewable sources.

It is important to note, however, that these impacts, dependencies, risks and opportunities relate to biodiversity in Robertet's upstream value chain. As the Group owns very little land (in most cases a few hectares located around production sites and/or used for testing), natural ingredients are sourced from suppliers and partners outside its operating scope. Biodiversity is therefore considered to be a highly material issue for its supply chain, but a non-material issue for its production sites, which are often located in industrial or urban areas.

Assessment of the resilience of Robertet's strategy and business model in relation to biodiversity-related threats

Robertet has developed know-how in the sourcing and manufacture of natural ingredients, which includes the ability to cope with the inherent variability of living organisms. For example, one year's harvest may be good, the next year's disastrous. That is why Robertet has diversified its sources of supply for many

ingredients, either by working with several suppliers, or by protecting several origins. However, certain supply chains are unique. The fragrances or tastes that come from the terroirs where the plants are grown are singular and difficult to substitute. Robertet also has a vertical integration structure, meaning that the Group can be more involved in developing certain strategic supply chains. For instance, it can promote best farming and/or collection practices, and even build long-term biodiversity conservation projects, in partnership with its suppliers.

The risks taken into account to estimate Robertet's resilience essentially include supply disruptions or difficulties, and deterioration in the quality of the natural ingredients purchased. These risks can be the consequence of climate change (including its repercussions in terms of water availability for irrigating crops), overexploitation of resources and, to a lesser extent, land conversion or pollution. Beyond these physical risks, there may also be regulatory risks, leading to restrictions or difficulties in sourcing certain categories of ingredients (e.g., ingredients with high deforestation risk).

Biodiversity-related risks for Robertet's own operations and its downstream value chain were estimated as being non-material, on the basis of assumptions. As a large number of the Group's production sites are in urban or semi-urban locations, the biodiversity risk has been assessed as low. This reasoning also applies to Robertet's downstream value chain, as the Group's customers' production sites are also generally located in industrial areas.

The Group's resilience in relation to biodiversity will be assessed in further detail in 2025, with a more in-depth inventory of Robertet Group's biodiversity-related impacts, dependencies, risks and opportunities, as well as more accurate forecasts for different time horizons.

Pending this more in-depth study, specific to the biodiversity-related risks, Robertet's model is currently estimated to be reasonably resilient, thanks to its broad portfolio of natural ingredients, its diversification approach (in terms of suppliers and origins), its know-how and its strategy of long-term development of the supply chain (through partnerships and/or investments in the upstream supply chain).

Robertet has not formally consulted all its partners and natural ingredients suppliers about biodiversity-related risks. However, its close relationships with certain strategic suppliers provide a good understanding of local environments and challenges, whether geopolitical (e.g., conflicts), economic, social or environmental.

In many cases, particularly with strategic suppliers, stakeholders are consulted and risks are identified collectively.

ESRS 2 SBM-3 - MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE STRATEGY AND BUSINESS MODEL

With regard to Robertet's own operations, biodiversity has been assessed as a non-material issue.

With regard to its supply chains, Robertet has not carried out any specific studies to identify significant negative impacts in terms of land degradation, desertification and/or soil sealing. However, the Group is aware, particularly through its field visits and agronomic support for certain supply chains, that specific crops are associated with risks of deforestation and/or soil degradation.

In 2024, Robertet carried out an initial analysis to check its natural raw material purchases in 2023 against the IUCN Red List. Seven supply chains were initially identified as species in the IUCN's "vulnerable", "endangered" and "critically endangered" categories. Some of these supply chains are already regulated under the Convention on International Trade in Endangered Species (CITES), such as guayacun wood from Paraguay.

ESRS 2 IRO-1 - DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL BIODIVERSITY AND ECOSYSTEM-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Impact, risk and opportunity management

As mentioned above, biodiversity has been assessed as a non-material issue for Robertet's own operations. The identification and assessment of biodiversity impacts presented below relate solely to Robertet's upstream value chain (supply chain).

Robertet's direct or indirect contribution to drivers of biodiversity loss include:

- I. Climate change: Robertet emits greenhouse gases that contribute to climate change and have adverse effects on biodiversity (disruption of the water cycle, rising temperatures, extreme weather events, etc.).
- II. Land-use change: the expansion of upstream value chains can increase the surface area of agricultural land and water withdrawals. Moreover, Robertet sources ingredients associated with high deforestation risks (e.g., coffee, cocoa, wood).
- III. Direct use: Robertet's suppliers grow and/or collect natural raw materials (flowers, fruit, wood, resins, roots, leaves, etc.) in the wild. Excessive pressure on resources and/or overexploitation of these plants, particularly those harvested in the wild, could make them vulnerable or threatened with extinction.
- IV. Pollution: agricultural activity in Robertet's upstream supply chain may involve the use of fertilizers and crop protection products, which can have a negative impact on biodiversity. The industrial activities of Robertet's suppliers can generate pollution (emissions to air, water and soil, waste production) which can also affect local biodiversity.

The Group has not identified any significant contribution to the increase in invasive alien species, which is another driver of biodiversity loss.

Robertet has not carried out a precise and quantified assessment of these impacts but will likely do so in the coming years.

Robertet is directly dependent on biodiversity and ecosystem services for its supplies, as it specializes in sourcing, extracting and manufacturing natural ingredients from aromatic plants. This dependence is significant and highly material for the company.

Robertet is also dependent on other ecosystem services, such as climate regulation, water flows, diseases and pollination, as well as support services (water cycles, soil formation, photosynthesis). These ecosystem services are already being disrupted by climate change, and are likely to be disrupted further in the years to come. Climate change can indeed affect water availability for plant irrigation, crop yields and organoleptic plant quality. Outside of the agricultural sector, climate change may also impact the industrial activities of Robertet's suppliers, by reducing water availability for extraction processes and/or due to extreme weather events.

Physical risks related to biodiversity and ecosystems include:

- the decline in the yield and quality of natural raw materials purchased by the Group could limit the availability and/or increase the costs of products sold by Robertet;
- the endangered status of certain species could limit the diversity of Robertet's portfolio of natural products;
- deforestation could directly affect the availability of certain materials, particularly materials derived from wood, and therefore the associated extracts.

Transition risks related to biodiversity and ecosystems include:

- lower agricultural yields and lack of water availability could lead to land-use conflicts and the prioritization of other crops over aromatic plants, which could limit available volumes and/or increase the cost of products sold by the Group;
- variation in the availability and quality of natural raw materials could result in sharp market fluctuations and difficulty for Robertet to plan its supply and production activities;
- negative studies or controversies surrounding certain supply chains could contribute to a negative perception of natural ingredients, leading to a reduction in the Group's sales;
- the introduction of national, European or international regulations, norms and standards on biodiversity could make it more difficult to source certain natural raw materials, again reducing the diversity of the Group's offering and its sales.

Conversely, Robertet's biodiversity-related opportunities include:

- the safeguard of threatened species, the implementation of biodiversity conservation projects, adopting good agricultural practices, etc., can all improve the resilience and protect the supply of Robertet's natural ingredients;
- maintaining or even increasing the diversity of Robertet's natural supply chains and therefore extracts can further strengthen the company's leadership in natural products;
- collaboration with Robertet's suppliers and customers in implementing biodiversity projects can strengthen these relationships over the long term, make Robertet a preferred partner, and also make it possible to pool costs;
- actions to prevent biodiversity-related risks can enable Robertet to anticipate regulations and facilitate its future compliance.

Systemic risks, including for example ecosystem collapse risks, would increase the above-mentioned physical and transitional risks by affecting entire regions or geographies, or entire categories of raw materials.

Robertet has not conducted consultations with all of the affected communities on the overall assessment of the company's impact on biodiversity and ecosystems. However, for certified supply chains, stakeholders and affected communities are generally consulted on the supply chain's economic, social and/or environmental issues.

E4-2 - POLICIES RELATED TO BIODIVERSITY AND ECOSYSTEMS

Robertet's CSR strategy, which is monitored and supervised by the Group's CSR Committees (see ESRS 2 GOV-1), includes a commitment – commitment 2 on biodiversity protection, restoration and regeneration in its supply chain (see ESRS 2 SBM-1). This commitment has not yet been reviewed in-depth to identify the Group's biodiversity-related dependencies, impacts, risks and opportunities, or to set strategic targets. This review is planned for 2025.

Until these analyses are conducted, the Group can point to different levels of existing policies that refer directly or indirectly to biodiversity:

Covering the entire Group:

- the Group Ethics Charter outlines environmental protection and good farming practices;
- the United Nations Global Compact also refers to the precautionary approach and environmental responsibility;
- the IFRA-IOFI Sustainability Charter requires signatories to commit to biodiversity protection and restoration, and to the sustainable use of resources derived from natural ecosystems.

More specific to supply activities:

- the Supplier Ethics Charter encourages Robertet's suppliers to minimize their impact on the environment and adopt good agricultural practices;
- the Responsible Purchasing Policy stipulates that suppliers must:

** seek to understand the environment in which they operate in order to limit their impact on biodiversity,*

** comply with the fair and equitable sharing of benefits arising from the utilization of biodiversity (in line with the Nagoya Protocol),*

** adapt their activities to preserve and sustainably use biodiversity through agricultural and collection practices that allow for plant regeneration,*

** refrain from deforestation, land clearing by burning or land conversion, and comply with international standards where relevant,*

** comply with applicable regulations on the use of pesticides and hazardous substances,*

** adopt agroecological or regenerative farming practices to reduce the use of crop protection products.*

The Supplier Ethics Charter and the Responsible Purchasing Policy apply to the Group and have both been signed by Executive Management. The Responsible Purchasing Policy is also signed by the Purchasing Department. The Supplier Ethics Charter is sent to be signed by all raw materials suppliers. From 2025, suppliers of natural raw materials will also be required to agree to the Responsible Purchasing Policy.

Among the policies mentioned above:

- IFRA IOFI's sustainability charter includes commitments concerning other drivers with a direct impact on biodiversity loss, such as 1) climate change and the reduction of greenhouse gas emissions, and 2) the reduction of pollution (waste, principles of green chemistry);
- Robertet's Responsible Purchasing Policy refers to 1) the reduction of greenhouse gas emissions, 2) compliance with waste and wastewater treatment regulations, and 3) the prevention of air, soil and water pollution.

The Responsible Purchasing Policy also mentions the Group's dependence on biodiversity and the ecosystem services provided, in particular by forests.

The Responsible Purchasing Policy covers the main biodiversity-related impacts, which include: deforestation and land conversion, the use of fertilizers and crop protection products, the direct use of resources derived from biodiversity, climate change and pollution.

Robertet's sustainable sourcing policies (Supplier Ethics Charter, Responsible Purchasing Policy) cover most identified material impacts, risks and opportunities.

Robertet's Responsible Purchasing Policy requires suppliers to provide information on the upstream supply chain, up to primary production, to support the Group's traceability and transparency requirements.

Robertet's sustainable sourcing policies encompass the production and supply of natural raw materials. However, they do not require suppliers to regularly monitor or report to Robertet on the state of biodiversity in the supply chains covered.

Robertet's Responsible Purchasing Policy addresses two social consequences of biodiversity issues:

- compliance with the Nagoya Protocol, which provides guidelines for the fair and equitable sharing of benefits arising from the utilization of biodiversity; and
- compliance with regulations on pesticides and hazardous substances, which can affect the users' health.

Robertet has not adopted a specific policy on biodiversity in or near its industrial sites, on sustainable land practices or on oceans, as these issues were categorized as non-material for the Group.

E4-3 - ACTIONS AND RESOURCES RELATED TO BIODIVERSITY AND ECOSYSTEMS

For all its natural raw material purchases, Robertet has implemented a CSR risk and performance assessment system, which includes:

- a "gross" risk assessment at country level, using an external database, then
- a double CSR assessment of the supplier (as an entity) and the raw material grown or harvested, based on questionnaires designed by Robertet for its supply chain.

Impacts on biodiversity and ecosystems are an integral part of this assessment process.

When risks are deemed moderate or high, Robertet may assist its suppliers in implementing and monitoring action plans, and/or commission impact studies, assessments and internal or external audits to ensure that these risks are minimized.

In certain cases, and especially for highly strategic supply chains, Robertet can work with its suppliers to obtain a certification. Robertet currently uses six different sustainability standards: Fair For Life (FFL), Union for Ethical BioTrade (UEBT), Rainforest Alliance, FairWild, Forest Stewardship Council (FSC)

and Roundtable on Sustainable Palm Oil (RSPO). They all include economic, social and environmental criteria. More specifically, the UEBT has verification and certification standards dedicated to supply chains that source ingredients from biodiversity, and thus includes specific requirements for implementing biodiversity action plans.

In addition to certifications, Robertet guides and supports many producers and farmers in adopting good agricultural practices:

- The Group has a team of agronomists who provide technical support for certain supply chains and can develop agroecology and/or agroforestry projects that aim for example to limit the pressure that agricultural practices impose on ecosystems.
- Some local production sites, such as Robertet Bulgaria and Robertet Turkey, also recruited agronomists in 2024 to raise awareness and train farmers, particularly rose growers, about adopting agroecological practices. Every year, these subsidiaries provide a calendar for rose growers containing a list of authorized pesticides, with recommendations on storage and use, along with information on irrigation management, fertilizers and crop diseases. In Turkey, in 2023, cover crops were tested on three separate plots to enhance soil fertility, attract beneficial insects and increase the resilience of rose bushes. These trials will continue into 2024. Once their effects have been demonstrated, the methods developed will be proposed to the 800-plus rose growers in the supply chain.
- Another example is the mate supply chain in Brazil, where several actions have been carried out to promote biodiversity: creation of a nursery for agronomic research, alternate harvesting between the upper and lower parts of the shrub, discontinued use of pesticides and fungicides, and planting of endemic araucarias between mate plots. Araucarias, a species of tree on the IUCN Red List, provide shade for mate plants and are home to birds that eat insect pests of mate crops.

Robertet also promotes certified organic farming, which means no synthetic fertilizers or pesticides are used. The Robertet Bio subsidiary is entirely dedicated to sourcing, processing and distribution of certified organic natural ingredients.

Finally, in addition to these measures aimed at reducing negative impacts on biodiversity, Robertet can carry out conservation and restoration projects:

- In Madagascar, Robertet and its joint venture, Fragrant Garden, have decided never to exploit around 20 hectares of protected biodiversity. On another 32-hectare section, a forest is maintained where local species are replanted. Every three to four years, an inventory of local fauna and flora species is conducted in collaboration with a team from the Antananarivo Zoo.

- In New Caledonia, Robertet and its joint venture, Serei No Nengone, have decided to plant ten sandalwood trees for every one tree cut. In addition, to facilitate the work of sandalwood collectors while limiting the activity's impact on the forest, Serei No Nengone has purchased 16 donkeys to transport the wood. Animal welfare was placed at the heart of this project: with the purchase of custom-made pack equipment and good living conditions (minimum surface of pasture, shelter).

Robertet did not use biodiversity offsets in its action plans.

In 2024, Robertet implemented several tools to maintain its compliance with the Nagoya Protocol:

- an internal multidisciplinary working group, including R&D, purchasing, regulatory and CSR teams;
- use of UEBT country factsheets, which provide practical information on compliance with the Nagoya Protocol in several countries;
- update of the internal decision-making process listing all the steps to follow from the start of an R&D project.

The Group continued its due diligence process to implement the Nagoya Protocol for *bô khet*, a natural raw material sourced in Vietnam. At the end of 2024, Robertet submitted an access and benefit sharing proposal to the Vietnamese Ministry of the Environment to work with a local community involved in the wild harvest of *bô khet* in the country.

Apart from this specific example in which the Nagoya Protocol was applied, Robertet has no formal procedure for consulting and/or integrating local and indigenous knowledge into its biodiversity actions. Nevertheless, the Group always aims to work closely with its suppliers and local partners in implementing sustainability actions, and solutions are therefore always developed with them and may even initially be designed by suppliers. Examples include the araucaria plantation project in Brazil's mate industry and the use of donkeys to transport sandalwood in New Caledonia.

E4-4 - TARGETS RELATED TO BIODIVERSITY AND ECOSYSTEMS

Metrics and targets

Robertet has not yet defined a biodiversity strategy but aims to do so in the coming years. In the meantime, the Group is working towards two biodiversity-related targets:

- For a direct impact on biodiversity, the target to source 15% of its natural raw materials, in volume, from certified organic sources by 2030.
- For an indirect impact on biodiversity, the target to audit or certify 100% of the Group's strategic natural supply chains by 2030. All the CSR standards used

by Robertet for audits and certification include biodiversity protection criteria.

Any certification project, whether for organic farming or a broader sustainability standard (such as FFL or UEBT), is carried out with the consent and endorsement of Robertet's suppliers. The standard is often chosen collectively. Robertet may hold the certification and therefore finance the audit costs.

Robertet's targets are not based on ecological thresholds or allocations of impacts.

Performance compared with the Robertet Group's biodiversity-related targets

	2022	2023	2024	2030 (target)
Percentage of certified organic natural raw materials (in volume)	3%	4%	4%	15%
Percentage of strategic natural supply chains covered by a CSR verification or certification (in number)	71.4%	78.6%	82.1%	100%

Nor have its targets been aligned with the Kunming-Montreal Global Biodiversity Framework or other equivalent frameworks applicable to Europe or France.

The organic certification indicator counts all purchases of certified organic natural raw materials according to a recognized certification such as the European organic certification or the National Organic Program in the United States.

Concerning the indicator covering strategic supply chains audited or certified in line with a CSR standard: Robertet has a list of natural supply chains (defined here as a raw material/country of origin combination) deemed strategic for the Group, generally because of their contribution to the company's sales or reputation. Robertet has a strong ambition with regards to the certification of these supply chains. A strategic natural supply chain is deemed to be covered by a CSR verification or certification if at least one supplier in the supply chain has undergone a UEBT verification audit (whether the result is positive or negative) within the last three years or holds a Fair for Life, Forest Stewardship Council, Rainforest Alliance, FairWild or RSPO certification that is valid during the year. In other words, if a supply chain is made up of several suppliers, and one of them is covered by a UEBT verification audit or CSR certification, the supply chain is counted in the indicator.

The target to source natural, certified organic raw materials relates directly to the negative impact of using synthetic fertilizers and pesticides.

The target to audit and obtain certification for the Group's strategic natural supply chains is more indirectly related to negative impacts on biodiversity, as these criteria are included among others in the CSR standards, and the criteria differ from one set of standards to another. Nevertheless, most of the standards used by Robertet explicitly include biodiversity-related criteria, such as:

- prevention of deforestation and land conversion;
- reduction in use of synthetic fertilizers and crop protection products;
- optimization of water consumption, waste production and pollution;
- reduction in greenhouse gas emissions;
- consideration for endangered or vulnerable species;
- implementation of biodiversity assessments and action plans.

Robertet's biodiversity targets relate to the Group's sourcing of natural raw materials. It sources materials from over 60 countries worldwide.

Robertet did not use biodiversity offsets in setting its targets.

The target covering organic certification includes measures to minimize negative impacts on biodiversity. The target covering sustainability audits and certification includes several types of measures, including avoidance (e.g., no deforestation, no use of threatened species), minimization (e.g., reduction of inputs, reduction of greenhouse gas emissions and pollution) and restoration (e.g., biodiversity conservation projects).

E4-5 - IMPACT METRICS RELATED TO BIODIVERSITY AND ECOSYSTEMS CHANGE

Robertet's double materiality assessment found that biodiversity was a non-material issue for its own operations. Consequently, the Group does not report the metrics presented in E4-5 relating to its own operations.

As mentioned in E4-4, Robertet has not yet defined a biodiversity strategy and therefore has no identified metrics to measure the biodiversity performance of its supply chain. The Group nevertheless monitors its performance on two biodiversity-related indicators: the percentage of purchased natural ingredients that are certified organic, and the percentage of strategic supply chains covered by a CSR verification or certification. These two metrics are reported in E4-4.

E4-6 - ANTICIPATED FINANCIAL EFFECTS FROM BIODIVERSITY AND ECOSYSTEM-RELATED RISKS AND OPPORTUNITIES

Robertet has not assessed the anticipated financial effects from biodiversity and ecosystem-related risks and opportunities.

ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY

INTRODUCTION

The table below presents Robertet's main resource use and circular economy-related issues, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Waste management	Negative impact	Downstream and own operations	ST	Pollution from the generation of hazardous and non-hazardous waste sent to landfill
Use of resources	Risk	Own operations	MT	Increased costs due to reduced availability or quality of resources used in production processes
Waste management	Risk	Own operations	MT	Increased waste collection and treatment costs
Circular economy	Opportunity	Own operations	ST	Innovation and development of processes and products promoting the circular economy, such as upcycled products

ST = short term, MT = medium term, LT = long term

ESRS 2 IRO-1 - DESCRIPTION OF THE PROCESSES TO IDENTIFY AND ASSESS MATERIAL RESOURCE USE AND CIRCULAR ECONOMY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Impact, risk and opportunity management

As part of its double materiality assessment, Robertet has identified resource use and waste management as two material issues for its own operations. Waste management in the downstream value chain has also been identified as a material issue, particularly with regard to product packaging. On the other hand, the circular economy was not considered material for the Group's upstream value chain, especially compared with other highly material issues such as climate, water, biodiversity and human rights.

Robertet's double materiality assessment was submitted to internal and external stakeholders – suppliers, customers, directors and other strategic partners – for consultation and evaluation. Robertet has not directly consulted representatives of the communities affected by its own operations. However, the assumption is that the suppliers and customers that took part in the assessment screened sustainability matters in terms of their own interests, as well as those of the communities in the upstream and downstream value chains.

Location of impacts on resources and the circular economy

All the Group's production sites are concerned by the issue of resource use and the circular economy. These sites are spread across 14 countries.

Natural ingredient extraction sites face specific challenges:

- in terms of resource use, because they process and extract products from raw and/or fresh materials, and
- in terms of waste production, because they will have to recycle large volumes of spent grains and other green waste following the extraction processes.

Robertet's natural ingredient extraction sites are currently located in Grasse (two production sites) and in Turkey, Bulgaria and South Africa. The sites of the Robertet Bio, Hitex and Bionov subsidiaries, all three located in France, are also considered extraction sites. These sites all use a variety of extraction techniques and processes to transform natural ingredients.

With regard to waste production in the downstream value chain, this mainly concerns packaging waste provided with products, which Robertet's customers

have to manage and recycle. Robertet's customers, across all divisions, are present in many countries around the world.

Evaluation of dependencies and impacts

Robertet's main dependence in the area of the circular economy is on waste collection, treatment and recovery service providers. If one of these service providers were to have a failure or operating difficulties, Robertet would have to store its waste on its sites while awaiting collection, which would ultimately result in operational challenges.

The circular economy-related negative impacts of its own operations and its downstream value chain – at the level of its customers – essentially consist of air, water and soil pollution from non-recycled and non-recovered waste. Both incinerated waste and waste sent to landfill produce air emissions that impact health and the environment and, to a lesser extent, can pollute water and soil.

Robertet's main impact related to resource use lies in the excessive or unnecessary use of resources, either renewable (generating pressure on biodiversity and ecosystems) or non-renewable (contributing to resource depletion), in the manufacture of its products.

Assessing risks and opportunities

Robertet has identified the following risks:

Involving resource use:

- A physical risk related to the depletion of resources, which may be natural raw materials (central to Robertet's positioning and expertise) or synthetic materials (used in the composition of its fragrances and flavors), resources used in packaging, or resources such as water, energy and solvents essential to manufacturing processes.

Involving waste production:

- Several transition risks for our own operations, including: 1) increased waste management and treatment costs, and 2) possible fines or penalties for non-compliance, should Robertet fail to anticipate or comply with future national, European or international regulations covering packaging and waste management.
- A transition risk at the crossroads between our own operations and those of our customers in the downstream value chain: changes in standards or regulations could affect the packaging requirements of Robertet's customers, shifting them towards other product suppliers, or resulting in major adaptation costs for Robertet's operations.

The Group has identified three main opportunities related to resource use and circular economy:

- The optimization of resource inflows (i.e., the possibility of producing the same volume with fewer resources) and reduction of waste volumes could save money and shrink the company's carbon footprint;
- Demand for natural and renewable resources, as opposed to petrochemical and non-renewable resources, can benefit Robertet, whose strength and specialization is in natural ingredients;
- The development of products or product ranges that reduce how much waste is produced, such as Robertet's CycleScent range of upcycled ingredients, can appeal to its customers and therefore generate more sales.

Preparing and reporting results

With regard to resource use, the likelihood of resource depletion is low in the short to medium term, given Robertet's wide range of supply sources. Opportunities related to resource optimization and the promotion of natural ingredients have a potentially significant financial impact but a moderate likelihood of occurrence. Overall, this issue is considered to be of medium importance for the Group.

With regard to waste management in our own operations and our downstream value chain, the likelihood and severity are deemed moderate for the Group, especially because any changes in standards or regulations are assumed to be implemented gradually, giving the Group time to adapt its operations accordingly.

