

CSR REPORT

2025



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GENERAL INFORMATION



1. MESSAGE FROM THE PRESIDENT AND THE DIRECTOR OF SUSTAINABLE DEVELOPMENT

Over the past seven years, Expressions Parfumées has doubled its sales revenue. The expansion of our business activity is guided by a core strategic commitment to sustainable development.

Expressions Parfumées is a pioneering company in the formulation of natural fragrance compositions; from its beginnings, the company has been engaged in action to support people and the environment. Our teams pursue the objectives of our CSR roadmap through concrete projects, on a daily basis.

We are proud of the distinctive identity of our company, which embodies strong values of respect and commitment. The involvement of our employees is a powerful lever for development and enables us to continuously improve our practices.

Building on our solid sustainability program, in 2024 we decided to comply with the requirements of the EU directive on sustainability reporting, even though we could have waited one more year. We are pursuing our integration of these guidelines in 2025, despite the fact that some regulatory requirements have changed since the beginning of the year.

Accordingly, our sustainability report is a voluntary statement. It has been drawn up in the spirit of transparency, anticipation and progress that has been the foundation of the company's sustainable development strategy from the outset. In this statement we highlight the key projects and challenges, in our direct operations and throughout our value chain, on which we focus our attention and our sustainability action.



Président

Christophe PARIN



Directrice Ressources Humaines
& Développement Durable

Yveline GILLET

2. THE COMPANY - ACTIVITY, GOVERNANCE AND STRATEGY

1. COMPANY PROFILE: STRATEGY, ECONOMIC MODEL AND VALUE CHAIN [SBM-1]

Expressions Parfumées creates and produces perfume compounds for its clients. With its sophisticated knowledge of this constantly evolving market and the expertise of its creative teams, Expressions Parfumées is able to supply its clients with innovative formulas that meet their expectations, for fine fragrances, personal care and home care products.

The company is active in local and regional segments of the perfume industry. Its activity spans many regions of the world, with 80% of its sales generated overseas. fragrances, the company purchases the raw materials needed for its perfume concentrates from sources around the globe.

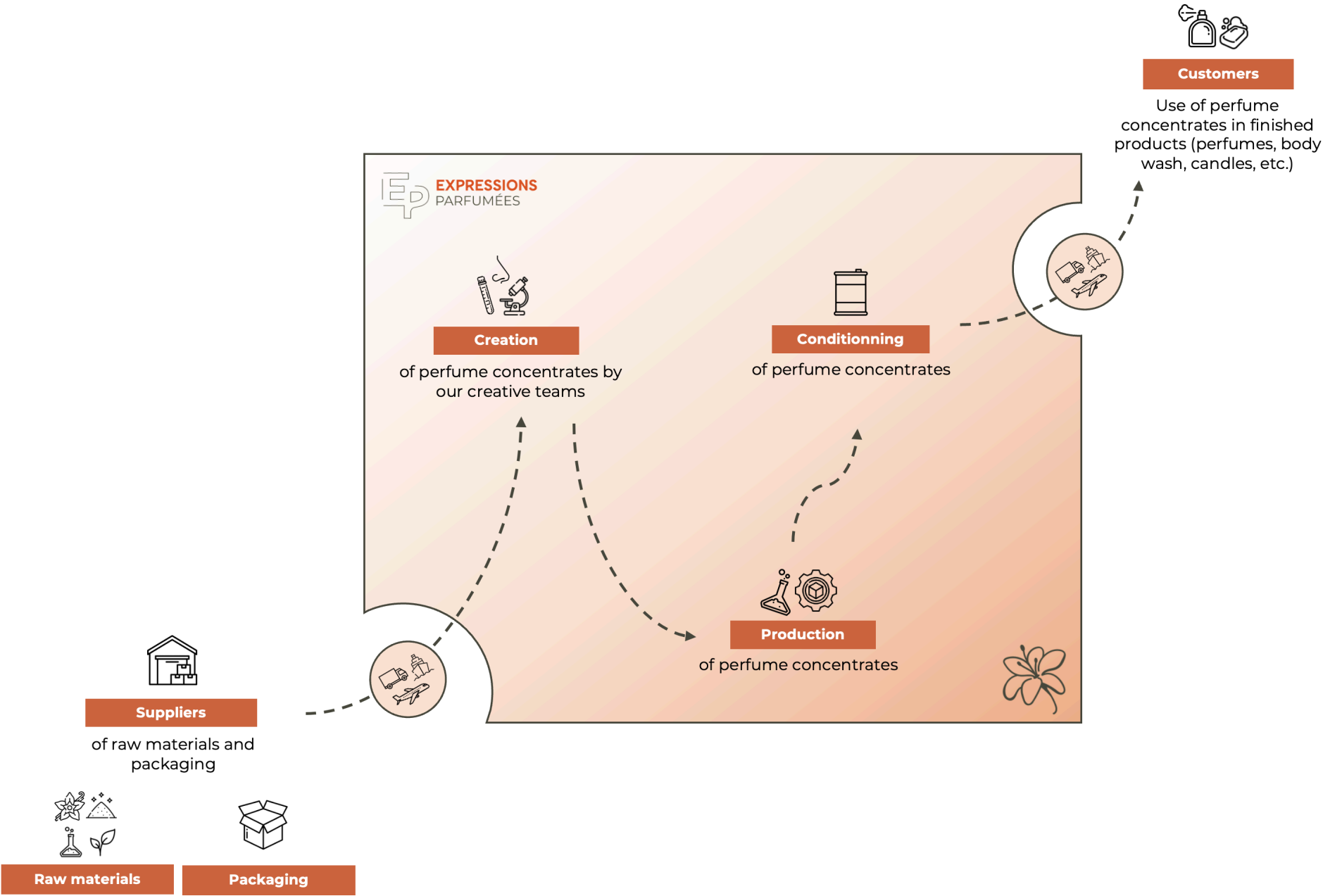
Expressions Parfumées uses flexible processes to maintain creativity and efficiency throughout its value chain. All our business lines meet quality standards and comply with environmental and occupational health and safety regulations. Pursuing a management system rooted in its development strategy, Expressions Parfumées has achieved growth while continually improving its work methods.

Since 2018, Expressions Parfumées has been a wholly owned subsidiary of Givaudan Group. The company remains largely independent in the deployment of its commercial strategy, and in its creative and manufacturing processes. The company thus stands out for its speed and creativity, and a pragmatic, human approach to a range of situations.

As a subsidiary of an international group, Expressions Parfumées is aligned with the financial and extra-financial objectives of its parent company. Expressions Parfumées follows the rules of ethics adopted at the highest level of the organization, and is dedicated to ongoing improvement of working methods. The company's position is suited to its economic model, allowing it to achieve a high standard of quality and maturity in its processes, in keeping with Givaudan's expectations, while preserving a flexible approach to the underlying issues of its activity.

As a member of Givaudan, Expressions Parfumées has been able to challenge and improve company practices, and benefits from the critical mass of the group in terms of purchasing and innovation.

RESULTS		
	2023	2024
Sales (Millions d'€)	119,7M€	141,5M€
Breakdown of sales by product category		
Fine Fragrance	43%	53%
Consumer product	57%	47%
Production volume (tons)	4561	5654



1. OUR HISTORY



2. FACTS AND NUMBERS



€ 141,5 M

2024 Turnover



5 654 TONS

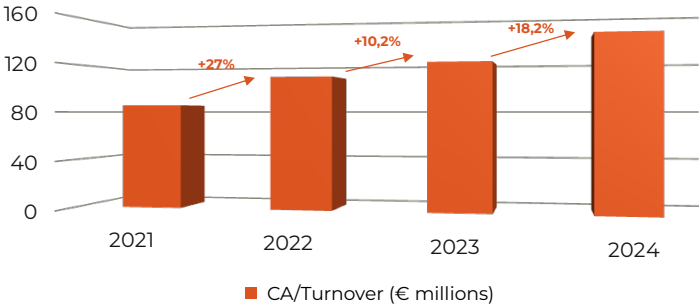
2024 Production Volume



328 employees

With international subsidiaries, including
278 employees in Grasse

Turnover evolution



Chiffres d'Affaires par catégorie de produits

53%

Fine Fragrances

25%

Personal Care

22%

Home Care



3. GEOGRAPHIC LOCATIONS

Founded by perfumers, our company’s DNA champions inspiration, creativity, expertise, flexibility, and responsiveness—hallmarks of each employee’s commitment. Through respectful dialogue that honors our differences, we build every stage of our development with integrity.

EP OFFICES & AFFILIATES

- Grasse

Barcelona

Milan

Warsaw

Dubai

Bangkok
- Lviv

Ho Chi Minh City

Nairobi

Stockholm

Malaysia

AGENTS DISTRIBUTORS

- Algeria

Bulgaria

Chile

Egypt

Germany

Greece

India

Indonesia

Iraq
- Israel

Lebanon

Maroc

New Zealand

Philippines

South Africa

South Korea

Tchad

Turkey

LOCAL STRATEGIC PARTNERS

- Australia

China

Hong Kong

Japan

Jordan

Kuwait

Pakistan
- Portugal

Romania

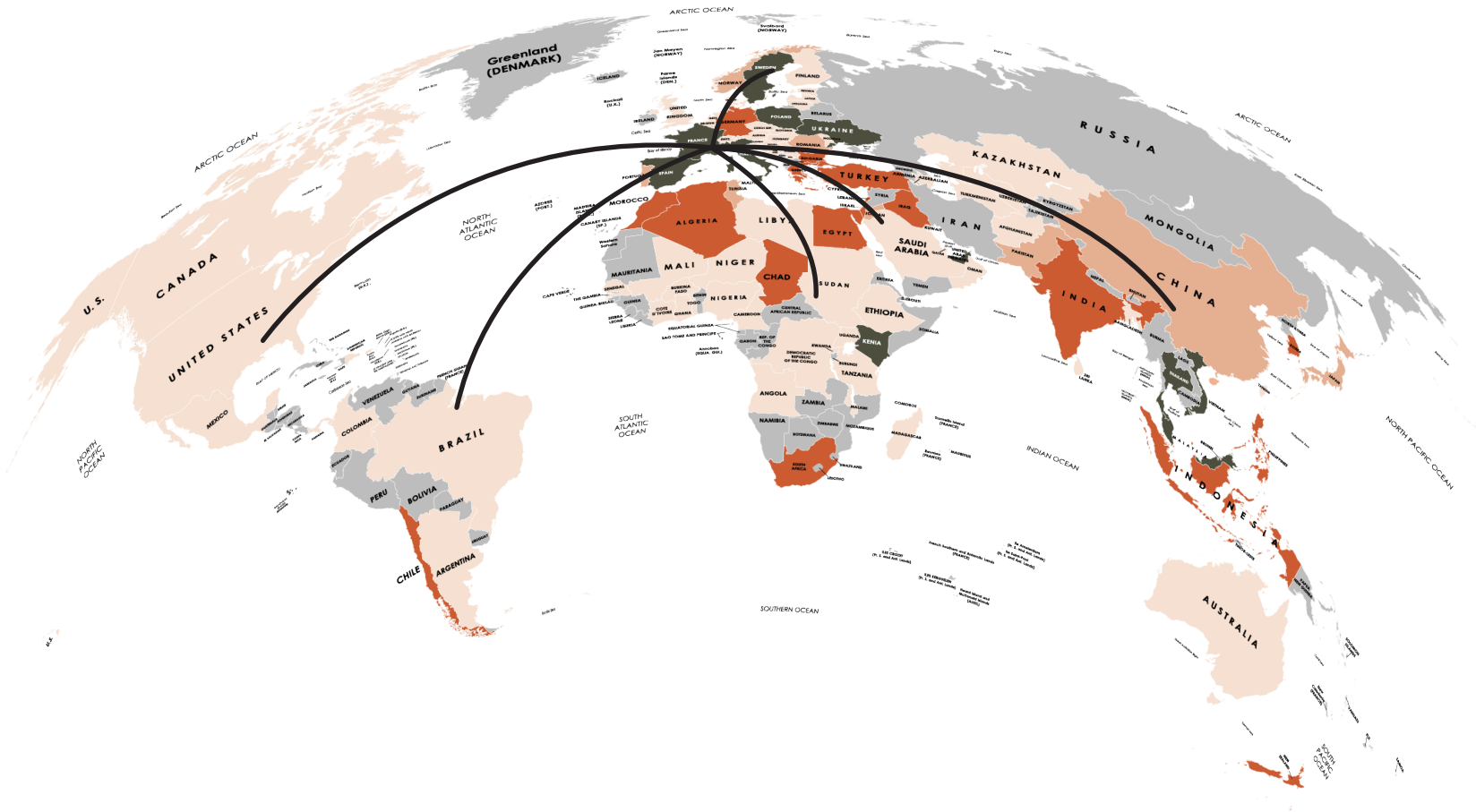
Scandinavia

Sri Lanka

Taiwan

Tunisia

OUR DISTRIBUTION AREA DELIVERED FROM GRASSE



2. EXECUTIVE AND SUPERVISORY BODIES

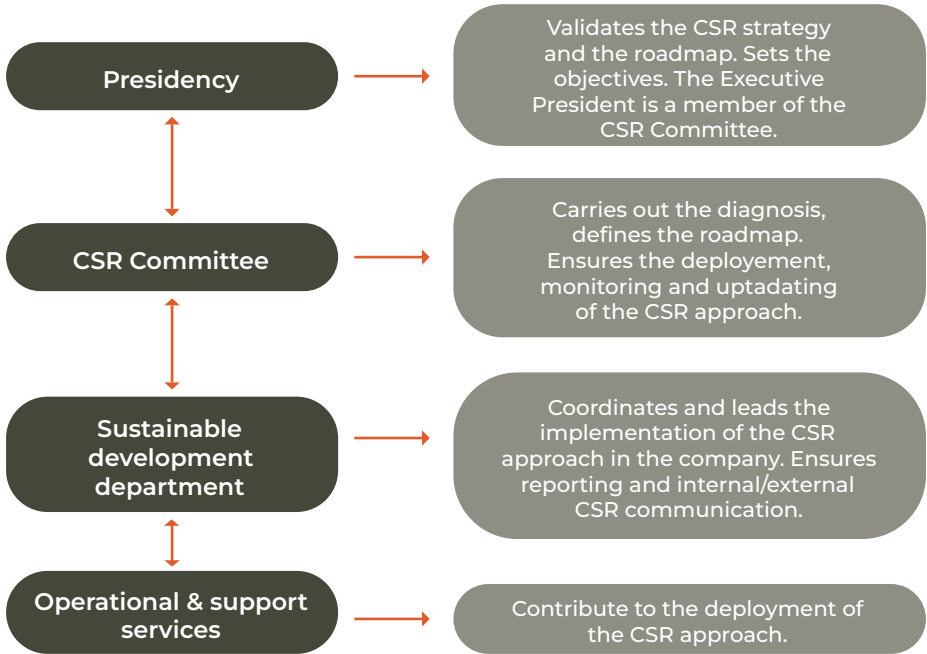
1. ADMINISTRATIVE, MANAGEMENT AND CONTROL DEPARTMENTS [GOV-I]

The President of Expressions Parfumées is the chief executive of the company and works with an Executive Committee to define, propose and implement the overall strategy of the company. As a subsidiary, Expressions Parfumées submits its investment and development plans to Givaudan Group and reports monthly on the results achieved in terms of the objectives set for the company.

The company's internal sustainable development strategy is based on the work carried out by the Corporate Social Responsibility (CSR) Committee and the company's sustainable development department, in cooperation with all employees. The CSR committee has drawn up and is committed to a five-year roadmap, which is integrated into the company's strategic documents.

The Sustainable Development department is represented on the Executive Committee. Sustainability is a core component of the company's activity, and these objectives must be pursued as the company's processes evolve. Expressions Parfumées sustainability programs are directly tied to the multiyear commitments of Givaudan Group, in a pragmatic and efficient framework.

QEHS CSR TRAINING		
	2023	2024
% new hires receiving occupational health & safety, quality, environment and CSR training (France)	100%	100%



ROADMAP 2024 - 2028	
Governance	Integrate the new dimensions of sustainability strategy and reporting on an international level as levers for business development.
Employment	Strengthen our tools for internal dialogue and develop our employees' skills in an approach that respects differences and people.
Environement	Pursue and strenghten our approach of continous improvement of working conditions through ISO 45001 certification. Reduce our consumption and the direct environmental impact of our sites and manufacturing processes.
Value chain and territories	Increase our knowledge of the environmental impact of our inputs and take action to reduce it. Developing more sustainable fragrance formulas through the Conscious Index. Analyze the impact of our innovations and promote virtuous technologies. Strengthen dialogue with our suppliers, develop sustainable supply chains and increase the proportion of responsible purchasing. Contribute to the development of our region through local actions.

2. SUSTAINABILITY ISSUES HANDLED BY EXECUTIVE MANAGEMENT

[GOV-2]

Information on sustainability matters is regularly communicated to the General Management of the company, either via the Integrated Management System or in external evaluation reports conducted under Sedex Members Ethical Trade Audits (SMETA) or EcoVadis standards.

1. MONITORING ACTION PLANS AND RESULTS IN THE INTEGRATED MANAGEMENT SYSTEM

The company's monitoring policy, based on its Integrated Management System, and certification action are presented in the section on Values and Commitments.

The CSR Committee monitors the roadmap; metrics are presented and analyzed twice a year, during the process and management reviews. Both of these reviews are part of the Integrated Management System.

The General Management also receives all the audits carried out under the Integrated Management System. They validate the measures taken and assess the results of the action plans.

Throughout the year, internal audits are carried out to assess the conformity, implementation and practical application of the company's Integrated Management System and verify that it is effective. Expressions Parfumées' in-house audit team relies on AFNOR standards for its work.

Ten or so audits are conducted each year, with the objective of covering all processes in three years. This assessment program brings ongoing improvement to the company's business practices and boosts staff involvement.

2. RESULTS OF THE SMETA AUDIT

As part of its CSR action, Expressions Parfumées joined Sedex in 2017.

Sedex is a collaborative platform for data exchange on ethical questions in supply chains. This structure is designed to minimize risks for its members, protect their company's reputation and improve supply chain practices.

Givaudan has been a member of Sedex since 2008 and has made the commitment to have all its sites audited under the SMETA Four Pillars. The four pillars cover:

- Environmental management;
- Employee health and safety;
- Labor legislation in the relevant country;
- Ethical business practices.

The audit methodology is based on cross-analysis of data, including interviews with employees, supporting documentation and site visits.

The most recent SMETA audit was conducted from February 4 to February 6, 2025. The auditor met with roughly 30 employees for confidential interviews. The auditor noted many positive aspects regarding the consolidation of the Integrated Management System in the company's practices, as well as in terms of employee satisfaction. The audit also mentioned the social benefits granted by the company and its attention to working conditions. Expressions Parfumées reported favorably on the subject of living wages listed in SMETA version 7.0, reflecting the work undertaken with Givaudan Group in 2024. The living wage program is described in the Social chapter. A single instance of noncompliance was noted: the minutes of the Social and Economic Committee meetings were not established in a timely fashion. This delay has been corrected and the requisite documents submitted in April 2025, canceling the noncompliance annotation.

3. ECOVADIS PLATINUM STATUS

EcoVadis evaluates the quality of our CSR management system yearly, looking at the policies and measures implemented and the results obtained. Its findings are published on the EcoVadis platform.

For the fifth year in a row, Expressions Parfumées has received the EcoVadis Platinum award, with an overall score of 85/100 and improved ratings in social measures, environmental management and responsible sourcing.

While the requirements of the evaluation are increasingly stringent, particularly on environmental issues, Expressions Parfumées has been able to maintain its level of commitment and has shown continual improvement in its sustainable development practices.

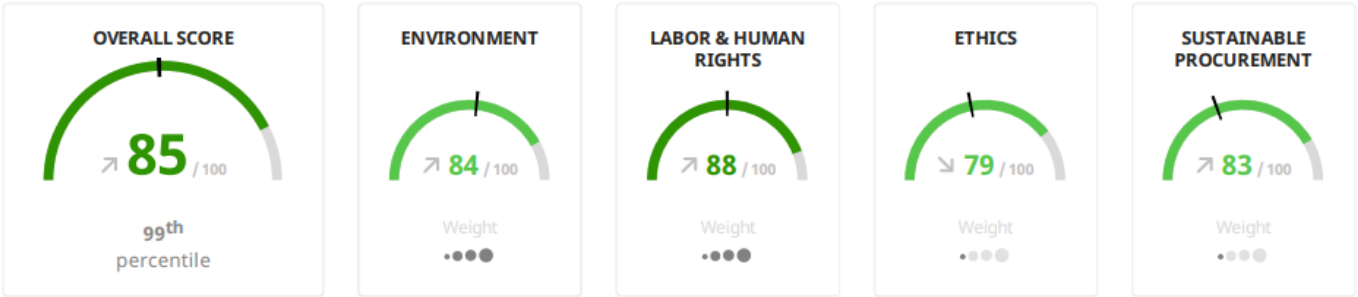
This confirmation of EcoVadis Platinum status is truly a success for all staff and management at Expressions Parfumées. These results are the fruit of efforts on the part of all actors in the company, and reflect the commitment to CSR that is strongly rooted in the company's strategic orientation. In 2025, Expressions Parfumées once again consolidated its rank among the top 1% of companies audited by EcoVadis.



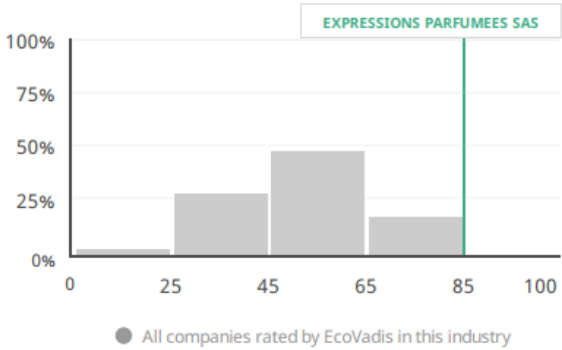
Score breakdown

EXPRESSIONS PARFUMÉES SAS sustainability performance is:
Outstanding

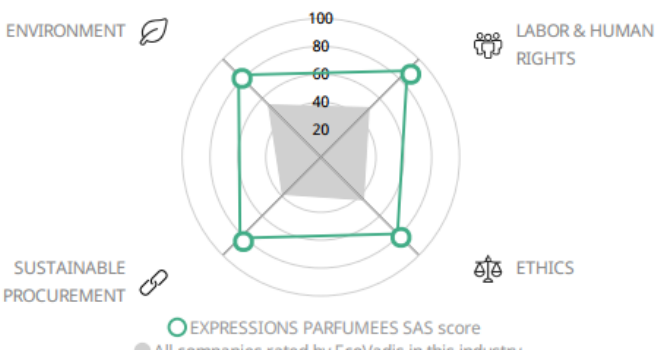
Sustainability performance Insufficient Partial Good Advanced Outstanding Average score



Overall score distribution



Theme score comparison



3. SUSTAINABILITY PERFORMANCE INTEGRATED INTO INCENTIVES

[GOV-3]

Expressions Parfumées has integrated sustainability criteria in the remuneration of collective employee performance, under the terms of the profit-sharing agreement negotiated each year. This agreement covers all company employees in France. The agreement has twin objectives: to raise employees' awareness of specific environmental and social issues, and to reward action that helps achieve objectives supporting the company's global sustainable development strategy.