These issues are therefore of medium importance for all Group production sites, but with higher exposure for natural ingredient extraction sites, due to the specific nature of their resource inflows and green waste.

As far as the Group's activities are concerned, resources and waste are material issues for all Robertet divisions, but materiality is higher for the Raw Materials Division, which is positioned exclusively in the manufacture of natural extracts from renewable sources.

E5-1 - POLICIES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

Robertet applies the following general sustainability policies:

- the Group Ethics Charter, which outlines the safeguard of natural resources, improvement of industrial processes and pollution control to reduce the impact of operations;

- the United Nations Global Compact, which urges companies to support a precautionary approach and encourage the development and diffusion of environmentally friendly technologies;

- IFRA-IOFI's Sustainability Charter, which engages signatories to reduce waste and better integrate circular economy principles.

These policies apply to the Group and are signed by Executive Management.

Robertet's CSR strategy, which is monitored and supervised by the Group's CSR Committees (see ESRS 2 GOV-1), includes a commitment relevant to this ESRS: commitment 5 on the conservation of natural resources. This commitment covers waste and the circular economy. This strategy and its related targets are presented in ESRS 2 SBM-1.

Robertet does not have a waste policy that explicitly mentions respect for the waste hierarchy, which aims first to limit waste generated at source, then to reuse and recycle waste, and finally to dispose of waste only as a last resort.

Robertet specializes in the sourcing and processing of natural ingredients. These natural ingredients are derived from renewable resources, i.e., different parts of trees and plants (seeds, resins, bark, flowers, fruits, leaves). Discontinuing the use of these virgin resources would not make sense for Robertet, since once the extracts are produced, they evaporate (e.g., fragrances) or are rinsed (e.g., cosmetics) or consumed (e.g., flavors). Therefore they are not ultimately recoverable as part of a circularity process. However, Robertet's positioning on materials that are natural, and therefore from renewable sources, is an important factor, in that these resources, provided biodiversity is used sustainably, should continue to be available in the long term. This issue – i.e., the sustainable use of biodiversity – and, more generally, the availability of natural raw materials, which is threatened by climate change and the disruption of the water cycle, are highly material for the Group and are addressed in ESRS E1, E3 and E4.

Robertet has no formal policy on upcycling, but does purchase upcycled raw materials, and has also invested, via its Raw Materials R&D team, in developing and manufacturing upcycled ingredients. In both cases, upcycling means turning by-products and joint products from primary manufacturing processes, whether our own or from external industries, into high value-added products.

E5-2 - ACTIONS AND RESOURCES RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

The Group's resource use and circular economy-related actions include:

1. Reducing packaging waste at source

- Robertet SA (Grasse) reduced the use of plastic in packaging through the introduction of drum strapping without plastic film.
- In 2024, Robertet India replaced its wooden pallets with metal pallets for its storage system. Metal pallets are stronger and more durable, reducing the subsidiary's purchases of new pallets.

2. Resource use optimization

- Robertet SA (Grasse) launched a range of upcycled natural ingredients in 2021, called CycleScent. These ingredients are derived from the reuse of joint products or by-products, from Robertet's own extraction processes or from other industries. For example, CycleScent includes oak wood extracts, developed from shavings from the cooperage industry (manufacture of oak barrels for wines and spirits). Another example is carob extract, developed from joint products of the food industry (carob flour).
- Robertet Bio has developed a number of hydrolats, which are joint products from hydrodistillation, which are mainly used to produce an essential oil. These hydrolats are made from ingredients including lemon balm, chamomile, peppermint, rosemary, thyme, rose, lavender, elderflower or orange blossom.
- Robertet's new Health & Beauty Division aims to develop new health and beauty active ingredients, based on by-products or joint products from manufacturing processes primarily used in the fragrance or flavor industries. The division has developed an innovative upcycled product made by recovering wastewater from rose hydrodistillation: Damasty. This product has been shown to have positive antioxidant effects on the skin. Another example is the development of an active ingredient (with cardiovascular properties) used in functional foods and beverages that is made with a joint product generated during the production of bergamot essential oil.

3. Reuse of resources

- Bionov reuses plastic pallet boxes used to transport raw materials between its supplier and the factory during each melon harvest campaign.

- Robertet SA (Grasse) and other extraction sites in Turkey, Bulgaria and South Africa reuse solvents such as hexane and alcohol to limit the generation of chemical waste. During the extraction process, solvents are used several times to maximize extraction of the aromatic component present in natural raw materials. At the end of this process, the solvents used in manufacturing are recovered. These recovered solvents are known as "scented solvents". Their quality is checked. If necessary, solvents are distilled to achieve required purity. They are then referred to as "rectified solvents". "Scented" and "rectified" solvents are stored for reuse in the next production run. The percentages of solvents recycled in 2024 were presented in section E5-4.

4. Material recycling and recovery

- Green waste is used to make standard compost in many subsidiaries. This green waste, such as that from Robertet USA, can also be used as a raw material in the animal feed industry.
- Since 2021, Robertet Bulgaria has been transforming its green waste into heating pellets, which are used on site and/or sold to external companies.
- Waste sorting continues to be stepped up at all subsidiaries.
- Since 2023, Robertet SA has been working with the company Green Touch to collect and recycle its scented strips, both at its Paris and Grasse offices. This startup also joined Robertet's startup accelerator program, Villa Blu, in 2024.
- In 2024, Robertet Bulgaria found a new application for its metal drums through a company that reuses them. The subsidiary has also installed a new press to improve the separation of water and green waste, and thus increase the value of green waste as compost.
- In 2023, Robertet Turkey installed a collection bin for hazardous packaging containing fertilizers and pesticides for its rose producers in the village of Ilyas. This was repeated in 2024 and extended to the village of Senir, close to the plant. As in Bulgaria, the subsidiary also plans to install a press to better separate water from green waste.

5. Energy recovery

- Robertet SA (Grasse) deployed a new solid recovered fuel facility in 2024. In addition to the five traditional recycling streams (plastics, metals, paper/cardboard, wood and bio-waste), office waste bins, unsoiled plastic pots, laboratory pipettes, production filters and polystyrene are now recovered for energy purposes.

E5-3 - TARGETS RELATED TO RESOURCE USE AND CIRCULAR ECONOMY

Metrics and targets

Robertet aims to achieve a recovery rate for hazardous and non-hazardous waste of at least 70% by 2030. This target covers material and energy recovery.

The Group has not set reduction or circularity targets for resource inflows (raw materials and packaging), or for product eco-design.

Performance compared with the Robertet Group's circular economy targets

	2022	2023	2024	2030 (target)
Percentage of hazardous and non-hazardous waste recovered	63%	83%	70%	70%

The percentage of recovered hazardous and non-hazardous waste includes the total weight (in metric tons) of recovered waste, regardless of the type of recovery (material or energy). The denominator is the total weight of waste produced by the Group during the year.

The percentage of waste recycled dropped significantly between 2023 and 2024. This is mainly because the green waste produced by our subsidiary Robertet Turkey was classified as disposed waste. Green waste was historically classified as composted, but in 2024 Robertet was unable to collect sufficient evidence to confirm this method of treatment. The topic will be investigated in 2025.

As mentioned above, setting a target to reduce virgin renewable raw materials would not make sense for Robertet, as sourcing and manufacturing natural ingredients is the core of the company's strategy and business model. These ingredients are not recyclable and therefore cannot be incorporated as recycled ingredients in new products.

For Robertet, the most material issues are to promote and preserve the diversity of natural and renewable raw materials offered by the Group, while addressing the impacts and risks relating to climate change, water and biodiversity.

Robertet's sustainable sourcing targets are addressed in ESRS S2 and S3 (for social aspects) and ESRS E1, E3 and E4 (for environmental aspects).

The target of at least a 70% recovery rate (material and energy) for hazardous and non-hazardous waste is a voluntary one.

E5-4 - RESOURCE INFLOWS

Relevant resource inflows in terms of circular economy-related impacts, risks and opportunities are:

- natural raw materials: these ingredients are mainly derived from plants (seeds, leaves, fruit, flowers, branches, resins, wood, etc.);
- synthetic raw materials, which may derive from natural or petrochemical resources;
- primary, secondary and tertiary packaging;
- resources required for manufacturing processes, such as water, energy, solvents and cleaning products;
- tools and equipment required to extract and manufacture products.

Metrics for resource inflows: natural raw materials

	2023	2024
Natural raw material purchases, in volume	24,398 t	24,614 t
Percentage of natural raw material purchases covered by a CSR verification or certification		
In number	22%	17%
In volume	8%	12%
In value	15%	15%

Natural raw material purchases include all raw plant or animal materials (e.g., leaves, flowers, gums, etc.) and all processed natural raw materials (e.g., extracts, essential oils, concretes, absolutes, etc.). They also include natural aromatic alcohols and natural bases. These purchases exclude natural molecules, synthetic raw materials (even if of natural origin), extraction solvents and alcohols, raw materials for laboratories, packaging and consumables.

Volumes are calculated based on actual purchasing data for all subsidiaries and for all purchases made during the given financial year.

A natural raw material is deemed to be covered by a CSR verification or certification if it holds a UEBT attestation (with the level “Responsibly Sourced” or “Ethically Sourced”) or an organic agriculture, Fair for Life, Forest Stewardship Council, Rainforest Alliance, FairWild or RSPO certification that is valid during the year.

Results in number include all Group purchases, less any purchases between two subsidiaries to avoid “double” counting. Purchases of two different botanical varieties (e.g., damascena rose and centifolia rose) are counted as two separate purchases where the information on this distinction is available.

When reporting CSR verified or certified raw materials as a percentage of total purchases in either volume or value, all purchases over the entire year are taken into account, regardless of the exact date when the attestation or certification was awarded.

Metrics for resource inflows: reused solvents

Robertet currently cannot identify and measure all the reused and recycled components or secondary materials used to manufacture the Group’s products.

However, one exception applies to solvents. Extraction solvents are reused as much as possible at production sites, and their reuse rate is measured. The table below shows solvent reuse data for the extraction subsidiaries Robertet SA (Grasse), Robertet Turkey and Robertet Bulgaria.

	2024
Percentage of recycled solvent, Robertet SA (Grasse)	66%
Percentage of recycled solvent, Robertet Bulgaria	85%
Percentage of recycled solvent, Robertet Turkey	85%

Percentages of recycled solvent correspond to the amount (in kg) of recycled solvent, as reported in the products’ internal manufacturing orders, divided by the total amount of solvent used in production at the subsidiaries covered.

E5-5 - RESOURCE OUTFLOWS

Relevant resource outflows in terms of circular economy-related impacts, risks and opportunities are:

- products manufactured by Robertet, which may be natural ingredient extracts, fragrances, flavors or health and beauty active ingredients;

- packaging associated with these products, which is used to store and transport the products internally (between Robertet sites) or externally (to customers);
- wastewater and solvents that can no longer be reused;
- packaging waste (used by Robertet and not supplied to customers), green waste and other waste from production and service activities (tools, equipment, office waste).

Circular principles such as reusability, repairability, disassembly, refurbishment or recycling do not apply to products manufactured by the Group, which evaporate or are rinsed or consumed. The only scenario in which these principles apply is in upcycling, where high value-added products are made from by-products or joint products that could theoretically be disposed of instead of used. Robertet buys raw materials upcycled by third parties and also manufactures its own raw materials that are upcycled internally. Robertet does not currently measure the weight of upcycled raw materials in the total weight of its purchases or in the weight of its manufactured products.

Circular economy principles are especially relevant to Robertet’s packaging. Unfortunately, Robertet is not yet in a position to measure and therefore report the percentage of its packaging that is reusable or recyclable.

The durability of products placed on the market by Robertet varies considerably according to their category (fragrances, flavors) and application (e.g., beverages, dairy products). Robertet has no information that it can use to compare the durability of its products with the average for the sector. However, durability requirements are highly regulated, particularly in the food industry.

Robertet does not currently measure the percentage of recycled or recyclable content in its packaging.

The main types of waste produced by Robertet are:

- non-hazardous waste, consisting mainly of green waste (spent grains) but also packaging waste (plastic, metal, paper/cardboard, glass, wood) and sludge from wastewater treatment plants;
- hazardous waste, consisting mainly of solvents, chemicals, packaging and laboratory waste.

Robertet does not produce any radioactive waste.

Data on waste from the majority of production subsidiaries are based on direct measurements, as volumes are monitored using waste tracking slips or invoices. However volumes are estimated in some cases, such as for green waste at Robertet Turkey. For waste from commercial subsidiaries, which is generally collected with municipal waste, Robertet estimates volumes based on staff numbers and average data on the amount of waste generated per inhabitant.

E5-6 - ANTICIPATED FINANCIAL EFFECTS FROM RESOURCE USE AND CIRCULAR ECONOMY-RELATED IMPACTS, RISKS AND OPPORTUNITIES

Robertet has not estimated the anticipated financial effects from major resource use and circular economy-related impacts, risks and opportunities.

Metrics for waste treatment

	2022	2023	2024
Total amount of waste generated (1+2)	12,832 t	11,265 t	9,614 t
1. Amount of waste recovered	8,035 t	9,389 t	6,708 t
1A. Amount of non-hazardous waste recovered	4,737 t	8,066 t	3,853 t
1B. Amount of hazardous waste recovered	3,299 t	2,067 t	2,855 t
2. Amount of waste disposal	4,797 t	1,875 t	2,905 t
2A. Amount of non-hazardous waste disposal	4,091 t	1,822 t	2,444 t
2B. Amount of hazardous waste disposal	706 t	54 t	461 t



EU TAXONOMY

The information below includes Article 8 disclosure requirements of the EU Taxonomy Regulation for the reporting period 2024. For the first time, Robertet is required to identify the share of its turnover (sales), capital expenditure (CapEx) and operating expenditure (OpEx) that are eligible and aligned with the six environmental objectives of the Taxonomy Regulation:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

TURNOVER

Robertet has examined all taxonomy-eligible economic activities listed in the Climate Delegated Acts and their contribution to the environmental objectives, based on the Group's industrial activity.

Robertet has concluded that its core economic activities are not eligible for the taxonomy. In other words, the percentage of economic activities eligible for the taxonomy in the Group's turnover is 0%.

The Group's core activities are the sourcing, manufacture and distribution of natural extracts, flavors and fragrances. Activities that do not generate turnover, such as the construction of new production sites or the transportation of products, are not included here.

Calculation methods

The proportion of taxonomy-eligible economic activities has been calculated by dividing the turnover generated by products and services associated with taxonomy-eligible economic activities (numerator) by the Group's total turnover (denominator). Total turnover is based on consolidated net turnover, in accordance with IAS 1.82(a).

OPERATING EXPENDITURE (OPEX)

OpEx to be analyzed for the Taxonomy Regulation includes operating expenses on research and development (R&D), maintenance and short-term leases. After analyzing the delegated acts and Robertet's activities in these three areas, the Group concludes that none of its operating expenses for 2024 (i.e., 0% of OpEx) are eligible for the taxonomy.

However, the Group would like to point out that certain operating expenses on R&D and maintenance activities have interests similar to those of the Taxonomy Regulation. For example:

- R&D teams in the Raw Materials Division are working on projects to promote upcycling or develop less polluting extraction processes and technologies to replace hexane, such as supercritical CO₂ or dimethyl carbonate.
- Maintenance teams are leading projects aimed at improving energy efficiency, reducing the carbon intensity of industrial processes, optimizing water consumption, improving pollution prevention systems and improving waste treatment.

For R&D activities, a review of the Research Tax Credit applications for 2024 showed that more than €160,000 in R&D personnel expenses was allocated to upcycling projects and the development of alternative processes.

Calculation methods

Under the Taxonomy Regulation, the key performance indicator relating to OpEx is calculated by dividing taxonomy-eligible OpEx (numerator) by total OpEx as defined in the Taxonomy Regulation (denominator). OpEx, as defined by the Taxonomy Regulation (denominator), includes direct non-capitalized costs that relate to R&D, building renovations, short-term leases, maintenance and repair, and any other direct expenditure related to the day-to-day servicing of assets of property, plant and equipment.

As mentioned above, the eligibility of Robertet's R&D and maintenance activities could not be demonstrated for the taxonomy in 2024. The Group therefore reports all its OpEx as non-eligible for the taxonomy.

CAPITAL EXPENDITURE (CAPEX)

Robertet has analyzed its CapEx eligible for and aligned with the six environmental objectives of the EU Taxonomy. The results for 2024 are as follows:

- 5.6% of CapEx is eligible with regard to at least one environmental objective;
- 0.7% of CapEx is aligned with at least one environmental objective.

The percentages presented above exclude any double counting. Taxonomy eligible and aligned CapEx was reported under a single environmental objective.

To date, Robertet has no medium- or long-term CapEx plan specifically to align investments with the environmental objectives of the taxonomy, or to expand any investment projects already aligned with the taxonomy.

Calculation methods

Under the Taxonomy Regulation, the key performance indicator relating to CapEx is calculated by dividing taxonomy-eligible CapEx (numerator) by total Group CapEx (denominator).

Total Group CapEx (denominator) 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 also includes additions to right-of-use assets and additions resulting from business combinations. 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 methods relating to CapEx, please refer to Note 1 "Accounting policies and consolidation methods" of our Annual Financial Report. Our total CapEx can be reconciled against our consolidated financial statements; see the table "Statement of cash flows", line "Capital expenditure and finance leases".

Taxonomy-eligible CapEx (numerator) is the sum of all capital expenditure in 2024 classified as eligible for the taxonomy's environmental objectives. This data is collected by the CSR team from various managers (CSR representatives, finance or operations teams) within the Group's subsidiaries. In 2024, these staff members were trained on the taxonomy regulation and more specifically on the different categories of eligibility within the six environmental objectives. For the reporting period, they were responsible for classifying their eligible CapEx, based on their technical knowledge of the investments made, and the CSR team then performed an overall consistency review.

CapEx alignment analysis

As in 2023, Robertet focused its alignment analysis efforts on CapEx amounting to more than €40,000 and on lower CapEx amounts but that occurred several times, which can therefore be grouped together and analyzed as a whole. Examples include expenditure on LED light bulbs, charging points for electric vehicles and solutions such as reflective paint and solar coating to reduce heat in buildings.

Once this CapEx was identified, the CSR team gathered more detailed information from the relevant managers, to see if documents were available to support the technical screening criteria (the activity "substantially contributes" and "does no significant harm" to the environmental objectives). Only the CapEx with the required documentation available was included in the calculation of alignment in 2024.

1. For substantial contribution: Robertet collected the necessary technical information to ensure that the criteria for substantial contribution were met.
2. For Do No Significant Harm (DNSH): most of the CapEx analyzed had to meet the criteria for climate change adaptation. Robertet does not have a formal climate change adaptation plan but has identified the sites most exposed to climate risk, according to the WorldRiskIndex 2024 published by Bündnis Entwicklung Hilft and IFHV. This index determines risk for 193 countries worldwide by evaluating two criteria: exposure to extreme natural events (including tsunamis, cyclones, sea level rise, flooding, etc.) and vulnerability (itself made up of three dimensions focusing on the ability of societies to cope with and adapt to these events). For more details on the methodology used by the WorldRiskIndex, please visit: <https://weltrisikobericht.de/worldriskreport/>. Adaptation measures have been implemented at some at-risk sites, such as a Heat Commission for the Grasse production sites.
3. For minimum safeguards: Robertet has policies, actions and results for all four minimum safeguard topics, as follows.
 - Human and labor rights: see sections ESRS S1-1, S1-17, S2-1, G1-1, G1-3 and G1-4. Robertet has a Group ethics charter, a supplier ethics charter, a responsible purchasing policy and a child labor prevention policy. The Group also has a human rights strategy aimed at preventing risks within its most exposed supply chains. In 2024, Robertet did not receive any reports of

severe human rights incidents affecting its workforce – see ESRS S1, section S1-17 for more information on severe incidents, complaints and cases of human rights impacts.

- Bribery and corruption: see sections ESRS G1-3 and G1-4. Robertet has a code of conduct and an anti-corruption program. In 2024, Robertet received no reports of potential corruption and had no convictions for corruption.
- Taxation: the Robertet Group pledges to comply with the tax regulations applicable in each country where the Group operates and to ensure that no legal, tax or financial arrangements are developed within the Group for the purpose of tax evasion. Robertet applies an intra-group flow policy consistent with OECD principles. Robertet did not receive any tax evasion reports from the authorities in 2024.
- Fair competition: see ESRS G1-1. Robertet has a Group ethics charter, a supplier ethics charter and a commercial ethics charter, and is a signatory to the Ethical Trading Initiative (ETI) Code, the IFRA-IOFI Sustainability Charter and the United Nations Global Compact.

In 2024, the Robertet Group was not convicted of any offenses relating to the above issues. These tools enable us to rule favorably on this final verification stage, and to affirm the alignment of eligible CapEx if the other conditions in the Taxonomy Regulation are met.

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

	Total (in €m)	Proportion of taxonomy-eligible economic activities (as a %)	Proportion of taxonomy-aligned economic activities (as a %)
Turnover	807.6	0%	0%
Operating expenditure (OpEx)	112.7	0%	0%
Capital expenditure (CapEx)	38.6	5.6%	0.7%

Table 2 – Turnover, CapEx and OpEx associated with Taxonomy-eligible and economic activities

Sales

	2024		Substantial contribution criteria						
	Code	Turnover	Proportion of 2024 turnover	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities									
	€ thousands	%	YES; NO; N/E (not eligible)	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E
A. TAXONOMY-ELIGIBLE ACTIVITIES (A)									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Turnover of environmentally sustainable activities (Taxonomy-aligned)	0	0%	N/E	N/E	N/E	N/E	N/E	N/E	N/E
Of which enabling	0	0%	N/E	N/E	N/E	N/E	N/E	N/E	N/E
Of which transitional	0	0%							
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)									
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)	0	0%	0%	0%	0%	0%	0%	0%	0%
A. Turnover of Taxonomy-eligible activities (A.1 + A.2)	0	0%	0%	0%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
Turnover of Taxonomy-non-eligible activities	807,609	100%							
TOTAL (A + B)	807,609	100%							

	Proportion of turnover/total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

DNSH criteria – (Do No Significant Harm)									
Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Taxonomy-aligned (A.1) or taxonomy-eligible (A.2) proportion of 2023 turnover	Category: enabling activity	Category: transitional activity
YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	(H)	(T)
NO	NO	NO	NO	NO	NO	NO	0%		
NO	NO	NO	NO	NO	NO	NO	0%	H	
NO	NO	NO	NO	NO	NO	NO	0%		T
							0%		
							0%		

CAPEX	2024			Substantial contribution criteria					
	Code	CapEx	Proportion of 2024 CapEx	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities									
		€	%	YES; NO; N/E (not eligible)	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO;
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
Collection and transport of non-hazardous waste at source	CCM 5.5	€117,089	0.3%	YES	N/E	N/E	N/E	N/E	N/E
Installation, maintenance and repair of charging stations for electric vehicles inside buildings	CCM 7.4	€100,781	0.3%	YES	N/E	N/E	N/E	N/E	N/E
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	CCM 7.5	€58,870	0.2%	YES	N/E	N/E	N/E	N/E	N/E
CapEx of environmentally sustainable activities (Taxonomy-aligned)		€276,740	0.7%	0.7%	0%	0%	0%	0%	0%
Of which enabling		€100,781	36%	36%	0%	0%	0%	0%	0%
Of which transitional		€58,870	21%	21%					
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)									
District heating/cooling distribution	CCM 4.15	€38,338	0.1%	EL	N/E	N/E	N/E	N/E	N/E
Installation and use of electric heat pumps	CCM 4.16	€17,982	0%	EL	N/E	N/E	N/E	N/E	N/E
Construction, extension and operation of water collection, treatment and supply systems	CCM 5.1	€105,165	0.3%	EL	N/E	N/E	N/E	N/E	N/E
Renewal of water collection, treatment and supply systems	CCM 5.2	€7,088	0%	EL	N/E	N/E	N/E	N/E	N/E
Construction, extension and operation of waste water collection and treatment	CCM 5.3	€406,171	1.1%	EL	N/E	N/E	N/E	N/E	N/E
Collection and transport of non-hazardous waste sorted at source	CCM 5.5	€3,149	0%	EL	N/E	N/E	N/E	N/E	N/E
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	€31,889	0.1%	EL	N/E	N/E	N/E	N/E	N/E
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	€1,253,010	3.2%	EL	N/E	N/E	N/E	N/E	N/E
Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings	CCM 7.5	€5,914	0%	N/E	N/E	N/E	N/E	N/E	N/E
Collection and transport of non-hazardous and hazardous waste	CE 2.3	€8,946	0%	N/E	N/E	N/E	N/E	N/E	N/E
Collection and transport of hazardous waste	PPC 2.1	€1,421	0%	N/E	N/E	N/E	N/E	N/E	N/E
Water leakage control technology	WTR 1.1	€1,353	0%	N/E	N/E	EL	N/E	N/E	N/E
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		€1,880,426	4.9%	4.8%	0%	0%	0%	0%	0%
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)		€2,157,166	5.6%	5.6%	0%	0%	0%	0%	0%
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CapEx of Taxonomy-non-eligible activities		€36,438,232	94.4%						
TOTAL (A + B)		€38,595,398	100%						

	DNSH criteria – (Do No Significant Harm)									
	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Taxonomy-aligned (A.1) or taxonomy-eligible (A.2) proportion of 2023 CapEx	Category: enabling activity	Category: transitional activity
N/E	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%		(T)
	YES	YES	YES	YES	YES	YES	YES	0%		
	YES	YES	YES	YES	YES	YES	YES	0.1%	H	
	YES	YES	YES	YES	YES	YES	YES	0%	H	
								1%		
	YES	YES	YES	YES	YES	YES	YES	97%	H	
	YES	YES	YES	YES	YES	YES	YES	3%		T
								0.4%		
								0%		
								0.3%		
								0%		
								0.2%		
								0.2%		
								0%		
								5.3%		
								0%		
								0%		
								0.2%		
								0.2%		
								9%		
								10%		

Proportion of CapEx/Total CapEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.7%	5.6%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

OPEX

OPEX	2024			Substantial contribution criteria					
	Code	OpEx	Proportion of 2023 OpEx	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity
Economic activities									
	€ thousands	%		YES; NO; N/E (not eligible)	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E	YES; NO; N/E
A. TAXONOMY-ELIGIBLE ACTIVITIES (A)									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
OpEx of environmentally sustainable activities (Taxonomy-aligned)	0	0%		NO	NO	NO	NO	NO	NO
Of which enabling	0	0%		NO	NO	NO	NO	NO	NO
Of which transitional	0	0%							
A.2 Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned activities)									
OpEx of Taxonomy-eligible but not environmentally sustainable activities (non-Taxonomy-aligned)	0	0%		NO	NO	NO	NO	NO	NO
A. OpEx of Taxonomy-eligible activities (A.1 + A.2)	0	0%		NO	NO	NO	NO	NO	NO
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
OpEx of Taxonomy non-eligible-activities	112,696	100%							
TOTAL (A + B)	112,696	100%							

DNSH criteria – (Do No Significant Harm)										
	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Biodiversity	Minimum safeguards	Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) proportion of 2023 OpEx	Category: enabling activity	Category: transitional activity
E	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	YES/NO	%	(H)	(T)
	NO	NO	NO	NO	NO	NO	NO	0%		
	NO	NO	NO	NO	NO	NO	NO	0%	H	
	NO	NO	NO	NO	NO	NO	NO	0%		T
								0%		
								0%		

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Table 3 – Nuclear and fossil gas activities

Nuclear energy related activities		
1	The company carries out, funds or is exposed to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2	The company carries out, funds or is exposed to the construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades using the best available technologies.	NO
3	The company carries out, funds or is exposed to the safe operation of existing nuclear installations that produce electricity or heat from nuclear energy, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear power, as well as their safety upgrades.	NO
Fossil gas related activities		
4	The company carries out, funds or is exposed to construction or operation of electricity generation facilities that produce electricity using gaseous fossil fuels.	NO
5	The company carries out, funds or is exposed to construction, refurbishment, and operation of combined heat/cool and power generation facilities using gaseous fossil fuels.	NO
6	The company carries out, funds or is exposed to construction, refurbishment and operation of heat generation facilities that produce heat/cool using gaseous fossil fuels.	NO







03

SOCIAL INFORMATION



ESRS S1 OWN WORKFORCE

INTRODUCTION

The table below presents Robertet's key issues related to employees, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Human rights and discrimination	Negative impact	Own operations	ST	Harm to the physical integrity and health of employees in the event of human rights violations, including discrimination
Health, safety and working conditions	Negative impact	Own operations	ST	Harm to the physical and mental health of employees in the event of accidents, occupational illnesses or poor working conditions
Social dialogue	Positive impact	Own operations	ST	Improvement in working conditions through collective bargaining
Training and skills	Positive impact	Own operations	ST	Development of employee skills and professional development
Human rights and discrimination	Risk	Own operations	ST	Legal action, fines and reputational damage in the event of human rights violations
Health and safety	Risk	Own operations	ST	Temporary production stoppages and financial costs due to work-related accidents and occupational illnesses
Working conditions and compensation	Risk	Own operations	ST	Employee disengagement, reduced productivity, and increased turnover and absenteeism due to unsatisfactory working conditions and/or pay
Training and skills	Risk	Own operations	ST	Loss of know-how and talent drain in the event of poor skills and career management

ST = short term, MT = medium term, LT = long term

CT = court terme, MT = moyen terme, LT = long terme

ESRS 2 SBM-2 - INTERESTS AND VIEWS OF STAKEHOLDERS

Strategy

Improving human resources management is one of the main pillars of the Group's strategy.

In 2024, Robertet SA developed a quality of life at work survey to gather employee feedback on topics including health and safety, diversity and inclusion, training, working conditions and management. It was conducted in January 2025. Other Group entities, including Robertet USA, have conducted similar surveys in recent years. Robertet USA also holds regular meetings with all its employees, during which management shares information on the subsidiary's results and performance. Employees are encouraged to speak up and ask questions during these meetings.

Robertet also has employee representatives in 41% of its subsidiaries. Their role is to convey employee concerns and foster constructive dialogue with management.

The insights gained from these processes help to identify the Group's key workforce-related challenges and areas for improvement, thereby informing the action plan of this pillar of our strategy.

Robertet is a family-owned group founded in 1850. It is also a fast-growing group, thanks both to organic growth and to the acquisition of several companies around the world. Originally based in Grasse, Robertet has expanded internationally, and now has production sites in 14 countries. These changes – international expansion, growth and the integration of new entities – are core elements of Robertet's strategy and must be accompanied by initiatives to support employees as they take shape. This includes measures to improve working conditions, provide training and standardize human resources management.

ESRS 2 SBM-3 - MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Impact, risk and opportunity management

The main actual or potential impacts on the workforce relate to the following areas:

- Human rights
- Working conditions
- Remuneration
- Health and safety
- Inequalities and discrimination
- Skills development
- Social dialogue
- Employment

Shortcomings or inadequacies in these areas can have a negative impact on employees' physical or mental health. Conversely, good management of these issues can result in better quality of life (both at work and outside work) and improved well-being.

Most of these impacts are related to the company's human resources strategy. However, some – such as remuneration, and health and safety – are also influenced by industry-specific or regional contexts, despite the company's individual efforts to address them.

All Robertet Group employees are included in the ESRS S1 disclosures presented in this section.

While employees make up the vast majority of the Group's workforce, Robertet also engages temporary workers, subcontractors and independent contractors, particularly for short-term assignments.

Positive and negative impacts

Actual or potential negative impacts are primarily widespread or systemic, reflecting the nature of sector activities or, more specifically, the Group's human resources policies.

However, there may be instances of specific adverse impacts on the workforce, such as industrial accidents or incidents.

Positive impacts on the workforce, notably those related to the adoption of policies and best practices in the areas of health and safety, training, working conditions and social dialogue, benefit all Group employees, regardless of their category or location.

By contrast, positive impacts related to the Group's growth and the increase in the number of jobs were particularly pronounced in the South American and Asian (North and Southeast) regions in 2024. The workforce also increased in other regions (Europe, Middle East, and North America), but to a lesser extent.

Risks and opportunities

Robertet's workforce-related risks are:

- Operational: poor working conditions and health and safety conditions, low pay, lack of skills development, negative social dialogue and discrimination can all contribute to employee disengagement, resulting in loss of productivity, talent drain and/or high absenteeism or turnover.
- Regulatory: failure to respect human rights (notably equality and non-discrimination) and labor rights (working hours, rest periods, etc.) could result in sanctions, fines or even legal action.
- Financial: the occurrence of frequent and/or serious accidents can result in significant costs for the company (production equipment downtime, leave for employees involved in accidents).
- Reputational: serious incidents related to health and safety, discrimination or human and labor rights could damage the company's reputation among its employees and future job applicants, as well as its customers and other stakeholders.

Workforce-related opportunities are mainly operational: good management of employee skills and careers, improved working conditions, a positive social climate and a sense of inclusivity can all contribute to increased employee engagement, satisfaction and productivity, and reduced turnover.

The Scope 1, 2 and 3 decarbonization plans currently being developed by the Robertet Group are not expected to have any specific adverse impacts on the workforce. By contrast, decarbonization projects seem likely to lead to a slight increase in team numbers (notably Operations, and Purchasing and Sourcing), as well as to an increase in the skills and expertise of existing teams, and therefore to positive impacts for the workforce.

Robertet has not identified any significant risk of forced or compulsory labor in its production activities, regardless of their geographical location.

Robertet has not identified any significant risk of child labor in its production activities, regardless of their geographical location.

Among Robertet's employees, factory workers are more exposed to difficult working conditions (e.g., shift work) and to greater health and safety risks (e.g., chemical hazards).

Among non-employees, temporary workers may face the same challenges in terms of working conditions, and health and safety. They may even be more exposed as they are less familiar with the Group's procedures, equipment and premises.

Some risks relate to employees working in specific geographies. For example:

- some subsidiaries (France, United States) operate in tight labor markets where recruitment is difficult and there are heightened challenges related to knowledge transfer, talent retention and reducing staff turnover;
- some subsidiaries operate in countries where regulations are less stringent (or less strictly enforced) than in Europe, which may result in higher risks related to health and safety or working conditions.



SI-1 - POLICIES RELATED TO OWN WORKFORCE

The Robertet Group has a number of policies aimed at managing impacts on its own workforce. These include:

- Robertet's Ethics Charter, which covers child labor, respect for employees' rights, and occupational health and safety.
- The Ethical Trading Initiative (ETI) Base Code, signed by Robertet in 2022, which includes commitments on freely chosen employment, freedom of association, hygiene and safety, child labor, living wages and working hours.
- The UN Global Compact, signed by Robertet in 2020, which includes commitments on human rights and international labor standards.

These codes, charters and policies were all signed at Group level by Executive Management and apply to all Robertet employees worldwide.

Robertet's CSR strategy, which is monitored and overseen by the Group's CSR committees (see ESRS 2 GOV-1), also includes commitments relevant to this ESRS, namely commitment 6, dedicated to occupational health and safety, and commitment 7, focused on employee development and engagement, which includes training and skills development, social dialogue, diversity and inclusion, and quality of life at work. This strategy and its related targets are presented under ESRS 2 SBM-1.

Additionally, some subsidiaries have specific policies or charters that apply only to their own employees. Examples include Robertet Asia (Singapore), which has issued an Employee Handbook that includes commitments on remuneration, health and safety, and fair treatment, and Robertet China, which also has an Employee Handbook containing commitments to fair treatment and non-discrimination.

Human rights policies

The Group's Ethics Charter is distributed to all employees.

Robertet has implemented several measures to identify and remedy potential human rights issues affecting its workforce, including:

- SMETA 4-pillar audits of certain subsidiaries. The SMETA 4-pillar framework covers labor standards, business ethics, health and safety, and the environment;
- the Navex ethics whistleblowing system, promoted among and open to all Group employees. The Navex system allows employees to report violations or shortcomings in various areas, including human rights.

The ETI Base Code is founded on the conventions of the International Labour Organization (ILO). The UN Global Compact is based on the fundamental conventions and declarations of the United Nations.

Robertet's Ethics Charter explicitly addresses the prevention of child labor. However, it does not explicitly mention forced labor, except for a general reference to respecting the right to dignity for all.

The ETI Base Code explicitly mentions freely chosen employment and child labor.

In the UN Global Compact, Principle 4 refers to the elimination of all forms of forced and compulsory labor and Principle 5 to the effective abolition of child labor.

Policies related to occupational health and safety

In 2024, Robertet adopted a Group-level Health and Safety Policy to harmonize and encompass all policies and action plans existing within some subsidiaries.

Robertet's occupational accident prevention system is built on three pillars:

- assessment of occupational risks to ensure effective prevention measures;
- training of employees to improve the Group safety culture;
- specifically adapted safety equipment and gear.

Policies related to non-discrimination (including harassment), diversity and equal opportunity

Robertet is committed to eliminating discrimination and promoting equal opportunity through its Ethics Charter, as well as through the ETI Base Code and the UN Global Compact.

Some subsidiaries have also developed specific policies on these topics. For example, Robertet USA has had a Diversity, Equity and Inclusion policy since 2020. Robertet Asia (Singapore) has adopted non-discrimination guidelines (Tripartite TAFEP standard) issued by Singapore's Ministry of Manpower.

Robertet Asia also implemented a Workplace Harassment Policy in 2021. It covers all forms of harassment, including verbal, physical, sexual and cyber.

Robertet's Ethics Charter lists the following types of discrimination: gender, race, disability, family status, sexual orientation, age, social and cultural background, and political, philosophical or religious beliefs.

It states that diversity and non-discrimination must be respected at the time of hiring and throughout the employee's career.

Some subsidiaries have adopted more detailed policies in these areas. For example, the guidelines adopted by Robertet Asia (Singapore) refer explicitly to the need to adopt fair practices in recruitment, hiring, promotion, training and development, and performance evaluation.

Robertet has not made any strategic commitments specifically aimed at including or supporting particular groups of people.

However, it has adopted tailored approaches for people with disabilities, victims of harassment and women, as follows.

- For people with disabilities, disability officers responsible for accessibility and the well-being of employees with disabilities have been appointed in each of the Group's subsidiaries.
- For victims of harassment, a harassment officer was also appointed in each subsidiary in 2023 to handle reports of harassment and launch investigations. A guide has been developed by Robertet SA (Grasse) to help victims document the harm suffered, identify potential witnesses and accused people, detail actions taken and describe immediate consequences. Robertet India also has a dedicated Sexual Harassment Policy and has established a Sexual Harassment Prevention Committee composed mostly of women and external experts. It meets four times per year. Lastly, in 2024, the subsidiary organized an awareness-raising session on sexual harassment, reaching 99% of its workforce.
- For women, some subsidiaries have adopted specific measures. For example, in 2022, Robertet SA (Grasse) signed a three-year agreement with the trade unions on gender equality in the workplace. It covers recruitment, pay, promotion and career mobility, work-life balance, training, and working and employment conditions. In 2024, Robertet SA obtained a gender equality index score of 74/100. This French index is a score out of 100 points, calculated on the basis of five criteria: (i) the gender pay gap, (ii) the gap in the distribution of individual pay increases, (iii) the gap in the distribution of promotions, (iv) the number of female employees who received a pay increase on their return from maternity leave, and (v) gender balance among the ten highest earners.

Other than the specific procedures mentioned above (concerning disability, harassment and gender equality), Robertet does not have Group-wide procedures aimed at preventing and mitigating discrimination within its workforce. However, as mentioned above, some subsidiaries have implemented such measures at the local level. For example, Robertet USA has adopted a three-year diversity and inclusion strategy for 2021-2024. This strategy includes promoting diverse profiles when creating new positions to better reflect the cultural and ethnic diversity of the workforce. The subsidiary also organizes diversity events throughout the year.

SI-2 - PROCESSES FOR ENGAGING WITH OWN WORKFORCE AND WORKERS' REPRESENTATIVES ABOUT IMPACTS

The Group's Ethics Charter encourages social dialogue with employee representative bodies. In France and in some international subsidiaries, social dialogue is structured, with employee representative bodies (employee and union delegates, a Social and Economic Committee, and a Health, Safety and Working Conditions Committee) meeting regularly.

At Robertet SA, the Group Chief Executive Officer attends each meeting of the Social and Economic Committee, along with the subsidiary human resources managers.

In addition to these meetings with employee representatives, some subsidiaries consult their employees through surveys or internal consultations. Examples include Robertet USA, which conducted a survey in 2022, and Robertet Brazil, which did so in 2021 and again in 2023. In 2024, Robertet SA also decided to gather the views of all its employees through a quality of life at work survey.

Engagement with employees therefore takes two forms: indirect through representative bodies or direct through satisfaction surveys. Findings and insights from this engagement help to inform the Group's human resources decisions and policies.

At Robertet SA, the Social and Economic Committee meets monthly. Direct employee surveys are conducted regularly, although their frequency varies.

The function and the most senior position within the company responsible for ensuring that this engagement takes place is the Group Chief Executive Officer.

The Robertet Group does not have a global framework agreement on respect for human rights. However, some subsidiaries have local agreements signed with their employee representatives. Such agreements can cover a wide range of topics including flexible working hours, homeworking, pay and gender equality.

The effectiveness of Robertet's engagement with its workforce can be measured through several metrics:

- for agreements with employee representatives: number of agreements signed or renewed;
- for direct workforce surveys: employee participation rate.

A particular challenge for direct employee surveys is collecting input from production workers, who may not have access to digital tools. Robertet SA paid particular attention to this issue when preparing to launch its quality of life at work survey in 2024, providing shared computers and raising awareness among workshop managers to ensure that all production workers had the time and means to respond during working hours.

Robertet uses several communication channels to inform its employees about Group-wide developments, including emails from Executive Management, a monthly newsletter and the intranet.

In general, employees are consulted either directly (local surveys and polls) or indirectly (employee representatives). Results of direct consultations are typically shared with employees of the relevant subsidiary and followed by an action plan. This is notably the case at Robertet USA, which reviews progress one to two years after implementation. For indirect consultations, meeting minutes are typically drawn up and emailed to the employees of the relevant subsidiary. This ensures that employees can track how the various topics are addressed over time.

To date, the Group has used the internal newsletter, which includes a dedicated CSR section, as its preferred means of communicating its carbon emission reduction initiatives to its employees. In 2024, CSR training was developed for all Robertet employees. It includes a short module on climate change and

decarbonization.

Robertet does not expect the implementation of its decarbonization plans to cause major upheavals in its workforce (whether in terms of jobs, skills, training or health and safety).

Robertet is gradually adapting its various communication channels to the language preferences of its workforce, which is now spread over many countries. The internal newsletter and email announcements are in both English and French. The intranet is available in French, English and Spanish. Some subsidiaries, such as Robertet China, also provide English-language training for their teams.

A key challenge in communication is to reach employees who do not have email or access to a computer. In 2024, the Group IT team worked to create user accounts for all such employees. These accounts give them a Robertet email address, and access to the intranet and the Robertet eAcademy for training. Computers have also been installed at Robertet SA's production sites in Grasse. Similar equipment will gradually be installed at other Group subsidiaries. Of course, to compensate for the lack of digital access, the Group's sites also have bulletin boards where important information is displayed for employees.

SI-3 - PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKFORCE TO RAISE CONCERNS

In 2024, Robertet strengthened its whistleblowing system by introducing an external assistance service called Navex. Group employees and people with ties to the company (e.g., job applicants, former employees, directors, subcontractors, consultants, etc.) can use Navex to report any incidents.

It is designed to standardize and complement existing local procedures in subsidiaries. For example, Robertet Asia (Singapore), Robertet Turkey, Robertet USA and Robertet China have their own local policies for resolving workforce-related incidents. These policies define the grounds for raising concerns and outline the procedures for handling complaints and/or alerts. Robertet does not currently have a Group-wide procedure for addressing material negative impacts on its workforce. However, such procedures do exist at subsidiary level, covering topics including the response to workplace accidents or incidents of discrimination.



Each subsidiary has mechanisms in place to allow employees to raise concerns directly. Such channels may include reporting to their immediate supervisor, regional managers, employee representatives, the Social and Economic Committee (for Robertet SA), anonymous complaint boxes or internal surveys and questionnaires.

Lastly, as mentioned above, Group employees can report incidents via the Navex ethics whistleblowing system. Robertet is currently implementing a plan to extend employee access to email and Internet-based tools, thereby allowing more employees to use digital grievance mechanisms.

The grievance mechanisms and Navex ethics whistleblowing platform cover a wide range of workforce-related issues including anti-competitive practices, confidentiality, conflicts of interest, corruption, discrimination, harassment, environmental protection, and health and safety.

The Navex ethics whistleblowing system is accessible on Robertet's website and intranet homepage. When it was introduced in 2024, the procedure was presented to all employees by email. It was also submitted for consultation to the Social and Economic Committee, annexed to the Internal Rules and referenced in the Group's Anti-Corruption Code. Finally, it is presented to all new employees, along with Robertet's various ethics charters.

Robertet is committed to handling all reports within a reasonable period not exceeding three months. Any resulting internal investigation must be approved by the management of the entity concerned before it can begin.

As part of its whistleblowing procedure, Robertet undertakes to protect the identity of the whistleblower and any facilitators, the incidents reported and the identity of any individuals or organizations cited in the report. No information may be disclosed without the consent of the whistleblower and any facilitators, except as required by law. Whistleblowers and facilitators are likewise bound by confidentiality regarding the identity of any persons or organizations cited in the report.

SI-4 - TAKING ACTION ON MATERIAL IMPACTS ON OWN WORKFORCE, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO OWN WORKFORCE, AND EFFECTIVENESS OF THOSE ACTIONS

At present, Robertet's most material positive and negative impacts on its workforce are managed at the local level, by each subsidiary. Depending on the size of the subsidiary, this may be the responsibility of dedicated human resources teams or handled directly by the local management team. This decentralized approach allows each subsidiary's management to implement the actions best suited to the specific context and needs of their local teams.

Occupational health and safety measures

Actions taken in 2024 to prevent or mitigate material negative impacts on the workforce, particularly in the area of occupational health and safety:

- Creation of a Group Health and Safety Manual setting out the roles and responsibilities of managers and employees with regard to health and safety, the Group's commitments and objectives, and the main components of the Robertet safety program;
- Organization of a Safety Day awareness-raising event at Robertet SA's production sites in Grasse, with activities focused on various types of occupational risks, as well as a week-long safety event at Robertet India in March 2024, with a similar range of activities for the workforce;
- Organization of various risk-prevention initiatives, such as the redesign of a production workshop at Robertet Brazil to reduce manual handling and the risk of accidents, and the installation of a new water tank at Robertet India as a fire-safety measure;
- Organization of a three-day training course for around 40 employees of Robertet SA (Grasse) to make them Second Response Team Members. These employees have volunteered to act in the event of an industrial incident (explosion, fire) and prevent it from escalating before emergency services arrive. Training will continue from 2025 onwards through regular drills;
- Development of a partnership between Robertet Asia (Singapore) and the Singapore Civil Defence Force to implement a training program on crisis management and first aid;
- Introduction of five training courses for 30 Robertet SA managers on managing health-related absences, to help them prepare for the return of employees after medical leave and support their return to work.

In addition to these initiatives in 2024, Robertet and its subsidiaries have **several ongoing measures** to prevent health and safety incidents:

- Subsidiaries regularly organize health and safety awareness-raising and training sessions for their employees. For example, Robertet USA runs such courses every month at its two production sites. Topics covered include the use of personal protective equipment (PPE), manual handling, handling of hazardous substances and fire hazards.
- Since 2023, Robertet SA (Grasse) and Robertet Turkey have held weekly "safety quarter-hour" sessions in all production workshops. Topics are prepared by Health, Safety and Environment (HSE) teams and made available to workshop managers.
- The subsidiaries also conduct regular risk assessments to identify and classify dangerous situations for each workstation so that appropriate preventive measures can be implemented.
- Employees exposed to chemical risks are monitored through regular medical check-ups.
- Studies are conducted and investments made to improve the ergonomics of certain workstations and reduce the risk of musculoskeletal disorders.
- Robertet SA has a Health, Safety and Working Conditions Commission that meets quarterly to collectively address occupational risks and working conditions at the Grasse sites.
- Emergency procedures are in place and are regularly tested at production sites to address industrial hazards such as explosions and fires. These procedures include measures for reporting, investigating and remedying incidents.
- In addition, since 2023, several key health and safety indicators have been reported monthly by all production sites in a consolidated dashboard.

Actions aimed at creating positive impacts

Actions in 2024 to create positive impacts for the workforce include the following:

1. Training and skills development
 - Rollout of the Robertet eAcademy platform to nearly all Group subsidiaries in June 2024, with local ambassadors appointed to promote the platform to employees. At the end of November 2024, 845 employees were using the platform.
 - Development of the first in-house CSR training course by Robertet's internal Training and CSR teams, focused on the Group's CSR strategy. Available via the eAcademy, this training is designed to familiarize employees with the Group's CSR approach and

encourage their involvement. Launched in English and French in early November 2024, it will be translated into additional languages in 2025.

2. Employee well-being and engagement

- Preparation of the first quality of life at work survey for Robertet SA employees, launched in early 2025;
- Reduction in working hours for employees at the Robertet Bulgaria factory, following the implementation of new technology that shortened shifts by an hour;
- Organization of company-funded yoga sessions at Robertet India, attended by more than 60 employees.