4. STATEMENT ON DUE DILIGENCE, RISK MANAGEMENT AND INTERNAL OVERSIGHT OF SUSTAINABILITY INFORMATION

[GOV-4] [GOV-5]

Expressions Parfumées has integrated responsible business practices in its corporate strategy. The company identifies and assesses real and potential risks to its business, related to its own activity and to its value chain.

- The annual environmental audit based on the ISO 14001 standard enables Expressions Parfumées to identify the impacts of the company's activity and to implement action plans to prevent or mitigate the negative consequences (the audit is described in detail in the Environment chapter). This audit is reviewed yearly; the findings of the past year are presented to executive management along with the action plans for the coming years.

- The company's health, safety and security programs are also based on the analysis of industrial risks, especially accident scenarios. Risk analyses and prevention measures are submitted to national authorities for review. As of 2025, Expressions Parfumées also includes Givaudan risk analysis standards in its practices, to widen the scope of its risk assessment and identification of the measures to be taken.

- The assessment of risks at workstations is updated at least once a year. This assessment is the basis of the annual risk prevention program; it includes consultation of employee representatives, and is forwarded to occupational health authorities. The health and safety management system at Expressions Parfumées, certified under ISO 45001, is also based on this analysis. The full process is described in the Social chapter.

- Analysis of cyber crime risks is based on EU Directive NIS 2. With support from Givaudan Group, Expressions Parfumées is pursuing this analysis in 2025.

- Through assessment of the risks associated with the sourcing of raw materials, the company can identify social and environmental risks throughout the value chain and develop action plans to prevent or mitigate negative consequences. This approach and the relevant issues are described in the Social and Environment chapters of this report. Risk analysis is based on international tables of risk factors. The risk assessment reports and action plans are submitted to executive management each year. Expressions Parfumées' responsible sourcing action relies on this analysis to foster an informed dialogue with suppliers.

Each year the company carries out ISO 9001, 14001 and 45001 audits to systematically review risk analysis, procedures and metrics on social, environmental and ethical matters. The EcoVadis assessment (annual) and the SMETA audit (every three years) ensure that Expressions Parfumées addresses risk thoroughly and rigorously.

To consolidate data reliability, environmental information and health and safety metrics are reported monthly to Givaudan Group, and are audited by external consultants, at the request of the group. Measures taken in terms of business ethics stem directly from application of Givaudan Group procedures and are reviewed annually (the full procedure is described in the Governance chapter).

3. DIALOGUE WITH STAKEHOLDERS

[SBM-2]

The dialogue with the company's stakeholders uses the formal template of the Integrated Management System. This template ensures a global and consistent approach to social, environmental and ethical issues. It clarifies the reciprocal expectations of the parties and ways to address them, and provides a reference scale for the anticipated dialogue.

The template reflects the pragmatic approach adopted by Expressions Parfumées and the company's commitment to an ongoing and responsible, open and constructive dialogue with its stakeholders.

The company uses the NF X30-029 standard as the reference framework to construct and update its template.

From the beginning, the company's sustainability report has outlined its commitments, concrete actions and results. This report is communicated to all employees. It is reviewed by the bodies that represent employees, and is made available to all stakeholders via the company's website. The sales and purchasing departments also use this report to disseminate the company's commitments throughout the value chain.

Locally, the company is engaged in a dialogue with the instances who play a role in employment in the local area. This dialogue is described in detail in the Social chapter.

3. VALUES AND COMMITMENTS

1. COMMITMENTS AND THE INTEGRATED MANAGEMENT SYSTEM

Expressions Parfumées has chosen an Integrated Management System that brings all its commitments into a single global and consistent framework. This approach is suited to the company's flexible structure and reflects its capacity to address the expectations of its stakeholders.

Sustainable development is at the heart of Expressions Parfumées' activity and underpins the contents of its policy:

Our policy for Quality, Health and Safety, Environment and Ethical Practices charts a development path that integrates all the actions and measures taken within the company, and constitutes an appropriate response to the expectations of our stakeholders.

This policy includes:

- The key points of our Integrated Management System
- Our CSR roadmap based on the guidelines of ISO 26000
- Commitment to the principles of the Global Compact
- Givaudan Principles of Conduct
- The Givaudan Purpose Statement and the multiyear objectives it entails.

Through this Integrated Management System, Expressions Parfumées seeks to guarantee customer satisfaction in all circumstances and ensure that its perfume formulas comply with all applicable regulations, while also providing its employees with good working conditions and a suitable environment.

Social responsibility is at the heart of our strategy. We pledge to offer our customers high-quality products that are increasingly respectful of the environment, as we pursue our quest for innovation and environmentally friendly practices at every stage of the life cycle of our products.

The 15 principles of our policy for Quality, Health and Safety, Environment and Ethical Practices have been reviewed and adopted by the company's executive management, and constitute our pathway to responsible growth:

1. Ensure responsible governance that fully respects human rights.
2. Deploy the resources and measures that are needed to address internal and external issues that have been identified, and in this way respond to the needs and expectations of stakeholders.
3. Adapt to rapid market evolution, whether related to regulatory matters, economic conditions, material, human or financial resources, to pursue the objective of developing Expressions Parfumées and its activity globally. Integrate specific certifications, seals and quality labels to adapt to the cultural context, trends and requirements of our clients (ORIGINE FRANCE GARANTIE, HALAL, VEGAN, RSPO, COSMOS, Good Manufacturing Practices for cosmetic ingredients).
4. Faithfully follow at all times the regulations that apply to our activities and continually aim for compliance with regard to our products, the health and safety of our employees, and protection of the environment.
5. Lower our costs related to poor quality, environmental impacts, work accidents, reduce our risks and constantly improve our performance and our internal organization, by instituting Quality, Health and Safety, Environment, Ethical Practices and Sustainable Development as the criteria of progress for our company.
6. Ensure the health and safety of our employees and provide working conditions that are conducive to their personal development.
7. Ensure that the raw materials used have all the necessary characteristics and quality required to fulfill our clients' requirements and thereby guarantee the integrity, consistent quality and absence of contamination of our products, and secure our processes with appropriate record-keeping.
8. Create a work environment that promotes social dialogue, inclusiveness and respect for diversity and equality.
9. Protect the environment and our employees by measures to reduce our impacts, adopt a policy to hold down resource consumption, anticipate all pollution risks and develop a risk prevention culture to attenuate the dangers that are inherent to our activity. Our method is to consult with our employees and their representatives and obtain their active participation.
10. Reduce our carbon footprint, compensate for our residual greenhouse gas emissions by investment in targeted projects, and augment our resilience and capacity to face climate change.
11. Work closely with outside suppliers and service providers to ensure the excellence of our products and full compliance with our environmental, social and ethical standards across our entire value chain, and to reinforce the traceability of our activity.

12. Continually innovate to give our customers dependable and sustainable «perfume solutions,» through ongoing investment in research and development, and in this way position Expressions Parfumées as a leading innovator in our sector of activity.

13. Maintain our track record in terms of product design and manufacture on which our reputation is built, supported by the know-how and expertise of our staff, as well as our equipment, premises and industrial investments.

14. Adhere to principles of good practice and the fundamental rules instituted to prevent corruption, regulate corporate gift-giving and entertainment perquisites, to prevent unfair competition, insider trading and conflicts of interest, and comply with standards pertaining to corporate donations, sponsorship and lobbying, and generally speaking all norms of ethical behavior.

15. Create value that is shared across the territories and the communities where we work.

The Quality, Health and Safety, Environment and Ethical Practices policy concerns all employees who work for the company and its subsidiaries. To follow and apply this policy all employees must be involved in a constant search for efficacy, continual improvement and satisfaction of partners, both in-house and outside the company.

On the basis of these principles, a set of objectives and metrics has been drawn up to track the company's performance in terms of Quality, Health and Safety, Environment and Ethical Practices. The executive management of Expressions Parfumées pledges to publish these objectives and information on progress metrics annually, and to provide the means and resources needed to attain these objectives.

Each member of our staff has a role to play to help achieve these performance objectives, and to make Expressions Parfumées a responsible, stable and leading company in the world perfume industry.

GENERAL INFORMATION



Quality, Environment, Health & Safety ISO 9001 ISO 14001 ISO 45001

Ensuring the quality of our products, their compliance with regulations and our commitment to the environment and employee health and safety.



Good Manufacturing Practices

We are certified Good Manufacturing Practices for cosmetic ingredients (2017 version) for the creation and manufacturing of perfumed compositions for cosmetic use.



Origine France Garantie

We are the 1st Fragrance House to obtain this Certification.



**COSMOS
APPROVED**

COSMOS certified

Pioneer COSMOS certified company in the field of perfumery.



RSPO

We are « Mass Balance » RSPO certified. This is a strong commitment to sustainable development. It implies the use of raw materials derived from «MB RSPO» certified palm oil only. Check out our progress at www.rspo.org



Halal

Our manufacturing site based in Grasse is able to produce references that comply with HALAL requirements.

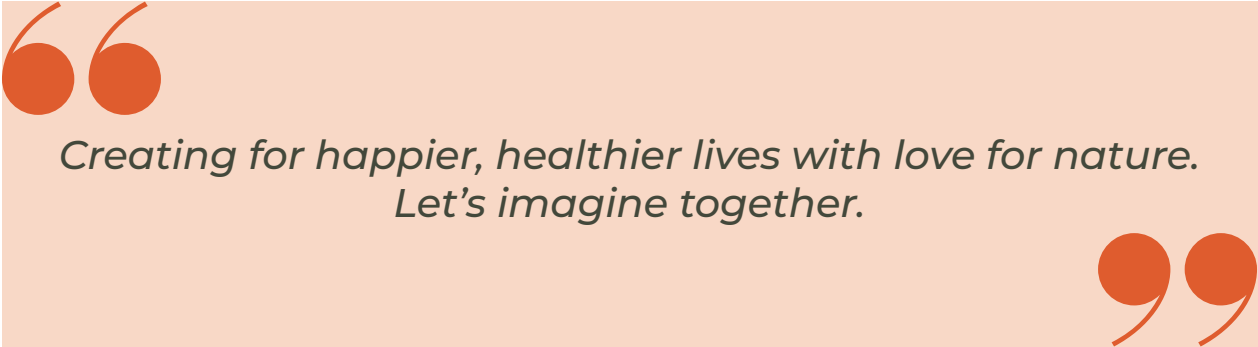


Pioneer EVE Vegan Certified

Our manufacturing site is EVE VEGAN certified. Expertise Végane Europe (EVE) is an independent French organisation dedicated to the evaluation of vegan products and services. Vegan certification is a voluntary process that enables the value of know-how to be recognised in accordance with vegan guarantees in a context where there are no regulations.

2. ALIGNMENT WITH THE GIVAUDAN PURPOSE STATEMENT

The Givaudan Purpose Statement is the foundation that underpins sustainable development at Expressions Parfumées. This mission statement is founded on four pillars: creation and innovation, nature, human qualities and communities.



All our employees are aware of this Purpose and adhere to its principles, and it is the guiding thread for interaction between the company's staff and its stakeholders. The structuring goals of Givaudan's Purpose are fully integrated into the Policy Statement of Expressions Parfumées and underpin the objectives set for all sites. All corporate objectives are consistent and aligned with the objectives of the group, enabling Expressions Parfumées to make a positive contribution to global challenges.

At least twice a year, Expressions Parfumées holds dedicated information sessions with employees to present the objectives of the Purpose Statement and its operational consequences at all levels. During these sessions, the objectives are discussed and illustrated with examples of concrete measures taken at Expressions Parfumées, to make it easier for employees to understand the stakes and give their support to action plans.

3. INTERNATIONAL COMMITMENTS

1. COMMITMENT TO THE UNITED NATIONS GLOBAL COMPACT

Expressions Parfumées has a long-standing commitment to sustainable development, and has specifically integrated the ten main principles of the United Nations Global Compact as a fundamental component of the company's policy.

Referring to the Global Compact principles, Expressions Parfumées focuses its action on the following priorities:

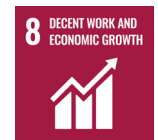
- Action to limit the environmental impact of its business activity and to preserve biodiversity, reduce resource consumption and engage on a path to reduce its greenhouse gas emissions;
- Constant improvement of working conditions for all employees and workers, to improve well-being at work and motivate the company's staff to contribute to ongoing efforts to achieve social and environmental responsibility;
- Incentives to encourage suppliers and partners to improve their practices and build a genuine partnership with Expressions Parfumées to work toward the company's goals for social and environmental responsibility across the entire value chain, in compliance with ethical and good-faith practices;
- Conceive, design and market solutions that continue to innovate and meet the requirements of the company's customers and consumers around the world, while fully respecting human rights and the environment.

In 2015 the United Nations Organization adopted 17 sustainable development goals (SDGs) to chart a path to equitable social and environmental progress and a prosperous and inclusive economy in 2030. Companies are explicitly asked to contribute to achieving these SDGs and to include them in their CSR strategies.

The strategy and the specific measures outlined in this report make substantial contributions to seven of these SDGs:

- SDG 5 – Gender equality
- SDG 8 – Decent work and economic growth
- SDG 9 – Industry, innovation and infrastructure
- SDG 12 – Responsible consumption and production
- SDG 13 – Climate action
- SDG 15 – Life on land
- SDG 17 – Partnerships for the goals

The Sustainable Development Goals of the United Nations are the foundations of Expressions Parfumées' CSR roadmap and an integral part of its corporate policy. The deployment of Expressions Parfumées' sustainable development strategy is reported annually in the company's sustainability report and on the Global Compact platform.



Expressions Parfumées communicates broadly with its staff and carries out awareness campaigns during Sustainable Development Week each year. These events bring employees together in the context of collective programs. Each activity and workshop is linked to a Sustainable Development Goal, to heighten staff awareness of these international objectives.

As a signatory to the United Nations Global Compact, Expressions Parfumées quite naturally joined the Cercle Azuréen du Global Compact France founded in 2019. This body came into being to foster dialogue between its member companies, to exchange best CSR practices and to encourage more responsible economic practices in the region. The circle brings together companies located in the Alpes Maritimes and Var departments in France, both signatories to the Global Compact.

2. IFRA-IOFI CHARTER SIGNATORY

Expressions Parfumées was one of the first ten companies in France to sign the Sustainability Charter drawn up by the International Organization of the Flavor Industry (IOFI) and the International Fragrance Association (IFRA).

This Charter expresses the voluntary commitment of its signatories to adopt a life cycle approach in their activity, comprising five focus areas: responsible sourcing, reducing the environmental footprint, employee well-being, product safety, and transparency and partnerships. This voluntary framework aims to foster greater achievement in CSR through collective efforts:

- Increase sustainability awareness in the sector;
- Provide companies with a toolkit to help them steadily improve their performance;
- Report on progress achieved in the sector as a whole;
- Strengthen trust between the fragrance and perfume industries and their stakeholders;
- Identify areas for collaboration to address shared challenges.

<https://ifra-iofi.org/>



4. MANAGING IMPACTS, RISKS AND OPPORTUNITIES

1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES, AND DOUBLE MATERIALITY ANALYSIS METHODOLOGY

[IRO-1]

Expressions Parfumées has decided to advance by one year its application of EU Directive 2022/2464, called the Corporate Sustainability Reporting Directive (CSRD), in order to work in stages and better integrate this new approach.

The company aims to apply an exacting method of work to re-examine its sustainable development strategy.

Expressions Parfumées has called upon the services of a leading consulting firm to guide this review and draw up an initial report. This collaborative construction was launched in the Spring of 2024, and enabled company teams to build up their competency. The scoring process for identification of impacts, risks and opportunities, and their stakes, is given in a detailed methodological note. Throughout the year 2025 Expressions Parfumées will pursue this work and ensure that it is aligned with the global approach implemented by Givaudan Group. Consequently, this initial report addresses in part the issues raised by the directive, but must be completed with more detailed descriptions of policies and definitions of the numerical metrics used in the report.

The double materiality analysis was conducted for the scope of Expressions Parfumées' business activity. The company chose to calculate a score for its activity independently of its group affiliation. As a result of this decision the materiality of some metrics may change as a function of the analysis conducted by Givaudan. The list of material environmental, social and governance matters for Expressions Parfumées was drawn up on the basis of the 37 requirements listed in the

European Sustainability Reporting Standards (ESRS) drafted for the CSRD. All the matters that apply specifically to Expressions Parfumées have been determined on the basis of the company's own database and the main reference documents in this area (United Nations guiding principles, OECD guidance, the fundamental agreements of the International Labor Organization, sectoral reports, etc.).


The scoring process combines two factors:

- Financial materiality, assessed according to severity and frequency. The scale is set in relation to total sales figures for Expressions Parfumées.
- Impact materiality, assessed according to severity and frequency.

Two scales are defined for impact materiality: human rights materiality, and environmental materiality. The grid used to assess impact materiality was constructed by the company to account for:

- Impact characterization (negative or positive, observed or theoretical) which has consequences for the calculation methodology.
- Severity is assessed according to three criteria:
 - The significance of the impact on stakeholders
 - The scope of the impact
 - The irremediable nature of the impact.
- Frequency refers to the timescale of impact occurrence, and includes the possibility of a permanent (uninterrupted) impact (maximum frequency).


The results of the scoring calculation are shown on the opposite table :



Environment	
ESRS	Expressions Parfumées issues
E1 : <i>Climate change</i>	Climate change adaptation
	Climate change mitigation
	Energy
E2 : <i>Pollution</i>	Pollution
	Noise and odor pollution
	Substances of concern and very high concern
	Microplastics
E3 : <i>Water and marine resources</i>	Water
	Marine resources
E4 : <i>Biodiversity and ecosystems</i>	Direct impact drivers of biodiversity loss
	Impact on the state of species and dependencies on ecosystem services
E5 : <i>Resource use and circular economy</i>	Resources inflow
	Resources outflows
	Waste



Social	
ESRS	Expressions Parfumées issues
S1 : <i>Own workforce</i>	Working conditions
	Social dialogue
	Health & safety
	Employment & inclusion
	Training & skills development
S2 : <i>Workers in the value chain</i>	Working conditions
	Health & safety
	Employment & inclusion
	Other human rights
S3 : <i>Affected communities</i>	Impact on affected communities
	Rights of indigeneous people
S4 : <i>Consumers & end-users</i>	Responsible marketing practices
	Product quality and safety



Governance	
ESRS	Expressions Parfumées issues
S1 : <i>Business conduct</i>	Corporate culture
	Whistleblower protection
	Political commitment
	Animal welfare
	Supplier relationship management, including payment practices
	Corruption and bribe payments

2. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3]

The assessment covers the entire value chain (upstream, own operations and downstream) and all the stakeholders affected directly or indirectly by Expressions Parfumées' activities. It identifies risks and opportunities as well as the positive and negative impacts of each link in the Expressions Parfumées value chain. This analysis is directly related to the company's strategy and business model. Each impact, risk and opportunity is examined in the light of the actual activity conducted by Expressions Parfumées. Once they are identified, the company can review its actions and objectives to revise its practices, pursuing an ongoing process of improvement, risk prevention and adaptation to change. In this report Expressions Parfumées presents the relevant impacts, risks and opportunities in each section, to allow readers to better understand the company's policies, action plans, objectives and the results obtained.

5. PREPARATORY WORK

1. GENERAL BASIS FOR PREPARATION OF SUSTAINABILITY STATEMENTS

[BP-1]

The sustainability report covers the entire Expressions Parfumées value chain and all the company's own direct operations.



















It should be emphasized that all Expressions Parfumées products are manufactured at the company's historic site in Grasse, where most of its creative and administrative support teams are also located.

To ensure its presence in proximity to its clients, Expressions Parfumées has established representation offices and subsidiaries in strategic development zones. These units work closely with the headquarters in Grasse.

Consequently, much of this report refers to the headquarters located in France, where most of the company's sustainability matters, impacts, risks and opportunities are concentrated.

Nonetheless, Expressions Parfumées has started to broaden its sustainable development strategy to include all its overseas sites, in particular by consolidating measurements of greenhouse gases at the global level, and by following employees' careers more closely.

The maps included here provide a graphic view of the above information.

	Production	Creation	Laboratories	Sales Dept.
FRANCE Grasse				
EAU Dubai				
SPAIN Barcelone				
ITALY Milan				
POLAND Varsovie				
THAILAND Bangkok				
VIETNAM Ho Chi Minh City				
UKRAINE Lviv				
KENYA Nairobi				
SWEDEN Stockholm				



Recognizing that work must be done to consolidate data from all its sites and for all metrics, Expressions Parfumées presents the data for 2024 in a form corresponding to the current data collection methods. This presentation will evolve in future reports, as metrics are more closely monitored and the data collection process is aligned with the Givaudan reporting framework.

2. DISCLOSURES RELATED TO SPECIFIC CIRCUMSTANCES

[BP-2]

Expressions Parfumées has decided to issue its sustainability statement one year in advance of the mandatory publication date. The present statement thus addresses the main requirements of the CSRD as initially transposed in national legislation.

In the first months of 2025 there has been much uncertainty regarding these regulations. The company has chosen to pursue its work to integrate the directive into its corporate practice, despite the coming changes.

Expressions Parfumées is following the evolution of the regulatory framework closely and is working with Givaudan Group to align the company's reporting with the strategy in effect at all the Group's sites. With this approach, the company preserves its individual identity, while conforming to the requirements of the group.

This 2025 statement by Expressions Parfumées, covering 2024, is therefore a voluntary publication. It has been drawn up in the spirit of transparency, anticipation and progress that has been the foundation of the company's sustainable development strategy from the outset.

In this report Expressions Parfumées presents a broad overview of cross-cutting action related to its principal business activity in the Governance chapter. The impacts are discussed in detail for each area in the Environment and Social chapters. With this organization the company aims to make the company's global approach clear to readers. With this intent, the Governance chapter comes first, preceding the Environment and Social chapters.



2

GOVERNANCE



INNOVATIVE FRAGRANCE DESIGNERS

SUSTAINABLE CREATION

A continuous improvement tool through the measurement of the impact of our fragrance formulas.



GLOBAL RATING OF THE FORMULA



Expressions Parfumées places human and environmental protection at the heart of its strategy, throughout the entire value chain.

We create innovative fragrances while promoting responsible creation for future generations.



RESEARCH & DEVELOPMENT

Expressions Parfumées has been a long-standing partner of Université Côte d'Azur. For the past year, we have been hosting a CIFRE PhD project aimed at measuring the link between actual naturalness and its perception.



RÉPUBLIQUE
FRANÇAISE
Liberté
Égalité
Fraternité



INNOVATIONS DRIVEN BY OUR CSR COMMITMENTS



The LONGSCENT technology is designed for alcoholic solutions in Fine Fragrance. Thanks to this technology, the olfactory experience is extended at each stage of the olfactory pyramid.



A LINSCENT fragrance is a liquid fabric fragrance with 99,7% of easily biodegradable raw materials, highly concentrate. Using this kind of product allows to enhance the olfactive experience on laundry.



It contains an olfactive key that allows to saturate olfactive receptors and thus reduce the perception of the malodour. It is 100% natural origin keys and allergen free.