In addition to these initiatives in 2024, Robertet and its subsidiaries also have **ongoing measures** to create positive impacts on its workforce, including:

1. Diversity, equity and inclusion

- Organization of diversity events throughout the year at several subsidiaries, including Robertet USA and Robertet Brazil;
- Diversity and anti-discrimination training for employees at Robertet USA, providing opportunities for employees who have witnessed or experienced discrimination to share their experiences;
- Information session on gender inequality organized by Robertet Turkey in partnership with an NGO, open to female employees of the subsidiary and women working in rose fields.

2. Employee well-being and engagement

- Establishment of a work-life balance committee at Robertet Colombia, meeting quarterly;
- Availability of homeworking options for certain employee categories in certain subsidiaries (e.g., Robertet SA, Robertet Brazil, Robertet Asia and Robertet India);
- Introduction of flextime at Robertet SA, to give employees greater flexibility over arrival, break and departure times.

3. Employee health

- Introduction of a wellness incentive scheme by Robertet Asia (Singapore), which can be used to pay for supplementary health insurance, gym memberships, sporting equipment or participation in sporting activities.

Evaluation of the effectiveness of workforce-related actions

Indicators including absenteeism and employee turnover are monitored and reported annually, both at Group level and within each subsidiary. Where regular surveys or questionnaires on well-being and engagement are conducted, results are used to evaluate the effectiveness of workforce-related actions. Some entities are also subject to external audits, such as SMETA 4-pillar audits, which include workforce-related criteria. Lastly, the Group responds annually to the EcoVadis sustainability assessment questionnaire, one section of which relates to human resources management.



Bodies dedicated to managing impacts

For negative impacts related to occupational health and safety, local health and safety committees are in place at subsidiary level to discuss appropriate measures to be taken following incidents.

A Group Ethics Committee was established in 2024 for all internal reports or reports submitted through the Navex ethics whistleblowing system. One of its responsibilities is to validate, together with the management of the relevant entity, the scope of any investigation to be carried out.



Workforce-related risks and opportunities

To mitigate the risks associated with adverse health and safety impacts, Robertet has implemented several of the measures mentioned above, such as a Group-wide safety program and awareness-raising and training days for its workforce. Some subsidiaries are also subject to external health and safety audits, including Robertet USA (annual OSHA audits) and Robertet Asia (triennial WSHC audit).

The following measures have been introduced to mitigate risks related to talent recruitment and retention:

- Strengthening of the recruitment policy at Robertet SA and improvement of the onboarding process for new hires;
- Centralization of the training plan for Robertet SA and Bionov, allowing teams to submit training requests annually and access both mandatory and optional training;
- Use of various management tools and training programs in several subsidiaries (e.g., Robertet USA, Robertet SA, Robertet India, Robertet Mexico and Robertet Asia) to support managers in their roles, notably in conducting professional development interviews;

- Organization of appraisal interviews (in some subsidiaries) and professional development interviews (throughout the Group) to give employees an opportunity to express their training needs in light of changes in their jobs and their professional development goals within the Group;
- Maintenance of the Robertet eAcademy platform and its extension to subsidiaries to give employees access to over 2,000 self-paced learning resources;
- Maintenance of social dialogue through direct and indirect consultation channels, and via employee representative bodies.

To mitigate the risks associated with the loss of key skills and know-how, Robertet has implemented the following programs:

- The Robertet SA in-house perfumery school trains two to three junior perfumers every two years. 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 2024, the Training, Quality and Safety departments developed “compagnonnage” mentoring guides to support and optimize skills building for new employees in operational roles (production, maintenance) in Grasse. New employees are trained by a mentor who passes on his or her knowledge and follows the learning process in a structured way. The approach is built on the Industrial Department’s four pillars: safety, quality, process control and responsible use of natural resources. Around 20 guides were released in 2024, and two groups of mentors were trained at the end of the year.
- Robertet Turkey has introduced a skills matrix to monitor and manage skills. This will help to improve the onboarding process for new employees.

One of the main innovations in 2024 was the creation of a quality of life at work survey for Robertet SA employees. It will serve to identify the strengths and areas for improvement in the subsidiary’s policies and support the implementation of an appropriate action plan, with the ultimate goal of fostering employee engagement and job satisfaction.

Risks related to attracting and retaining talent, loss of key skills and know-how, and the availability of qualified personnel at production sites are all included in the Robertet Group’s overall risk management plan.

Broadly speaking, two types of teams are responsible for managing the Group’s material workforce-related impacts: occupational health and safety teams, and human resources teams. Depending on the size of the subsidiary, these teams may be either dedicated or embedded in larger functional roles.

SI-5 - TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Metrics and targets

Robertet has set several targets for 2030, including the following:

- Reduce the work-related accident frequency rate to below 9;
- Reduce the absenteeism rate to below 4%;
- Provide training to over 70% of employees every year;
- Achieve gender balance in the overall workforce.

Performance against Group workforce targets

	2023	2024	2030 (target)	Change 2023-2024
Work-related accidents with lost time frequency rate (excluding temporary workers)	12.29	8.07	<9	-34%
Absenteeism rate	4.6%	4.4%	<4%	-4%
Percentage of employees who completed at least one training course during the year	83%	88%	>70%	+6%
Percentage of women in total workforce	45%	44%	50%	-2%

For methodological details, see sections SI-14 on the work-related accident frequency rate and SI-6 on the proportion of women in the workforce.

The absenteeism rate is calculated by dividing the total number of days of absence by the total number of theoretical days worked. Days of absence include all absences due to illness, work-related and commuting accidents, occupational illnesses, unpaid leave and authorized or unauthorized absences. Paid leave, family-related leave, and maternity and paternity leave are excluded. The total number of theoretical days worked is the number of business days in the year less applicable paid leave and rostered days off. A prorated calculation is used for part-time employees.

The percentage of employees who completed at least one training course during the year is calculated by dividing the number of employees who received training by the total number of employees.

All types of training are counted. Duplicates are excluded from the numerator: an employee completing two training courses is only counted once. The total workforce is the total number of employees who had a contract with the company during the year.

SI-6 - CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

The Robertet Group's total workforce in 2024 was 2,441, an increase of 3.5% on 2023. As the 2024 reporting scope excludes acquisitions made in 2023 (Sonarome and Aroma Esencial), the increase is attributable to the Group's organic growth.

Breakdown of employees by gender

Gender	2022	2023	2024
Male	1,276	1,298	1,363
Female	947	1,060	1,078
Other	0	0	0
Not specified	0	0	0
Total employees	2,223	2,358	2,441

Breakdown of employees by country

Country	Number of employees 2024
United States	394
France	1,043
Other countries (production subsidiaries)	914
Other countries (sales offices)	90
Total	2,441

In accordance with CSRD disclosure requirements, the table above details the workforce breakdown by country, for countries in which more than 10% of the Group's total workforce is represented. The workforce of other subsidiaries (production and sales) are aggregated.

Breakdown of workforce by contract type and gender (in 2024)

Female	Male	Other	Not specified	Total
Number of employees (head count)				
1,078	1,363	0	0	2,441
Number of permanent employees				
982	1,288	0	0	2,270
Number of temporary employees				
96	75	0	0	171
Number of non-guaranteed hours employees				
0	0	0	0	0

Breakdown of the workforce by type of contract and by region (in 2024)

Europe	Asia	Africa and Middle East	Latin America	North America	Total
Number of employees (head count)					
1,286	321	34	202	598	2,441
Number of permanent employees					
1,196	242	34	200	598	2,270
Number of temporary employees					
90	79	0	2	0	171
Number of non-guaranteed hours employees					
0	0	0	0	0	0

All workforce data in the tables above are expressed in headcount (not full-time equivalent) as of December 31 of the year. All employees are included, regardless of whether they have permanent or fixed-term contracts. Temporary workers, contractors, apprentices and interns are excluded.

For the gender breakdown, only male and female categories are reported. No data were recorded for the "Other" category.

The workforce breakdown reflects the number of employees present in each country for production subsidiaries. Figures for sales subsidiaries are aggregated in the last row, "Other countries".

Temporary contracts include all fixed-term contracts, i.e., contracts that end after a specified period of time or upon completion of a defined task with an estimated timeframe. Conversely, permanent contracts (whether full or part time) do not have a predetermined end date.

Departures and turnover

Gender	2022	2023	2024
Number of departures	363	259	355
Turnover rate	15.6%	14.4%	15.9%

Departures include all employees leaving the company for one of the following reasons: resignation, redundancy, dismissal for other reasons, retirement, refusal by the employee or the company to renew a temporary contract, mutually agreed termination, or death.

The turnover rate is calculated as the sum of all departures and hires during the year, divided by two and then divided by the total workforce. The number of departures is defined as above. The number of hires includes all new hires, regardless of contract type (permanent or fixed term). The total workforce is the number of employees who had a contract with the company during the year.

SI-7 - CHARACTERISTICS OF NON-EMPLOYEES IN THE UNDERTAKING'S OWN WORKFORCE

Robertet works with agencies to hire temporary workers to cover short-term staff shortages or temporary increases in activity. These temporary workers are not included in the workforce figures reported under ESRS SI-6, but their numbers are nevertheless monitored, and the company's policies apply to them.

Robertet also uses subcontractors and self-employed workers to perform maintenance work at production sites or to provide outsourced services for example. However, the number of such workers is not measured or monitored.

Temporary employees

	2022	2023	2024
Number of temporary employees	1,155	1,011	1,034
Percentage of temporary employees	34.2%	30.0%	28.9%

The number of temporary employees shown in the table above represents the total number of temporary employees employed by the company during the year in headcount (not in full-time equivalents). The percentage of temporary employees is calculated by dividing the number of temporary employees by the sum of the Group's headcount during the year and the number of temporary employees.

SI-8 - COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

Collective bargaining coverage

At December 31, 2024, 54.6% of the Group's employees were covered by a collective bargaining agreement.

Within the European Economic Area, France is the only country where Robertet has more than 50 employees and which accounts for over 10% of the total workforce. In France, 85.5% of employees were covered by a collective bargaining agreement in 2024.

Percentage of employees covered by collective bargaining agreements, by region

	2024
Europe (including France)	76.2%
Asia	52.3%
Africa & Middle East	65.0%
Latin America	72.2%
North America	0%

The percentage of employees covered by collective bargaining agreements is the number of employees covered by such agreements divided by the total headcount (i.e., the total number of employees bound to the company by an employment contract during the year). Collective bargaining agreements are all agreements between the company and employee or union representatives – or directly with employees – concerning the application of labor law within the company.

Social dialogue

In 2024, 53.0% of Group employees were represented by an employee representative body. In France – the only country where the company has more than 50 employees and which accounts for over 10% of the total workforce – this percentage was 91.2%.

Collective bargaining coverage and social dialogue

	Collective bargaining coverage		Social dialogue
	Employees – EEA (for countries with > 50 employees representing > 10% of total workforce)	Employees – non-EEA (estimate for regions with > 50 employees representing > 10% of total employees)	Workplace representation (EEA only) (for countries with > 50 employees representing > 10% of total workforce)
Coverage rate			
0 – 19%		North America	
20 – 39%			
40 – 59%		Asia	
60 – 79%		Africa & Middle East, Europe, Latin America	
80 – 100%	France		France

No agreement has been concluded on employee representation through a European Works Council.

Collective bargaining coverage is calculated by dividing the number of employees represented by employee representative bodies by the total headcount (i.e., the total number of employees bound to the company by an employment contract during the year).

SI-9 - DIVERSITY METRICS

Gender breakdown of senior management (in 2024)

	Number	Percentage
Male	52	64%
Female	29	36%
Total	81	100%

Robertet defines “senior management” as employees with a grade between 660 and 880 under the French National Collective Agreement for the Chemical Industries. This includes members of the Group Leadership Team and management committees, as well as division, department and subsidiary heads.

Breakdown of the workforce by age group (in 2024)

	Number	Percentage
Under 30 years	450	18.4%
30 to 50 years	1294	53.0%
Over 50 years	697	28.6%
Total	2,441	100%

Percentages by age group were calculated by dividing the number of employees in each age group (as of December 31) by the total number of employees bound to the company by an employment contract during the year.

SI-10 - ADEQUATE WAGES

All Group employees are paid an adequate wage, in line with applicable benchmarks.

SI-11 - SOCIAL PROTECTION

The Group did not collect social protection data in 2024.

SI-12 - PERSONS WITH DISABILITIES

Percentage of employees with disabilities in the Group

2023	2024
1.9%	2.0%

This figure includes employees officially recognized as disabled by a relevant body or institution, in accordance with the applicable regulations.

SI-13 - TRAINING AND SKILLS DEVELOPMENT METRICS

Percentage of employees who had an annual performance review

	2024
Male	47.4%
Female	48.5%

The percentage of employees who had an annual performance review is calculated by dividing the number of employees (male or female) who had an interview or review during the year by the total number of employees (male or female).

Average number of training hours per employee

2022	2023	2024
11.7h	13h	16.6h

All training is counted, regardless of its focus (management, job-specific, products, languages, etc.) or format (face-to-face or e-learning), and whether it is provided internally or externally. Training provided to temporary workers, service providers and interns, and time spent in the company by employees on apprenticeship contracts are excluded from this metric.

SI-14 - HEALTH AND SAFETY METRICS

Percentage of workforce covered by a health and safety management system

	2022	2023	2024
Employees covered by a health and safety management system	49%	48%	90%

The above percentage is calculated by dividing the number of employees covered by a health and safety management system based on legal requirements or recognized standards (even if not externally certified) by the total headcount (as of December 31).

The increase in the percentage for 2024 is due to a reporting error for the Robertet SA (Grasse) subsidiary in 2022 and 2023. While the Grasse production sites were actually covered by a health and safety management system, their employees were not counted.

In 2024, there were no fatalities due to work-related injuries or occupational illnesses within the Robertet Group. This applies both to Robertet employees and to temporary employees who worked for the Group during the year.

Work-related injury and occupational illness metrics

	2022	2023	2024
Number of work-related injuries with lost time	33	49	34
Number of days lost	775	1,069	841
Number of hours worked (thousands)	3,595	3,986	4,216
Frequency rate	9.18	12.29	8.07
Severity rate	0.22	0.27	0.20
Number of occupational illnesses	10	3	1

Work-related and commuting injuries are included if the travel was arranged by the company and the accident resulted in at least one day's absence from work. Work-related and commuting injuries involving temporary workers are excluded. Robertet has not been able to collect the number of non-lost-time work-related injuries in 2024, as required by the CSRD. Previously, Robertet only measured work-related accidents that resulted in lost time. The need to

include accidents that did not result in lost time was identified too late in the data collection process. As a result, the data reported was not sufficiently reliable or comprehensive. It will be included from 2025.

The frequency rate is calculated by dividing the number of lost time injuries by the total number of hours worked, multiplied by 1,000,000. The number of hours worked was calculated on the basis of actual hours worked, except for Robertet USA, where theoretical hours worked were estimated. The severity rate is calculated by dividing the number of days lost due to work-related injuries by the total number of hours worked, multiplied by 1,000. The number of occupational illnesses corresponds to cases recognized by the social security system, in accordance with local regulations.

The Group's health and safety performance improved significantly between 2023 and 2024, in terms of both frequency and severity rates. These results likely reflect actions taken to raise employee awareness and strengthen a safety culture, analyze accidents and track performance across the Group, subsidiary by subsidiary. These actions will continue in 2025.

SI-15 - WORK-LIFE BALANCE METRICS

Work-life balance metrics

	2024
Percentage of employees entitled to family-related leave	73.0%
Percentage of eligible employees who took parental leave	8.7%

Family-related leave includes maternity and paternity leave, carers' leave and other leave entitlements provided for under national legislation or collective agreements.

SI-16 - REMUNERATION METRICS (PAY GAP AND TOTAL REMUNERATION)

The Robertet Group has been unable to collect consolidated Group data for 2024 to calculate:

- the gender pay gap;
- the ratio of the annual total remuneration of the highest-paid individual and the median annual remuneration for all employees.

Robertet does not currently have an IT tool that allows it to collect data on individual salaries across all the Group's subsidiaries. The possibility of acquiring such a

tool is being examined. In any case, Robertet is committed to improving this collection process and publishing these two metrics in 2025.

On a limited scope, the ratio of the CEO's remuneration to the median remuneration of employees at Robertet SA (not the Group as a whole) is disclosed in section V of the Corporate Governance Report included in the Annual Financial Report.

SI-17 - INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

Human rights incidents metrics

	2024
Total number of incidents of discrimination, including harassment ¹	3
Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns ¹	3
Total amount of fines, penalties and compensation for damages as a result of the incidents and complaints disclosed above ¹	€0
Number of severe human rights incidents connected to the undertaking's workforce	0
Total amount of fines, penalties and compensation for damages for the incidents described above	€0

¹ These three metrics are limited to the scope of Robertet SA (approximately 38% of the total workforce) in 2024. The Navex ethics whistleblowing tool was implemented in mid-2024 and complements other existing whistleblowing systems (e.g., reporting incidents directly to managers, the HR team, the Anti-Corruption Officer or the General Counsel). While the Navex ethics whistleblowing system allows for centralized reporting, the others do not. As a result, during the 2024 data collection process, Robertet realized that the information provided through Navex was incomplete as it did not include incidents reported through other channels. Reporting will be improved and extended to the entire Group in 2025.

The three incidents reported were still under investigation and were therefore not yet confirmed at the time of publication of this report.

ROBERTET

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ESRS S2 VALUE CHAIN WORKERS

INTRODUCTION

The table below presents Robertet's key issues related to workers in the value chain, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Adequate wages	Negative impact	Upstream	ST	Material difficulties due to insufficient remuneration to ensure a decent standard of living
Human rights	Negative impact	Upstream	ST	Harm to the physical integrity and health of workers in the event of human rights or labor rights violations
Health, safety and working conditions	Negative impact	Upstream	ST	Harm to the physical and mental health of workers in the event of accidents, occupational illnesses or poor working conditions
Jobs	Positive impact	Upstream	ST	Job creation and income diversification
Health, safety and working conditions	Risk	Upstream	ST	Supply-chain disruptions and deterioration in raw material quality if health, safety and working conditions are not adequately addressed
Human rights	Risk	Upstream	ST	Sanctions, fines and reputational damage in the event of human rights violations
Adequate wages	Risk	Upstream	ST	Damage to the company's reputation, loss of worker interest in the industry if pay is perceived as inadequate
Human rights and adequate wages	Opportunity	Upstream	ST	Development of a certified product range incorporating human rights and fair trade criteria in response to customer demand

ST = short term, MT = medium term, LT = long term

ESRS 2 SBM-2 - INTERESTS AND VIEWS OF STAKEHOLDERS

Strategy

The interests and views of Robertet's supply chain workers may be affected by business relationships between Robertet and its Tier 1 suppliers, as well as between those Tier 1 suppliers and actors further upstream (Tier 2 and above). Robertet's activities may indirectly influence job stability and working conditions for these workers.

The Group takes into account the interests of its supply chain workers, especially those involved in natural ingredients – the most material purchasing category in terms of impacts, risks and opportunities. This consideration can take several forms:

- Signature of our Ethics Charter, which includes respect for human and labor rights;
- CSR questionnaires for our suppliers, and evaluations of the raw materials they supply, including questions on social criteria;
- Field visits;
- Audits and certifications;
- Long-term partnerships, in which Robertet may commit to volumes over at least three years, help pre-finance harvests, invest in new industrial facilities, provide technical and agronomic support, and co-develop local projects.

ESRS 2 SBM-3 - MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Links between Robertet's strategy and business model and value chain workers

Actual and potential impacts on value chain workers are closely linked to the nature of Robertet's interactions with its suppliers, and the conditions and expectations embedded in these relationships.

Robertet's influence varies depending on the size of its suppliers and the weight of Robertet's purchases in their overall sales. While there are exceptions, Robertet, as a major player in the natural ingredient sector, generally has significantly more influence over its natural ingredient suppliers than over those in other categories (synthetic ingredients, packaging, services).

For natural ingredient suppliers, actual and potential impacts on value chain workers are integrated into the company's purchasing strategy. Risk analysis, including potential impacts on supply chain workers, leads to a differentiated approach to purchasing. The greater the actual or potential risks and impacts, the more Robertet tends to engage with the sector through studies, projects and long-term partnerships with suppliers.

For natural ingredient suppliers, actual or potential impacts on supply chain workers may stem from several factors:

For pickers and farmers (typically Tier 2 and above):

1. social and cultural traditions, such as the involvement of children in flower picking as a family activity, or the sometimes complex structure of supply chains involving many tiers and different stakeholders;
2. the seasonal nature of agricultural products, requiring large numbers of temporary workers during busy periods;
3. the perishable and fragile nature of certain agricultural products: the crop may be lost if it is not harvested and processed within a narrow timeframe;

Among workers of our Tier 1 suppliers:

1. the types of extraction processes used for natural raw materials, such as hydrodistillation or volatile solvent extraction, which involve specific health and safety risks;
2. the seasonal nature of certain products, which must be extracted or processed shortly after harvest.

The risks and opportunities associated with supply chain workers – particularly for natural ingredients – have resulted in an ambitious strategy of evaluation, auditing and certification that extends from sourcing operations to the finished products sold to Robertet's customers.

Positive and negative impacts

All value chain workers on whom the company may have a material impact are included in the information disclosed under ESRS 2. However, this ESRS S2 section focuses on workers in natural supply chains, as this is the purchasing category over which Robertet has the greatest influence and control due to its leadership in natural ingredients in the fragrance and flavor industry.

Robertet's value chain workers can be categorized as follows:

- I. factory service providers working on our production sites (maintenance, repair, training, logistics);
- II. workers employed by Tier 1, 2 and other suppliers. Our purchases include natural or synthetic raw materials, packaging and services. Natural supply chains include players of many different types and sizes: farmers, producers and pickers of plant materials, processors (e.g., distillers, extractors), cooperatives, industrial players and distributors;
- III. downstream value chain workers, i.e., employees of our customers;
- IV. workers in joint ventures or companies in which Robertet holds minority stakes. These entities generally harvest and process strategic natural raw materials for the Group.

Downstream value chain workers (category III) are considered non-material in terms of Robertet's impacts, risks and opportunities, and are therefore not covered under ESRS S2.

The workers most vulnerable to negative impacts are primarily in category II, which may include small- and large-scale farmers, migrant workers, seasonal workers and workers in industrial companies located in countries exposed to a high risk of human and labor rights violations.

Robertet sources more than 1,600 natural raw materials from over 60 countries worldwide. Many of these countries face complex geopolitical, economic and social situations, with high risks of child labor, forced labor or compulsory labor.

Robertet maintains and regularly updates a list of natural supply chains considered strategically important, always associated with countries of origin. According to the external databases we consult, countries and regions with significant risks include:

- Child labor: Brazil, Turkey, Egypt, India, Indonesia, Madagascar, El Salvador, West Africa, China
- Forced labor: Brazil, India, Indonesia, West Africa, China

It is important to note that these assessments are based on external data sources and refer only to general country-level risks, not to specific Robertet supplier-ingredient pairings. This information is not specific to our industry or supply chains.

For all its natural ingredient purchases, Robertet has two CSR questionnaires: one for suppliers and one regarding the materials supplied. The results allow the

Group to assess the residual risks related to its natural ingredient purchases. The questionnaires are repeated every three years.

For the vast majority of its strategic supply chains, Robertet works closely with suppliers and independent certification bodies for the performance of social and environmental assessments and audits.

Potential material negative impacts on supply chain workers include non-compliance with human and labor rights, inadequate pay, poor working conditions, poor health and safety standards, and job insecurity.

These negative impacts on supply chain workers tend to be widespread or systemic, in that they affect entire sectors or even entire regions and are driven by a range of factors (cultural, social, economic, political, etc.). The agricultural world is especially vulnerable to these impacts due to its seasonal nature, which often entails long working hours during harvest season. This is compounded by other factors such as a low-skilled workforce, family-based and informal activities, and geographically remote locations.

Certain regions may also be particularly exposed due to conflict or difficult geopolitical contexts, or because local laws and regulations are less strict or less effectively enforced than in other countries.

Isolated negative impacts on supply chain workers – particularly in terms of jobs – can result from climate conditions (e.g., floods, landslides, droughts) affecting crops, or more generally from market demand fluctuations.

Positive impacts on supply chain workers include job creation, improvements in the quality of and conditions for work, and improved living conditions.

These positive impacts can result from a number of levers:

- the Group's Ethics Charter and Responsible Purchasing Policy, which require suppliers to uphold human and labor rights, and to make a commitment to the welfare of their workers;
- our CSR assessment questionnaires, which require or encourage suppliers to improve their social and environmental practices;
- our audit and certification procedures, which help identify and implement social and environmental improvements as part of a continuous improvement approach;
- the Group's commitment to providing technical and financial support to its suppliers and to forging long-term partnerships in which Robertet is actively

involved and which help drive the adoption of better social practices.

In addition to these proactive measures, upstream activities in the supply chain – such as the harvesting of plants and other natural ingredients – often help diversify the income sources of local workers and support the development of job-rich non-food supply chains.