1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES, AND DOUBLE MATERIALITY ASSESSMENT METHODOLOGY

IRO-1

According to the general definition of reporting areas adopted by Expressions Parfumées and the company's double materiality assessment grid, the governance reporting areas are the following :

G1	Corporate culture	The company's objectives reflect the values and beliefs of its corporate culture. These values guide the business activity, framed in shared assumptions and group standards expressed in documents such as mission statements, guidelines or code of conduct.	Material
	Protection for whistle blowers	Protection for whistle blowers refers to legal, regulatory and organizational measures that are put into place to protect individuals who report illegal, unethical or dangerous activities or behavior within an organization, in the private sector as well as in the public sector. These measures are intended to shield whistle blowers from reprisals such as loss of employment, discrimination, intimidation or other forms of penalization.	Non material
	Animal welfare	Animal welfare refers to the quality of life of animals that is impacted by human behavior. This encompasses various aspects of animal well-being, including in particular physical health, psychological state, capacity to express natural behaviors and adaptation to the environment in which the animals live.	Non material
	Political engagement	The political engagement of a company refers to its implication and actions in the political sphere with the aim of influencing governmental decisions, policies and regulations which could affect the company's operations, interest or industry.	Non material
	Relations with suppliers, including payment practices	This refers to the ways in which the company manages its relations with its suppliers, including payment practices.	Material
	Corruption and bribery	Corruption is an illegal or unethical action that involves an abuse of power by a person in a position of authority, often to gain an advantage, for themselves or for someone else. Bribery is a specific form of corruption based on a promise, offer or gift of a financial or other favor made to a person with the intent to influence the actions of that person in their official capacity, to obtain a personal or commercial advantage.	Material

Protection of whistle blowers, animal welfare and political engagement are nonmaterial matters for Expressions Parfumées.

- Protection for whistle blowers is deemed to be nonmaterial in light of the company's size and the potential judicial consequences, as well as the low probability that such a situation would arise.
- Political engagement is considered to be nonmaterial for the same reasons. Expressions Parfumées is not involved in any lobbying activity and has no political engagement. The institutional relations pursued by the company are limited to the development of the company's business activity in the local economic area.
- Among the ingredients used by Expressions Parfumées, very few are of animal origin. The company is working to eliminate these raw materials and replace them with synthetic equivalents.

In this section, Expressions Parfumées also presents the company's cross-cutting action, which has both social and environmental impacts; These measures are described in general terms in the section Innovation and Sustainability at the Core of the Activity, which the company had chosen to include in the chapter on Governance, as well as in the sections below devoted to impacts, risks and opportunities. Detailed results can be found in the relevant sections.

2. CORPORATE CULTURE–BUSINESS ETHICS

The corporate culture guides business activities based on shared assumptions and Givaudan Group standards expressed in documents such as the Purpose Statement and the Principles of Conduct.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Business conduct	Risk	Loss of revenue (sales) due to loss of key clients, trade partners or investors for reasons of nonalignment with Expressions Parfumées' values and principles.	Direct operations
	Positive impact	Improved well-being at work thanks to a greater sense of belonging, stronger commitment and solidarity among employees.	Direct operations

1. PROMOTING CORPORATE CULTURE OUTSIDE OF THE COMPANY

[G1-1]

Expressions Parfumées promotes its corporate culture on its website, via social media and in the press, and also through the presence of its teams at professional gatherings around the world.

Professional events are key to Expressions Parfumées' strategy to expand its offer to new regions, and are an occasion to showcase the company's commitments to innovation and sustainability. The company's proactive product lines provide examples of the technology used by the company. These technologies' impacts are analyzed using the Conscious Index (described in the section Innovation and Sustainability at the Core of the Activity) to raise clients' awareness of these issues. Expressions Parfumées also emphasizes ethical and sustainable formulations in the development of its demonstration bases.

The high point of the company's communication strategy in 2024 was the adoption of a revamped visual identity. With this new identity, Expressions Parfumées illustrates its willingness to be modern and open, and turned toward a future grounded in the fundamental values of the company.

The identity is revealed by its palette of colors: a green-bronze hue that speaks of balance, engagement and sophistication, while creativity is affirmed in a bold, warm and elegant terracotta orange.

INNOVATIVE FRAGRANCE DESIGNERS



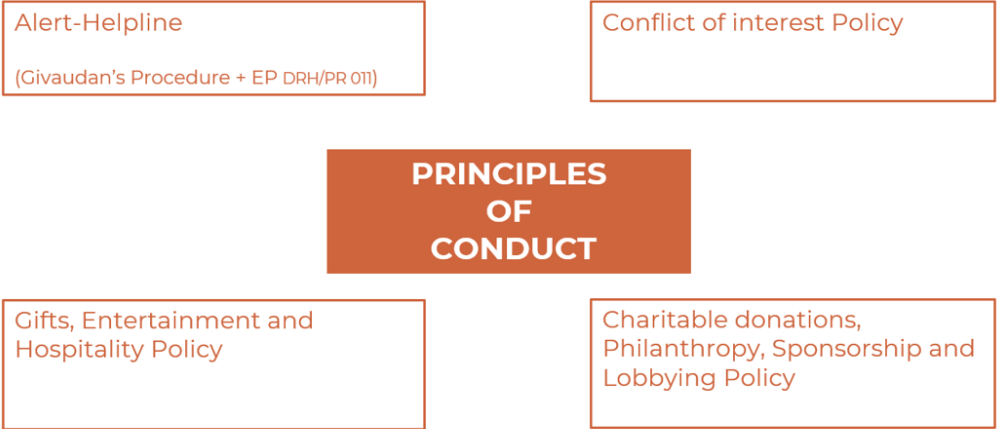
2. POLICY FOR BUSINESS CONDUCT

[G1-1]

Since 2018, Expressions Parfumées has been a wholly owned subsidiary of Givaudan Group. Within this group, Expressions Parfumées develops its activity independently, with specific creative and manufacturing processes. This autonomy makes the company very nimble in its commercial relations with local and regional clients. At the same time, Expressions Parfumées has fully integrated the ethical rules of Givaudan at the highest levels of organization.

1. PRINCIPLES OF CONDUCT

The Givaudan Principles of Conduct are included as mandatory precepts in Expressions Parfumées' Company Rules. These principles espouse the notions of legal and ethical commercial activity, responsible civil society and protection of property and data. The policies they support are at the heart of the company's ethical framework. Additional components can be deployed to facilitate comprehension and implementation, so that these principles and policies remain perfectly suited to the processes used by Expressions Parfumées. In the area of business ethics, the Principles of Conduct and related policies are presented to employees in the following manner:



All employees of Expressions Parfumées receive training on the Principles of Conduct and related policies. Expressions Parfumées deploys an internal procedure to ensure effective application of the Ethical Practices rules in place. The policies monitored are the following:

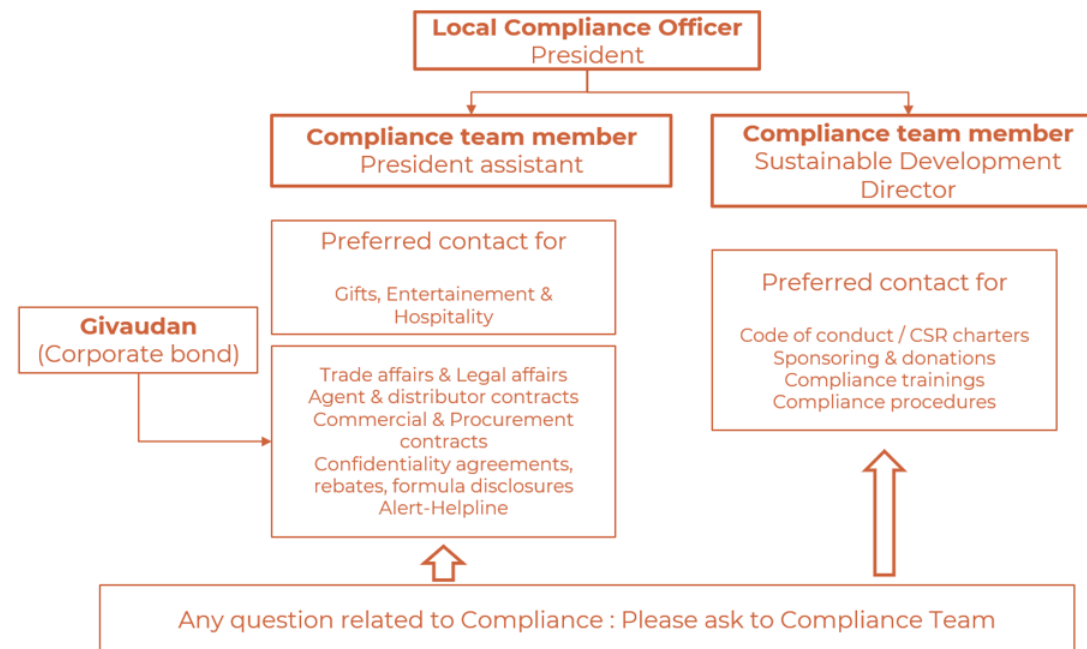
- Givaudan Principles of Conduct
- Conflict of Interest Policy
- Global Charitable Donations, Philanthropy, Sponsorship and Lobbying Policy
- Global Anti-Bribery, Gifts, Entertainment and Hospitality Policy
- Helpline Procedure

2. IMPLEMENTATION OF THE PRINCIPLES OF CONDUCT

Expressions Parfumées has designated employee responsibilities to ensure effective implementation of the Principles of Conduct. These roles are: Corporate Compliance Officer and Local Compliance Officer.

- Corporate Compliance Officer: These officers work in the Givaudan Compliance department. They monitor and oversee the application of compliance procedures implemented for all entities within the group.
- Local Compliance Officer: the company's Executive President holds this role at Expressions Parfumées.

A local Compliance team has been created, under the authority of the president of the company, to answer employees' questions and regularly monitor the measures and actions taken.



Explanatory diagram of these different roles and their organization within the structure.

Within this framework, Expressions Parfumées also works closely with:

- The Givaudan Group Integrity department who verifies the integrity of the group's business partners with regard to the values and operations of Givaudan Group.
- The Givaudan Legal department for all business contracts and specific commercial clauses.

The Compliance team carries out annual audits, assisted by an outside consultant, to ensure that the company's practices conform to the applicable standards. The company's Executive Committee regularly reviews implementation of compliance rules at its meetings.

Expressions Parfumées holds regular training sessions to develop employees' awareness on ethical issues. In late 2023 all the company's training materials were revised by Givaudan to reinforce staff awareness. As of 2024 these new stipulations were integrated into internal procedures for training of new employees and for periodic training sessions at Expressions Parfumées.

Expressions Parfumées has set the goal of ensuring training in rules of ethics for 100% of its employees, at all its sites. These training sessions are held in person, for greater interaction and implication of participants.

COMPLIANCE TRAINING		
	2024	Target
% employees receiving "Principles of Conduct" training (World)	100%	100%
% of employees receiving a brush-up session on the "Principles of Conduct" training	96%	100%

As of 31/12 for the reference year All Expressions Parfumées sites

3. HELPLINE PROCEDURE

The helpline procedure has two aims: implementation of the Givaudan Principles of Conduct, and in France, application of the measures stipulated by the Sapin II legislation.

Both the helpline procedure and the Principles of Conduct are integral components of the mandatory rules in effect at all Expressions Parfumées sites. In France, the helpline procedure includes the alert procedures stipulated by Givaudan Group, as well as specific procedures for internal alerts at Expressions Parfumées. These different modes of action are available to all employees, according to the gravity and the typology of the events being reported. This set of procedures enables employees to speak out and report information in the event of problems.

In the other countries where Expressions Parfumées has operations, the Givaudan procedure is applicable.

The helpline procedure is strictly confidential. The alerts communicated via the helpline procedure are systematically discussed with the Corporate Compliance Officer. Investigation of the alerts and any action taken in the event of confirmed instances of noncompliance with the Principles of Conduct are conducted in compliance with the laws in effect in each country.

4. CORRUPTION AND BRIBERY

1. SUSTAINABILITY MATTERS, IMPACTS, RISKS AND OPPORTUNITIES

Corruption is an illegal or unethical action that involves an abuse of power by a person in a position of authority, often to gain an advantage, for themselves or for someone else.

Bribery is a specific form of corruption based on a promise, offer or gift of a financial or other favor made to a person with the intent to influence the actions of that person in their official capacity, to obtain a personal or commercial advantage.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

Material matter	IRO type	Description	Value chain segment
Business conduct	Risk	Media exposure that could damage the company's public image	Direct operations

2. PREVENTION AND DETECTION OF BRIBERY

[G1-3]

1. POLICY AND TRAINING

As explained above, the Principles of Conduct comprise four policies. The first is the anti-corruption policy of Givaudan Group.

This policy underscores the group's strong commitment to anti-corruption measures. The policy lists specific mandatory rules to be followed by all executives, administrators and employees in their action to fight corruption and influence peddling, to handle conflicts of interest, and to manage gifts, entertainment and hospitality offered to third parties.

The policy also applies to intermediaries, meaning third parties who act directly or indirectly in the name of or on behalf of Givaudan such as agents, brokers, consultants, negotiators, advisers, contractors, vendors, distributors and joint ventures.

Within Expressions Parfumées, this policy is monitored by the Compliance team under the authority of the company's executive president. Action to raise employee awareness of these issues is tailored and targeted according to the job functions of the employees. The Givaudan Corporate Compliance Officer has determined job functions at risk for corruption.

Expressions Parfumées has identified the corresponding job functions for its activity. Sales representatives, buyers, office and subsidiary managers, perfumers, development teams and all executive-level managers are potentially vulnerable to corruption. A targeted training program is held for these employees annually. Their acquisition of knowledge is tested via a specific questionnaire distributed after the sessions.

Expressions Parfumées tracks the percentage of individuals who receive this training each year; this information constitute a key metric in the company's efforts to fight corruption and unethical behavior within the company. These targeted training sessions are coordinated with the general ethics training program designed for the workforce as a whole.

In application of Givaudan Group rules, the company has adopted in-house procedures concerning professional travel and expenses.

CORRUPTION		
	In 2024	Target
% employees (high risk post) trained for corruption risk	95 %	100%
Au 31/12 de l'année de référence. Site de Grasse d'Expressions Parfumées.		

2. DISTRIBUTION OF RISKS IN THE VALUE CHAIN

Expressions Parfumées has developed its approach to risk on the basis of international data and on its in-depth knowledge of the company's suppliers. Using this analysis, the company has drawn up a map of corruption risks.

3. INSTANCES OF CORRUPTION OR BRIBERY

Expressions Parfumées records each year the number of convictions for corruption. This figure is zero, unchanged since reporting started in 2019.

[G1-4]

5. DATA PROTECTION

[ADDITIONAL]

As recommended by ISO 26000 standards on Social Responsibility (section 6.7-5, Protection of consumer data and privacy) employees at Expressions Parfumées attend awareness sessions on the EU General Data Protection Regulation (GDPR) and on data protection measures enacted by Expressions Parfumées. This training is given to new employees in the context of their Quality/Health/Safety/Environment (QHSE) and Corporate Social Responsibility (CSR) training module, and then pursued in greater depth during the first semester of employment. This training dispenses and summarizes the following information:

- The reasons behind the GDPR regulation, its objectives and scope of application;
- The main principles of the regulation;
- Responsibility of Expressions Parfumées under this regulation.

GDPR		
	2023	2024
% employees receiving data protection and privacy training (France)	97,3%	100%

This introduction and awareness training is designed to enable all staff to actively protect personal data and reinforce their vigilance. It also aims to create a dialogue and elicit feedback that will help improve company practices.

The Expressions Parfumées data processing operations register is based on the recommendations of the CNIL oversight body, and is designed to be an operational part of the action plan for ongoing improvement.

Compliance with GDRP rules is verified in both internal and external audits. The in-house audit team has been specifically informed of this issue.

Data from the Expressions Parfumées register is integrated in the Givaudan Group tool. This data benefits from the support and expertise of the Compliance/ Data Protection team at Givaudan.

Expressions Parfumées deploys the measures that are necessary to protect its data. The company's information technology (IT) tools are regularly audited to improve practices.

Tests to measure the performance of data protection practices are carried out by in-house teams and external auditors. On the basis of these tests Expressions Parfumées verifies the performance of its tools, as part of its ongoing improvement process. Specific measures are in place to reinforce the security of remote connections. A specific tool is used to monitor vulnerability rates and ensure that the company's IT updating processes are effective. In the framework of the EU NIS2 Directive, Expressions Parfumées has carried out work to reinforce and formalize existing measures.

An Information Systems Charter that is an integral part of the company's internal Company Rules has been issued to inform all employees of applicable data security measures. Information bulletins are regularly addressed to staff to maintain a high level of awareness of IT security issues.

3. RELATIONS WITH SUPPLIERS, INCLUDING PAYMENT PRACTICES

The following section describes how Expressions Parfumées manages relations with its suppliers, including payment practices.

The term «supplier» designates any individual, business or company that furnishes goods or services to Expressions Parfumées. This category includes all primary producers and suppliers of raw materials and fungible goods, as well as service providers.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

ENJEU MATÉRIEL	TYPE D'IRO	DESCRIPTION	VALUE CHAIN SEGMENT
Business conduct	Negative impact	Late payment that could lead to cash-flow difficulties for suppliers, impacting their capacity to invest, to pay their own suppliers, etc., or have major consequences for the suppliers' employees (delayed salary payments, etc.).	Downstream value chain

1. MANAGEMENT OF RELATIONS WITH SUPPLIERS

[G1-2]

1. SUPERVISION OF BUSINESS RELATIONS

Each department is responsible for its business relations with suppliers. Above thresholds defined by the president of the company, and in keeping with Givaudan directives, new suppliers are validated by the Executive Management Division at Expressions Parfumées.

To ensure the transparency and security of its practices, Expressions Parfumées has set up specific procedures for the creation and verification of supplier accounts, and for the reception, validation and payment of invoices. These procedures are regularly audited by Givaudan and/or by outside auditors.

2. PROMOTION OF SUSTAINABILITY IN SUPPLIERS' BUSINESSES

[ADDITIONAL - CROSS-CUTTING]

Expressions Parfumées strongly feels that sustainability should be promoted throughout its entire value chain. A common thread of the company's strategy is to structure a responsible sourcing process that integrates selection and evaluation of suppliers. This approach complies with Givaudan objectives :

“By 2030, we will source all materials and services in a way that protects people and the environment.”

In sustainability matters, Expressions Parfumées applies the Givaudan Responsible Sourcing policy in its relations with its suppliers, according to the Principles of Conduct integrated in the Company Rules.

This policy lists the principles and standards to be followed by all suppliers. The aim is to pursue relations exclusively with suppliers who meet these conditions.

The responsible sourcing policy stipulates general requirements that apply across all sectors of the supply chain, and specific requirements for suppliers of natural materials, synthetic products and indirect materials and services (IM&S).

The policy applies to the workers and employees of all suppliers (including permanent, temporary, interim and migrant workers) and to the subcontractors, agents and subsidiaries of these same suppliers.

Expressions Parfumées expects its partners to use this policy as guidance and as a tool for progress in an ongoing improvement process. For its suppliers of raw materials, transport and fungibles :

- Expressions Parfumées has compiled formal terms of reference that list the company's requirements in terms of quality, safety and environmental performances. These specifications must be implemented and documented by suppliers.
- Expressions Parfumées has integrated the Givaudan Responsible Sourcing policy in the company's own core requirements.
- The company uses a CSR questionnaire based on ISO 26000 principles and on its own commitments under the IFRA-IOFI CSR Charter adopted in 2020. This questionnaire is addressed to suppliers of all types; it comprises a common core set of questions, plus questions specific to each supply sector. A CSR note drawn up on the basis of replies to this questionnaire is also included in the annual evaluation of the company's suppliers.



To ensure that the requirement of the responsible sourcing policy are effectively implemented, Expressions Parfumées follows the principles of due diligence by sending highly detailed questionnaires to its suppliers of raw materials. In this way, the company gathers information on its entire value chain.

Expressions Parfumées will use the SMETA audit reports available on the Sedex platform to corroborate and supplement the self-declared information obtained via the questionnaires.

Expressions Parfumées is aware that it might take time to resolve certain problems, and takes this into account for these cases. The company monitors and assesses the progress achieved by suppliers, through regular dialogue with suppliers and through specific formal evaluation and audit processes.

Along the lines of the internal audits applied to all company processes and procedures, the supplier audit benchmarking method integrates four reference standards in the Management System (ISO 9001, ISO 14001, ISO 45001 and ISO 26000). The internal audit team has been trained in the use of these standards and the audit method. These audits are an integral part of responsible sourcing policy at Expressions Parfumées.

When the company realizes that a supplier cannot or will not take the necessary steps, in a reasonable lapse of time, to demonstrate compliance, Expressions Parfumées may decide to look for another supplier.

RESPONSIBLE PURCHASES PROCESS			
	2023	2024	Target
Raw Materials Suppliers : Rate of compliance with documentary requirements			
Strategic	87%	88%	100%
Non strategic	86%	87%	80%
Primary Packaging Suppliers : Rate of compliance with documentary requirements	71%	86%	100%
Transporters : Rate of compliance with documentary requirements	100%	100%	100%

2. PAYMENT PRACTICES

[G1-6]

Timely payment of company suppliers is regulated either by law or by existing best practices, depending on the country. Expressions Parfumées strictly applies the accounting and fiscal rules in effect in the countries where it operates and submits monthly accounts to Givaudan Group Financial Division.

Expressions Parfumées enters invoices in its accounts by date of emission. Payment is made exclusively by bank transfer or cross-border Single European Payment Area (SEPA) transfer. The company may also opt for payment by pre-authorized debit.

Roughly 60% of the company’s suppliers of raw materials are recommended by Givaudan. Expressions Parfumées follows the terms of pricing and payment negotiated by Givaudan with these suppliers.

1. FRENCH AND EUROPEAN SUPPLIERS

Expressions Parfumées complies with the legislation in effect under the French Commercial Code in its payment of French and European suppliers. The Commercial Code stipulates that transport suppliers shall be paid within 30 days and other suppliers within 60 days of the invoice date.

General payment rules are set by the article 441-10 of the Commercial Code :

- In the absence of an agreement between the parties, payment shall be made within 30 days from reception of merchandise or execution of services.
- The date of payment agreed between parties shall not exceed 60 days from the invoice date.
- Exceptionally, the parties may contractually agree to a maximum term for payment of 45 days end-of-month from the invoice date.

2. OTHER SUPPLIERS

For foreign suppliers not recommended by Givaudan Group, Expressions Parfumées negotiates payment terms on a case-by-case basis. In application of article L 441-61, article 1 of the French Commercial Code, the company’s net debt to suppliers (French and foreign) at the close of the two previous financial years, itemized and broken down by due date, is presented below :

Financial year	≤ 30 days	From 31 to 60 days	> 60 days	Total
----------------	-----------	--------------------	-----------	-------

31/12/2024	2 864 483€	126 940€	229 007€	3 220 431€
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Net (€) owed to suppliers as of 31/12, by due date

Exercice	≤ 30 days	From 31 to 60 days	>60 days	Total
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31/12/2024	2 180 912 €	499 841 €	1 219 352 €	3 900 105€
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Net (€) supplier credit as of 31/12, by due date

5. INNOVATION AND SUSTAINABILITY AT THE HEART OF BUSINESS ACTIVITY

[ADDITIONAL - CROSS-CUTTING]

Innovation and creativity are at the heart of Expressions Parfumées business, supported by the company's commitments to sustainability.