These impacts affect not only the workers of our Tier 1 suppliers, but also those further upstream in the supply chain (Tier 2 and above), such as farmers and pickers. Our efforts are focused on the countries and supply chains with the highest risk. In countries with high socio-economic risks, fair trade audits and certifications are often prioritized.

Risks and opportunities

The main risks associated with supply chain workers are:

- Operational: an unstable workforce (e.g., insufficiently skilled, disengaged or poorly paid) can create supply chain problems for Robertet, in terms of both quantity and quality.
- Reputational: any serious human rights violations affecting supply chain workers (Tier 1, Tier 2 and above) can directly harm Robertet's reputation within its industry and indirectly affect its customers and suppliers.
- Regulatory: with existing (notably in France) and forthcoming (in Europe) laws on the duty of care, poor management of human rights risks could result in penalties, either directly for Robertet or indirectly for its customers.

The main opportunities associated with supply chain workers are:

- Operational: supply chain workers whose rights are respected, who work in good conditions and who receive adequate wages contribute to the long-term stability and security of the Group's supply chains and ensure better product quality.
- Commercial: the implementation of actions and certifications in high-risk supply chains allows Robertet to minimize these risks and secure sales to customers seeking certified ingredients.

Workers in the most upstream segments of the supply chain – particularly in agriculture – are arguably the most exposed to risks due to the seasonal nature of agricultural work, which often entails long hours during harvest season. This is compounded by other factors such as a low-skilled workforce, family-based and informal activities, and geographically remote locations.

Robertet identifies and assesses these risks through field visits and the analysis of evaluation questionnaires and audit findings.

Risks and opportunities affect both Tier 1 supplier workers and upstream supply chain workers (Tier 2 and above) in Robertet's natural supply chains.

Reliance on supply chain workers is a key matter for all purchasing activities within the Group, particularly in strategic natural supply chains and where Robertet relies on a sole supplier. However, Robertet has embarked on specific projects and partnerships for these supply chains to improve social and environmental conditions over the long term.

S2-1 - POLICIES RELATED TO VALUE CHAIN WORKERS

Robertet has adopted several policies to manage material impacts on value chain workers:

- the Supplier Ethics Charter, which all suppliers are required to sign, commits them to upholding human and labor rights, promoting occupational health and safety, respecting the environment and good agricultural practices, adhering to ethical business practices, etc.;
- the Robertet Group Responsible Purchasing Policy, which outlines the ethical, social and environmental principles and standards expected of all suppliers;
- the Prevention of Child Labor Policy, which sets out the Group's position on child labor and young workers.

In addition to these policies, Robertet has signed several charters containing commitments relating to value chain workers:

- the United Nations Global Compact, signed in 2020;
- the IFRA-IOFI Sustainability Charter, signed in 2020;
- the Ethical Trading Initiative (ETI) Base Code, signed in 2022.

These policies and charters apply to the entire Group and were signed by Executive Management, except for the Responsible Purchasing Policy, which was co-signed by the Purchasing Department. Robertet requires its raw material suppliers to sign the Supplier Ethics Charter. From 2025, natural raw material suppliers will also be required to read and validate the Responsible Purchasing Policy.



The Robertet Group has also been a member of the Union for Ethical BioTrade (UEBT) since 2021. Among other things, UEBT membership includes a commitment to manage the risks to people and biodiversity associated with the sourcing of biodiversity-derived ingredients.

Lastly, Robertet's CSR strategy, which is monitored by the Group CSR committees (see ESRS 2 GOV-1), includes a key commitment relevant to this ESRS: commitment 3, which aims to improve the quality of life of producers and local communities in our natural ingredients supply chain. This strategy and its related targets are presented under ESRS 2 SBM-1.

Specific policies related to human rights

As part of commitment 3 of its CSR strategy, Robertet recently adopted a strategy and objectives concerning respect for human rights in its supply chain.

It is based on a structured approach to identifying and prioritizing the highest-risk supply chains. The selection criteria are as follows:

- purchasing category (natural ingredients prioritized);
- purchase amounts (monetary value prioritized over volume);
- strategic nature of the supply chain.

A risk prioritization approach focused on identifying and ranking human rights risks has also been developed. Based on key regulations such as the CSRD and the Corporate Sustainability Due Diligence Directive (CS3D) and drawing on available databases, Robertet has prioritized three categories of human rights risks: child labor, forced labor and informal labor.

By combining both approaches (choice of supply chain and human rights risk), Robertet has developed a list of priority supply chains. These are the focus of the Group's strategy, which has two objectives:

1. By 2030, Robertet aims to implement measures to mitigate risks related to human rights in 100% of its priority supply chains.
2. By 2030, Robertet aims to ensure that local producers are paid an adequate wage in 100% of its priority supply chains.

The Robertet Group's human rights strategy – like its assessment and certification approach – relies heavily on supplier engagement and willingness to support these initiatives. Action plans are co-constructed, not imposed unilaterally.

When human rights impacts are identified and confirmed, Robertet works with its suppliers to implement action plans and corrective measures. These are often complex systemic issues that cannot usually be resolved within a short timeframe. It is essential for suppliers to demonstrate a genuine commitment to progress – and equally so for Robertet to support them over the long term. Only if corrective action is not taken will Robertet consider discontinuing its purchases from the supplier.

Robertet's Responsible Purchasing Policy and Supplier Ethics Charter both explicitly address the issues of child labor and forced labor. The Child Labor Prevention Policy, as its name suggests, deals exclusively with child labor.

As mentioned above, the Group's human rights strategy focuses (although not exclusively) on child labor, forced labor and informal labor risks.

The Robertet Group Responsible Purchasing Policy refers to the following international regulatory norms and standards:

- International Labour Organization (ILO)
- Ethical Trading Initiative (ETI)
- UN Global Compact (UNGC)
- Organisation for Economic Co-operation and Development (OECD)
- Good Agricultural and Collection Practices (GACP)
- Good Manufacturing Practices (GMP)
- Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization
- European REACH regulations on hazardous substances.

In 2024, a media outlet aired a report citing cases of child labor in the jasmine supply chain in Egypt. Robertet was not directly implicated or mentioned, but the issue is important both to us and to our local supplier. Robertet has been working with this supplier for many years, notably on child labor risks. In 2022, we jointly initiated fair trade certification to address socio-economic challenges in the supply chain, among

other issues. The story nevertheless raised awareness throughout the industry of the need to step up efforts to eliminate child labor.

S2-2 - PROCESSES FOR ENGAGING WITH VALUE CHAIN WORKERS ABOUT IMPACTS

In addition to adopting the policies and charters mentioned earlier, the Robertet Group engages with the workers of its Tier 1 suppliers and their representatives in several ways:

- Field visits allow Robertet teams to visit our suppliers' sites and meet their respective teams.
- Every three years, Robertet assesses its natural raw material suppliers through a dual questionnaire – one covering the supplier as an entity and the other covering each of the natural raw materials produced by that supplier. These questionnaires address issues including human rights and working conditions, environmental protection, traceability and good agricultural practices. They are sent to Robertet's Tier 1 suppliers but also concern upstream players (Tier 2 and above) in the supply chain.
- When Robertet and a supplier jointly decide to pursue certification to validate the adoption of good practices and the management of social and environmental risks, our teams generally carry out a CSR assessment of the supply chain, during which workers' needs and opinions are surveyed. It should also be noted that many audits and assessments require auditors to interview employees individually, to ask them about their working conditions.

Depending on the needs identified through the above processes (field visits, evaluations, audits, etc.), Robertet and its suppliers jointly define action plans and measures to improve conditions for value chain workers.

While Robertet engages primarily with legitimate representatives of value chain workers, its Purchasing and Sourcing teams also frequently conduct field visits to meet with stakeholders, especially within the Group's strategic natural supply chains.

Fair for Life (FFL) certified supply chains should also be mentioned. The FFL standard requires the creation of a fair development fund financed in proportion to

at least 5% of the value of Robertet's purchases from the certified supplier. This fund must be governed by representatives of the local community – not by Robertet or the supplier (a supplier representative may sit on the decision-making committee but may not act as the sole decision-maker). This ensures that projects financed by the fund address actual needs expressed by the local community.

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The nature of engagement between Robertet and value chain workers varies depending on the type of purchasing relationship and whether joint projects are in place. In cases where partnerships are established and joint projects are conducted, engagement typically begins with consultations, training sessions and information briefings, followed by active participation in projects. Once projects are underway, our teams regularly engage with local project stakeholders to monitor progress.

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The function and the most senior position within the Robertet Group responsible for supplier relationships and consideration of the interests of value chain workers is the Group Purchasing Management Department. It is represented within the Robertet Group Leadership Team.

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The effectiveness of engagement with value chain workers can be measured through the mechanisms in place with suppliers, namely field visits, evaluation questionnaires (updated every three years) and audits.

Audits that result in positive outcomes (i.e., achievement of verification or certification levels recognized by third parties) also help to validate the implementation of good practices with respect to value chain workers.

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When workers are identified as being particularly vulnerable or at risk of negative impacts, the Robertet Group may conduct studies and diagnostics upstream of project design. One example is the socio-economic study commissioned by Robertet in 2023 in Bulgaria, focusing on the Roma community working in rose fields. Conducted by an independent non-profit organization, this anonymous survey was conducted among 600 pickers from the Roma community. Its aim was to better understand the situation of these pickers, including their level of education and qualifications, and to gather their expectations regarding their job in the rose industry.

S2-3 - PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS

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The Robertet Group Responsible Purchasing Policy outlines the grievance mechanisms available to our value chain workers and our suppliers. In short, we encourage our suppliers to report any ethical concerns to their usual contact at Robertet (within one of our subsidiaries), or to reach out directly to the Group's Purchasing or CSR departments. Reports can be made confidentially.

Robertet has a whistleblowing system, but it is currently only open to Group employees or people with dealings with the Group (e.g., directors, job applicants, subcontractors). As such, it is not promoted among or open to value chain workers.

However, in the specific case of certified supply chains, value chain workers can report concerns or violations to the relevant certification bodies.

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The Robertet Group does not have a general procedure for remediating material negative impacts on value chain workers. In such cases, the response is tailored to numerous factors, such as whether the impact is systemic and widespread, the scale and severity of the issue, and the nature of the relationship with the supplier.

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As mentioned above, Robertet's Responsible Purchasing Policy allows concerns to be raised with a local Group contact or with the Purchasing or CSR departments. In the specific case of certified supply chains, value chain workers can contact the certification bodies. Other than these options, Robertet has not established any formal channels or mechanisms for handling this type of report.

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The Group's Purchasing teams distribute the Responsible Purchasing Policy by email to all natural ingredient suppliers. From 2025, suppliers will also be required to confirm that they have read and validated the policy.

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As the Group does not have a formal mechanism or tool for receiving external reports – other than its internal whistleblowing system (which is only open to employees and people with direct dealings with the Group) – there is currently no formal process for monitoring or reporting concerns raised by value chain workers.

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In certain cases where Robertet suppliers are evaluated or audited by third parties (e.g., by UEBT or independent bodies for Fair for Life or Rainforest Alliance certifications, etc.), value chain workers are often interviewed and/or can raise concerns with the evaluators or auditors. The audit reports allow Robertet and its suppliers to be informed of any such issues or concerns.

The Responsible Purchasing Policy states that reports can be submitted confidentially to the Robertet Group. However, the Group has not established a formal procedure to protect whistleblowers from retaliation.

CSR audits conducted within our supply chains include interviews with employees, either in groups or individually. In all cases, the interviews are conducted by the evaluator or auditor only, and the results are anonymized to ensure the participants' anonymity.

S2-4 - TAKING ACTION ON MATERIAL IMPACTS ON VALUE CHAIN WORKERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO VALUE CHAIN WORKERS, AND EFFECTIVENESS OF THOSE ACTIONS

Actions related to negative or positive impacts

As part of its human rights strategy, the Robertet Group has defined tools and actions to reduce the risks of human rights violations and, more broadly, the risks of negative impacts on supply chain workers.

These tools fall into four main categories:

- Studies and diagnostic assessments to better identify and understand risks and potential negative impacts;
- Training and awareness-raising, along with broader technical support;



- Implementation of local projects aimed at directly addressing and resolving any issues identified, such as building schools and childcare centers, funding medical facilities, reviewing agronomic practices and distributing protective equipment for workers' health and safety;
- Third-party verification or certification. The CSR standards currently used by the Group are: Fair for Life (FFL), Union for Ethical BioTrade (UEBT), Forest Stewardship Council® (FSC®)*, Rainforest Alliance, FairWild and Roundtable on Sustainable Palm Oil (RSPO).

The priority supply chains in which these actions are currently being rolled out or should be by 2030 are:

1. high-risk strategic natural supply chains, and
2. the most significant natural supply chains in terms of purchase amount and risk.

Where negative impacts are identified through field visits, assessments or third-party audits, the Group works closely with the relevant supplier to co-construct and implement a corrective action plan.

In some cases, a collective and broadly based approach may be taken to harmonize efforts across an entire supply chain and region, in collaboration with other industry stakeholders.

One such case is the rose supply chain in Turkey, where Robertet Turkey is a member of the Harvesting the Future coalition, which undertakes a range of initiatives to improve working conditions for rose growers and workers in the region. Robertet also leads individual initiatives with its supply chain partners. In 2024, Robertet Turkey provided rose growers and intermediaries with training on human and labor rights to mitigate risks such as those associated with employing migrant workers. Also in 2024, Robertet Turkey partnered with another company in the rose sector to open a childcare center in a geographically remote area.

In Bulgaria, Robertet's local subsidiary conducted training for rose producers in 2024 on topics such as health and safety, first aid, pesticide use and biodiversity.

With regard to positive impacts, several of the Group's supply chains have fair trade certification. The Fair for Life (FFL) standard includes a range of positive requirements for value chain workers, including the calculation and payment of an adequate wage, the definition of a minimum price and the payment of a premium of at least 5% above the market price, and the establishment of a fair development fund. This

fund, financed in proportion to at least 5% of Robertet's purchases from the supplier, supports projects that benefit the local community and especially value chain workers. The following of Robertet's supply chains received FFL certification for the first time in 2024: mate (Brazil), jasmine and tuberose (India), tonka (Venezuela) and ambrette (El Salvador).

For projects developed with suppliers, including those that are part of collective or sector-based actions, performance indicators to track progress and assess effectiveness are generally defined jointly.

The findings and reports of third-party supplier evaluations and audits are used to monitor progress. In the vast majority of cases, these evaluations and audits are conducted annually so that the actions taken and their outcomes can be tracked on a regular basis.

General approaches to managing impacts

For any project affecting suppliers, producers or other upstream value chain actors (Tier 2 and above), Robertet prioritizes collaboration. The Group recognizes the knowledge and expertise of suppliers, which are best placed to propose and implement action plans that are contextually relevant and locally appropriate.

Robertet develops action plans either individually with the relevant supplier(s) or collectively, but always in partnership with them. Only when action plans are not implemented, or when a supplier fails to deliver the required improvements, does the Group seek alternative sourcing solutions.

The Group's Purchasing and Sourcing teams are responsible for ensuring that corrective actions are implemented. Field visits, evaluations or audits may be conducted subsequently to confirm improvements.

Where a material adverse impact is identified, the Group's general approach is to collaborate with the supplier to develop and implement an appropriate remediation plan.

Initiatives that contribute to material positive impacts include the implementation of local development projects that benefit both local communities and value chain workers, such as building and funding schools, infrastructure and medical facilities. They also include audit and certification programs that require the adoption of numerous economic, social and environmental practices.

* Robertet SA FSC license number: FSC-C186820

In 2024, the Robertet Group, directly or indirectly (via its suppliers), obtained CSR certification for six new supply chains, bringing the total number of CSR-certified natural supply chains to 64 at the end of December 2024.

These audits and certifications are part of continuous improvement processes: their renewals (which are typically annual) allow progress to be measured over time.

Measures to manage risks and opportunities

To mitigate the risks associated with impacts on value chain workers, the Robertet Group has implemented the following measures:

- a risk assessment system for natural ingredient suppliers, combined with regular field visits and ongoing supplier engagement, to support the implementation of tailored action plans;
- a partnership approach fostering long-term trust-based relationships with a number of strategic suppliers;
- a vertical integration strategy in which Robertet may acquire minority stakes or establish joint ventures with supply chain actors, thereby obtaining greater influence and control over social and environmental practices;
- a sourcing diversification strategy, which is essential for a number of reasons, including security of supply in the face of climate-related and other risks, and includes supply chains with high levels of social risk.

To capitalize on material opportunities related to value chain workers, the Group has taken actions including:

- a commitment to calculate and ensure the payment of adequate wages in priority natural supply chains, and the extension of sustainability certification to a larger number of supply chains. These efforts are expected to increase the long-term resilience and stability of these supply chains, thereby securing the Group's supplies;
- certification of the Group's main production sites so that the various certifications obtained at supply chain level can be passed on to customers and maintained throughout the value chain, right down to the finished product. For example, Robertet SA's production sites in Grasse now have FFL, Rainforest Alliance, FSC and RSPO certification. This allows the Group to offer its customers a growing portfolio of certified finished

products (e.g., essential oils, absolutes), thereby meeting their increasing demand for certified ingredients.

Robertet performs three types of risk assessments for its natural ingredient purchases:

- gross country-level risk, assessed through a regularly updated external database;
- residual or net risk at supply chain level, assessed through two in-house questionnaires specific to the nature of the supply chain, updated every three years:
 1. a supplier questionnaire focused on the supplier's sustainability practices as a company;
 2. a raw material questionnaire covering traceability, supply chain organization (number and types of intermediaries) and agricultural practices.

These three risk assessments include value chain worker-related risks such as child labor, forced labor, low wages, informal employment and poor working conditions.

All types of external developments – whether regulatory, economic, political or climate-related – can have negative impacts on supply chain workers, thereby increasing the Robertet Group's purchasing risks, particularly in its strategic supply chains.

Establishing long-term supplier partnerships is a key way to avoid causing material negative impacts on value chain workers. Such partnerships – built on volume commitments, prefinancing of harvests, funding of new industrial facilities and agreeing on floor prices (as required by certain standards such as FFL) – provide suppliers with several years of visibility. This in turn can allow them to anticipate employment needs, make investments (both in production tools and in social/environmental infrastructure) and retain their workforce.

Finally, purchasing certified products – especially fair trade certified products – directly supports the adoption of better practices for value chain workers. As noted above, the FFL standard requires the calculation and payment of adequate wages, the establishment of minimum prices covering production costs, the payment of a premium of at least 5% and the creation of a fair development fund. It also requires volume commitments covering a minimum of three years.

In 2024, a media outlet aired a report citing cases of child labor in the jasmine supply chain in Egypt. Robertet was not directly implicated or mentioned, but the issue is important both to us and to our local supplier. Robertet has been working with this supplier

for many years, notably on child labor risks. In 2022, we jointly initiated fair trade certification to address socio-economic challenges in the supply chain, among other issues. The story nevertheless raised awareness throughout the industry of the need to step up efforts to eliminate child labor.

FFL certification and associated annual audits allow us to track progress and assess the effectiveness of our actions. Collective actions have also been undertaken with many stakeholders across the value chain; here too, impact assessments will be conducted to evaluate their effectiveness.

Financial resources allocated to preventing negative impacts on supply chain workers primarily cover the costs of evaluating and certifying the supply chains (which may be covered by either the supplier or Robertet) and the Group's production sites. Financial resources are also allocated to local projects other than certification, including collective actions.

Human resources are naturally also allocated to these issues, primarily within the Purchasing and Sourcing team, but also within the CSR, Raw Materials, Quality Assurance and Regulatory teams.

S2-5 - TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Targets

As part of commitment 3 of Robertet's CSR strategy, related to human rights, the Group is committed to implementing actions to mitigate human rights risks

in 100% of its priority supply chains by 2030. These actions can be divided broadly into four types: studies/diagnostics, awareness-raising/training, funding of local projects, and third-party evaluations and certification.

This target was set at the end of 2024 and will start to be measured in 2025.

The Group is also committed to ensuring that local producers in 100% of its priority supply chains are paid an adequate wage by 2030.

To calculate adequate wages, Robertet draws wherever possible on internationally recognized tools and methodological frameworks.

This target was also set at the end of 2024 and will start to be measured in 2025.

As part of commitment 1 on sustainable sourcing in Robertet's CSR strategy, the Group has set several objectives, the three most important being to:

- assess 100% of natural ingredient suppliers from a CSR perspective, in number, and renew this process every three years;
- conduct CSR verification or certification audits on 100% of its strategic natural supply chains, in number;
- make over 80% of purchases, in value, from long-term partners (partnerships of over three years).

Regarding the first objective, Robertet updated and digitalized the supplier CSR assessment system in 2024. All CSR assessments of natural suppliers will therefore be launched via the Group's new digital platform in 2025. Performance metrics on the percentage of suppliers, in number, that responded to this CSR assessment will be published from the 2025 reporting year.

Group performance against responsible sourcing targets

	2023	2024	2030 (target)	Change 2023-2024
Percentage of strategic natural supply chains covered by a CSR verification or certification, in number	78.6%	82.1%	100%	+4%
Percentage of purchases from natural ingredient suppliers covered by a long-term partnership, in value (purchase amount)	92%	94%	>80%	+2%

Definitions and methodological notes for these metrics can be found in the metrics tables below.

In 2024, Robertet continued its audit approach within its strategic natural supply chains, with a slight increase in the percentage (in number) of supply chains audited or certified. Fair for Life certifications of the Venezuelan tonka bean and Salvadorian ambrette supply chains contributed to this progress. As a key element of Robertet's collaboration with its suppliers, the Group has also maintained its commitment to long-term partnerships with its natural ingredient suppliers, with 94% of purchases by value being made from partner suppliers with at least three years' standing.

Metrics related to CSR audits, verifications and certifications of natural supply chains

All natural supply chains

	2022	2023	2024
Number of natural supply chains (raw material-supplier combinations) covered by CSR verification or certification		58	64
Percentage of natural raw material purchases covered by a CSR verification or certification			
in number		22%	17%
in volume		8%	12%
in value		15%	15%

For the first metric above, a supply chain (defined here as a raw material-supplier combination) is considered to be covered by CSR verification or certification if it holds a UEBT attestation (with the level “Responsible Sourced” or “Ethically Sourced”) or a Fair for Life, Forest Stewardship Council, Rainforest Alliance, FairWild, or RSPO certification that is valid during the year.

The second metric uses the same definition as the first, except that it also includes organic certification.

Results in number include all Group purchases, less any “duplicates” (combined purchases between two subsidiaries). Purchases of two different botanical varieties (e.g., damask rose and centifolia rose) are counted as two separate purchases where the information on this distinction is available.

When reporting CSR verified or certified raw materials as a percentage of total purchases in either volume or value, all purchases over the entire year are taken into account, regardless of the exact date when the attestation or certification was awarded.

In 2024, Robertet continued to increase the number of supply chains covered by a CSR verification or certification. The percentages of certified raw materials purchased in number and volume fluctuated slightly between 2023 and 2024, indicating a decline in the number of certified materials but an increase in volume.

Strategic natural supply chains

Robertet maintains an internal list of natural supply chains (defined here as raw material-country of origin

combinations) that are considered strategic for the Group, generally due to their contribution to the company's sales or reputation. Robertet has more demanding CSR certification ambitions for these supply chains.

	2022	2023	2024
Percentage of strategic natural supply chains covered by a UEBT verification audit or CSR certification, in number	71.4%	78.6%	82.1%
Percentage of purchases from strategic natural supply chains covered by CSR verification or certification, in volume	42%	47%	56%

For the first metric above, a strategic natural supply chain is considered to be covered by CSR verification or certification if at least one supplier in that supply chain has undergone a UEBT verification audit (whether the result is positive or negative) within the last three years, or holds a Fair for Life, Forest Stewardship Council, Rainforest Alliance, FairWild or RSPO certification that is valid during the year. In other words, if a supply chain is made up of several suppliers and one of them is covered by an UEBT verification audit or CSR certification, the entire supply chain is counted.

The second metric uses the same definition as the first, except that it also includes organic certification. All purchases over the entire year are taken into account, regardless of when the certification was awarded.

Other responsible sourcing metrics

Percentage of raw material suppliers that have signed the Robertet Supplier Ethics Charter

	2022	2023	2024
Percentage of raw material suppliers that have signed the Robertet Supplier Ethics Charter, in number	50%	81%	94%

All of the Group's raw material suppliers that have signed Robertet's Supplier Ethics Charter – or an equivalent version reviewed and validated by Robertet since the system's launch in 2022 – are counted. Suppliers are not required to sign the Ethical Charter every year: once a supplier has signed, it is counted permanently.

Percentage of natural ingredient suppliers covered by a long-term partnership

	2022	2023	2024
Percentage of natural ingredient suppliers covered by a long-term partnership			
in number	79%	80%	81%
in volume	51%	93%	92%
in value	55%	92%	94%

This includes natural ingredient suppliers with which Robertet has a long-term partnership, i.e., one of at least three years' standing.

These targets were set jointly by the CSR and Purchasing and Sourcing departments, the latter being well acquainted with the situation of the suppliers and supply chain workers concerned by these objectives.

The two human rights strategy targets were only set recently and will start to be measured in 2025. The majority of the other targets (related to commitment 1 of the CSR strategy) were set in 2020 and are monitored annually by the Purchasing and Sourcing and CSR departments.

The Robertet Group has not developed a formal procedure for identifying potential improvements but continuously adjusts its strategies and action plans based on observed performances, as well as any feedback or suggestions from key stakeholders.





ESRS S3 AFFECTED COMMUNITIES

INTRODUCTION

The table below presents Robertet's key issues related to affected communities, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Access to resources	Negative impact	Upstream	MT	Reduction of natural resources available to affected communities due to their use by the Group's suppliers
Socio-economic development	Positive impact	Upstream	ST	Contribution to health, education, water and energy infrastructure, equipment and services through fair purchasing practices
Human rights	Risk	Upstream	ST	Damage to the company's reputation, loss of worker interest in the industry if pay is perceived as inadequate
Human rights and adequate wages	Opportunity	Upstream	ST	Development of a certified product range incorporating human rights and fair trade criteria in response to customer demand

ST = short term, MT = medium term, LT = long term

ESRS 2 SBM-2 - INTERESTS AND VIEWS OF STAKEHOLDERS

Strategy

The interests and views of affected communities within Robertet's supply chain may be impacted by the business relationships between Robertet and its Tier 1 suppliers, as well as between those Tier 1 suppliers and actors further upstream (Tier 2 and above). Robertet's activities may indirectly impact the quality of life of local communities through economic aspects (e.g., employment and wage impacts), social aspects (e.g., access to healthcare, education and infrastructure) and environmental aspects (e.g., water use and biodiversity).

The Robertet Group takes into account the economic, social and environmental characteristics of the communities affected by its sourcing and purchasing activities, primarily through the following mechanisms:

- Assessment of gross country risks, to identify particularly salient risk criteria;
- Field visits by our Purchasing and Sourcing teams;
- Audits and certifications.

ESRS 2 SBM-3 - MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Links between Robertet's strategy and business model and affected communities

Actual and potential impacts on affected communities may be indirectly linked to the nature of Robertet's interactions with its suppliers and the conditions and expectations embedded in these relationships. Indeed, the economic, social and environmental conditions of Robertet's supplier relationships may affect value chain workers and, through a ripple effect, their families and communities. Robertet's influence varies depending on the company's relative weight in the relevant supply chain and geographical area. While there are exceptions, Robertet, as a major player in the natural ingredient sector, generally has significantly more influence on its natural ingredient suppliers than over other those in other categories (synthetic ingredients, packaging, services).

For these communities indirectly affected by natural supply chains, actual or potential impacts are taken into account in the company's purchasing strategy. Risk analysis carried out at country level, then by raw material-supplier combination, allows for differentiated

purchasing management. The greater the actual or potential risks and impacts, the more Robertet tends to engage with the sector through studies, projects and long-term partnerships with suppliers, all of which could indirectly affect local communities.

The risks and opportunities associated with affected communities – particularly for natural ingredients – have resulted in an ambitious strategy of evaluation, auditing and certification that extends from sourcing operations to the finished products sold to Robertet's customers.

Positive and negative impacts

All affected communities on which Robertet may have a material impact are included in the information disclosed under ESRS 2. However, this section on ESRS S3 focuses on the communities affected by our natural supply chains, as this purchasing category is the most material for the Group: it is the one over which Robertet has the greatest influence and control due to its position in the natural ingredient sector within the perfume and flavor industry.

The communities liable to be affected by material impacts resulting from the company's activities are:

- I. communities living or working near the company's production sites;
- II. communities in the company's upstream value chain, affected by its sourcing activities, particularly of natural ingredients; and communities in the downstream value chain, affected by the activities of its customers;
- III. communities at the most upstream end of the value chain (farmers, producers, pickers) and downstream (consumers and end users);
- IV. communities of indigenous peoples.

In the double materiality assessment, it was determined that category I communities (those living or working near production sites) and downstream communities (part of categories II and III) were not material to the company compared with those located throughout Robertet's supply chain, particularly in its natural supply chains. These communities include category IV, i.e., indigenous peoples.

Potential material negative impacts on local communities include overexploitation and conflicts over the use of natural resources (e.g., water, plants, land), job instability and insufficient redistribution of economic value (e.g., wages of supply chain workers, taxes).

These potential negative impacts tend to be widespread or systemic, in that they are either linked to the typology of the aromatic natural products sector (e.g., land use for growing plants, seasonal agricultural employment) or to the contexts of the affected geographies (e.g., low skills and incomes, weaker or less strictly controlled regulations than elsewhere).

Robertet conducts an economic, social and environmental risk analysis at the country level before assessing the CSR performance of its suppliers and natural raw materials. This country risk evaluation, coupled with field visits by our Purchasing and Sourcing teams, may indicate the presence of particular risk criteria (e.g., geographic remoteness leading to inadequate access to healthcare or education infrastructure, situations of conflict or migration, discrimination against women or certain ethnic or geographic populations). Robertet's evaluation questionnaires for its suppliers and natural raw materials may also reveal other risks, such as complex supply chains (numerous actors and intermediaries).

In such cases, when high risks are identified, Robertet may commission impact studies or assessments to better understand and analyze these risks and adapt its action plans accordingly. Positive impacts on local communities include job and income creation, strengthening of agricultural and industrial capacities, and access to services and infrastructure that improve quality of life (e.g., water, electricity, healthcare, education).

These positive impacts can result from a number of levers:

- the Ethics Charter, Responsible Purchasing Policy and CSR evaluation questionnaires, which encourage our suppliers to invest in local areas and improve the well-being of the communities living there;
- our audit and certification process, which can also lead to actions that benefit local communities. For example, Fair for Life (FFL) certification requires the creation of a fair development fund governed by representatives of the local community, to finance projects meeting local needs;
- the Group's commitment to provide technical and financial support to its suppliers, resulting in the transfer of knowledge and expertise, and possibly the continuation of higher value-added local activities (e.g., investment in distillation facilities that allow the creation of higher value-added local activities);
- the implementation of environmental projects, such as reforestation, agroecology or agroforestry, that reduce the use of inputs in crops or improve ecosystem services.

These impacts affect communities living or working near the sites of the Group's Tier 1 suppliers, as well as communities further upstream in the supply chain, such as farmers and pickers.

Risks and opportunities

The main risks associated with affected communities are:

- Operational: in the event of a lack of support for Robertet's practices and activities in local areas, affected communities may disengage producers, farmers and suppliers in favor of other supply chains or Robertet's competitors, thereby leading to supply chain difficulties for the Group;
- Regulatory: affected communities could, directly or through non-profits or NGOs, take legal action against Robertet for human rights or environmental violations, particularly under the future European Union Corporate Sustainability Due Diligence Directive.

The main opportunities are:

- Operations: the socio-economic development of local areas through responsible purchasing practices allows Robertet to gain the trust and commitment of local communities, which in turn can facilitate the smooth running of the Group's sourcing activities;
- Commercial: the implementation of actions and certifications in high-risk supply chains allows Robertet to minimize these risks and secure sales to customers seeking certified ingredients.

Risks and opportunities mainly concern communities indirectly affected by natural supply chains, especially those operating far upstream (farmers, producers, pickers).

Reliance on local communities is a relevant issue, particularly in the case of strategic natural supply chains for Robertet. Indeed, the risk of worker and community disengagement in favor of other supply chains could destabilize the Group's sources of supply. However, Robertet has undertaken projects and partnerships in these types of supply chains to improve living conditions for local communities over the long term.

S3-1 - POLICIES RELATED TO AFFECTED COMMUNITIES

Robertet has adopted a number of policies aimed primarily at its suppliers, such as its Supplier Ethics Charter, its responsible purchasing policy and its Child Labor Prevention Policy. By encouraging the adoption of good social and environmental practices, these policies can have a positive ripple effect on the families and communities linked to the individuals working for these suppliers.

In addition to these policies, the Robertet Group is a signatory to several internationally recognized charters:

- The United Nations Global Compact, signed in 2020
- The IFRA-IOFI Sustainability Charter, signed in 2020
- The Ethical Trading Initiative (ETI) Base Code, signed in 2022

The Robertet Group has also been a member of the Union for Ethical BioTrade (UEBT) since 2021. Among other things, UEBT membership includes a commitment to manage risks to human rights and the environment related to the sourcing of biodiversity-derived ingredients.

Lastly, Robertet's CSR strategy, which is monitored by the Group CSR committees (see ESRS 2 GOV-1), includes a key commitment relevant to this ESRS: commitment 3, which aims to improve the quality of life of producers and local communities in our natural ingredients supply chain. This strategy and its related targets are presented under ESRS 2 SBM-1.

In 2024, Robertet decided to improve its country CSR risk identification system by investing in a database that aggregates and regularly updates a large number of risk criteria for all countries worldwide. After two years of development, Robertet also rolled out a digital platform to more easily dispense, coordinate and analyze supplier/raw material evaluation questionnaires for all its natural ingredient purchases. The Group's overall approach is unchanged, but the underlying tools have been improved.

The policies and charters mentioned above apply to all of Robertet's raw material suppliers and, by extension, may impact all indirectly affected communities. Country risk assessment, and supplier and raw material performance evaluation mechanisms apply to natural supply chains, and as such primarily to the communities affected by these supply chains.

Robertet also has an internal policy to ensure compliance with the Nagoya Protocol, which governs access to and the sustainable use of biodiversity-derived ingredients, as well as the fair and equitable sharing of benefits arising from such use. The Nagoya Protocol, and its implementation in the laws of many countries, is aimed specifically at respecting the rights of indigenous peoples.

Other than its policy on the Nagoya Protocol, Robertet has not adopted a specific policy dedicated to the prevention and remediation of impacts on indigenous peoples.

Specific policies related to human rights

As part of commitment 3 of its CSR strategy, Robertet recently adopted a strategy and objectives for respecting human rights in its supply chain, which by extension will affect the communities living or working in the relevant areas.

This strategy was built on several criteria (*see ESRS S2 for more details*), including the level of risk of human rights violations in the countries from which we source.

Robertet has set two objectives for its top-priority supply chains:

1. By 2030, Robertet aims to implement measures to mitigate risks related to human rights in 100% of its priority supply chains.
2. By 2030, Robertet aims to ensure that local producers are paid an adequate wage in 100% of its priority supply chains.

Although these objectives focus on the risks and wages of supply chain workers, the measures adopted will inevitably affect their families and the communities that depend on them.

Depending on the size and complexity of the supply chains with which we engage our responsible sourcing approach, our Purchasing and Sourcing teams may need to interact and consult with members of affected communities. Our strategy for certifying our supply chains may also lead to such interactions, as is the case with FFL certification, which requires the establishment of a fair development fund managed by local community representatives. Finally, with the application of the Nagoya Protocol, Robertet may enter into partnerships with local communities to establish access and benefit-sharing agreements arising from the use of biodiversity-derived ingredients.

When human rights impacts are identified and confirmed, Robertet works with its suppliers to implement action plans and corrective measures. These are often complex systemic issues that cannot usually be resolved within a short timeframe. It is essential for suppliers to demonstrate a genuine commitment to these processes – and equally so for Robertet to support them over the long term. Only if no improvements are observed over several years will Robertet consider withdrawing from the supply chain and/or seeking an alternative source of supply (another country of origin for the same natural raw material).

To date, Robertet is not involved in any legal disputes related to human rights, land rights or the rights of indigenous peoples.

The Robertet Group Responsible Purchasing Policy refers to standards and norms developed by the following international organizations:

- International Labour Organization (ILO)
- Ethical Trading Initiative (ETI)
- UN Global Compact (UNGC)
- Organisation for Economic Co-operation and Development (OECD)
- Good Agricultural and Collection Practices (GACP)
- Good Manufacturing Practices (GMP)
- Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization
- European Union REACH regulation on hazardous substances.

In 2024, a media outlet aired a report citing cases of child labor in the jasmine supply chain in Egypt. Robertet was not directly implicated or mentioned, but the issue is important both to us and to our local supplier. Robertet has been working with this supplier for many years, notably on child labor risks. In 2022, we jointly initiated fair trade certification to address socio-economic challenges in the supply chain, among other issues. The story nevertheless raised awareness throughout the industry of the need to step up efforts to eliminate child labor.

S3-2 - PROCESSES FOR ENGAGING WITH AFFECTED COMMUNITIES ABOUT IMPACTS

The company engages with the communities affected by our sourcing and natural ingredient purchasing activities, which are those identified as being the most material for Robertet, in a variety of ways:

- field visits, which allow our teams to go on-site, to visit the fields and villages of producers for instance;
- internal or external evaluations or audits, depending on the type of standards and/or projects, which involve interviews with representatives of the communities affected by the Group's purchasing activities;
- FFL certification, which involves the creation of an FFL fund governed by representatives of the affected communities and which prepares an annual report on the use of the funds;
- application of the Nagoya Protocol, which may lead Robertet to enter into access and benefit-sharing agreements with the communities where the natural ingredients covered by Nagoya are sourced.

Robertet considers respect for the rights of indigenous peoples mainly through the application of the Nagoya Protocol in the relevant countries and for the relevant products. The Nagoya Protocol is complex, and its implementation by signatory countries is sometimes still in the process of being defined. For several years, Robertet has had an internal tool that allows its teams to follow a process to determine whether certain products fall within the scope of the Protocol. However, in 2024, due to the complexity and evolution of national regulations on permits and benefit-sharing related to the use of biodiversity, Robertet decided to strengthen its expertise by (i) creating an internal working group including R&D, regulatory, purchasing and CSR teams, and (ii) accessing an external tool with practical guides on the application of Nagoya in certain key countries.

Specifically, Robertet has to date only been involved in a single case, the purchase of a natural ingredient covered by the Nagoya Protocol in Vietnam. Robertet is building an access and benefit-sharing application file in collaboration with a representative of a community that is part of the national collection areas for this ingredient. The file-building process is ongoing.

As mentioned earlier, depending on the size and complexity of the supply chains with which we engage our responsible sourcing approach, our Purchasing and Sourcing teams may need to interact and consult directly with members of affected communities. However, in most cases, consideration of the issues and needs of affected communities is handled

through legitimate representatives and intermediaries, particularly the company's Tier 1 suppliers. We believe that our local partners are best placed to understand the context and needs of their communities.

For FFL-certified supply chains, a fair development fund is governed by a committee that includes a representative of our supplier, as well as several members of the local community, who act as spokespersons for the needs expressed by the residents and populations indirectly affected by the supply chain in question.

The nature and frequency of engagement with local communities vary depending on the type of purchasing relationship and whether joint projects are in place. For long-term partnerships with Tier 1 suppliers and projects that span the entire supply chain, engagement with affected communities may take the form of consultations, training or information sessions. Once projects are underway, our teams regularly engage with local project stakeholders to monitor progress.

The function and the most senior position within the Robertet Group responsible for consideration of the interests of communities affected by our purchasing activities is the Group Purchasing Management Department. It is represented within the Robertet Group Leadership Team.

The company does not have a formal process for measuring the effectiveness of its engagement with affected communities. In audited supply chains, positive outcomes (achievement of verification or certification levels recognized by third parties) provide an indirect assessment of the implementation of good practices affecting these communities.

When risks are identified in a supply chain, the Robertet Group may conduct studies and diagnostics prior to project design. Such studies may focus on value chain workers perceived as vulnerable or at risk and/or more broadly on their communities. One example is the socio-economic study commissioned by Robertet in 2023 in Bulgaria, focusing on the Roma community working in rose fields. Conducted by an independent non-profit organization, this anonymous survey was conducted among 600 pickers from the Roma community. Its aim was to better understand the situation of these pickers, including their level of education and qualifications, and to gather their expectations regarding their job in the rose industry.

Ultimately, Robertet has few supplies that affect indigenous peoples. Today, other than the application

of the Nagoya Protocol, which partially regulates the use of biodiversity-derived ingredients and its impact on indigenous peoples, the company does not have a formal procedure to ensure respect for their rights.

S3-3 - PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR AFFECTED COMMUNITIES TO RAISE CONCERNS

Robertet has a whistleblowing system, but it is currently only open to Group employees or people with dealings with the Group (e.g., directors, job applicants, subcontractors). It is therefore not promoted among or open to members of the communities more widely affected by our activities.

Note that in the specific case of FFL-certified supply chains, the presence of local community representatives on the steering committee of the fair development fund can be used as a channel for reporting negative impacts related to Robertet's activities and/or those of its local partners.

The Robertet Group does not have a general procedure for remediating material negative impacts on affected communities. In such cases, the response is tailored to numerous factors, such as whether the impact is systemic and widespread, the scale and severity of the issue, and the nature of the relationship with the local partner(s), etc.

Robertet has not established formal channels or mechanisms to manage reports directly from members or representatives of affected communities. However, the company remains attentive to information gathered from its local partners and suppliers, which are in direct contact with members of the affected communities and can therefore relay concerns or specific needs to Robertet.

As mentioned above, in the specific case of FFL-certified supply chains, the presence of local community representatives on the steering committee of the fair development fund can be used as a channel for reporting concerns or needs expressed by this community.

To date, there is no formal process through which Robertet encourages the reporting of concerns or needs of affected communities to its local suppliers and partners.

As the Group does not have a formal mechanism for receiving reports from affected communities – other than its internal whistleblowing system (which is only open to employees and people with direct dealings with the Group) – there is currently no formal process for monitoring or reporting such concerns.

Robertet does not currently have a specific policy in place to protect affected community members from retaliation for raising concerns or needs with its suppliers or local partners.

S3-4 - TAKING ACTION ON MATERIAL IMPACTS ON AFFECTED COMMUNITIES, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO AFFECTED COMMUNITIES, AND EFFECTIVENESS OF THOSE ACTIONS

Actions related to negative or positive impacts

The general approach when a material negative impact on affected communities arises in the context of the Group's sourcing activities in its natural supply chains is to collaborate with the relevant supplier to develop and implement an appropriate action plan.

Initiatives that contribute to material positive impacts include the implementation of local development projects that benefit both local communities and value chain workers, such as building and funding schools, infrastructure and medical facilities. For example, in 2023, Robertet Turkey funded the installation of water pipes to give the village of Güneykent access to water to irrigate its rose fields. In 2024, through its participation in the Harvesting the Future coalition, Robertet Turkey contributed to a study on adequate wages in the rose sector in Turkey. The findings will be assessed both for rose producers and for production site workers.

In addition, some CSR standards include social investment programs including fair trade standards such as FairWild or Fair for Life. Both the Fair for Life and FairWild standards require the creation of a fair development fund. This fund, financed in proportion to at least 5% of Robertet's purchases from its suppliers, supports projects that benefit the local community. In 2024, Robertet suppliers received FFL certification for the first time in the following supply chains: mate (Brazil), jasmine and tuberose (India), tonka (Venezuela) and ambrette (El Salvador). These certifications come on top of renewals for previously certified supply chains, such as vanilla in Madagascar, patchouli in Burundi, jasmine in Egypt and rose in Turkey.

The various fair development funds active in these supply chains can be used for a wide variety of social projects. For example, in our vanilla supply chain in Madagascar, the fund finances the activities of BNS CARE, an NGO, which in 2024 invested in the construction of wells, a school building and the installation of solar-powered streetlights. In our jasmine supply chain in Egypt, the fund finances a socio-medical insurance for farmers and their families.

In 2024, the Robertet Group, directly or indirectly (via its suppliers), obtained CSR certification for six new supply chains, bringing the total number of CSR-certified natural supply chains to 64 at the end of December 2024. In addition to these certifications, Robertet is also involved in new sector-based collective initiatives.

CSR certifications are part of continuous improvement processes: their renewals (which are typically annual) allow for progress to be measured over time.

All types of external developments – whether regulatory, economic, political or climate-related – can have negative impacts on supply chain workers and affected communities, thereby increasing the Group's purchasing risks, particularly in its strategic supply chains. One example was in 2024, when the intensification of the conflicts in Haiti led to the suspension of the FFL certification for our vetiver supply chain, due to the inability to conduct an on-site audit.

Robertet performs three types of risk assessments for its natural ingredient purchases:

- gross country-level risk, assessed through a regularly updated external database;
- residual or net risk at supply chain level, assessed through two in-house questionnaires specific to the nature of the supply chain, updated every three years:
 1. a supplier questionnaire focused on the supplier's sustainability practices as a company;
 2. a raw material questionnaire covering traceability, supply chain organization (number and types of intermediaries) and agricultural practices.

These three risk assessments include risks related to affected communities: the country risk assessment includes risks covering the entire population (national and/or regional level in some cases) and the supply chain assessment includes questions about the supplier's involvement in the socio-economic development of the local area and communities.

As part of its human rights strategy, the Robertet Group has defined tools and actions to reduce the risks of human rights violations and, more broadly, the risks of negative impacts on supply chain workers. Given the interconnectedness between supply chain workers and the entire community (e.g., paying an adequate wage to a supply chain worker will benefit their family and the broader community, supporting the education of workers' children will benefit the children of other village residents, etc.), we consider that the tools below, detailed in ESRS S2, can also impact affected communities.

Robertet's human rights strategy is based on four main types of tools:

- Studies and diagnostic assessments to better identify and understand risks and potential negative impacts;
- Training and awareness-raising, along with broader technical support;
- Implementation of local projects aimed at directly addressing and resolving any issues identified, such as building schools and childcare centers, funding medical facilities and reviewing agronomic practices;
- Third-party verification or certification. The CSR standards currently used by the Group are: Fair for Life (FFL), Union for Ethical BioTrade (UEBT), Forest Stewardship Council (FSC), Rainforest Alliance, FairWild and Roundtable on Sustainable Palm Oil (RSPO).

The priority supply chains in which these actions are currently being rolled out or should be by 2030 are:

1. high-risk strategic natural supply chains, and
2. the most significant natural supply chains in terms of purchase amount and risk.

Where negative impacts are identified through field visits, assessments or third-party audits, the Group works closely with the relevant supplier to co-construct and implement a corrective action plan.

In some cases, a collective and broadly based approach may be taken to harmonize efforts across an entire supply chain and region, in collaboration with other industry stakeholders.

With regard to positive impacts, several of the Group's supply chains have fair trade certification. The Fair for Life (FFL) standard includes a range of positive requirements for affected communities, including the creation of a fair development fund. This fund, financed in proportion to at least 5% of Robertet's purchases from the supplier concerned, supports projects that benefit the local community. In 2024, Robertet suppliers received FFL certification for the first time in the following supply chains: mate (Brazil), jasmine and tuberose (India), tonka (Venezuela) and ambrette (El Salvador).

For projects developed with suppliers (some of which may affect local communities) – including those that are part of collective or sector-based actions – performance indicators to track progress and assess effectiveness are generally defined jointly.

The findings and reports of third-party supplier evaluations and audits are used to monitor progress. In the vast majority of cases, these evaluations and audits are conducted annually so that the actions taken and their outcomes can be tracked on a regular basis.

General approaches to managing impacts

For all types of projects that impact communities in our natural supply chains, the process is collaborative. The Group recognizes the knowledge and expertise of its local suppliers and partners, which are best positioned to propose and implement action plans that are contextually relevant and locally appropriate.

As explained above, Robertet develops action plans either individually with the supplier(s) concerned or collectively, but always in partnership with them. The response is tailored to numerous factors, such as whether the impact is systemic and widespread, the scale and severity of the issue, and the nature of the relationship with the local partner(s), etc.

It is important to note that Robertet has no desire to acquire or exploit land directly. Some land was acquired in the past, especially fields located near factories, to be used for small-scale experiments. Other than these exceptional cases, Robertet prefers to partner with suppliers, cooperatives or producers who own the land and have the knowledge to grow and harvest the crops.

In the event of material negative impacts, the Group's Purchasing and Sourcing teams are responsible for ensuring that corrective actions are implemented by local suppliers and partners. Field visits, evaluations or audits may be conducted subsequently to confirm improvements.

Measures to manage risks and opportunities

To mitigate the risks associated with impacts on affected communities, the Robertet Group has implemented the following measures:

- a risk assessment system for natural supply chains, combined with regular field visits and ongoing supplier engagement, to support the implementation of tailored action plans;
- a partnership approach fostering long-term trust-based relationships with a number of strategic suppliers and furthering our understanding of affected communities;

- a vertical integration strategy in which Robertet may acquire minority stakes or establish joint ventures with supply chain actors, thereby obtaining greater influence and control over social and environmental practices;
- a sourcing diversification strategy, which is essential for a number of reasons, including security of supply in the face of climate-related and other risks, and includes supply chains with high levels of social risk.