This report presents an overview of the commitments and identity markers that are central to the company's strategy.

These cross-cutting actions have a strong impact on people and on the environment. They are, of course, mentioned in each of the ESRS statements in this report, and are also discussed in general and informative terms in the introductory chapter.

1. INNOVATION GUIDED BY THE COMPANY'S CSR COMMITMENTS

Expressions Parfumées conducts its R&D responsibly, through the work of its Research and Innovation department and its creative teams.

1. COLLECTIONS, TECHNOLOGIES AND PATENTS

Attentive to clients' needs and concerns, Expressions Parfumées has developed products that comply with environmental, sanitary, ethical and social requirements.



As a pioneering company in natural products, Expressions Parfumées created the **NATCO™**(NATural COMpounds) line in anticipation of the growing market for organic products. This perfume line was developed in compliance with COSMOS guidelines and is subject to verification by the ECOCERT organization. It is designed to fit into any certified organic production line, in keeping with regulatory requirements.

COSMOS specifications apply to cosmetic products labeled as «natural» or «organic.» These criteria certify practices that protect biodiversity, the environment and human health, through the use of organically grown products or 100% natural ingredients that are transformed responsibly according to the principles of green chemistry.

GOVERNANCE



In 2018, the company filed two patents for its **AQUACO™** line of highly concentrated perfumes micro-emulsified in water, without alcohol. After three years of research, our teams finalized and patented in 2021 a new 100% natural version of **AQUA NATCO™** that can be used to make water-based eau de toilette formulas with high perfume concentrations and without alcohol.



Expressions Parfumées has also developed and patented a technology to mask unpleasant smells, **ODOURCO™** and its organic version **ODOURCO NATCO™**. In 2024, a new allergen-free version of **ODOUR NATCO™** was the subject of a patent application.



In 2019, another patent application was submitted for **TOUCH NATCO™** a highly concentrated semi-solid perfume that complies with COSMOS specifications.

Further research continues to develop innovative solutions focused on natural formulations, in line with the company's fundamental vision.



In 2021, Expressions Parfumées created **AQUABOOST NATCO™**, the first COSMOS-approved perfume including an innovative solubility system that makes it possible to create transparent water-based solutions with high perfume concentrations. This ready-to-use ingredient can be easily used to formulate alcohol-free eau de toilette from any olfactory category. This patent-pending technology relies on a highly effective association between COSMOS solvents and solubilizers. It enables the solvation of perfume raw materials and solubilization of high concentrations of 100% natural fragrances in water. This turnkey innovation for perfume creation has unique advantages:

- Perfectly clear alcohol-free solutions
- High perfume dosage from any olfactory category
- COSMOS-approved perfume.

Working with the University of Nantes, in 2023, Expressions Parfumées determined that the **AQUABOOST NATCO™** technology has a biodegradation rate of 60% in 5 days and 91% in 28 days, according to the 301F test. This rapid biodegradation time shows compliance with the criteria that qualify the technology as easily biodegradable.



In 2024, Expressions Parfumées created the **LONGSCENT™** technology for alcoholic fine fragrances. This patent-pending technology is designed to prolong each stage of the olfactive pyramid, using film-forming agents to reduce the evaporation of raw materials. The agents form a protective film on skin or fabric, slowing the release of volatiles notes. This innovation increases perfume intensity by up to 30% and maintains fresh notes, such as citrus and floral scents, for several hours (up to 72 hours). The technology can also be used to modulate the power of woody and amber notes, which sometimes dominate in a formula. In addition to improving the lasting power of perfumes, **LONGSCENT™** preserves their initial olfactive structure and brings greater sophistication to perfumes, giving consumers an optimal and more long-lasting sensory experience.



Also in 2024, Expressions Parfumées developed an innovative formula for fabric perfume. This patent-pending formula, **LINSCENT™**, is a turnkey perfume designed to enhance perfume experience on fabric. It can be used in the fabric softener compartment in washing machines, or as a textile spray. In this formula, 99.7% of ingredients are easily biodegradable (>60% degraded after 28 days, as stipulated by OECD directives). **LINSCENT™** contains high levels of free perfume and **TIMECO™** microencapsulated perfume, without microplastics. Microplastics are synthetic polymer particles smaller than 5 mm. They are inorganic, insoluble and resistant to biodegradation. The presence of microplastics in products in everyday use has raised concerns for the environment and for human health. To fight plastic pollution and reduce sources that contribute to pollution by microplastics, the European Union has banned the use of microplastics as of 2027. This ban is a component of the EU's objective to reduce by 30% the amount of microplastics released in the environment by 2030. The **LINSCENT™** perfume uses a specific readily biodegradable microencapsulation technology that ensures long-lasting and also anticipates the future ban on microplastics. This product has high performance for perfume release and also meets key environmental and regulatory requirements.

As a member company of a leading international group, Expressions Parfumées has access to technology platforms that enable the company to develop innovative offers and to further integrated CSR practices into the creation of fragrances. Expressions Parfumées has created the **WELLNESS™** platform that encompasses various fragrance design technologies. A specific formulation software enables the company's perfumers to create compositions that enhance well-being or contain ingredients with scientifically proven benefits for consumers.



Expressions Parfumées offers **CLEANSCENT™** perfumes to its customers, a line with hygiene benefits, **SLEEPWELL™** perfumes that improve the quality of sleep, and **GOODMOODS™** perfumes that have a positive effect on the emotions: HAPPY for a joy booster, ZEN for relaxation, and VITALITY for a revitalized feeling.



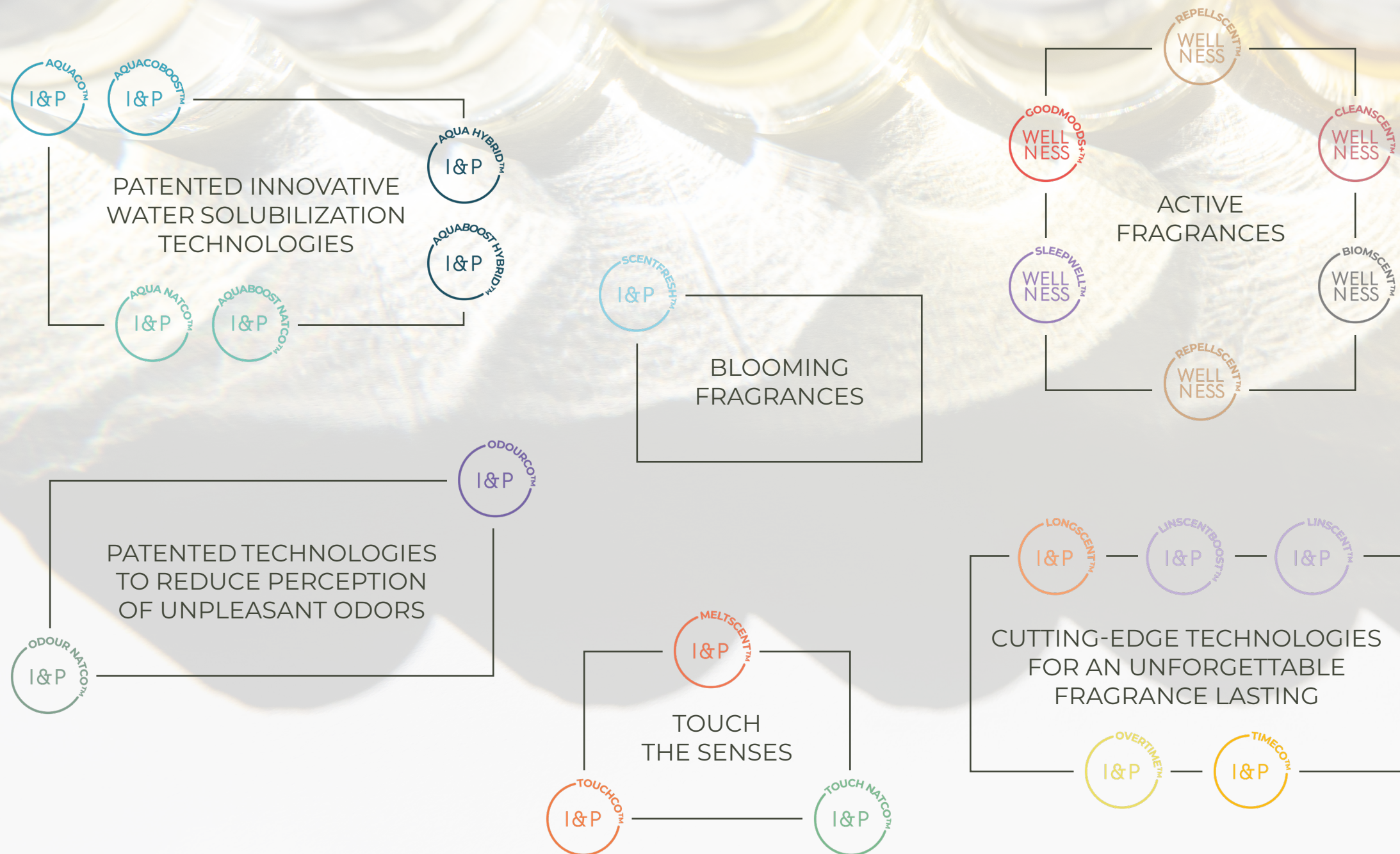
As of 2023 Expressions Parfumées also offers **BIOMSCENT™** perfumes that preserve skin flora, to produce cosmetics that respect the natural state of human skin.



The **ELEMENTS™** line of perfumes likewise reinforces well-being by reconnecting people to nature, offering a moment of escape and an inner voyage that brings nature at home. **ELEMENTS™** WoodTrek fragrances are inspired by the Shinrin-yoku tradition that values meditation in the forest to experience the positive effects of phytoncides. **ELEMENTS™** OceanTrek fragrances are inspired by the sea, to transmit the feeling of calm felt near water. The **ELEMENTS™** SoilTrek are inspired by the experience of rain, to vivify the senses and the positive emotions associated with the pleasant smell of earth after rainfall.



In 2024, Expressions Parfumées launched its **REPELLSCENT™** fragrances, which reinforce the mosquito-repellent effect of an existing formula. This technology is based on extensive research and tests focused on the ability to repel mosquitoes found in certain fragrance raw materials. Enhanced by **REPELLSCENT™**, the perfume takes on a new dimension and contributes to a sense of security. The perfume forms a pleasant and protective shield against annoying insects.



2. DEVELOPMENT OF 100% NATURAL FORMULAS

The Expressions Parfumées team of perfumers is conducting research for a 100% natural **NATCO™** formulation aimed at developing innovative fragrances that align with our commitment to respect for nature.

This research, which is eligible for the research tax credits, focuses on two key objectives:

- Developing natural formulas that stimulate mental activity and influence moods, enhancing concentration, memory, well-being and mental performance;
- Developing natural solutions to mask unpleasant odors.

This research is conducted in close collaboration with the sensory analysis team at Expressions Parfumées and with academic researchers. Specific tests have been designed to characterize the scents that are developed.

3. INNOVATIVE AND PROACTIVE COLLECTIONS

Expressions Parfumées also demonstrates its commitment to sustainable development through proactive collections offered to its clients. These collections adopt ecodesign concepts to offer more responsible and innovative formulations, packaged in more sustainable materials.

- These innovative concepts are developed for the company's clients to enable them to market finished products that meet the requirements of transparency, safety and well-being for consumers. Expressions Parfumées systematically encourages the use of 100% natural ingredients and more sustainable raw materials: alcohols, butters, emollients, oils, emulsifiers, preservatives and surfactants of natural origin.

- Among other projects, Expressions Parfumées is working to develop proactive collections inspired by clean beauty. In this work the creative teams

devise formulations that integrate the precaution principle. The objective is to eliminate ingredients that raise questions (endocrine disruptors, toxins, allergens) and to focus on short formulations, while proposing active perfumes that ensure protection of the microbiome, or which use patented formulation methods to achieve other beneficial effects for users.

The company's scientific work benefits from research tax credits, and is included in proactive collections, allowing Expressions Parfumées' clients to offer perfume products that are good for people and for the planet, without sacrificing effectiveness or pleasure.

4. FORMULATION OF ECO-FRIENDLY DETERGENT BASES

The applications laboratory at Expressions Parfumées works every day to ensure that the company's fragrance compositions are stable and compatible with the finish products (creams, shower gels, detergents, candles, etc.).

Working with the Innovations department, the laboratory has developed detergent bases that meet the criteria of eco-detergence. Eco-detergence is based on two criteria that match the company's work to respect nature and to fulfill its environmental commitments, i.e. the use of raw materials certified by ECOCERT and the absence of environmental risk phrases in the final formula.

This initial groundwork furnishes the bases for development of **NATCO™** fragrance compositions that are compatible with this type of product. Expressions Parfumées will be able to provide its clients with environmentally responsible base formulas to shift their product lines toward products that are better for the environment. This research and development work is a direct contribution to sustainable development in the company's value chain.

5. LIFE CYCLE ANALYSIS OF INNOVATION

Expressions Parfumées conducts life cycle assessment (LCA) studies to obtain a global overview of the impacts generated by its new products. LCA methodology is defined by the ISO 14040:2006 standard for Environmental Management.

An LCA study has been carried out for AQUACO™ products, which are highly concentrated alcohol-free micro-emulsions in water. This comparative analysis demonstrated that this innovative product line has a lower environmental impact than conventional products formulated with an alcoholic base. A similar study was carried out to assess the NATCO™ product line.

In 2021, Expressions Parfumées created AQUA NATCO™, the first 100% natural origin transparent water-based perfume. This product has a high fragrance concentration and uses a highly effective solubilization system; it has been approved by COSMOS. An LCA was conducted to compare AQUA NATCO™ and alcoholic eau de toilette with the same fragrance concentration. This analysis showed that the environmental impact of the water-based formulation was 6% lower than for the alcohol-based product. The impact of AQUA NATCO™ is lower for five of the eight principal metrics used in the Product Environmental Footprint (PEF) method. The study also demonstrated 5% lower levels of greenhouse gas emissions compared to classic eau de toilette.

These studies are highly useful when making decisions that are intended to improve products, processes or value chains. They reveal the eco-design levers that can be leveraged in formulating perfumes and innovative technologies at Expressions Parfumées.

2. OPERATIONAL LINKS WITH THE RESEARCH COMMUNITY

Expressions Parfumées has been involved in multidisciplinary projects with academic specialists since 2018. This strategy has fostered the creation of innovative fragrances based on bold, qualitative research. Expressions Parfumées works with preferred partners such as Université Côte d'Azur, officially recognized as an experimental university. This status encourages innovative projects, thanks to :

- Crossflow and interaction between training, research and innovation within entities in the university;
- Increased agility and reactivity on the part of the university;
- The ability to mobilize the potential and diversity of the 17 academic members.



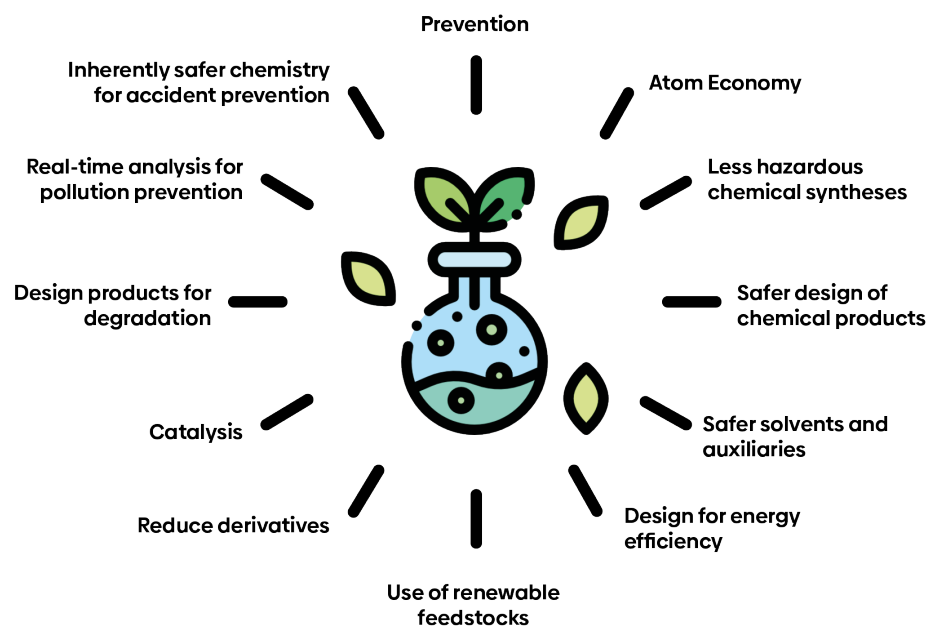
The scientific projects chosen by Expressions Parfumées reflect the company's values and its commitment to natural and human qualities:

- The ChEoSIm project, selected for funding by the Agence Nationale de Recherche (16% of applicants received funding).

See <https://anr.fr/fr/1er-resultats-aapg-2019/> This work on «Rational design of compounds targeting taste, smells and their emotions» led to an article published in the journal Chemical Senses in 2024: "A status report on human odorant receptors and their allocated agonists" - *Chemical Senses*, Volume 49, October 2024.

- A research project based on the 12 principles of green chemistry. Expressions Parfumées hosted two doctoral candidates from 2017 to 2024. This research was written up in articles published in scientific journals in 2020 (See «When Gold Meets Perfumes: Synthesis of Olfactive Compounds via Gold-Catalyzed Cycloisomerization Reactions»).

The 12 principles of Green Chemistry



GOVERNANCE

With its partner Université Côte d'Azur, since early 2024 Expressions Parfumées has sponsored a researcher, whose doctoral thesis is devoted to: La naturalité en parfumerie et son rôle dans la sphère du bien-être & les performances cognitives [Naturalness in perfumes and its role in the sphere of well-being and cognitive performance]

This research work, spanning a period of three years, enables Expressions Parfumées to strengthen its ties with academic research and to enrich the company's knowledge of the perception of naturalness and of the concept itself. The project looks at the cultural variability of this perception and the ways that odors perceived as natural stimulate the mind and moods, in particular concentration, memory, well-being and mental performance, to offer increasingly innovative solutions to its customers.

Expressions Parfumées' teams are actively involved in numerous projects with specialists from various fields that are essential to their success:

- The Sensory Analysis department plays a key role, for measurement of physiological, sensory and emotional reactions.
- Perfumers, whose expertise helps frame the fundamental project and transpose the work of chemistry researchers to the olfactory world of perfumery.
- The Research and Innovation department develops technical solutions that meet consumers' needs.
- Expressions Parfumées employees provide scientific mentoring and support for doctoral researchers.

The company makes its premises, equipment and raw materials available to the researchers, as well as test panels made up of employee volunteers, an essential aspect of the research project.

3. ADDRESSING SUSTAINABILITY ISSUES IN THE VALUE CHAIN: THE CONSCIOUS INDEX

1. A TOOL TO MEASURE IMPACTS AND ECODESIGN

Expressions Parfumées has an important role to play in the creation of perfumes, today and in the future.

To make its perfumes, Expressions Parfumées follows an approach based on transparency, responsible innovation and a balance between chemical and natural ingredients.

In a collaborative framework, the company works to develop a more responsible sourcing, and to continually improve its creative processes and assessment of its practices. This work is embodied in an internally developed tool, the Conscious Index.



This tool adds an environmental and societal dimension to the fragrance formula. From raw materials to perfume concentrate, the index tracks specific criteria across the entire life cycle of the formula. The index is designed as a continual improvement process and depends on data drawn from supply sources and other available information. This database will evolve over time, as will the scores attributed by the index. Data on raw materials is fully updated every three years. On a day-to-day basis, data is updated with information from questionnaires returned by suppliers, and when new raw materials or new suppliers come into the Expressions Parfumées supply chain.

The scores attributed by the Conscious Index provide key information on the various impacts generated by a perfume formula. They are divided into three main groups:

- Impact of raw materials
- Formula eco-design
- Societal responsibility.



✓ : Ratings delivered by the Conscious Index

GOVERNANCE

The impacts of raw materials are classified according to the following sub-criteria:

- Renewability: plant-based content in the source ingredient;
- Biodegradability: aptitude of the raw material to decompose in the environment (in water, as a general rule);
- Innocuity for human health and the environment (eco-innocuity): the ingredient's impact on consumers' health and safety and on the environment;
- Origine and traceability: distance between the ingredient production site and the site where it is used (Grasse), and the information available to Expressions Parfumées concerning its value chain.

The raw material information is considered according to the proportions of ingredients in each formula and the impacts are weighted accordingly.

An eco-design criterion is also applied to each perfume formula. This criterion considers the number of ingredients, the quantity of solvent used, and the energy impact of the formula production process. The energy impact is affected by the amount of powders introduced, by the energy cost for storage of certain ingredients, and for pre-treatment in a double boiler in some instances.

Societal responsibility is addressed and evaluated for the entire manufacturing chain for the fragrance, from raw materials to production of perfume concentrate in Expressions Parfumées' manufacturing units. This criterion emphasizes CSR practices on the part of the company's suppliers as well as those of Expressions Parfumées itself. The index also assigns value to raw materials from certified Fair Trade and Organic Agriculture supply chains. It penalizes raw materials based on the exploitation of endangered species, on palm oil and animal fats, and considers the impacts of raw materials on biodiversity.

The Conscious Index attributes an overall score to each perfume created by Expressions Parfumées, based on calculations taking into account the various impact criteria described above.

2. THE CONSCIOUS INDEX—IMPROVEMENT RELATED TO TWO PILLARS

The Conscious Index enables Expressions Parfumées to have an impact involving two kinds of action—sourcing of raw materials and eco-design perfume formulation—which constitute levers for high-priority measures.

1. RESPONSIBLE SOURCING

Responsible sourcing methodology addresses social and environmental issues linked to the upstream value chain of products. These methodologies are described in detail in the relevant sections of the Environment and Social chapters in this report.

2. ECODESIGN

At Expressions Parfumées, perfumers use the findings of the Conscious Index to evaluate the impact of the formulas they are developing. Using the Conscious Index metrics, the company has set performance objectives for creative methods. The index tool provides objectives that perfumers use in the eco-design of perfume formulas.

Expressions Parfumées is also working to reduce the size of packaging, a component that is a significant factor in the formula's impact, in terms of raw materials, manufacturing and transport criteria.



3



ENVIRONNEMENT

Energy and Water

-46% gas since 2021*

-32% electricity since 2021*

100% green electricity

-71% water since 2020*

* relative to the quantity of product produced

Raw Material

83% of our raw materials (by volume) are easily biodegradable

41 sustainable raw materials

21 upcycled raw materials

99% of the volume of natural raw materials purchased has a traceable origin

CREATION & PRODUCTION OF FRAGRANCE COMPOSITIONS



Greenhouse Gases

Expressions Parfumées follows the trajectory of the Givaudan Group to achieve the following objectives :

Our Scope 1+2 and Scope 3 operations by 2030 :

Scope 1+2

Scope 3

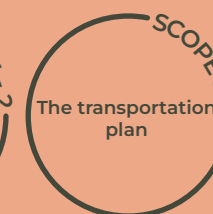
Objective: Our own operations

By 2030, carbon emissions from our operations (Scope 1+2) will be reduced by 70%. By 2040, we will achieve carbon neutrality (baseline 2015).