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To capitalize on material opportunities related to affected communities, the Group has taken actions including:

- calculation and payment of adequate wages in priority natural supply chains, and the extension of sustainability certification to a larger number of supply chains. Both are important levers for improving the quality of life of affected families and communities in these supply chains. These efforts are expected to increase the long-term resilience and stability of these supply chains, thereby securing the Group's supplies;
- certification of the Group's main production sites so that the various certifications obtained at supply chain level can be passed on to customers and maintained throughout the value chain, right down to the finished product. For example, Robertet SA's production sites in Grasse now have FFL, Rainforest Alliance, FSC and RSPO certification. This allows the Group to offer its customers a growing portfolio of certified finished products (e.g., essential oils, absolutes), thereby meeting their increasing demand for certified ingredients.

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Establishing long-term supplier partnerships is a key way to avoid causing material negative impacts on value chain workers and affected communities. Such partnerships – built on volume commitments, prefinancing of harvests, funding of new industrial facilities and agreeing on floor prices (as required by certain standards such as FFL) – provide suppliers with several years of visibility. This in turn can allow them to anticipate employment needs, make investments (both in production tools and in social/environmental infrastructure) and retain their workforce. Indirectly, these elements contribute in turn to the stability of supply chains and as such the affected communities.

Finally, purchasing certified products – especially fair trade certified products – directly supports the adoption of better practices for value chain workers and local communities. As noted above, the FFL standard requires the calculation and payment of adequate wages, the establishment of minimum prices covering

production costs, the payment of a premium of at least 5% and the creation of a fair development fund. It also requires volume commitments covering a minimum of three years.

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In 2024, a media outlet aired a report citing cases of child labor in the jasmine supply chain in Egypt. Robertet was not directly implicated or mentioned, but the issue is important both to us and to our local supplier. Robertet has been working with this supplier for many years, notably on child labor risks. In 2022, we jointly initiated fair trade certification to address socio-economic challenges in the supply chain, among other issues. The story nevertheless raised awareness throughout the industry of the need to step up efforts to eliminate child labor.

FFL certification and associated annual audits allow us to track progress and assess the effectiveness of our actions. Collective actions have also been undertaken with many stakeholders across the value chain; here too, impact assessments will be conducted to evaluate their effectiveness.

Financial resources allocated to preventing negative impacts on supply chain workers and affected communities primarily cover the costs of evaluating and certifying the supply chains (which may be covered by either the supplier or Robertet) and the Group's production sites. Financial resources are also allocated to local projects other than certification, including collective actions.

Human resources are naturally also allocated to these issues, primarily within the Purchasing and Sourcing team, but also within the CSR, Raw Materials, Quality Assurance and Regulatory teams.

S3-5 - TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Metrics and targets

As part of commitment 3 of Robertet's CSR strategy, related to human rights, the Group is committed to implementing actions to mitigate human rights risks in 100% of its priority supply chains by 2030. These actions can be divided broadly into four types: studies/diagnostics, awareness-raising/training, funding of local projects, and third-party evaluations and certification.

This target was set at the end of 2024 and will start to be measured in 2025.

The Group is also committed to ensuring that local producers in 100% of its priority supply chains are paid an adequate wage by 2030. To calculate adequate wages, Robertet draws wherever possible on internationally recognized tools and methodological frameworks.

This target was also set at the end of 2024 and will start to be measured in 2025.

Although these objectives are primarily aimed at value chain workers, we believe they will indirectly impact their families and local communities.

As part of commitment 1 on sustainable sourcing in Robertet's CSR strategy, the Group has set several objectives, the three most important being to:

- assess 100% of natural ingredient suppliers from a CSR perspective, in number, and renew this process every three years;
- conduct CSR verification or certification audits on 100% of its strategic natural supply chains, in number;
- make over 80% of purchases, in value, from long-term partners (partnerships of over three years).

Regarding the first objective, Robertet updated and digitalized the supplier CSR assessment system in 2024. All CSR assessments of natural suppliers will therefore be launched via the Group's new digital platform in 2025. Performance metrics on the percentage of suppliers, in number, that responded to this CSR assessment will be published from the 2025 reporting year.

For the other two objectives, and more broadly for metrics related to CSR verifications, certifications and responsible sourcing, see the tables presented under ESRS S2 S2-5.

The CSR assessments and audits used by Robertet generally include criteria related to the socio-economic development of affected communities. Some standards, such as the Fair for Life and FairWild fair trade standards, require the creation of a fund to finance projects for local communities. In addition to CSR certifications, the Group may also directly fund economic, social or environmental projects in its operating and/or sourcing areas.

Amount paid to projects benefiting local communities, in euros

	2022	2023	2024
Amount paid to projects benefiting local communities in the supply chain	€370,357	€353,867	€660,841

The above amounts correspond to the sum of amounts paid by Group subsidiaries to projects benefiting the supply chain, in particular for natural ingredients. They include amounts paid through fair development funds as well as direct contributions to community-based projects.

These targets were set jointly by the CSR and Purchasing and Sourcing departments, the latter being well acquainted with the situation of the suppliers, and supply chain workers and affected communities concerned by these objectives.

The two human rights strategy targets were only set recently and will start to be measured in 2025. The majority of the other targets (related to commitment 1 of the CSR strategy) were set in 2020 and are monitored annually by the Purchasing and Sourcing and CSR departments.

The Robertet Group has not developed a formal procedure for identifying potential improvements to its approach, but continuously adjusts its strategies and action plans based on observed performances, as well as any feedback or suggestions from key stakeholders.



ESRS S4 CONSUMERS AND END-USERS

INTRODUCTION

The table below presents Robertet's key issues related to consumers and end-users, and the most material impacts, risks and opportunities associated with each issue.

Issue	Type of IRO	Value chain	Time horizon	Description
Product safety	Negative impact	Downstream	ST	Damage to the health of end consumers in the event of a food safety incident
Consumer health and well-being	Negative impact	Downstream	ST	Indirect contribution to tobacco- and alcohol-related health issues
Product safety	Risk	Downstream	ST	Loss of markets and customers in the event of product recalls or complaints
Consumer health and well-being	Opportunity	Downstream	ST	Innovation and development of products with a health benefit or enabling the company's customers to improve the nutritional profile of their recipes

ST = short term, MT = medium term, LT = long term

ESRS 2 SBM-2 - INTERESTS AND VIEWS OF STAKEHOLDERS

Strategy

Robertet does not have a direct relationship with consumers and end-users, and therefore cannot guarantee that their interests and rights are taken into account by its customers, which incorporate Robertet's products as ingredients in their finished products. Despite this, consumers and end-users are clearly identified by Robertet as an important stakeholder group whose health and well-being must be considered.

Robertet has identified two main issues related to consumers and end-users:

1. The quality and safety of the products manufactured by Robertet: the challenge here is to ensure that our products do not have a negative impact on the health of consumers and end-users, in accordance with the applicable regulations, which notably govern topics including toxicity and allergens.
2. The health and well-being of end consumers: by contrast, the challenge here is to work to improve positive impacts on consumer health and well-being through innovation and by offering products that can, for example (but not exclusively), improve the nutritional profile of our customers' recipes.

ESRS 2 SBM-3 - MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

Product safety issues and their impact on the health and well-being of end consumers were identified as material in the double materiality assessment. These issues were already included in the Group's CSR strategy and were maintained in the strategy reviewed in 2023, grouped together under commitment 9. As well as being an integral part of our CSR strategy, product safety is a fundamental pillar for teams, particularly the Regulatory Affairs and Quality Assurance departments, whose primary objective is to ensure product compliance and safety within a strict regulatory framework. Moreover, the consideration of health and well-being expectations guides the developments of the Flavors and Health & Beauty divisions, by integrating these dimensions into their innovation and formulation processes.

Positive and negative impacts

Product quality and safety

Potential negative impacts related to quality defects may include complaints, product recalls or market withdrawals for Robertet's customers, and health impacts (e.g., allergies, irritations) for consumers and end-users.

Consumer health and well-being

While some public health concerns are associated with excessive consumption of salt, sugar, fat, alcohol or tobacco, the potential negative impacts of the flavorings and products manufactured by Robertet must be considered in the light of their very small proportion they represent of finished products. The impact of these factors, which depends mainly on the formulation of the finished products and consumer habits, varies from country to country depending on the food culture and applicable regulations.

Robertet does not sell finished products and is therefore not responsible for their design or marketing. However, as part of its commitment to assist customers in designing more balanced alternatives, the Group has developed expertise, particularly through its Flavors division, that can help to reduce the levels of salt, sugar or fat in recipes.

Although the products manufactured by Robertet (natural ingredients, flavors, fragrances) are not intended for direct sale to end consumers, they are included in a wide range of finished products, such as food, hygiene products, cosmetics, perfumes, dietary supplements and certain medicines.

Robertet develops its products based on specifications defined by its customers, including the scope of marketing, target consumer profiles and the relevant geographic areas. Responsibility for the final formulation and launch of these products therefore rests with the manufacturers that incorporate them into their own creations.

As such, certain finished products containing Robertet ingredients may be intended for vulnerable consumer categories, with potential indirect impacts on these populations. However, European regulations provide for specific consumer information and protection measures, such as mandatory labeling (Nutri-Score, nutritional values, informational pictograms, detailed product composition).

Consumer categories identified as particularly sensitive include:

- People with medical conditions (diabetes, obesity) or addictions, for whom certain food products, as well as those from the alcohol and tobacco sectors, may pose health concerns.
- Children and adolescents, where heightened vigilance may be required to avoid exposure to certain products.
- Consumers of tobacco and alcohol products, which are subject to particularly strict information and labeling rules.

Robertet's activities make a positive contribution to the health and well-being of consumers and end-users in a number of ways. The development of active health ingredients and flavors with proven health benefits provides solutions tailored to the specific needs of certain consumers. Similarly, Robertet's expertise in sensory modulation allows its customers to reduce salt, sugar and fat content in their formulations. The promotion of natural and certified organic ingredients also meets growing consumer demand for more authentic and uncomplicated products. Finally, in addition to these nutritional and functional aspects, taste and smell play a crucial role in emotional well-being, contributing to the sensory pleasure and positive experience associated with food and everyday products.

Risks and opportunities

Product quality and safety

The main risks related to product quality and safety are:

- regulatory: non-compliance with applicable regulations;
- operational: disruption of production chains;
- reputational: loss of stakeholder trust; and
- financial: product withdrawals, loss of customers.

Consumer health and well-being

Risks are essentially reputational, but also include the potential loss of markets due to misalignment with consumer expectations.

On the contrary, there are opportunities to offer innovative products, with healthier ranges for consumers.

The risks and opportunities associated with these ESRS issues concern all consumers and end users but are more pronounced when associated with the types of vulnerable consumers described above.

S4-1 - POLICIES RELATED TO CONSUMERS AND END-USERS

Lastly, Robertet's CSR strategy, which is monitored and overseen by the Group's CSR committees (see ESRS 2 GOV-1), includes a commitment relevant to this ESRS: commitment 9 on the development of safe and healthy products for consumers. This strategy and its related targets are presented under ESRS 2 SBM-1.

Product quality and safety

As an industry affiliated with the chemicals sector, Robertet applies all regulatory requirements applicable to this sector, wherever it is located.

The Group's Ethics Charter cites the importance of product safety and quality. More specifically, Robertet has a Group-wide Food Safety and Quality Policy, and all subsidiaries involved in the Flavors business are certified by the Global Food Safety Initiative (GFSI), except for Robertet Argentina, which is expected to be certified in 2025. Robertet has also implemented an ISO 9001-certified management system in 30% of its production subsidiaries. This management system requires the establishment of a quality policy, objectives, processes, procedures, instruction sheets and a SWOT analysis covering all operations and activities at the relevant sites. Robertet ensures compliance with food safety regulations applicable to all the Group's divisions. Customer complaints are reviewed and classified on a monthly basis within each division and across the Group as a whole.

Quality management systems and all associated procedures (e.g., customer complaint tracking) are not specific to any particular consumer or end-user group; however, food safety management systems are dedicated to flavors and natural raw materials used in food and therefore to consumers of food products.

The Ethics Charter is distributed and available to all company employees.

The Food Safety and Quality Policy is available on the Group's internal document management platform, accessible by each site.

Consumer health and well-being

Robertet does not currently have a policy with objectives focused on consumer health and well-being. This issue will be discussed in 2025.

Specific policies related to human rights

Robertet does not have direct interactions with consumers and end-users, nor does it control or take responsibility for the interactions its customers have with consumers and end-users. The company therefore does not have any potential impact on respect for the human rights of consumers and end-users, with the possible exception of the right to safety in relation to a potential risk linked to the health safety and quality of its products. Measures to remedy any such potential violations are the same as those in our quality management system and, more broadly, our systems for ensuring compliance with new regulations governing product development.

Robertet does not have a consumer and end-user policy aligned with international instruments such as those mentioned in the CSRD.

Regarding the possibility of reporting human rights violations: in 2024, Robertet rolled out Navex, an ethics whistleblowing system, across the entire Group.

S4-2 - PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS

Robertet does not have a generalized process for engaging with consumers and end users, as it does not have a direct link with them. Robertet considers the actual or potential positive or negative impacts on consumer health and well-being through its customers' finished products in order to offer alternatives via flavorings (e.g., Fix'Sense range) that allow the reduction of controversial ingredients (e.g., salt, sugar, fat, alcohol), or active ingredients beneficial to health. This is done primarily through market research and trend reports. Triangular tests are performed internally to verify the product's intended purpose (e.g., sweet or savory) and/or compare different products. In some cases, on an occasional basis and mostly at the customer's request, Robertet may also conduct tests with consumer panels to compare different recipes, their effectiveness and consumer preference.

Market research and, where appropriate, testing among consumers help to guide the development and selection of different formulations and flavorings, which can then reduce the levels of controversial ingredients in customers' finished products.

When such tests are conducted, participants are volunteers who identify as consumers of the products under study based on simple questions that are easy to understand by non-experts. For more in-depth studies, tests may be outsourced so that a more comprehensive and representative consumer panel can be recruited.

Robertet's customers evaluate and review these consumer tests, and decide whether or not to use their findings. Robertet also uses these tests to enhance the scientific and sensory credibility of the ingredients it develops.

The heads of the Flavors and Health & Beauty divisions, both members of the Group Leadership Team, are responsible for product strategies, including the development and promotion of Fix'Sense flavors (which help reduce salt, sugar and fat) and ingredients or active ingredients with health benefits.

S4-3 - PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS

Robertet does not have direct relationships with consumers or end-users. The products manufactured by Robertet (e.g., natural ingredients, fragrances, flavors) are always incorporated into finished products sold to consumers and end-users by its customers. Robertet has no control over the types of finished products marketed by its customers.

In the area of product safety (health and food safety, quality), Robertet provides its customers with information on the appropriate dosage and safe use of its products. The Group has also established procedures to work with its customers (rather than consumers and end-users) to monitor and classify complaints and, where necessary, carry out product withdrawals or recalls.

In relation to end-user health and well-being concerns, Robertet cooperates with its customers (rather than consumers and end-users) when they wish to reduce the content of controversial ingredients (e.g., sugar, salt, fat, alcohol) in their products.

The main scenario where a "remedy" may be required would be a quality or food safety incident necessitating the withdrawal of a product made by Robertet or that of a finished product made by a customer and which contains a Robertet ingredient. Our quality management and food safety systems include procedures to manage and monitor product withdrawals.

S4-4 - TAKING ACTION ON MATERIAL IMPACTS ON CONSUMERS AND END-USERS, AND APPROACHES TO MANAGING MATERIAL RISKS AND PURSUING MATERIAL OPPORTUNITIES RELATED TO CONSUMERS AND END-USERS, AND EFFECTIVENESS OF THOSE ACTIONS

Product quality and safety

Robertet's actions to ensure product quality and safety include:

- Establishing a Group-wide quality management organization to provide consistent dashboards, tools and procedures across all subsidiaries.
- Participating in the toxicological assessment of ingredients used by the sector, in collaboration with industry bodies IFRA and IOFI, to harmonize product knowledge within the profession.
- Assessing product safety through risk studies carried out on raw materials for use in food. When a raw material/supplier combination is deemed to be high risk, it is considered critical and a monitoring plan is implemented.
- Implementing a new supplier approval process that integrates product quality and food safety as criteria in the purchasing process.
- Performing quality controls on incoming raw materials.
- Implementing internationally recognized quality standards, such as ISO 9001, FSSC 22000 or SQFI, at certain production sites.
- Performing internal and external audits to assess the Group's product quality and safety performance.

The effectiveness of product quality and safety measures (including customer complaints, product recalls, etc.) is monitored and assessed annually as part of quality and food safety management systems.

Risks related to product quality defects or incidents are identified and integrated into the company's overall risk mapping, and as such are included in the associated action plan.

Robertet has not had to recall any products due to a serious incident related to the quality or safety of its products in the last three years.

Dedicated teams are responsible for controls, quality assurance and food safety at all the Group's production sites.

Consumer health and well-being

Actions implemented include:

- Developing expertise and tools to create flavor solutions, called Fix'Sense, to subtly alter the way consumers perceive flavors, potentially enabling customers to reduce controversial ingredients such as sugar, salt, fat and alcohol, among other potential benefits.
- Developing new active ingredients with proven health benefits for consumers, through Robertet's Health & Beauty division.
- Creating a Positive Food team bringing together the Health & Beauty and Flavors divisions to develop functional food formulations incorporating active extracts that further benefit the health and well-being of consumers.

In-house testing is used to evaluate flavor solutions that can potentially allow a reduction in the use of ingredients such as sugar, salt and fats, and to verify the taste and sensory performance of formulas. Where necessary, controlled consumer testing is conducted.

Although Robertet is a B2B company with no direct relationship with consumers and end users, it has to monitor trends and changing consumer expectations in order to offer appropriate products to customers. Robertet uses market studies, trend reports and other media monitoring systems to track these developments, with the support of its marketing department.

S4-5 - TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVANCING POSITIVE IMPACTS, AND MANAGING MATERIAL RISKS AND OPPORTUNITIES

Metrics and targets

Robertet has a Group-wide objective of zero complaints for foreign objects and, more generally, zero complaints related to food safety. Robertet also aims for zero critical or major non-compliance related to food safety during certification and/or customer audits.

The Group's various subsidiaries and divisions also have customized targets on the number of product complaints.

Metrics related to product quality and safety

	2022	2023	2024
Percentage of justified complaints out of total product orders delivered	0.25%	0.29%	0.33%

Justified complaints are customer complaints where a failure on the part of the Group has been established or proven. This can include a product defect, but also a problem relating to associated services (e.g., delivery error, incorrect billing).

Targets are set as part of quality management processes, based on the actual performance of the company and its divisions. The recording of product complaints, non-compliance and defect-free orders is a collaborative process with customers, which inform us of any issues. These metrics are regularly monitored, consolidated and discussed during annual quality process reviews, with the definition of key takeaways and action plans for the following year.

While the Group aims to promote better health for end consumers – notably by developing flavors that improve the nutritional profiles of recipes – Robertet does not currently have any quantitative targets related to the health and well-being of consumers or end-users.





04

GOVERNANCE INFORMATION

ESRS G1 BUSINESS CONDUCT

INTRODUCTION

The table below presents Robertet's key issues related to business conduct, as well as the most material associated impacts, risks and opportunities.

Issue	Type of IRO	Value chain	Time horizon	Description
Business ethics	Negative impact	Own operations	ST	Potential endangerment of the whistleblower if unethical practices are exposed
Supplier relations	Positive impact	Upstream	ST	Fair purchasing practices that enable suppliers' economic and social development, stability and ability to plan and invest for the long term
Supplier relations	Negative impact	Upstream	ST	Financial, moral and physical harm to suppliers as a result of unethical business practices
Responsible lobbying	Positive impact	Own operations	ST	Contribution to defending the interests and positive development of industry practices
Business ethics	Risk	Own operations	ST	Fines, penalties and loss of stakeholder trust in the event of a conviction for non-compliance with business ethics
Supplier relations	Opportunity	Upstream	ST	Protection of supplies through closer collaboration and a relationship of trust with natural ingredient suppliers

ST = short term, MT = medium term, LT = long term

GI-1 - CORPORATE CULTURE AND BUSINESS CONDUCT POLICIES

The Robertet Group has defined various procedures and charters relating to ethical business conduct:

- a Group Ethics Charter, supplemented by two charters: a Supplier Ethics Charter and a Commercial Ethics Charter;
- an Anti-Corruption Code of Conduct;
- a Child Labor Prevention Policy;
- a Responsible Purchasing Policy.

The Group is also a signatory to the Ethical Trading Initiative (ETI) Base Code and the United Nations Global Compact, which urges companies to take action against corruption.

All these policies and charters were signed by Executive Management, except for the Responsible Purchasing Policy, which was co-signed by the Purchasing Department.

These documents have been distributed to Group employees, suppliers and customers and are regularly updated.

A Group training program on antitrust laws and related best practices, with the support of specialized legal experts, was set up at the end of 2024 and will continue into 2025. It aims to teach employees about antitrust rules. In 2025, this training program will be supplemented with a Guide to Antitrust Best Practices.

The position of Group Ethics Director was also created at the end of 2024 and an ethics committee was set up. The objective of this new function is to strengthen a corporate culture that prioritizes transparency, fairness and compliance with ethical standards. The role includes ensuring compliance with regulations, monitoring and assessing ethics-related programs and controls, managing the whistleblowing system and updating ethics-related training and policies. The Ethics Committee is made up of an Ethics Director and three senior managers representing the North America, Europe and South-East Asia regions. It is responsible for defining priorities and actions that are relevant for Robertet, and for recommending long-term measures to improve the Group's ethics culture.



In 2025, a comprehensive Group-wide audit of ethics procedures and charters will be conducted. A tax code of conduct will also be introduced, and efforts will continue on compliance with the Sapin II law.

A Group whistleblowing procedure was created in 2024, translated into numerous languages and distributed throughout the Group for application in all subsidiaries, branches and offices. This whistleblowing procedure was presented to all employees, including Robertet SA's Social and Economic Committee. The Group's Legal and Anti-Corruption Departments have also raised awareness about the procedure among the Group's management and representatives.

The Navex whistleblowing tool was implemented as part of this procedure. This tool is available on the Group's website (www.robertet.com) and intranet.

The procedure describes measures taken to protect whistleblowers, taking into account the Wasserman law.

	2023	2024
Number of incidents reported via the whistleblowing procedure	0	3

The number of reported incidents shown in the table above only includes incidents reported at Robertet SA. In 2025, reporting will be extended to the entire Group. Three incidents were reported in 2024. They are still under investigation and not yet confirmed at the date of publication of this report.

Every year, Robertet carries out SMETA 4-pillar audits at a number of its subsidiaries. These audits cover four topics: business ethics, environmental performance, labor standards, and health and safety. The business ethics pillar focuses more specifically on anti-corruption, tax compliance and discrimination. By 2024, 30% of Robertet's production subsidiaries had undergone a SMETA 4-pillar audit, covering 68% of the Group's workforce.

In 2025, the Group will continue to strengthen its ethics compliance efforts.

To reinforce compliance with business ethics at Group level, Robertet organizes three main types of anti-corruption training courses, which all address the aforementioned whistleblowing procedure. These courses are monitored by the training department and are updated every three years:

- an e-learning training module, customized for Robertet, for targeted at-risk functions because they conduct business transactions and are in contact with third parties (sales representatives, buyers, anti-corruption representatives at subsidiaries and offices, etc.);
- additional, more operational training and business-specific training (purchasing, accounting) in line with the action plan to manage the risks assessed in the risk map;
- specific training courses for management bodies (Board of Directors, Group Leadership Team, Global and Regional Directors).

GI-2 - MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

Robertet has several policies that cover its relationship with its suppliers:

- the Supplier Ethics Charter, which the Group requires all its suppliers to sign; and
- the Responsible Purchasing Policy.

The Supplier Ethics Charter describes the Group's requirements in terms of respect for human and labor rights, the environment and business ethics.

The Responsible Purchasing Policy details the ethical, social and environmental standards expected of all suppliers.

When purchasing natural ingredients, Robertet carries out three risk assessments:

- a "gross" country risk assessment of the supplier's location, using an external database;
- an assessment of the residual or net risk at supply chain level, through two in-house questionnaires specific to the nature of its supply chain, updated every three years:
 1. a supplier questionnaire focused on the supplier's sustainability practices as a company,
 2. a raw-material questionnaire covering issues such as traceability, supply chain organization (number and types of intermediaries) and agricultural practices.

These risk assessments contribute to the Group's purchasing strategy, based on a network of four categories of suppliers, grouped by level of strategic importance associated with the natural raw materials.