Objective: Our value chain

By 2030, emissions from our supply chain (Scope 3) will be reduced by 20%. By 2050, we will achieve carbon neutrality (baseline 2015).

Actions taken :



Waste

96,2% of our waste is recycled

1. INTRODUCTION

1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

[IRO-1]

According to the general definition of reporting areas adopted by Expressions Parfumées and the company's double materiality assessment grid, the environmental protection reporting areas are the following :

ESRS	Reporting area	Definition	Materiality
E1 – Climate change	Adaptation to climate change	Adaptation to climate change is the process of adjusting to actual and anticipated climate change and its impacts, based on EU regulation 2020/852 and in keeping with the French National Adaptation Plan.	Material
	Mitigation of climate change	Mitigation of climate change is the process of maintaining the increase in average global temperature to a level well below 2°C, while pursuing efforts to keep the average rise in temperature to 1.5°C above pre-industrial levels, as pledged in the Paris Agreement.	Material
	Energy	The energy category includes all types of energy production and consumption, both renewable (including biogas and biomass) and nonrenewable.	Material
	Pollution	Air, water and soil pollution criteria refer to the company's emissions (internal and external) released to these environmental milieux, and to action to prevent, control and reduce emissions.	Material
E2 - Pollutions	Noise and olfactory pollution	Noise impacts are for the most part related to road traffic (deliveries and transport) and to the company's industrial activity. Olfactory pollution is related to the manipulation of strong-smelling compounds on Expressions Parfumées premises.	Material
	Substances of concern and very high concern	In regulatory terms, substances of concern are those with a chronic effect on human health or the environment, during substance use and end-of-life phases. Substances designated of very high concern by regulations are those with characteristics that are highly dangerous for human health and/or the environment.	Material
	Microplastics	Microplastics are particles of plastic material, which can be generated during production or use of plastic products, with potential consequences for human health or the environment.	Nonmaterial

E3 – Water and marine resources	Water	The amounts of water consumed directly or indirectly by the company, and the environmental impacts of the company's water use.	Material
	Marine resources	Extraction and use of biological and nonbiological resources found in seas and oceans.	Nonmaterial
E4 – Biodiversity and ecosystems	Incidence on loss of biodiversity	All factors, natural and human-induced, that provoke changes in nature. These changes have direct physical impacts –mechanical, chemical, noise, light levels, etc.	Material
	Incidence on living species and the chain of ecosystem services	The ways in which these factors affect or modify the state and status of living things: evolution of species, living conditions, food supply, overall behavior, etc. Changes can cause loss of diversity and ecosystem benefits.	Material
E5 – Circular economy	Resource inflows	Resources that enter the company's infrastructure.	Material
	Resource outflows	Resources that leave the company's infrastructure.	Material
	Waste	All substances and objects that the holder discards, intends to discard or is obligated to discard.	Material

In the Pollution reporting area, Microplastics have been deemed nonmaterial, because Expressions Parfumées generates a very marginal quantity of microplastics. Perfume concentrates do not contain microplastics, excepting encapsulated perfumes, which represent a very small share of the company's sales.

In the Water and marine resources reporting area, marine resources has been deemed nonmaterial, because the company uses only two raw materials that come from the sea or ocean. These two materials represent a very small volume (under 0.001%) of raw materials used at Expressions Parfumées. In addition, a rationalization process is underway to further reduce use of these two materials.

2. ENVIRONMENTAL ORGANIZATION AND GOVERNANCE

Expressions Parfumées has chosen an Integrated Management System that brings all its commitments into a single global and consistent framework. This approach is suited to the company's flexible structure and reflects its capacity to address the expectations of its stakeholders. The company's ISO 14001 certification supports in-depth knowledge of these impacts and ambitious action to reduce and limit their effects.

ENVIRONEMENT

Climate governance is determined by Expressions Parfumées' executive management, and implemented by the Environment department. The company works closely with Givaudan Group, and has structured its organization to address the objectives set by the group, while integrating the specific aspects of the company's history and culture.

Working with department heads, Expressions Parfumées updates its environmental assessment yearly, in order to focus on the most significant impacts of its activity. On the basis of this impact study we can identify and quantify risks, specify existing risk management measures and ways to improve them, across a range of 216 internal measures and business line procedures. The impact study provides details on the effects of all the company's activities on biodiversity, air, water and soil quality, on amounts of waste generated and energy consumed.

From transport and storage of raw materials to manipulation of vats and tanks, from creation of perfume formulas to visits to customers, each and every business line activity and process is assessed to determine its direct and indirect impacts on the environment. This analysis is a central part of the Environmental Management System, certified under ISO 14001.

Aspect Type	Mode	Significant environmental aspect	Significant impact on the environment	Domain
Direct	Normal	gas consumption	Degradation of biodiversity	Air / Soil / Water / Flora / Fauna
Direct	Normal	water consumption	Depletion of natural resources	Water
Direct	Normal	Electricity consumption with renewable energy option (hydraulic)	Degradation of biodiversity linked to the production of hydraulic energy	Soil / Water / Flora / Fauna
Indirect	Normal	GHG emissions from transportation of supplies, shipping, and commuting and business travel	Air pollution	Air
Indirect	Normal	Production, transportation and treatment of solid non-hazardous waste	Air pollution Soil and/or water pollution	Air / Soil / Water
Direct	Normal	Production, transport and treatment of non-hazardous liquid waste: industrial wastewater from washing tanks	Air pollution Depletion of natural resources	Air / Soil / Water
Direct	Accidental	Accidental spill	Soil and/or water pollution	Soil / Water
Direct	Accidental	Fire / Explosion	Air pollution Soil and/or water pollution	Air / Soil / Water

Aspect Type		Mode	
Direct	Environmental aspect that the organization can directly control	Normal	Process without malfunction
Indirect	Environmental aspect that the organism can control indirectly through its influence	Accidental	Technical or organizational failure leading to an emergency situation



2. CLIMATE CHANGE

[ESRS E1]

1. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3]

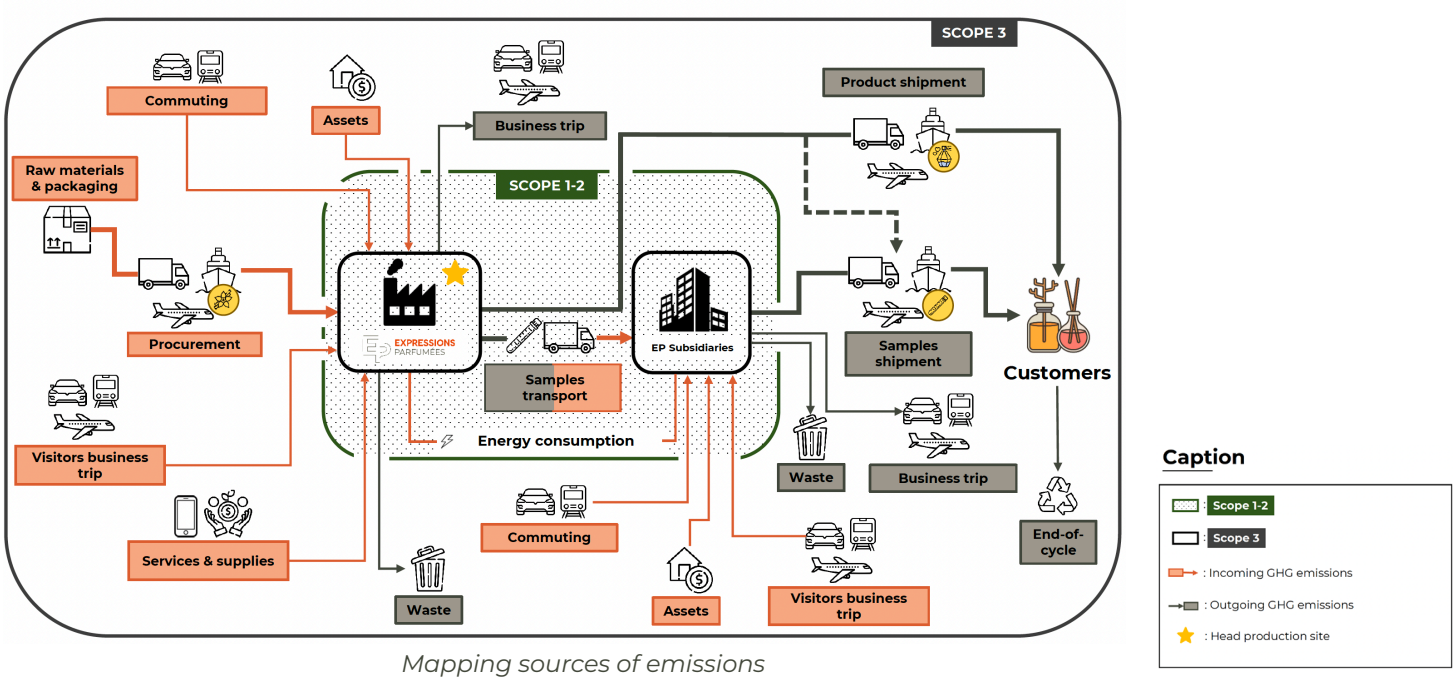
The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

Material matter	IRO type	Description	Value chain segment
Adaptation to climate change	Risk	Implementation of adaptation work required to make sites and infrastructure resilient in the face of climate deregulation (building energy performance, fire prevention and resistance, etc.)	Upstream value chain + Direct operations + Downstream value chain
	Risk	Supply chain risks related to weather factors.	Upstream value chain + Direct operations + Downstream value chain
	Negative impact	Serious injury or death, degradation of services in the territory due to damage sustained by Expressions Parfumées infrastructure as a result of extreme weather events (fire, flooding).	Direct operations
Mitigation of climate change	Risk	Additional costs for implementation of carbon accounting instruments to reduce GHG emissions (carbon tax, carbon border adjustment mechanism).	Upstream value chain + Direct operations + Downstream value chain
	Risk	Rising costs for raw materials due to depletion of natural resources.	Upstream value chain + Direct operations
	Negative impact	GHG emissions generated by Expressions Parfumées (raw materials, merchandise transport, home-work commuting and professional travel, etc.).	Upstream value chain + Direct operations + Downstream value chain
Energy	Negative impact	Contribution to natural resource depletion.	Upstream value chain

In a rapidly expanding company, the notion of carbon sustainability is at the core of Expressions Parfumées’ strategic thinking to support growth and innovation while limiting the impact of its activity.

The annual greenhouse gas (GHG) emissions assessment reinforces the company’s action for environmental certification.

The GHG emissions assessment is conducted annually for all Expressions Parfumées activity (scopes 1, 2 and 3). The company reports emissions for its entire value chain, from the production and transport of raw materials to downstream transport of finished products and end-of-life disposal of the company’s formulas in household wastewater. This assessment covers the full supply chain of Expressions Parfumées France and its subsidiaries. It covers the entire geographic and functional scope of the company.



The greenhouse gas emissions inventory is established internally by the Environment department, and then validated by a certified outside organization. This configuration helps Expressions Parfumées’ teams grasp the issues and understand the findings of the inventory. Data on consumption and releases are regularly verified by an independent audit firm commissioned by Givaudan Group. To date, these audits have validated the working methods used by Expressions Parfumées and have verified their conformity with Givaudan goals, confirming the company’s contribution to a global trajectory to attain emission reductions.

2. CLIMATE CHANGE POLICIES, TRANSITION PLANS AND MEASURES IMPLEMENTED

[E1-1] [E1-2] [E1-4]

Most of the greenhouse gas emissions generated by Expressions Parfumées are linked to its indirect activities (Scope 3 : 99%). Emissions due to the company's direct operations represent a very low share of its emissions (Scopes 1 : +2,1%). Generally speaking, the greatest impact for the perfume industry is in its value chain. The segments with the highest emissions are purchase of products and services, and upstream and downstream freight and shipping.

Even so, work to reduce the emissions of its direct activity remains a major component of the company's environmental action, reflecting the commitment of local teams. Expressions Parfumées can work rapidly on these factors, with immediate results and visibility. This focus also helps anticipate the measures necessary to make the company's site resilient to climate change.

The Transition Policy and Plan for emission reduction is organized around three themes:

- Energy efficiency action plan–Scopes 1-2
- Mobility plan (reducing the carbon footprint of home–work commuting travel)–Scope 3
- Work with actors in the upstream value chain–Scope 3

1. THE ENERGY EFFICIENCY ACTION PLAN

1. A BUILDING DESIGNED FOR ENERGY PERFORMANCE

The most recent building construction and improvements at Expressions Parfumées have been designed to give the best energy performance possible and to minimize the overall environmental impact.

Natural lighting has been maximized, with a glass roof covering the circular access hallway and a large west-facing window. The preparation zone receives natural light from the shed roof configuration. This design limits use of artificial lighting, and lowers electricity consumption.

All building lighting uses LEDs to limit power consumption.

An earth-air heat exchanger supplies incoming air to the air treatment equipment at the preparation area. With this heat exchanger less energy is consumed for air treatment.

An energy recovery system is also installed to extract calories from heat released by air treatment equipment and preheat incoming air for the production area. This double-flow technology will reduce energy consumption by using waste heat from air treatment.

The buildings are also equipped with advanced boiler technology with electronic controls so that parameters and gas consumption can be adjusted remotely.

Adiabatic cooling is used to cool storage areas for raw materials. This technique lowers the ambient temperature without consuming energy, by evaporation of water sprayed in air treatment equipment.

The entire production area is equipped with a centralized technical management system (TMS) to control air conditioning according to the time of day or period of the week. The workshops are also fitted with air mixing devices to obtain a uniform floor-to-roof indoor temperature. The TMS enables the company to manage its settings, and save energy.

Exterior insulation for office spaces and for the building that houses central air conditioning equipment eliminates losses across thermal bridges and contributes to lower energy consumption overall.

2. A 100% GREEN POWER SUPPLY

Expressions Parfumées has voluntarily participated in the energy transition and contributed to renewable energy development for a number of years. The company has contracted for «green electricity» with its historic electricity provider, to support the development and conservation of renewable energy in France. This commitment is valorized by certificates of origin (hydropower is a major source, at over 65% of renewable energy in the Provence-Alpes-Côte d'Azur region). This commitment is aligned with the greenhouse gas emissions reduction trajectory in force in Civaudan Group and with the overall target of 100% renewable power for the group.

3. REDUCTION OF ENERGY IMPACT

Expressions Parfumées has refined its working methods to make them more professional, with a structured approach following ISO 50001 guidelines. The company is now deploying ambitious action plants based on audits and analyses of its consumption, and has significantly improved energy efficiency.



EXPRESSIONS PARFUMÉES
CONTRIBUE À LA
TRANSITION ÉNERGÉTIQUE

avec  EDF Entreprises

ENVIRONNEMENT

Energy and technical audits

The energy audit carried out in 2020 identified the most energy-intensive uses. The audit also suggested many ways to improve energy efficiency. These proposals have been studied and since integrated into a multiyear action plan as part of an ongoing performance improvement program to reduce resource consumption. Expressions Parfumées conducted a new energy audit in 2024 and registered the results with the French Agency for the Ecological Transition (Ademe) in early 2025.

In the wake of the 2022 energy crisis and the governmental energy-saving plan, Expressions Parfumées ran a risk analysis and studied a new action plan (applicable outside of the scope of the energy audit) to anticipate possible power outages and do more to reduce energy use.

In parallel, the company reviewed its energy management and strategy, following ISO 50001 guidelines. Building on this work, the company has integrated current internal and external energy issues in managerial reviews and developed a real energy awareness among employees. This has led to work on new energy metrics and to a new action plan for saving energy.

Expressions Parfumées worked with the French Agency for the Ecological Transition (Ademe) to draw up a map of energy flows and to establish an energy assessment for its industrial processes.



Training and awareness sessions for teams and employees

To consolidate good energy practices by employees, the Expressions Parfumées Environment coordinator has been trained to assume the role of Energy Reference Person.

The maintenance department has followed through on energy audits and assessments to increase its competence in these areas and to implement energy action plans.

To develop awareness of energy savings among all employees, the company has deployed environmental communication, materials on good practices and information posters on these topics. Management is implicated whenever necessary, and in a more targeted way for management and process reviews.

A multiyear program integrated into corporate strategy

Reduction of the energy footprint has been explicitly integrated into Company Policy and into the Environmental Management System (certified under ISO 14001). These policies include specific action plans, consumption monitoring and performance evaluation.

Action plans are based on the findings of the energy audit, the energy-saving program, and the crisis management plan. These plans are framed in a multiyear perspective.

Key measures enacted in the past five years:

- Insulation of specific points in the steam heating network;
- Installation of connected systems to monitor overall electricity consumption, with continuous recording of outside temperatures, the temperature of the circuit breaker and of the general power supply (three amperages, three voltages) for the entire site;
- Variable electronic speed controls installed on stirring devices;
- Thermometers placed in office spaces to track the thermal performance of buildings in relation to exterior temperatures and adjust indoor thermostat temperature settings;
- Heating programs modified to set maximum temperatures in relation to outside temperature;
- Lower temperatures for working fluid in the heat pump system;
- Old inefficient gas-fired boiler replaced with an electric water heater for hot water in office spaces;
- Campaign to inform employees of the government energy-saving plan;
- Energy topics covered in managerial reviews and company strategy;

- An awareness campaign underscoring the relationship between energy consumption and costs;
- Integration of the 2023 government decree relative to the tertiary sector;
- Submetering for process equipment to improve device management and reduce energy consumption (metering plan);
- Consumption management software to monitor system meters and submeters in real time;
- Thermometers placed in production areas and outdoors, to track building thermal performance in relation to exterior temperatures and adjust indoor thermostat temperature settings;
- Energy audit carried out to include buildings brought into service since the previous audit;
- Instructions on equipment settings updated;
- Finalization of the photovoltaic charging study for parking areas.

Some of these measures require more time and resources. They are currently underway or will start up in 2025.

2. CARBON REDUCTION TOOLS TO REDUCE THE CARBON FOOTPRINT OF COMMUTING TRAVEL

Expressions Parfumées has signed a partnership agreement with the Pays de Grasse community of local authorities (CAPG) to strengthen its action to reduce the carbon footprint of commuting travel by the company's employees.

This collaboration is an essential way for us to address the need for sustainable mobility in our territory. Expressions Parfumées also provides data on mobility and contributes to audits to analyze problems and suggest broad solutions that are beneficial for all users in the Pays de Grasse community, to which the company's employees belong.

ENVIRONNEMENT

The Expressions Parfumées/Pays de Grasse agreement calls for intervention at several levels to drive change in practices and help reduce impacts related to home-work travel :

- **Publicize the Mobility Plan via communication, workshops and events**

The company analyzes its employees commuting travel annually and undertakes action to raise awareness, with help from the Pays de Grasse authorities (test days for electric bicycles, information on available services, etc.).

Through its regular exchange with the Pays de Grasse authorities, Expressions Parfumées participates in projects to modernize roadway infrastructure in the economic and employment area.

- **Create incentives to encourage employees to use alternatives to commuting in their personal vehicle**

Carpooling is encouraged via a dedicated application to address needs across the territory. This program has been highly successful, thanks to targeted communication and ongoing financial support from the Pays de Grasse authorities. Expressions Parfumées has 61 employees registered for carpooling, and roughly 40 of them are regular users.

- **Limit travel**

Distance working under the company agreement in effect at Expressions Parfumées and the free concierge and food services at the company's site helps hold down car travel.

- **FPromote use of vehicles with low greenhouse gas emissions**

In 2024, 9.42% of employees used modes of transport other than their personal vehicle. Six employees are regular bicycle commuters, two employees use foot-propelled scooters, and five others walk to work. The company agreement provides a fixed-sum financial indemnity of €3 per day for the use of low-impact means of transport.

It is also worth noting that 9% of employees use a hybrid or fully electric vehicle to commute to work. Pay stations for vehicle recharging are being installed progressively. Vehicles in the company fleet are gradually being replaced by hybrid or fully electric vehicles. To date, the fleet numbers 53% thermal engine vehicles, 34% hybrid vehicles and 7% fully electric vehicles.

- **Foster exchange of good practices between companies**

The partnership agreement with local authorities gives Expressions Parfumées access to information shared by local economic actors and involves the company in joint action for low-energy mobility.

- **Enrich the carbon database**

All these measures enable the company and the local authorities to better assess the impacts of transport and mobility.



3. WORK WITH ACTORS IN THE UPSTREAM VALUE CHAIN

The largest share of emissions comes from the purchase of raw materials, their manufacture and transport upstream of the company.
For this category, Raw materials inputs in Scope 3, it is still difficult today to obtain accurate emissions factors, as these factors are highly dependent on the manufacturer and the place of manufacture.

Expressions Parfumées has been working since 2021 to determine emission factors for raw materials, using the Ecolnvent database. To obtain more accurate figures, the company addressed a broad data collection campaign to all its suppliers in 2024. The approach varies, depending on the type of raw material.

Synthetic raw materials :

The company refers first to the Ecolnvent database, which provides emission factors for a great many «ingredients.» This database covers many application domains, but quite a few raw materials used in perfume making are not in the base. The same is true for other databases. It has therefore been necessary to use «proxies» to fill the gaps.
Some of the company's suppliers are drawing up life cycle analyses to obtain more precise emission factors. This approach is quite recent and is found primarily in large corporations. It is nonetheless a valuable contribution in support of more reliable data. Expressions Parfumées is working actively to gather data from our suppliers who are the most familiar with carbon inventory, and we inform and encourage those who have not yet assessed their emissions to do so.

Natural raw materials :

This sector lacks life cycle analyses for specific natural raw materials. There are few natural materials, however, and the methods to obtain their life cycle data are similar. Expressions Parfumées is working to assign a common factor to materials of the same type (essential oil, absolute oil, resinoid, CO2 extract, etc.). The drawback of this methodology is that it does not account for the place where the product is made or the manufacturing process, which generate specific energy and transport impacts for each site.
Expressions Parfumées relies on the expertise of Givaudan Group, which has ambitious aims in this area :

- Givaudan is able to mobilize its human and material resources to make

progress and obtain information for a great many emission factors. Expressions Parfumées will benefit from this work to obtain a degree of accuracy greater than those of standard databases.

- Givaudan produces certain raw materials that Expressions Parfumées purchases. The company benefits here again from the in-depth work of the group to improve its cultivation and production processes which obviously implies much greater emission factors of the corresponding raw materials.

4. GREENHOUSE GAS ABSORPTION AND MITIGATION PROJECTS FINANCED BY CARBON CREDITS

[E1-7]

Expressions Parfumées has a policy for global reduction of its emissions, but there remain «incompressible» emissions that the company cannot eliminate.

In addition to reduction measures, Expressions Parfumées undertook to compensate for its carbon emissions, on a voluntary basis. Since 2022 the company has focused this action on projects located in France.
The company has joined the EcoTree adventure, a B-Corp certified company that has carbon offset and biodiversity programs in France. The biodiversity aspects of EcoTree are discussed in the relevant section of this report.



3. CLIMATE CHANGE IMPACT METRICS AND TARGETS

[E1-3] [E1-6]

1. GROSS GHG EMISSIONS FOR SCOPES 1, 2 AND 3, AND TOTAL GHG EMISSIONS

[E1-6]

1. TARGETS

As the French subsidiary of an international group, Expressions Parfumées tracks its emissions as prescribed by the GHG Protocol. This assessment is validated annually by a certified independent body. It enables the company to identify the most relevant ways to reduce its emissions and ensure that its sites apply and comply with the global trajectory set at the group level. Expressions Parfumées draws upon the expertise of Givaudan for this essential matter.

The analysis of transition risks and opportunities by Givaudan is based primarily on a scenario to limit global warming to 1.5°C.

Givaudan Group is committed to becoming «climate-positive»—removing more greenhouse gases from the atmosphere than it puts in—by 2050. To reach this goal, Givaudan is committed to cutting greenhouse gases (GHG) from its operations (Scopes 1+2) by 70% between 2015 and 2030, and to convert its entire electricity supply to fully renewable sources by 2025.

The Science-Based Targets initiative (SBTi) has approved Givaudan's Scope 1+2 GHG reduction target as being in line with 1.5°C. For its value chain emission target (Scope 3), the group aims for a reduction of 20% over the same period, which also meets the SBTi criteria.

These commitments, which determine all the actions taken by Expressions Parfumées, are listed here :

“

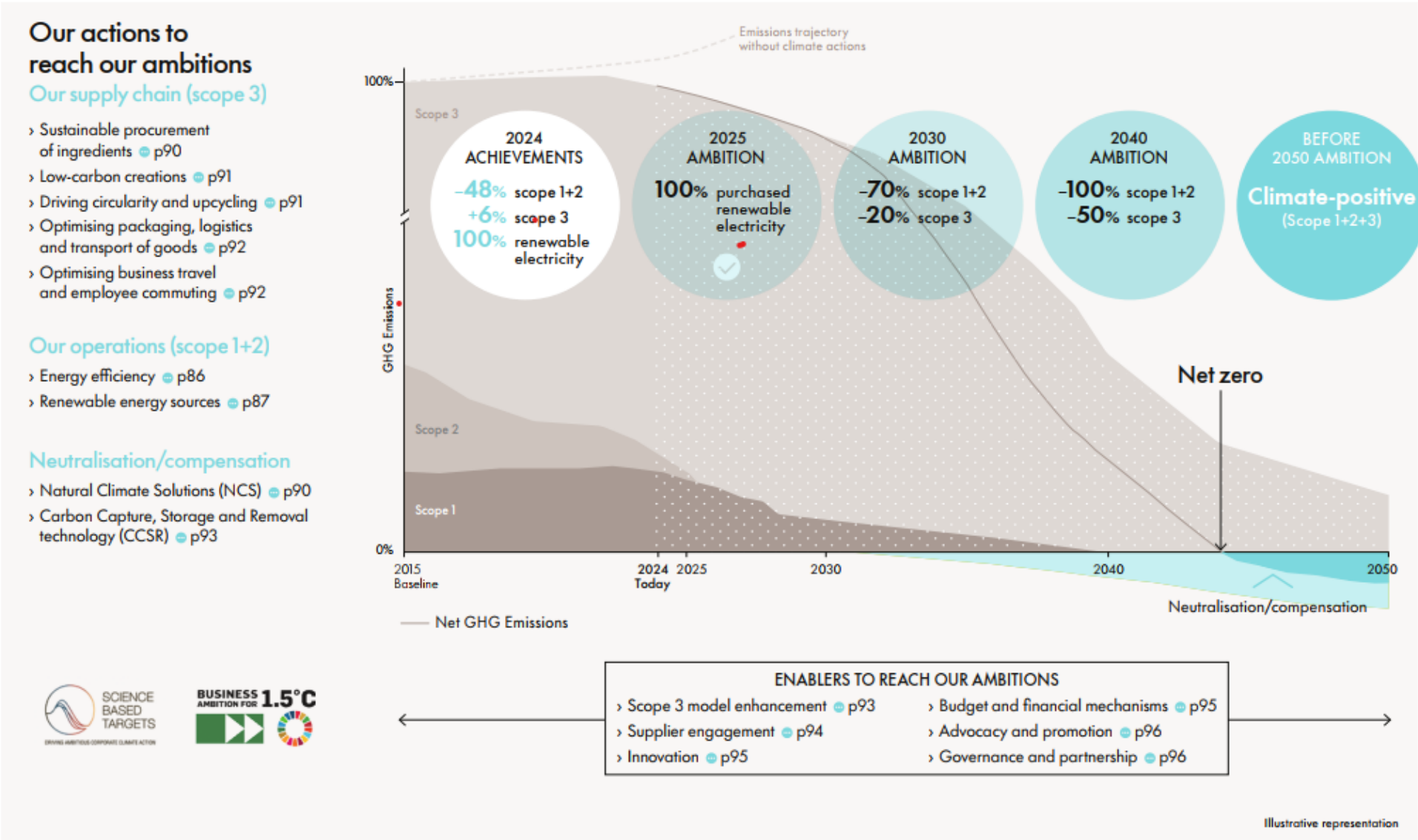
Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%

Before 2040, our operations' will be climate positive and our supply chain emissions will be cut by 50%

Before 2050, we will be climate positive business

”

Our roadmap to becoming climate positive



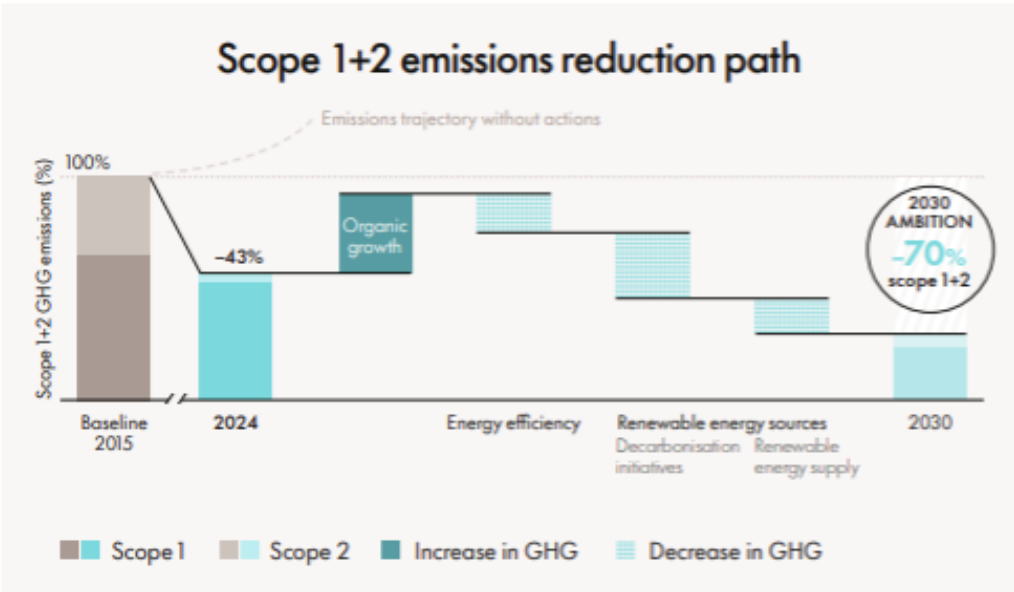
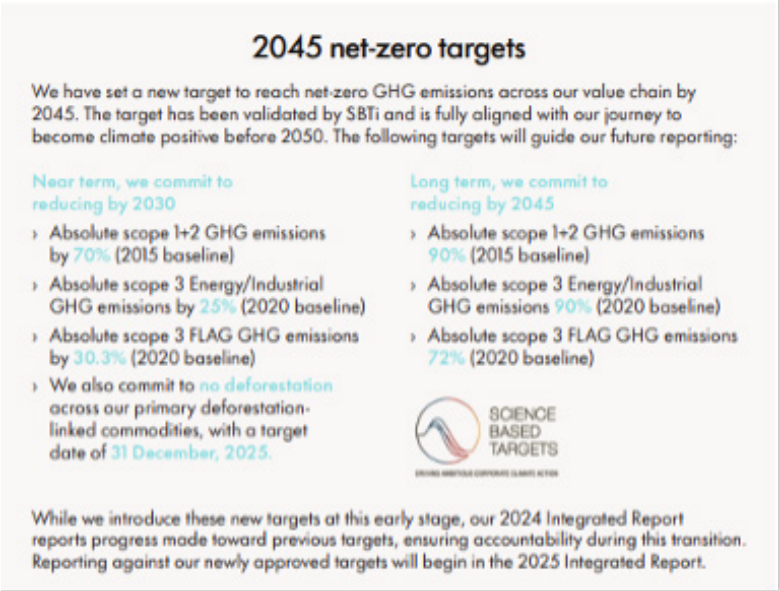
ENVIRONNEMENT

In 2024, Givaudan Group set a new target, to attain net-zero GHG emissions across its entire value chain by 2045. This target has been validated by SBTi and is part of the objective to become «climate-positive» by 2050.

The group is committed to having net-zero targets in line with the SBTi net-zero standard, and is working on aligning its climate-positive commitment with the new standard. Because Forest, Land and Agriculture Science (FLAG) emissions

account for a significant portion of the group’s GHG emissions, Givaudan has also set a FLAG target.

Givaudan Group targets have recently been validated by the SBTi, as shown in this figure published in the group’s 2024 integrated report (<https://www.givaudan.com/sites/givaudanweb.int/files/2025-02/giv-2024-integrated-report.pdf>)



Extrait : Givaudan Integrated report 2024 – pages 84, 86

The annual Executive Review at Expressions Parfumées sets short and/or medium-term targets for action on levers to reduce the company’s emissions and help achieve its climate goals.

The company’s employees are informed of these goals and kept up to date through regular internal communication. Dedicated workshops were held on these topics in 2024. All employees have been given information on the greenhouse effect and on the environmental impact of the company’s operations. Working with an outside organization, Expressions Parfumées’ employees had an opportunity to act on their own emissions by participating in an entertaining event with an impact on their day-to-day habits.

2. RESULTS

Scope 1–Scope 2 : The set of measures taken by Expressions Parfumées to reduce energy consumption and to optimize industrial processes generated a 7% reduction in Scope 1 emissions between 2018 and 2023. This is significant progress, considering that product volume rose by 24% over the same period.

Scope 3 : Scope 3 emissions are the most difficult to reduce. Increased production volume means corresponding increases in the use of raw materials, which account for the largest part of these emissions. Overall Scope 3 emissions have thus risen, along with the increase in Expressions' operations. In contrast, the measures taken under the mobility plan led to a 27% drop in emissions due to employee travel between 2022 and 2023.

GHG EMISSIONS–GRASSE SITE (France) GHG Protocol				
	2018 (Baseline year)	2022	2023	Target
GHG emissions (tCO2eq) Total Scopes 1, 2 and 3	25 623	34 549	39 595	<ul style="list-style-type: none">• Givaudan Purpose Statement: Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%.• Before 2040, our operations will be climate-positive and our supply chain emissions will be cut by 50%.• Before 2050, our supply chain will be climate-positive.
GHG emissions : % of variation (baseline 2018) – Scopes 1-2-3	-	34,8%	54,5%	
Direct Scope 1 GHG emissions (tCO2eq)	359	318	333	
GHG emissions : % of variation (baseline 2018) – Scope 1	-	-11,4%	-7,2%	
Indirect Scope 2 GHG emissions (tCO2eq)	38	72	62	
GHG emissions : % of variation (baseline 2018) – Scope 2	-	89,5%	63,2%	
Other indirect Scope 3 GHG emissions (tCO2eq)	25 226	34 159	39 200	
GHG emissions : % of variation (baseline 2018) – Scope 3	-	35,4%	55,4%	
GHG emissions per metric ton of product manufactured (tCO2eq)	8,319	7,712	8,681	
	Bilan Carbone®			
Energy	-	491	420	-
Non-energy	-	0	59	-

GHG EMISSIONS-SUBSIDIARIES (outside of France)			
	2022	2023	Target
GHG emissions (tCO2eq) Total Scopes 1, 2 and 3	1 564	1 576	Objectif Purpose Givaudan : <ul style="list-style-type: none">Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%Before 2040, our operations' will be climate positive and our supply chain emissions will be cut by 50%Before 2050, our supply chain will be climate positive
Direct Scope 1 GHG emissions (tCO2eq)	0	0	
Indirect Scope 2 GHG emissions (tCO2eq)	67	67	
Other indirect Scope 3 GHG emissions (tCO2eq)	1 497	1 509	
GHG emissions : % of variation (baseline 2022) – Scopes 1-2-3	-	0,8%	

GHG EMISSIONS-SUBSIDIARIES (France + subsidiaries) GHG Protocol				
	2018 (Baseline year)	2022	2023	Target
GHG emissions (tCO2eq) Total Scopes 1, 2 and 3	25 623	36 113	41 171	Objectif Purpose Givaudan : <ul style="list-style-type: none">Before 2030, our operations' carbon emissions will be cut by 70% and our supply chain emissions by 20%Before 2040, our operations' will be climate positive and our supply chain emissions will be cut by 50%Before 2050, our supply chain will be climate positive
GHG emissions : % of variation (baseline 2018) – Scopes 1-2	-	40,9%	60,7%	

2. ENERGY CONSUMPTION AND ENERGY MIX

[E1-5]

The Expressions Parfumées objective was to reduce energy consumption for the quantity of product manufactured by 10% over the three-year period 2022–2024 (baseline year 2021). The company’s results largely exceed this target: gas consumption dropped by 45% and electricity consumption by 32% for the period, thanks to employees’ involvement and the implementation of ambitious plans.

The new reduction target for 2028 is prudent, however, following the company’s review of its objectives. The expansion of business activity will involve acquisition of new equipment, leading to higher energy consumption. In light of these factor Expressions Parfumées has decided to aim for an overall energy reduction of 30% for gas and 20% for electricity.

ENERGY CONSUMPTION-GRASSE SITE				
	2021 (Baseline year)	2023	2024	Target 2028
Gas (GWh) - Grasse site	1,318	1,464	1,586	-
Ratio gas consumption/kg of product manufactured (energy efficiency)	0,376	0,321	0,280	-30% (baseline 2021)
Gas : % variation (baseline 2021)	-	-38,0%	-45,9%	
Electricity (GWh)	1,066	1,824	1,961	-
Ratio electricity consumption/kg of product manufactured (energy efficiency)	0,286	0,400	0,347	-20% (baseline 2021)
Electricity : % variation (baseline 2021)	-	-21,3%	-31,7%	

3. VALUE CHAIN: KNOWLEDGE OF EMISSION FACTORS

[ADDITIONNEL]

Expressions Parfumées has set targets that it believes are achievable over the next five years, in light of present knowledge. These targets are provisional, and can be revised before 2030 if the company’s progress is more rapid than anticipated.

KNOWLEDGE OF EMISSION FACTORS FOR RAW MATERIALS			
	2023	2024	2030 Target
Raw materials : % of known emission factors by number	1,9%	20,0%	30%
By volume	44,3%	47,2%	60%

4. GHG ABSORPTION AND MITIGATION PROJECTS FINANCED BY CARBON ALLOWANCES

[E1-7]

Each year, Expressions Parfumées finances reforestation and nature protection projects to offset its carbon emissions.

CARBON OFFSETS			
	2022	2023	2024
Carbon offsets (tCO2eq)	400	400	400
Project amount	20 000 €	20 000 €	20 000 €
Project	Ruaudin forest	Nouic forest	Nouic forest
Project certification bureau	Label Bas Carbone	Bureau Veritas	Bureau Veritas
Location	France	France	France
Organization	EcoTree	EcoTree	EcoTree

Carbon calculations have been made using the EcoTree carbon quantification methodology (version 4.3 30/01/2024), and have been verified by Label Bas Carbone and Bureau Veritas.



3. POLLUTION

[ESRS E2]

1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

[IRO-1]

Expressions Parfumées makes perfumes composed of ingredients obtained from specific producers. Pollution directly generated by Expressions Parfumées are the following:

- Olfactory pollution: raw material odors (depending on detection thresholds) and odors of perfume compositions created at the site.
- Water pollution: wastewater from tank washing (various pollutant concentrations), domestic wastewater and rainwater.
- Air pollution: Volatile organic compounds (VOCs) released to the atmosphere.
- Soil pollution: in the event of chemical spills.
- Noise pollution: noise of operations with internal impacts (working conditions) or external impacts (affecting the company's direct surroundings).

Expressions Parfumées does not currently possess information on pollution generated across the company's value chain. A long-term aim could be to estimate pollution in the upstream value chain on the basis of the volume of raw material purchases. This project would involve complex work to gather detailed information from suppliers. For the time being, Expressions Parfumées focuses on collecting information about the raw materials themselves.

The table opposite gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated :

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Pollution	Risk	Soil pollution that reduces agricultural yields (reduced soil fertility and/or acidification).	Upstream value chain + Direct operations
	Risk	Credibility, image and partner confidence impacted locally due to controversy or unfavorable press coverage related to pollution impacts on neighbors and/or ecosystems.	Direct operations
	Negative impact	Negative health impacts due to increased air pollution (respiratory and cardiovascular illnesses).	Upstream value chain + Direct operations + Downstream value chain
	Negative impact	Water pollution due to releases (accidental or intentional) by Expressions Parfumées and its value chain that might affect humans and/or impact biodiversity.	Direct operations
	Negative impact	Serious and potentially irreversible impacts on health and/or access to food due to soil pollution issues.	Upstream value chain + Direct operations
Noise and olfactory pollution	Negative impact	Impacts on the health and well-being of neighbors and local communities due to industrial activity at Expressions Parfumées that generates noise and olfactory pollution.	Upstream value chain + Direct operations
	Negative impact	Ecosystem disturbance due to industrial activity at Expressions Parfumées that generates uncontrolled noise and olfactory pollution.	Upstream value chain + Direct operations
	Risk	Credibility, image and partner confidence impacted locally due to controversy or unfavorable press coverage related to disturbances due to noise or olfactory pollution affecting neighbors and/or ecosystems.	Direct operations
Hazardous and highly hazardous substances	Negative impact	Spills of liquid or solid substances that are inflammable or hazardous for the environment (risk of fire, explosion) resulting in partial or total ecosystem destruction (chemical contamination).	Upstream value chain + Direct operations
	Negative impact	Health impacts on people who work or live near a zone contaminated by subjects of concern or very high concern.	Upstream value chain + Direct operations

2. POLICIES, ACTION PLANS AND MEASURES TAKEN REGARDING AIR, WATER AND SOIL POLLUTION

[E2-1] [E2-2] [E2-4]

Due to its location in France, the Expressions Parfumées production site at Grasse (Alpes Maritimes department) applies stringent environmental regulations as required under the Environment Code. By the nature of its activity, the company's operations are subject to authorization from the competent authorities. This means that the company must comply with extra-legal pollution prevention standards that are specified in the operating permit issued by the prefecture authorities. These standards are strictly overseen and necessitate regular transmission of information to the authorities.

According to the Aspects Environnementaux Significatifs (AES) nomenclature, the major risks associated with the company's direct operations are related to industrial wastewater management and to accidental occurrences that could have combined air, water and soil impacts. Potential noise and olfactory impacts are minimal, thanks to technical measures in place.

1. ACCIDENT MANAGEMENT PLAN

Expressions Parfumées has adopted accident management plans for situations that could generate significant pollution. These plans are based on risk analysis.

Accidental spills of raw materials or finished products are to be treated by detailed procedures; employees receive regular training on these procedures and are audited several times a year on their implementation. Storage and production areas are equipped with holding zones that retain pollutants prior to discharge via dedicated treatment circuits.

Procedures to prevent fire and explosion under the Internal Operations Plan Expressions Parfumées possesses equipment to limit fire and explosion risk. Prevention measures are reviewed annually, and are subject to regular internal audits and inspection by authorities.

2. INDUSTRIAL WASTEWATER TREATMENT

Industrial wastewater is the main source of pollution generated by production operations. Industrial wastewater is stored onsite in dedicated tanks, and then removed by specialized contractors for treatment.

Expressions Parfumées takes steps to recycle process water and relies on the expertise of local service providers to treat 100% of the company's industrial wastewater. The wastewater treatment plant operated by the company's outside partner recycles wastewater that can then be used by other industrial businesses in the Grasse region. This reuse of wastewater is a component of efficient water use policy in the territory.

The water flows diagram in the Hydraulic Resources section includes industrial wastewater treatment.

3. PREVENTION OF NOISE AND OLFACTORY POLLUTION

Expressions Parfumées possessed equipment to limit noise and olfactory pollution from its installations, in particular an air treatment plant that employs recent technology. This equipment is regularly maintained, and measurement campaigns are conducted to verify regulatory compliance. The most recent campaigns have confirmed that the company's installations are in compliance with existing regulations.

4. VALUE CHAIN

With respect to its value chain, Expressions Parfumées works to gather information from its suppliers and to raise awareness among its clients using its impact analysis tool, the Conscious Index, which is described in the Governance chapter.

3. SUBSTANCES OF CONCERN AND VERY HIGH CONCERN (SVHC)

[E2-5]

Expressions Parfumées uses the definition of substances of concern or very high concern given by the European Chemical Agency (ECHA). To establish its SVHC classification, ECHA analyzes raw materials that are cancer-inducing, mutagenic or toxic for reproduction (CMR), persistent, bio-accumulating or toxic (PBT), or which have properties that make them highly concerning, for example endocrine disruptors. The SVHC classification process may take several years from the first recognition of health and/or environmental impacts (CMR, PBT or equivalent effects) for a given substance.

In compliance with regulations, Expressions Parfumées has banned all substances classed SVHC by ECHA.

Employees are briefed on specific prevention measures for all hazardous chemicals. These measures are described in the section on employee health and safety in the Social chapter.

4. POLLUTION IMPACT METRICS AND TARGETS

[E2-3]

Expressions Parfumées complies with existing regulations. Given the stringent requirements set for the company's operations in France, it has not been deemed necessary to set additional targets.

Pollution released by the company’s operations have combined impacts on soil and water pollution (groundwater and waterways). The company has pledged to treat 100% of its industrial wastewater in a dedicated circuit managed by a specialized service provider.

In the event of accidental spills, 100% of wastewater is recovered in dedicated retention basins that are then emptied by a specialized service provider.

To this end, metrics have been established and are monitored annually.

The table below summarizes compliance rates for pollution management.