1. Robertet's regular or "spot" suppliers from which it makes its traditional purchases.
2. Suppliers with whom Robertet has long-term partnerships (over three years). These partnerships are win-win relationships, reflecting a commitment to sharing benefits. For Robertet, they protect supplies with guarantees on volumes. For the supplier, they guarantee regular income and long-term stability for their business.
3. Minority interests and joint ventures. Robertet currently has six of these: BNS (Madagascar), Serei No Nengone (New Caledonia), Finca Carasquilla (Spain), Sambuka (Croatia), Fragrant Garden (Madagascar) and, most recently, Rose Taif Company for Perfumes (Saudi Arabia).
4. Own production sites. These sites bring operations as close as possible to producers and the raw materials needed. They also provide greater control over the social and environmental practices of our supply chains.

When risks are identified, Robertet conducts site visits and works with the supplier to implement a corrective action plan. The Group may also commission impact studies, assessments and internal or external audits.

Engaging in fair partnerships is a key point in Robertet's relationship with its suppliers, especially SMEs. In fact, many of Robertet's natural ingredient suppliers are small structures, specialized in their respective countries in the production and/or transformation of natural raw materials. Compliance with payment deadlines is therefore particularly important for these suppliers.

For more details on the Group's payment deadlines, see section G1-6 of this ESRS.

GI-3 - PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

In 2024, Robertet updated its Anti-Corruption Code of Conduct, which was distributed throughout the Group. The code was also presented to Robertet SA's Social and Economic Committee. In particular, clarifications were made to the policy on gifts and to the whistleblowing procedure. This new version of the Anti-Corruption Code of Conduct has been annexed to Robertet SA's internal rules.

All eight measures required by the Sapin II law have been implemented across the Group. The deployment of the anti-corruption program in Group subsidiaries and offices is coordinated by the Anti-Corruption Compliance Department. Progress on this deployment

is presented quarterly to Executive Management and every six months to the Global Leadership Team. The managers of the Group's main regions ensure that all anti-corruption representatives in subsidiaries and offices fully understand their responsibility to deploy the anti-corruption program.

The eight measures of the anti-corruption program are:

- A corruption risk map is used to identify and prioritize the Group's exposure risks.
- The above-mentioned Anti-Corruption Code of Conduct is applied throughout the Group and defines the types of prohibited behavior that could constitute corruption. The Code of Conduct explains to all employees how to report violations and informs them of the penalties for breaching the code.
- An internal and external reporting procedure (mentioned in section G1-1), providing a way for employees to anonymously report any behavior that violates the Code of Conduct.
- A training program, targeting the most exposed employees in particular (for more details, see section G1-1).
- At Robertet SA, 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 then registered and evaluated using an automated tool.
- A specific anti-corruption accounting control procedure helps to improve our anti-corruption control measures. These controls are defined based on criteria from the French Anti-Corruption Agency (AFA) and are audited annually.
- Third level anti-corruption controls are carried out annually by an independent third-party organization.

Employees can report violations through several channels:

- via their manager, the Human Resources team, or the Anti-Corruption Compliance or Legal departments;
- via the whistleblowing reporting tool/Navex. Reports are then received confidentially by a designated representative within each subsidiary;
- via one of the competent authorities listed in French decree No. 2022-1284, the rights defender or the judicial authority.

The procedure for managing internal investigations is planned for 2025.

The Anti-Corruption Code of Conduct and the whistleblowing reporting tool/Navex are available externally via our website www.robertet.com.

Robertet provides several types of anti-corruption training. For more details, see section GI-1 above.

	2023	2024
Percentage of employees trained in anti-corruption	34%	46%
Percentage of most at-risk employees trained in anti-corruption	88%	90%

These metrics are monitored by the Training department and include the number of anti-corruption training courses given to Group employees. A list of employees that are most at risk of corruption is maintained and updated internally. The percentage of most at-risk employees trained in anti-corruption includes all at-risk employees who have received at least one training action in anti-corruption in the past five years.

GI-4 - INCIDENTS OF CORRUPTION OR BRIBERY

In 2024, Robertet received no reports of potential corruption. Some ethics violations have been reported, but for human resources issues.

In 2024, the Robertet Group had no convictions for corruption. Nor did the Group pay any fines for violation of anti-corruption laws or for incidents of corruption.

GI-5 - POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

In 2024, Robertet did not make any direct or indirect financial contributions to political parties or individuals holding political office.

However, Robertet contributes financially to the professional and industry associations mentioned below. Data on the amount of contributions could not be collected for the 2024 reporting period but will be in 2025.

Robertet had no specific declaration to make to the High Authority for Transparency in Public Life (HATVP), as it acts solely through its representative associations.

Robertet is a member of IFRA, PRODAROM, CAFFCI, IOFI, EFFA, SNIAA, UNIJUS CST, UIVEC, FEMA, DFCG, ANSA, and French Tech Côte d’Azur. Most of these professional associations are specific to the fragrance or flavor industry and operate at the international, European, national or local level. Their overall objectives are to promote the interests of these sectors and bring about positive change in collective practices.

Robertet may be a member of the boards of directors of these associations or may contribute through committees or working groups focusing on specific topics, such as new regulations, new techniques, product safety or CSR. For example, in 2024 Robertet took part in working groups on Natural Complex Substances, the Convention on International Trade in Endangered Species (CITES), the Nagoya Protocol, REACH regulations, risk management and analytical techniques for fragrances.

GI-6 - PAYMENT PRACTICES

In France, Robertet complies with the LME law: for French companies, payment terms are set at 45 days end of month or 60 days from the date of invoice, and 30 days for freight forwarders.

In other countries, such as Colombia (45 days from date of invoice), Spain (60 days from date of invoice), and South Africa (30 days from date of invoice, except for carriers, 7 days), statutory terms of payment are respected.

In all other countries, freely negotiated contractual terms apply.

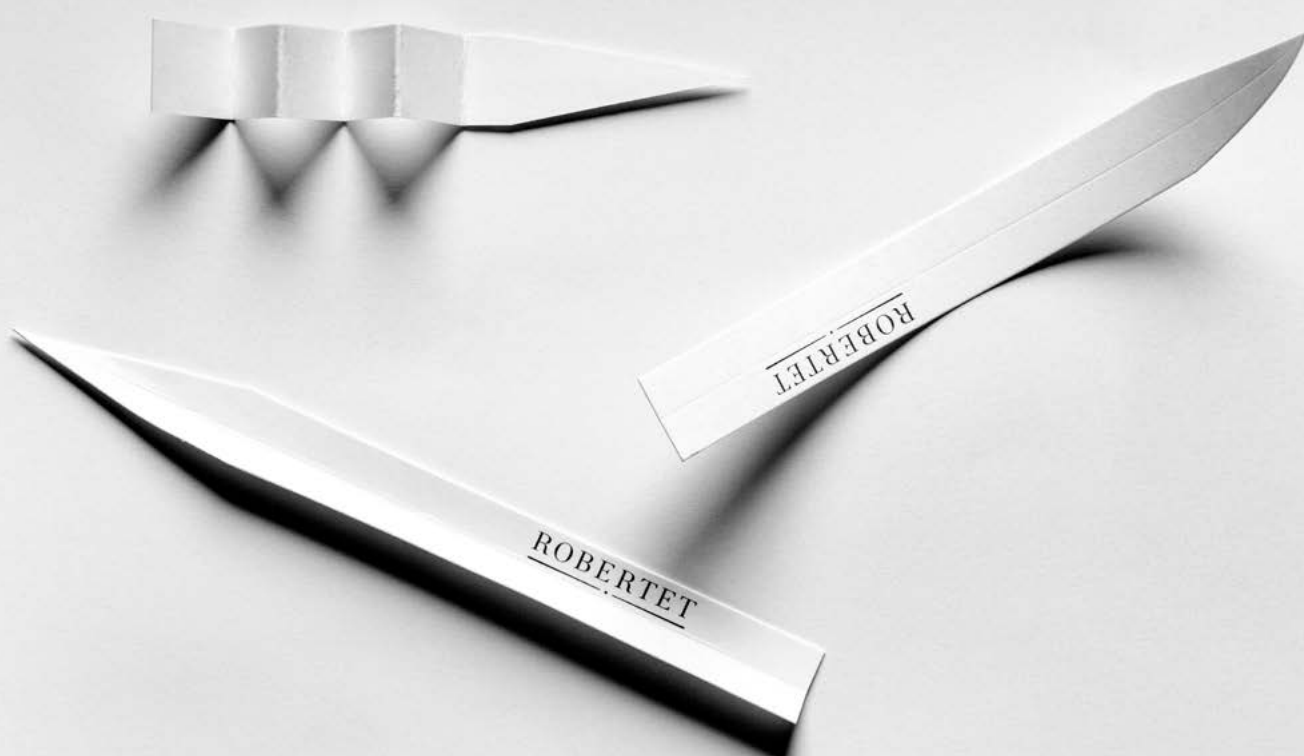
For the 2024 reporting period, Robertet was unable to collect data on the average time (in number of days) it took to pay an invoice from the date on which the contractual or statutory payment term starts to be calculated.

For Robertet SA (parent company) only, the Group discloses the number, amount and percentage of sales excluding tax of invoices received but not yet paid, categorized by period: 1 to 30 days, 31 to 60 days, 61 to 90 days, and 91 days and over. This table is presented in the Management Report in the Annual Financial Report.

This information is not available broken down by supplier category.

All these omissions are due to the fact that Robertet does not have the computer software to automatically collect and consolidate this data at Group level. Robertet will try to address these omissions in 2025.

Robertet is not involved in any legal proceedings concerning payment terms.







05

APPENDIX

IRO-2 - DISCLOSURE REQUIREMENTS IN ESRS COVERED BY THE UNDERTAKING'S SUSTAINABILITY STATEMENT

ESRS	Disclosure Requirement		Page
GENERAL INFORMATION			
ESRS 2 General information	BP-1	General basis for preparation of sustainability statements	7
	BP-2	Disclosures in relation to specific circumstances	9
	GOV-1	The role of the administrative, management and supervisory bodies	11
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	12
	GOV-3	Integration of sustainability-related performance in incentive schemes	13
	GOV-4	Statement on due diligence	14
	GOV-5	Risk management and internal controls over sustainability reporting	14
	SBM-1	Strategy, business model and value chain	15
	SBM-2	Interests and views of stakeholders	18
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	24
	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	28
	IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	30
ENVIRONMENT			
E1 Climate change	E1-1	Transition plan for climate change mitigation	34
	ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	34
	ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	36
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	35
	E1-2	Policies related to climate change mitigation and adaptation	37
	E1-3	Actions and resources in relation to climate change policies	37
	E1-4	Targets related to climate change mitigation and adaptation	40
	E1-5	Energy consumption and mix	41
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	43
	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	48
	E1-8	Internal carbon pricing	48
	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	48
E2 Pollution	ESRS 2 IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	50
	E2-1	Policies related to pollution	51
	E2-2	Actions and resources related to pollution	52
	E2-3	Targets related to pollution	53
	E2-4	Pollution of air, water and soil	53
	E2-5	Substances of concern and substances of very high concern	54
	E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	54
E3 Water and marine resources	ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	56
	E3-1	Policies related to water and marine resources	58
	E3-2	Actions and resources related to water and marine resources	58
	E3-3	Targets related to water and marine resources	59
	E3-4	Water consumption	60
	E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	61

ESRS	Disclosure Requirement		Page
E4 Biodiversity and ecosystems	E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	64
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	65
	ESRS 2 IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	65
	E4-2	Policies related to biodiversity and ecosystems	66
	E4-3	Actions and resources related to biodiversity and ecosystems	67
	E4-4	Targets related to biodiversity and ecosystems	69
	E4-5	Impact metrics related to biodiversity and ecosystems change	70
	E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	70
E5 Resource use and circular economy	ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	72
	E5-1	Policies related to resource use and circular economy	73
	E5-2	Actions and resources related to resource use and circular economy	74
	E5-3	Targets related to resource use and circular economy	75
	E5-4	Resource inflows	75
	E5-5	Resource outflows	76
	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	77
SOCIAL			
S1 Own workforce	ESRS 2 SBM-2	Interests and views of stakeholders	92
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	92
	S1-1	Policies related to own workforce	95
	S1-2	Processes for engaging with own workforce and workers' representatives about impacts	96
	S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	97
	S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	99
	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	101
	S1-6	Characteristics of the undertaking's employees	102
	S1-7	Characteristics of non-employees in the undertaking's own workforce	103
	S1-8	Collective bargaining coverage and social dialogue	103
	S1-9	Diversity metrics	105
	S1-10	Adequate wages	105
	S1-11	Social protection	105
	S1-12	Persons with disabilities	105
	S1-13	Training and skills development metrics	105
	S1-14	Health and safety metrics	106
	S1-15	Work-life balance metrics	106
	S1-16	Remuneration metrics	106
	S1-17	Incidents, complaints and severe human rights impacts	107

S2 Workers in the value chain	ESRS 2 SBM-2	Interests and views of stakeholders	110
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	110
	S2-1	Policies related to value chain workers	112
	S2-2	Processes for engaging with value chain workers about impacts	114
	S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	115
	S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	116
	S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	119
S3 Affected communities	ESRS 2 SBM-2	Interests and views of stakeholders	124
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	124
	S3-1	Policies related to affected communities	126
	S3-2	Processes for engaging with affected communities about impacts	127
	S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	128
	S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	129
	S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	132
S4 Consumers and end-users	ESRS 2 SBM-2	Interests and views of stakeholders	134
	ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	134
	S4-1	Policies related to consumers and end-users	135
	S4-2	Processes for engaging with consumers and end-users about impacts	136
	S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	136
	S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	137
	S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	137
GOVERNANCE			
G1 Business conduct	ESRS 2 GOV-1	The role of the administrative, management and supervisory bodies	11
	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	28
	G1-1	Corporate culture and business conduct policies	142
	G1-2	Management of relationships with suppliers	143
	G1-3	Prevention and detection of corruption and bribery	144
	G1-4	Incidents of corruption or bribery	145
	G1-5	Political influence and lobbying activities	145
	G1-6	Payment practices	146







06

REPORT ON
THE CERTIFICATION
OF SUSTAINABILITY
INFORMATION
AND VERIFICATION
OF THE DISCLOSURE
REQUIREMENTS
UNDER
THE TAXONOMY
REGULATION

REPORT ON THE CERTIFICATION OF SUSTAINABILITY INFORMATION AND VERIFICATION OF THE DISCLOSURE REQUIREMENTS UNDER ARTICLE 8 OF REGULATION (EU) 2020/852 OF ROBERTET S.A. FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2024.

ROBERTET S.A.

For the year ended 31 December 2024

Robertet S.A.

**37 avenue Sidi Brahimi - BP 52100
06131 Grasse Cedex**

To the General Assembly of Robertet S.A.,

This report is issued in our capacity as statutory auditor of Robertet S.A. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended December 31, 2024 and included in the sustainability statement section of the management report.

Pursuant to Article L. 233-28-4 of the French Commercial Code, Robertet S.A. is required to include the above mentioned information in a separate section of its management report. This information has been prepared in the context of the first time application of the aforementioned articles, a context characterized by uncertainties regarding the interpretation of the laws and regulations, the use of significant estimates, the absence of established practices and frameworks in particular for the double-materiality assessment, and an evolving internal control system. It enables an understanding of the impact of the activity of the Group on sustainability matters, as well as the way in which these matters influence the development of the business of the Group, its performance and position. Sustainability matters include environmental, social and corporate governance matters.

Pursuant to Article L.821-54 paragraph II of the aforementioned Code our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the sustainability reporting standards adopted pursuant to Article 29 ter of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for European Sustainability Reporting Standards) of the process implemented by Robertet S.A. to determine the information reported, and compliance with the requirement to consult the social and economic

committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labour Code;

- compliance of the sustainability information included in the sustainability statement section of the management report with the requirements of L. 233-28-4 of the French Commercial Code, including ESRS; and

- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by Robertet S.A. in its management report, we have included an emphasis of matter paragraph hereafter.

LIMITS OF OUR ENGAGEMENT

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

COGEPARC

Le Thélémus
12 quai du Commerce
69009 Lyon

ROBERTET S.A.

Report on the certification of sustainability information and verification
of the disclosure requirements under the Taxonomy Regulation
Year ended December 31, 2024

KPMG SA

480 avenue du Prado
13008 Marseille

Furthermore, this engagement does not provide guarantee regarding the viability or the quality of the management of Robertet S.A., in particular it does not provide an assessment, of the relevance of the choices made by Robertet S.A. in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

It does, however, allow us to express conclusions regarding the entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Any comparative information that would be included in the management report is not covered by our engagement.

COMPLIANCE WITH THE ESRS OF THE PROCESS IMPLEMENTED BY ROBERTET S.A. TO DETERMINE THE INFORMATION REPORTED, AND COMPLIANCE WITH THE REQUIREMENT TO CONSULT THE SOCIAL AND ECONOMIC COMMITTEE PROVIDED FOR IN THE SIXTH PARAGRAPH OF ARTICLE L. 2312-17 OF THE FRENCH LABOUR CODE

NATURE OF PROCEDURES CARRIED OUT

Our procedures consisted in verifying that:

- the process defined and implemented by Robertet S.A. has enabled, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities, that lead to the publication of information disclosed in the sustainability statement section of the management, and
- the information provided on this process also complies with the ESRS.

ROBERTET S.A.

Report on the certification of sustainability information and verification of the disclosure requirements under the Taxonomy Regulation
Year ended December 31, 2024



We also checked the compliance with the requirement to consult the social and economic committee.

CONCLUSION OF THE PROCEDURES CARRIED OUT

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by Robertet S.A. with the ESRS.

ELEMENTS THAT RECEIVED PARTICULAR ATTENTION

We set out below the elements that have been the subject of particular attention in relation to our assessment of compliance with the ESRS of the process implemented by Robertet S.A. to determine the information reported.

- Concerning the identification of stakeholders

Information on the identification of stakeholders is set out in the sustainability statement section of the management report.

We reviewed the analysis conducted by the Group to identify:

- stakeholders who can affect the entities within the information scope or can be affected by them, by their activities, and direct or indirect business relationships in the value chain;
- Main users of the sustainability statements (including the main users of the financial statements).

We interviewed the management and the individuals we deemed appropriate and inspected the available documentation. Our procedures included:

- Assessing the consistency of the main stakeholders identified by the Group with the nature of its activities and its geographical location, considering its business relationships and value chain;
- Exercising our critical thinking to assess the representativeness of the stakeholders identified by the Group;
- Assessing the appropriateness of the description provided in the note "SBM-2 Interests and views of stakeholders" of the sustainability statement, particularly regarding the methods for collecting stakeholder interests and views implemented by the Group.
- Concerning the identification of impacts, risks and opportunities

Information on the identification of impacts, risks and

opportunities is provided in section "SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model" of the sustainability statement.

We reviewed the process implemented by the Group regarding the identification of impacts (negative or positive), risks, and opportunities ("IRO"), real or potential, related to the sustainability issues mentioned in paragraph AR 16 of the "Application Requirements" of ESRS 1 and, where applicable, those specific to the Group, as presented in the note "IRO-1 Description of the process to identify and assess material impacts, risks and opportunities" of the sustainability statement.

In particular, we assessed the approach implemented by the Group to determine its impacts and dependencies, which can be sources of risks or opportunities, including the dialogue implemented, where applicable, with stakeholders.

We also assessed the comprehensiveness of the activities included in the scope retained for the identification of IRO.

We reviewed the IRO tables presented at the beginning of each ESRS of the sustainability statement, including the description of their distribution in the core activities and the value chain, as well as their time horizon (short, medium, or long term), and assessed the consistency of this table with our knowledge of the Group and, where applicable, with the risk analyses conducted by the Group's entities.

We assessed:

- the approach used by the Group to collect information from subsidiaries;
- how the Group considered the list of sustainability topics listed by ESRS 1 (AR 16) in its analysis;
- the consistency of the real and potential impacts, risks, and opportunities identified by the Group with the available sectoral analyses;
- the consistency of the current and potential impacts, risks, and opportunities identified by the Group, particularly those specific to it, as they are not covered or insufficiently covered by the ESRS standards, with our knowledge of the Group;
- how the Group addressed climate issues across different time horizons;
- whether the Group considered risks and opportunities that may arise from both past and future events due to its core activities or business relationships, including actions taken to manage certain impacts or risks;
- whether the Group considered its dependencies on natural, human, and/or social resources in identifying

ROBERTET S.A.

Report on the certification of sustainability information and verification of the disclosure requirements under the Taxonomy Regulation
Year ended December 31, 2024



risks and opportunities.

- Concerning the assessment of impact materiality and financial materiality

Information on the assessment of impact materiality and financial materiality is provided in section "IRO-1 Description of the process to identify and assess material impacts, risks and opportunities" of the sustainability statement.

We reviewed, through interviews with management and inspection of available documentation, the process for assessing impact materiality and financial materiality implemented by the Group and assessed its compliance with the criteria defined by ESRS 1.

We particularly assessed how the Group established and applied the materiality criteria defined by ESRS 1, including those related to setting thresholds, to determine the material information published for the indicators related to the material IRO identified in accordance with the relevant thematic ESRS standards.

COMPLIANCE OF THE SUSTAINABILITY INFORMATION INCLUDED IN THE SUSTAINABILITY STATEMENT SECTION OF THE MANAGEMENT REPORT WITH THE REQUIREMENTS OF ARTICLE L.233-28-4 OF THE FRENCH COMMERCIAL CODE, INCLUDING THE ESRS

NATURE OF PROCEDURES CARRIED OUT

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the sustainability information included in section "GOV-1 – The role of the administrative, management and supervisory bodies" of the sustainability statement, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by Robertet S.A. for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, that this information does not contain any material errors, omissions or inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

CONCLUSION OF THE PROCEDURES CARRIED OUT

Based on the procedures we have carried out, we have not identified material errors, omissions or inconsistencies regarding the compliance of the sustainability information included in the sustainability statement section of the management report, with the requirements of Article L.233-28-4 of the French Commercial Code, including the ESRS.

EMPHASIS OF MATTERS

Without qualifying the conclusion expressed above, we draw your attention to the information provided in the note "BP-1 General basis for preparation of sustainability statements" regarding the scope of sustainability information and the notes "SI-14 – Health and safety metrics", "SI-16 – Remuneration metrics", "SI-17 – Incidents, complaints and severe human rights impacts", "G1-6 – Payment practices" which explain why certain indicators are not or only partially published.

ELEMENTS THAT RECEIVED PARTICULAR ATTENTION

- Information provided in application of environmental standards.

Information reported in relation to the greenhouse gas emissions (ESRS EI-6) is mentioned in section "EI-6 – Gross Scopes 1, 2, 3 and Total GHG emissions" of the sustainability statement.

We set out below the elements that have been the subject of particular attention in relation to our assessment of the compliance of this information with the ESRS.

Regarding the information published on the greenhouse gas emissions:

- We reviewed the internal control and risk management procedures implemented by the entity to ensure the compliance of the published information;
- We assessed the consistency of the scope considered for the evaluation of the greenhouse gas emissions with the scope of the consolidated financial statements and the upstream and downstream value chain;
- We reviewed the protocol for establishing the greenhouse gas emissions inventory used by the entity to establish the greenhouse gas emissions and assessed its application methods, based on a selection of emission categories and sites on scope 1 and scope 2;

ROBERTET S.A.

Report on the certification of sustainability information and verification of the disclosure requirements under the Taxonomy Regulation
Year ended December 31, 2024



- Regarding scope 3 emissions, we:
- Assessed the justification for the inclusions and exclusions of the different categories and the transparency of the information provided in this regard,
- Assessed the information collection process,
- Reconciled primary data with the accounting records, where the underlying information came from accounting and financial systems;
- We assessed the appropriateness of the emission factors used and the calculation of the related conversions as well as the calculation and extrapolation assumptions, considering the inherent uncertainty in the state of scientific or economic knowledge and the quality of the external data used;
- For physical data (such as energy consumption), we reconciled, based on surveys, the underlying data used to prepare the greenhouse gas emissions with the supporting documents;
- We implemented analytical procedures;
- Regarding the estimates we deemed significant that the entity used to prepare its greenhouse gas emissions:
- Through interviews with management, we reviewed the methodology for calculating the estimated data and the sources of information on which these estimates are based;
- We assessed whether the methods were applied consistently or if there were changes from the previous period, and if these changes are appropriate;
- We verified the arithmetic accuracy of the calculations used to establish this information.

COMPLIANCE WITH THE REPORTING REQUIREMENTS SET OUT IN ARTICLE 8 OF REGULATION (EU) 2020/8522

NATURE OF PROCEDURES CARRIED OUT

Our procedures consisted in verifying the process implemented by Robertet S.A. to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions or inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

CONCLUSION OF THE PROCEDURES CARRIED OUT

Based on the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

ELEMENTS THAT RECEIVED PARTICULAR ATTENTION

We determined that there were no such elements to communicate in our report.

Marseille, April 16, 2025

Loïc Herrmann
Partner

ROBERTET S.A.

Report on the certification of sustainability information and verification of the disclosure requirements under the Taxonomy Regulation
Year ended December 31, 2024





ROBERTET
GROUPE

Contact :
fr-rse@robertet.com

www.robertet.com