POLLUTION				
		2023	2024	Target
Water and soil pollution	Household wastewater retreatment rate	100%	100%	100%
	Stormwater regulatory compliance rate	100%	100%	100%
Air pollution	Regulatory compliance rate	100%	100%	100%
Noise pollution	Regulatory compliance rate	100%	100%	100%

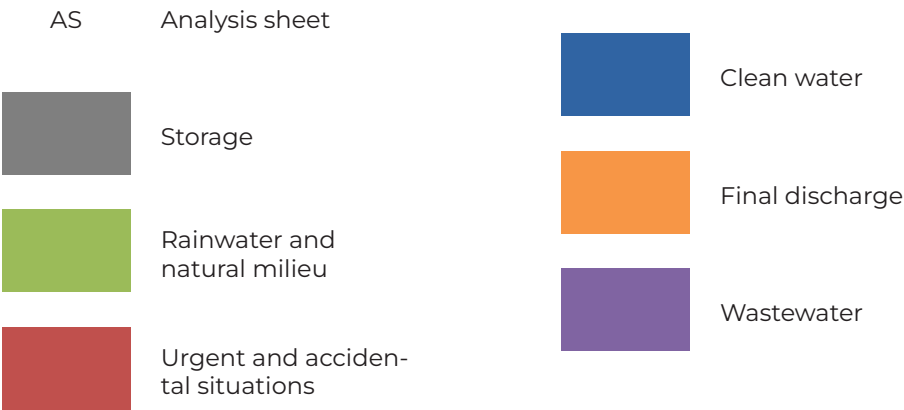
4. HYDRAULIC RESOURCES

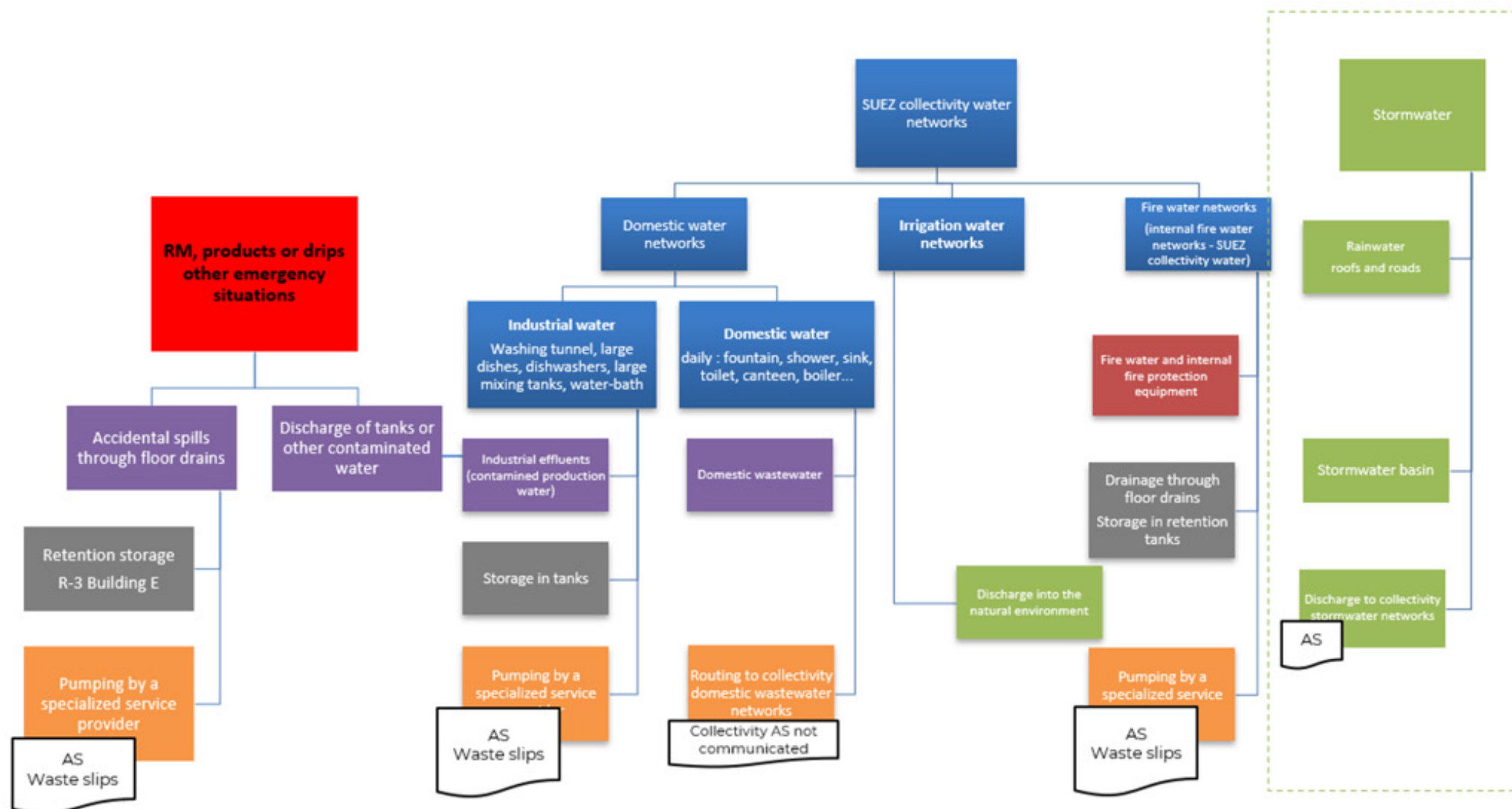
[ESRS E3]

1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

[IRO-1]

Expressions Parfumées uses water resources primarily for its industrial activity (tank cleaning in particular), but also for household and garden uses.





Water resources are crucial for the company's activity, for its direct industrial and for its plant-based raw materials, the cultivation of which is directly impacted by drought or excessive precipitation.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Water	Risk	Impacts on water resource availability linked to water consumption in the upstream value chain and at Expressions Parfumées	Upstream value chain + Direct operations
	Negative impact	Partial or total depletion of water resources, extension of hydraulic stress zones due to consumption of purchased or pumped water that is not returned to the natural milieu (in the course of perfume production) in the value chain	Upstream value chain

2. 2- POLICIES, ACTION PLANS AND MEASURES IMPLEMENTED WITH RESPECT TO HYDRAULIC RESOURCES

[E3-1] [E3-2]

Expressions Parfumées has undertaken a multiyear program to reduce its water consumption, to reduce the company's impacts and also to prevent risks related to water use restrictions in times of drought. The company is located in a zone subject to hydraulic stress.

The company's program relies on close monitoring of consumption using dedicated meters, rapid identification and repair of leaks, other technical measures and steps to raise employee awareness on this issue.

The company has implemented the following measures:

- In sanitary installations and common spaces,
 - Faucets are equipped with automatic flow detectors.
 - Low-flow showerheads (50% water savings) have been installed, and targeted communication given to employees to demonstrate the benefits of the shower heads and to promote responsible water use.
- A submetering system with real-time alerts tracks and analyzes water consumption by process zone and equipment, to detect discrepancies and leakage. Submeters to monitor water consumption have been installed on several pieces of process equipment. Early detection allows for rapid intervention, and supports targeted awareness campaigns.
- Submeters were installed on the water system in the old buildings in 2019. A submeter has been added in the new building, and the other smart submeters will be connected to the general consumption monitoring platform.
- The company is working on a plan to hold down water consumption for the watering of its green spaces in summer.
- Water flow potentially reduced or suspended by prefectural order in times of drought:
 - Mulching to reduce the need for watering
 - 1,000-liter rainwater recovery tank for watering

Along with these measures, information is regularly communicated to staff to raise and maintain their awareness of environmental issues and environmentally friendly behavior. These awareness campaigns are reinforced to echo government information campaigns on action to reduce water consumption.

3. IMPACT METRICS AND TARGETS ON HYDRAULIC RESOURCES

[E3-3] [E3-4]

Expressions Parfumées pursues internal goals to ensure an effective contribution to Givaudan Group objectives.

“

*By 2030, continuously improve water efficiency on all sites:
Reduce water use by 25% per ton of product for priority sites (exposed to water stress)
meet or exceed regulatory and industry wastewater standards*

”

The company reduced consumption by 20% between 2018 and 2020, thanks to an ambitious three-year program.

The multiyear monitoring objectives were maintained for the period 2020–2022, in order to assess the performance of the hydraulic system and consumption in the new building that was put into service in late 2020.

In 2023 southeastern France was subject to exceptional hydraulic stress. Consequently, the company set a new reduction target with 2021 as the reference year, and initiated awareness campaigns. To date, Expressions Parfumées has reduced by 71% the ratio of building water and industrial water use per quantity of product manufactured, compared to 2020.

WATER USE-GRASSE SITE				
	2020 Baseline year	2023	2024	Target for 2030
Water consumption (m3)	4230	1574	1852	-
Ratio water consumption / tons of product manufactured (hydraulic efficiency)	1,136	0,345	0,327	-25% by 2030 (baseline 2020)
Water : % variation (baseline 2020)	-	-69,6%	-71,2%	



5. BIODIVERSITY AND ECOSYSTEMS

[ESRS E4]

1. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3]

Expressions Parfumées has several sites around the world. Its corporate headquarters and sole production site are in Grasse. As a result, most of the company’s direct impacts are generated at this site. The breakdown of operations by country is given in the General Information section.

Expressions Parfumées has an impact on biodiversity, just as biodiversity has an impact on the activity of the company. Today, 30% of the company’s raw materials (in number) used to make perfume concentrates are derived from plants. Most of them come from plants that grow in different parts of the planet, and which can be strongly impacted by human activity and climate change. A significant portion of raw materials used in perfume making are found in biodiversity hotspots. Biodiversity hotspots are defined as the regions of the globe among those richest in biodiversity, and also where biodiversity is the most endangered.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Incidence on loss of biodiversity Incidence on living species and the chain of ecosystem services	Negative impact	Loss of biodiversity among plant or animal species, particularly protected species, due to activity by Expressions Parfumées.	Upstream value chain + Direct operations
	Negative impact	Significant ecosystem disturbance or degradation due to local operations near or in protected sensitive zones and key biodiversity areas (for example, deforestation, single-crop agriculture, among others).	Upstream value chain + Direct operations
	Risk	Loss of revenue (sales) due to reduced activity caused by disruption of the raw materials supply chain (strong dependence on raw materials).	Upstream value chain

2. POLICIES, TRANSITION PLAN AND MEASURES IMPLEMENTED TO SAFEGUARD BIODIVERSITY AND ECOSYSTEMS

[E4-1] [E4-2] [E4-3]

1. OWN ACTIVITIES

For its own operations, consumption and pollution reduction programs and compliance with the stringent regulations that govern its activity allow Expressions Parfumées to limit its impacts and evaluate the risks associated with the company's development.

The full set of measures related to industrial processes are described in various sections of the Environment chapter. These measures, including emission reduction, limitation of resource consumption and action to combat pollution, help preserve biodiversity and ecosystems.

The company's innovation strategy, supported by its social, environmental and governance commitments, enable Expressions Parfumées to develop technologies and patents that respect natural resources and surroundings. Respect for nature, renewability and biodegradability are at the heart of the company's research projects and help preserve the company's environment and its biodiversity. These technologies are described in the Governance chapter of this report.

Expressions Parfumées has undertaken a comprehensive review of ways to preserve biodiversity in its gardens and planted areas. As a result, the company has adopted more ecological and sustainable practices through a green areas management plan that protects and fosters biodiversity. The company has planted melliferous flowering plants and has preserved untended areas to safeguard existing ecosystems and recreate natural habitats. Cuttings and green waste are mulched and regularly spread on the soil to retain moisture and limit the effects of intense dry spells in summer. In addition to these practices, mature compost from our composter is used as natural fertilizer around trees and on talus slopes. Rainwater is collected and stored in cisterns for use when watering bans are in effect due to public water use restrictions in the

summer. Olla jar irrigation systems are used in planters to save water. The company has also eliminated «pampa grass» from its shrubbery plantings, subsequent to its classification as an invasive exotic species in September 2024.

2. VALUE CHAIN

Responsible sourcing in the value chain is crucial to preservation of biodiversity. This practice ensures raw materials sourcing and purchases that take human and environmental factors into account. This global approach is described in the Governance chapter.

Expressions Parfumées has undertaken long-term action to collect information across its value chain. Each of the company's suppliers sent a detailed questionnaire on each raw material. The information collected provides documentation on raw materials sourced from a responsible supply chain, from producer to processor to Expressions Parfumées. This approach takes into account the environmental impacts of plant cultivation and harvesting when choosing raw materials.

Expressions Parfumées integrates the collected data in its impact analysis tool, the Conscious Index (presented in the Governance chapter of this report). Using this tool, the company works to continually improve its practices and create value for more eco-friendly perfume formulas that are marketed to its clients. Expressions Parfumées complies with several criteria that have a significant impact on ecosystems and biodiversity, such as sustainable agriculture labels that foster biodiversity and favor renewable and biodegradable raw materials.

1. RAW MATERIALS THAT INVOLVE DEFORESTATION

Expressions Parfumées has joined in the work of the Roundtable on Sustainable Palm Oil (RSPO), a nonprofit group dedicated to promoting sustainable production of palm oil, to reduce deforestation, preserve biodiversity and protect the livelihoods of rural communities. RSPO certification attests that in the supply chain no new primary forest growth or other natural space with high conservation value has been sacrificed to extend palm oil plantations, that the plantations follow best practices, and that the fundamental rights of stakeholders have been respected.

Expressions Parfumées is working to align its practices with the European Deforestation Regulation (EUDR) that aims to put an end to the importation of products that are the result of deforestation. The regulation concerns seven categories of products and Expressions Parfumées is subject to regulation regarding palm oil products. Working closely with Givaudan, Expressions Parfumées aims to complete a specific analysis of this issue that meets regulatory requirements, by the end of 2025.



2. RAW MATERIALS DERIVED FROM ANIMALS

Expressions Parfumées uses four raw materials derived from animals. The company aims to completely replace these substances with nonanimal materials within five years.

3. EVE VEGAN CERTIFICATION

The Grasse production site of Expressions Parfumées is certified under the Eve Vegan scheme. This label is one of the most stringent certifications in the industry, and requires a site audit.

The Eve Vegan label complies with the principles of veganism according to internationally accepted criteria. It is an indicator of transparency based on product analysis by a legitimate independent body, establishing durable relationships between producers and distributors.



4. COMPLIANCE WITH THE NAGOYA PROTOCOL

The Nagoya protocol is an international agreement on access to genetic resources and fair and equitable sharing of the benefits associated with their use, under the Biological Diversity Convention. Many countries around the world have ratified the protocol, which is regulated independently by the signatory countries. Working closely with Givaudan, Expressions Parfumées pursues its work to comply with the terms of this protocol.

5. ENDANGERED SPECIES

The International Union for the Conservation of Nature (IUCN) has drawn up the most exhaustive inventory on the global conservation status of plant and animal species. This inventory uses a set of specific criteria to assess the risk of extinction for thousands of species and subspecies throughout the world.

The IUCN Red List classifies species in nine categories: Extinct (EX), Extinct in the wild (EW), Critically endangered (CR), Endangered (EN), Vulnerable (VU), Near Threatened (NT), Least concern (LC), Data deficient (DD) and Non-evaluated (NE). Five quantitative criteria determine classification of a species in one of the three categories that signify risk of extinction (CR, EN and VU). These criteria are based on biological factors associated with risk of extinction: population size reduction, geographic range size and fragmentation, small and declining population size, very small population or very restricted distribution and quantitative analysis of extinction risk (Population Viability Analysis).

In its analysis of raw materials potentially concerned, Expressions Parfumées includes the Near Threatened category along with the three categories of species in the greatest danger.



Summary of IUCN Red List Categories, 2006



CARROT SEEDS EO

ORIGIN : France

BOTANIC : *Daucus carota L.*

HARVEST : August

100% Renewable Carbon

Readily Biodegradable

ABOUT

Carrot belongs to the umbelliferous family. It was discovered more than 5000 years ago in the wild, in Afghanistan. It was originally brown, white, green or yellow. The orange carrot was created by the Dutch from other varieties of carrots, as a tribute to the Dutch Royal House of Orange-Nassau. The flowers are white and umbrella-shaped, meaning that the arrangement of the flowers forms an umbrella or parasol like parsley, dill, fennel or celery. The seeds can be harvested once the flowers have faded. Each carrot flower can produce a large amount of seeds.

PERFUMER'S NOTE

In perfumery, the essential oil of Carrot Seeds is used in fougere and chypre notes, in floral compositions iridescent compositions, Violet leaves or Mimosa. Its warm, iridescent, earthy and fruity yellow note supports the Butter Iris.

PROCESS

Carrot dried flowers are mechanically harvested in several farms. Seeds are collected and put to dry for several weeks. Then, the Essential Oil of Carrot Seeds is obtained by hydrodistillation. The dried seeds are placed in boiling water, producing a fragrant vapor. This vapor is then refrigerated to become a liquid, the distillate. It produces two fragrant mixtures: the hydrosol and the Carrot Seed Essential Oil.

SUSTAINABLE DEVELOPMENT

Our supplier has set up several actions to reduce their impact on the environment regarding their transformation process. First, they installed a cohobation system on their distillation system to redistill their hydrosol and recover the maximum essential oil possible. This system is put in place when the essential oil has a similar density as water. They also changed their boiler for a better energetic performance and installed cooling towers. They use a high-pressure cleaner instead of an important use of water. These saving initiatives allow them to be Ecovadis certified.

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EXPRESSIONS PARFUMÉES

The range of raw materials used by Expressions Parfumées includes about 150 natural raw materials derived from plants. Twelve of these are derived from plants species in danger of extinction.

Use of the most endangered species requires compliance with a specific procurement procedure and an attestation under the CITES scheme. Expressions Parfumées uses one raw material that requires this attestation.

6. RAW MATERIALS SOURCED FROM MANAGED PRODUCTION CHAINS

Expressions Parfumées has constructed its EP Sustainable Selection on the choice of raw materials from supply chains committed to social and environmental concerns. This guiding framework enables the company to better inform its clients on the sourcing of its materials and the pledges of its suppliers. The Sustainable Selection now includes over 40 natural raw materials selected to meet the company's criteria in terms of sustainability, olfactory qualities and stability of the supply chain.

Selection criteria :

- Provenance of each raw material
- Cultivation, harvesting and extraction methods
- Biodiversity and resource conservation
- Environmental policy
- Protection and transmission of know-how
- Social commitments
- Best practices



3. TERRITORY

Expressions Parfumées continues to preserve biodiversity in its territory through long-term corporate sponsorship commitments.

1. PROMOTION OF LOCAL BEEKEEPING

A bee colony was rescued in the Expressions Parfumées gardens in the summer of 2022. This event struck a chord within the company, and it was decided to work actively to protect this precious insect species. Expressions Parfumées has partnered with the BeeRiviera enterprise to sponsor hives in the Alpes Maritimes department and thus provide support for bees and local beekeepers.

Under this program, employees can visit the beehive managed by BeeRiviera and learn about beekeeping at the site, in the company of a beekeeper. These visits are held as workshops in the context of Sustainable Development Week activities organized by the company. Expressions Parfumées received jars of honey from the first honey harvest and distributed them to employees.



2. SUPPORT FOR A BIODIVERSITY PRESERVATION PROJECT

Expressions Parfumées joined up with EcoTree in 2022 to sponsor a carbon offset and biodiversity project in France (this project is also presented in the Climate Change section of the Environment chapter).

EcoTree is a company whose prime objective is to open the funding of nature preservation projects to the widest audience possible, encompassing all aspects of sustainable forest management—carbon storage, wood for carpentry, biodiversity and social uses. The EcoTree team is passionately devoted to nature preservation, and to sustainable forest management and renewal, adaptation to climate change, preservation of biodiversity and its value, and recognition of the multiple functions of forests, including carbon storage.

EcoTree works hand in hand and on a daily basis with forestry operators, biodiversity specialists, beekeepers and scientists of ecology, along with companies that employ people with disabilities and people who have confronted barriers to employment.

EcoTree and its work are recognized by governmental bodies and Bureau Veritas.

In 2024, the commitments of Expressions Parfumées were extended to include a sustainable forestry and biodiversity enhancement project in the Nouic forest (Haute Vienne department). The company's contribution supported the planting of diversified species and restoration of protected wet zones.





3. LONG-TERM SUPPORT FOR THE AROMATIC FABLAB AND FOR THE MIP GARDENS

Expressions Parfumées has for several years supported local projects to preserve biodiversity and know-how in the territory through cultivation of perfume plants.

Expressions Parfumées has sponsored the Aromatic FabLab from its beginnings, with a level of financing that provides major support to launch and develop the lab's projects.

The year 2024 was a milestone for the Fleurs d'Exception du Pays de Grasse, a nonprofit group that for the first time in its history has accepted members other than producers, to jointly build the future of agriculture in the region.

In 2024 Expressions Parfumées became a sponsoring member of the group, with a contribution of €20,000 per year for the Aromatic FabLab.

This support is intended to help the nonprofit consolidate the excellence of the medicinal and aromatic perfume plants (PPAM) value chain in the region. This contribution supports research projects in agronomy (cultivation pathways, work to combat rodents, etc.) and plant processing (cultivation of mute flowers, valorization of coproducts, etc.). These projects are also part of the territory's response to the recommendations made by Unesco, in the framework of an application for World Human Heritage status to recognize the perfume know-how and tradition of the Pays de Grasse region.

The FabLab is among the first 20 candidates to receive the Manufactures de Proximité label awarded by France Relance.

This label is given to collective «third places,» spaces created by co-founding partners to pool skills and competences of the participants and showcase the valuable know-how of actors in the Grasse region. The label consecrates the key values of the FabLab: «Let us preserve ancestral know-how and tomorrow's agricultural practices for medicinal and aromatic perfume plants in the Pays de Grasse.»

Expressions Parfumées also provides financial support to the Jardins du Musée International de la Parfumerie (MIP). These gardens are a component of the work done by the Pays de Grasse urban community to develop a territorial identity; they constitute a conservatory of aromatic plants attached to the museum, and a natural space that is typical of the olfactory landscape of local agriculture.

Ongoing financial support reflects Expressions Parfumées' commitment to protection of biodiversity and respect for nature. The company's action highlights the value of local knowledge and know-how in the Grasse region and consolidates the territorial roots of Expressions Parfumées and its operations. This commitment is described in the Affected Communities section of the Social chapter.

3. BIODIVERSITY AND ECOSYSTEM IMPACT METRICS AND TARGETS

[E4-4] [E4-5]

Expressions Parfumées is dependent on biodiversity preservation, and the company has a major role to play in this domain. Its corporate objectives are directly tied to the protection of plant and animal species.

At present, the company still has a few animal-based raw materials among its ingredients; the company is working to replace them, with the objective of full replacement by 2030.

Expressions Parfumées also aims to promote raw materials from suppliers recognized for their action to improve agricultural and social practices in geographic areas that are particularly vulnerable.

IMPACT ON BIODIVERSITY			
	2023	2024	Target for 2030
Reduction to a minimum			
Number of animal-based raw materials	4	4	0
Number of raw materials on the IUCN Red List	15	11	<12
Number of raw materials derived from palm oil	56	56	-
Rehabilitation/restoration			
Number of RSPO–MB-certified raw materials	16	18	-
Number of UEBT-certified raw materials*	0	0	3
Number of Organic Farming-certified raw materials	5	6	10
Biodegradability			
Readily biodegradable (in number)	50%	51%	-
in volume	82%	83%	-
Not readily biodegradable (in number)	22%	23%	-
in volume	17%	16%	-
Renewability			
>50% carbon renewable (in number)	44%	43%	-
in volume	20%	20%	-
100% carbon renewable (in number)	36%	37%	-
in volume	10%	10%	-
Extraits naturels en nombre	25%	23%	-
en volume	3%	4%	-

**The Union for Ethical BioTrade is an international body dedicated to establishing agricultural and social best practices in geographic areas that are the most at risk. Each year the organization provides its members with a report on these risks in different geographic zones. UEBT also verifies supply chains and quality labels. The UEBT label attests that agricultural and social best practices are in place for the supply chains recognized by the organization.*

Knowledge of the provenance of ingredients is also pertinent for Expressions Parfumées. This information is essential to develop responsible sourcing based on risk analysis related to ingredient provenance.

KNOWLEDGE OF RAW MATERIALS PROVENANCE			
	2023	2024	2030 targets
Synthetic materials : knowledge of the country, in number	55%	60%	80%
in volume	86%	87%	90%
Natural materials : knowledge of the growing country, in number	91%	98%	100%
in volume	95%	99%	100%

Expressions Parfumées finances several biodiversity preservation projects: reforestation and biodiversity preservation with EcoTree; support for the Fleurs d'Exception du Pays de Grasse; MIP gardens; promotion of local beekeeping.

BIODIVERSITY PROJECTS		
Metrics	2023	2024
Number of projects supported	4	4
Funding allotted	45 200 €	45 200 €

6. RESOURCE UTILIZATION AND CIRCULAR ECONOMY

[ESRS E5]

1. DESCRIPTION OF PROCESSES TO IDENTIFY AND ASSESS MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

[IRO-1]

Expressions Parfumées creates and manufactures perfume compositions that are integrated in finished products by clients (the activity of the company is presented in the General Information chapter). These compositions are ephemeral by nature, and consumed over time. Therefore they do not enter fully into a circular manufacturing economy.

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Waste	Risk	Higher insurance premiums, clean-up or waste treatment costs	Downstream value chain
	Negative impact	Significant waste generated by Expressions Parfumées activity (laboratory equipment, product packaging, etc.)	Downstream value chain
Inputs	Negative impact	Environmental impact of raw material as resource inflows	Upstream value chain
	Opportunity	Image of a company committed to circular economy concepts in its ecodesign and manufacturing processes	Direct operations
Resource outflows	Positive impact	Recyclability and reuse of Expressions Parfumées products, in particular packaging	Downstream value chain

2. POLICIES, ACTION PLANS AND MEASURES PERTAINING TO RESOURCE USE AND THE CIRCULAR ECONOMY

[E5-1] [E5-2]

1. CIRCULAR ECONOMY

The circular economy in creative processes

While perfume compositions cannot be reused, the ingredients for their manufacture can be obtained through processes to utilize rejected products (upcycling). Ingredient manufacturers are developing this type of process, to extract value from plant parts that would otherwise have been discarded.

Expressions Parfumées is aware of the importance of using coproducts and waste in a virtuous purchasing policy. The company is working with its upstream suppliers to develop an Upcycling Selection, which already includes some 15 products from a range of supply chains, such as the food processing industry. This selection highlights the upcycling concept to the company's clients and increases use of upcycled raw materials in the value chain.







BY-PRODUCT

PETITGRAIN BERGAMOT TREE

ORIGIN : *Sicilia and Calabria*

BOTANIC : *Citrus bergamia*

HARVEST : *Mechanical harvest in an agricultural holding from February to March*

100% Renewable Carbon

Readily biodegradable



ABOUT

The Bergamot comes from the bergamot tree which is the result of a cross between the lemon tree and the bitter orange tree. The fruit has a thick skin and changes from green to yellow-orange over the harvest season. Fruits coming from a regular pruning of the trees are used to manufacture this essential oil.

PERFUMER'S NOTE

Its floral Orange, Green and Citrus accents allow the Petitgrain Bergamotier to bring real natural freshness to the compositions. It is mainly found in the top note of orange floral notes. This liveliness also allows to enhance the top notes of certain colognes or eau de toilette.

UPCYCLING PROCESS



—————> primary path

- - - - -> secondary path

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EXPRESSIONS PARFUMÉES

Circular use of packaging

Expressions Parfumées' activity includes use of packaging for the transport of raw materials and perfume concentrates (finished products). The company is studying ways to develop greater circularity in its activity. This will necessarily be a multiyear program to be deployed across the entire value chain, involving analysis of logistics and quality issues. These investigations take into consideration the AGECE legislation in France and the 8 April 2022 government order on packaging reuse.

Expressions Parfumées already automatically recycles Kraft-paper drums. Under an initiative launched by Prodarom, the perfume makers professional syndicate, these drums are recovered and recycled by the Grasse-based nonprofit La Drisse, which is active in environmental protection and social insertion by employment (reuse and upcycling). This contributes to the local circular economy and creates jobs.

2. WASTE MANAGEMENT

Above and beyond regulatory requirements, the executive management of Expressions Parfumées supports a number of voluntary initiatives, to include all employees and nourish collective awareness of the goals of reuse, reduction and recycling. Expressions Parfumées follows the five R principles: Refuse, Replace, Reduce, Reuse, Recycle.



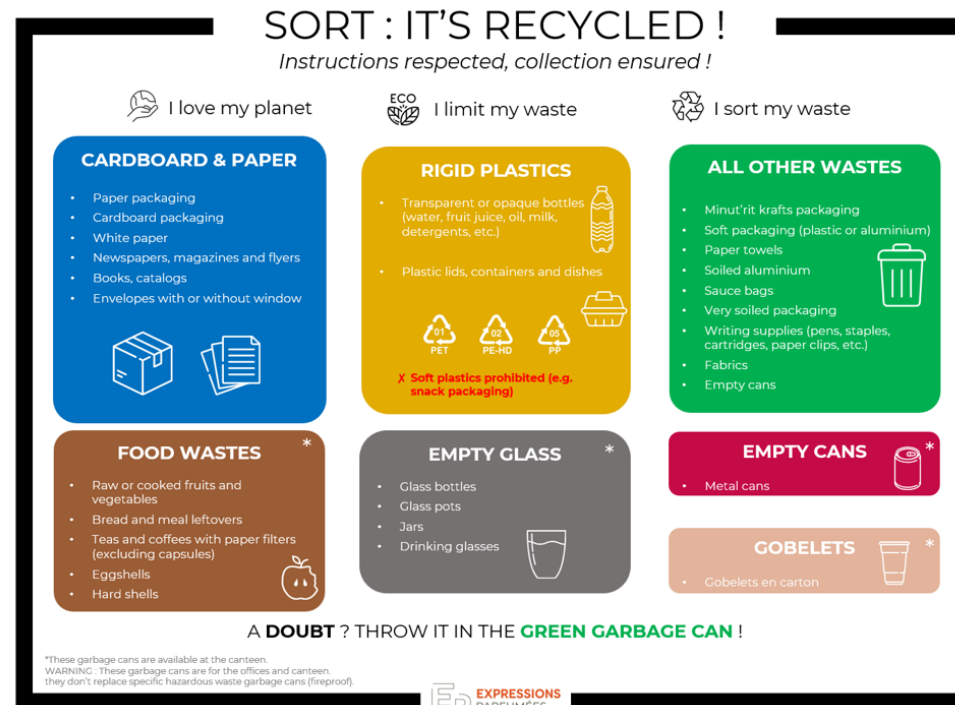
1. REINFORCED WASTE SORTING

Action to improve recycling is one way the company can make progress on waste treatment. The effectiveness of recycling depends on the quality of waste sorting practices. Following the criteria of ISO 14001 certification, industrial waste is sorted onsite so that all waste arisings can be traced from source to final disposal and recycled, recovered or processed by service providers.

Audits of the company's waste treatment service providers allow communication on waste treatment circuits and exchanges of information with the vendors to improve waste sorting, in particular the handling of hazardous waste.

With help from these vendors, Expressions Parfumées is working to develop sorting of PET, PP and HDPE plastics.

A sorting system is in place in the company's office spaces to recycle paper and packaging waste, working with local partners to handle waste in short treatment chains. During Sustainable Development Week, an awareness campaign is conducted to familiarize employees with waste issues and the steps to be taken, for instance to limit waste production at the source. Waste sorting instructions are revised annually to achieve better results.





Containers to separate paper cups, tin cans and glass have been placed in meeting rooms and shared spaces. A waste separation station for light bulbs, neon tubes, electrical and electronic waste items and batteries is also in place. Expressions Parfumées is continually looking for new partnerships and new recycling chains for treatment of wastes that are specific to our activity. Certain categories of waste items are recycled in response to employee requests, for instance, plastic bottle caps collected to benefit a nonprofit organization called Les P'tits Doudous that purchases stuffed animals to comfort children hospitalized at the Grasse hospital.

In collaboration with Prodarom, Expressions Parfumées set up a partnership with the Green Touch' company. The company began collecting tester strips in 2023, as part of its management of contaminated waste. This action recycles materials for use in making Clairefontaine notebooks.

As part of this ongoing effort the company plans to add two new waste sorting points, to collect and recycle plastic droppers and pipettes, and certain kinds of roller cores used in production.

2. PLASTIC WASTE REDUCTION ACTION

In line with the goal set by Givaudan Group, « **By 2030, we will reach 100% plastic circularity** », in 2019 Expressions Parfumées launched a detailed inventory of all plastics used in each department and activity of the company. This detailed review is updated yearly. With this knowledge of plastic uses, the company can identify areas for progress.

Among the first alternative measures, Expressions Parfumées has shifted to padded mailing envelopes made of environmentally friendly paper, and to brown-paper (Kraft paper) adhesive tape. Teams have tested several options to replace plastic gloves, but the company has unfortunately not been able to find suitable items that meet its health and safety requirements.

The company is working with employees to re-introduce weighing practices with tester strips, to limit consumption of plastic droppers. This action was broadened in 2024, in partnership with the Prodarom syndicate and the AFSO training center.

Where packaging is concerned, there are few other alternatives on the market, and they are not suited to the perfume making sector. Containers must meet quality, safety and security criteria pertaining to the finished product and shipping conditions (air freight in particular). connected to the water mains in office spaces, reducing the use of plastic kegs, and the company has distributed eco-friendly flasks to employees to replace plastic water bottles. Employees receive stainless steel cutlery in replacement of wood-based items. The company conducts zero-waste campaigns several times a year to raise awareness and reduce use of plastic items.



3. ONSITE COMPOSTER

With an onsite restaurant service, Expressions Parfumées generates a significant amount of potentially recoverable food waste. This resource justified the installation of a composter on the company's premises.

Working with the nonprofit group Les Jardins du Loup, the company maintains an onsite composter built with wood from local sustainably managed forests. Composting recycles food waste in a circular process, to produce fertilizer for use in the company's gardens (see the section on Biodiversity).

3. IMPACT METRICS AND TARGETS FOR RESOURCE USE AND THE CIRCULAR ECONOMY

[E5-3]

1. INCOMING AND OUTGOING RESOURCE FLOWS

[E5-4] et [E5-E]

RESOURCE FLOWS		
	2023	2024
Incoming resource flows (tons)	4 569	5881
Outgoing resource flows (tons)	4561	5655

2. WASTE

Waste sorting and recycling practices are now stabilized at Expressions Parfumées, covering 96.07% of waste, of which 1.9% is treated for the reuse circuit. For several years now, the company’s IBCs have been reused by waste service providers. The company reuses shipping pallets.

WASTE – GRASSE SITE			
	2023	2024	Targets
Total waste (tons)	3202	3668	-
Hazardous waste (tons)	88	163	-
Non-hazardous waste (tons)	3114	3505	-
Waste other than effluent (tons)	334	465	-
Ratio kg noneffluent waste/kg of product manufactured	0,07	0,08	-
Industrial effluent discharge (tons)	2868	3202	-
% Industrial effluent treated at outside wastewater treatment plant	100%	100%	100%
Ratio industrial effluent/kg of product manufactured	0,629	0,566	-2% for ratio industrial effluent / quantity of product manufactured (/N-1)
% variation compared to N-1	-0,47%	-10,02%	
Materials recovery (recycling rate)	96,2%	96,07%	95%



SOCIAL




Employment & Inclusion

FRANCE

96/100 gender equality index

60% women on the ExCo

6,6% of workers with disabilities
 6% of workers with disabilities

3 years of partnership with CIDFF 06 providing real mutual service benefits



310 employees worldwide as of 12/31/2024



Training & Skills Development



97% of employees receive annual performance reviews



4,01/5 Index Happy Trainees

77% of employees trained at least once during the year

Social Dialogue & Working Conditions



100% of employees paid above the living wage



Supplementary health insurance and retirement plans for all employees

Corporate concierge service



Health & Safety

FRANCE

3,93% Absenteeism rate 2024

- 25% Work related accidents in 2024



-50% Work related accidents by 2050



SOCIAL

According to the general definition of sustainability matters adopted by Expressions Parfumées and the company's double materiality assessment matrix, the social material matters are the following:

ESRS	EP Reporting Areas	Definitions	Materiality
S1 – Own workforce	Working conditions	Working conditions cover aspects such as work hours, remuneration, social dialogue, the right to collective bargaining, workers covered by collective agreements, and work-life balance.	Material
	Social dialogue	Designates the process by which the representatives of workers, employers and government bodies meet to discuss and negotiate on labor and employment issues.	Material
	Health and safety	Refers to physical, chemical and psycho-social occupational risks.	Material
	Jobs and inclusiveness	Includes, among others, gender equality, equal pay for equal work, employment and integration of persons with disabilities, measures to combat violence and harassment, and to promote diversity.	Material
	Employee training and development	Includes company initiatives to maintain and/or develop the knowledge and competencies of its employees.	Material
S2 – Workers in the value chain	Working conditions	See S1 definition	Material
	Health and safety	See S1 definition	Material
	Jobs and inclusiveness	See S1 definition	Material
	Other human rights	Issues including child labor, forced labor, the right to decent housing, and protection of privacy.	Material
S3 – Local communities	Impacts on local communities	The economic, social, cultural, civic and political rights of communities are fundamental rights that guarantee individual liberties in society.	Material
	Rights of indigenous peoples	Covers rights of self-determination.	Material
S4 – End users and consumers	Responsible commercial practices	Refers to promotion and sale of products and services using methods that are ethical and transparent, and which safeguard consumers' rights, the environment and society as a whole.	Material
	Product quality and safety	Refers to conditions of health and safety for users of the company's services and premises, and to the security of company premises and infrastructure.	Material

1. OWN WORKFORCE

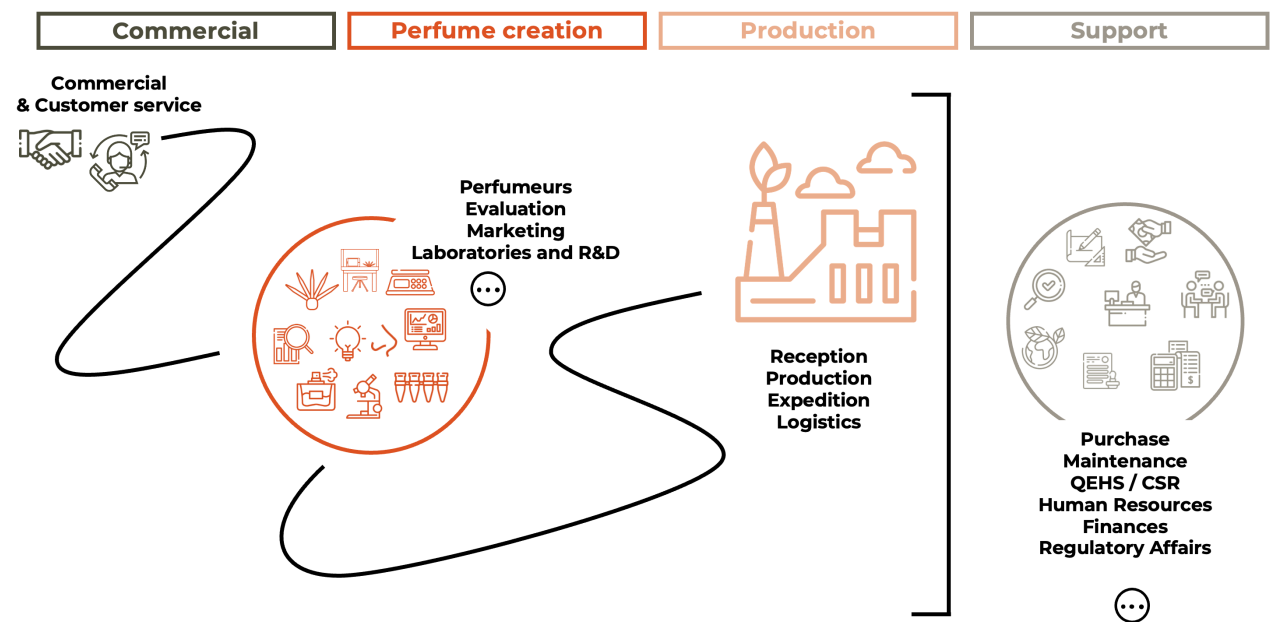
[ESRS S1]

1. OWN WORKFORCE STRATEGY AND MANAGEMENT OF ASSOCIATED IMPACTS, RISKS AND OPPORTUNITIES

1. TAKING STAKEHOLDERS' INTERESTS AND VIEWS INTO ACCOUNT

[SBM-2]

The activity of the Expressions Parfumées company are organized around four principle poles : creation, sales, production and support functions.



SOCIAL

These poles possess internal organizational structures that correspond to the needs of their activity, exposure to specific risks, diverse competencies and specific aspects of each pole. This diversity drives the global dynamic of the company.

As a direct consequence of its Quality-Health-Safety-Environment (QHSE) and Corporate Social Responsibility (CSR) policies, Expressions Parfumées deploys a human resources policy that addresses the material issues, risks and opportunities identified at the company through regular dialogue with employees and their representatives.

Expressions Parfumées has for several years deployed a CSR approach based on dialogue with its stakeholders to identify expectations on both sides, and anticipate action to address the parties' agendas.

The company's human resources policy takes into account the specific features of job functions in the company's various processes and the measures to be envisioned to address these specific issues.

This policy is communicated to all the employees and staff who work at the company.

Expressions Parfumées has built its development on the know-how of its teams. We are profoundly convinced that commitment, dialogue and excellence in performance are the levers of significant achievement. This focus has enabled us to develop and grow, while preserving our creativity, agility and capacity for innovation.

Our force resides in the commitment of our employees and the quality of the work furnished by our teams.

Our human resources policy is aligned with our overall commitment to sustainable development, and actively contributes to the company's CSR roadmap.

Human resources at the heart of our business activity

The Human Resources department is a proactive partner in the development and performance of Expressions Parfumées. The company pursues both day-to-day operations and structuring projects which necessitate:

- implementation of pragmatic processes and tools that are adapted to all tasks and comprehensible for all employees;
- identification of ways to improve organizational and operational performance;
- support for changes and transition that meet the company's requirements and are respectful of employees and their needs ;

A strong commitment to communication and social dialogue.

Our aim is to foster a social environment favorable to collaboration, creativity and the personal satisfaction of employees. Our action is based on:

- Contact and exchange between all staff;
- Close attention to social cohesiveness and equity;
- Promotion of a respectful, purposeful and balanced social dialogue with the company's social partners;
- Implication in collective bargaining that is a vector for the improvement of working conditions and remuneration, along with the company's development;
- Relations of confidence based on clear communication and fulfillment of commitments;

Attention to well-being at work and respect for individuals

The diversity of our workforce enriches the company. The Human Resources department promotes inclusiveness in the workplace that is respectful of individuals and their health and well-being. This engagement involves:

- Efforts to raise the awareness of employees and implementation of prevention measures and tools to support equality and respect for all employees;
- Objectives to improve access to employment for people with disabilities, and to ensure continued employment for all employees;
- Implementation of organizational measures and events that foster cohesiveness and well-being at work;
- Constructive and proactive collaboration with the relevant company departments to pursue risk prevention, continual improvement of working conditions and support measures for employees;

Development of skills and employability for our employees

Our corporate performance is based on the knowledge and know-how of our teams. In parallel, the company is a vector for learning and career development for each employee. This dynamic process is supported by the following measures:

- Definition and deployment of training related to the strategic goals of the company;
- Promotion of collective learning based on the sharing of experience and knowledge;
- Evolution of job functions to ensure continued employability;
- Attention to employees' concerns and consideration of their desires to change job positions, in relation to the company's activity;
- Shared management methods and communication tools;

Values transmitted by our recruitment procedures

Our recruitment procedures reflect the engagements of our human resources policy.

- Interviews that allow candidates to express themselves, and which include clear communication of the company's expectations and conditions of employment;
- A recruitment process that is open to candidates of all backgrounds, training and professional experience, across a broad range of diverse horizons;
- Offers of work-school employment contracts and internships that contribute to the training of young talent;
- Support for new employees or employees in new positions, and their integration in our teams.

The human resources policy frames the action taken by the company at its headquarters and at its subsidiaries and other office locations.

2. EXPRESSIONS PARFUMÉES EMPLOYEE PROFILES

[S1-6]
Direct employment at Expressions Parfumées relies on two main types of employment contract :

Permanent employment contract - This form of contract is the standard contract that governs the relation between an employer and an employee. It is by definition an open-ended contract, and does not stipulate an end date.
The great majority of Expressions Parfumées employees are employed under full-time permanent employment contracts. The company has very few part-time contracts, which are limited to specific individual circumstances. Jobs at the company are essentially full -time jobs.

Fixed-term employment contract - These are short-term contracts under which employees are hired for a limited period of time. This type of contract may be used only for execution of a given temporary task. The company also has several employees on work–study contracts (apprentices or professional advancement contracts).

	WORKFORCE							
	Permanent contract		Fixed-term contract		Work–study		Total	
	Femme	Homme	Femme	Homme	Femme	Homme	Femme	Homme
Grasse	120	134	0	4	14	7	134	145
Dubaï	15	9	0	0	0	0	15	9
Thailand	5	4	0	0	0	0	5	4
Spain	3	1	0	0	0	0	3	1
Italy	3	1	0	0	0	0	3	1
Ukraine	0	1	0	0	0	0	0	1
Poland	1	1	0	0	0	0	1	1
Vietnam	2	0	0	0	0	0	2	0
Kenya	3	0	0	0	0	0	3	0
Sweden	0	1	0	0	0	0	0	1
Total	152	152	0	4	14	7	166	163

By type of contract as of 31/12 of reference year

	Full-time		Part-time		Total	
	Women	Men	Women	Men	Women	Men
Grasse	133	144	1	1	134	145
Other sites	32	18	0	0	32	18
Total	165	162	1	1	166	163

By work hours as of 31/12 of reference year

3. EXPRESSIONS PARFUMÉES OUTSIDE WORKERS (NON-EMPLOYEE) PROFILES

[S1-7]

Expressions uses two types of contracts to bring in workers to temporarily reinforce its teams or replace absent employees :

Temporary work contracts (interim) - A temporary work contract, also known as an interim employment contract, is a three-party contract between a user company, a temporary work agency, and a worker. Under this type of contract the temporary work agency is the employer. This type of contract is designed to meet the needs of the user company to execute a given «mission,» a defined task in a limited time period. The interim staff at Expressions Parfumées work mainly in production and laboratory work. The number varies with the fluctuation of work volume. Expressions Parfumées takes care to integrate and support interim workers to see that they are treated equitably and given working conditions that allow them to feel comfortable with the employee teams. This is a strong human issue.

Service provider contract – A service provider contract is also a three-party contract, designed to meet a company's need for specific technical services or projects. At Expressions Parfumées, service providers work with IT development teams, for the most part.

	Interim workers		Service providers		Total	
	Women	Men	Women	Men	Women	Men
Grasse	8	23	1	5	9	28
Other sites	0	0	0	0	0	0
Total	8	23	1	5	9	28

By type of contract as of 31/12 of reference year

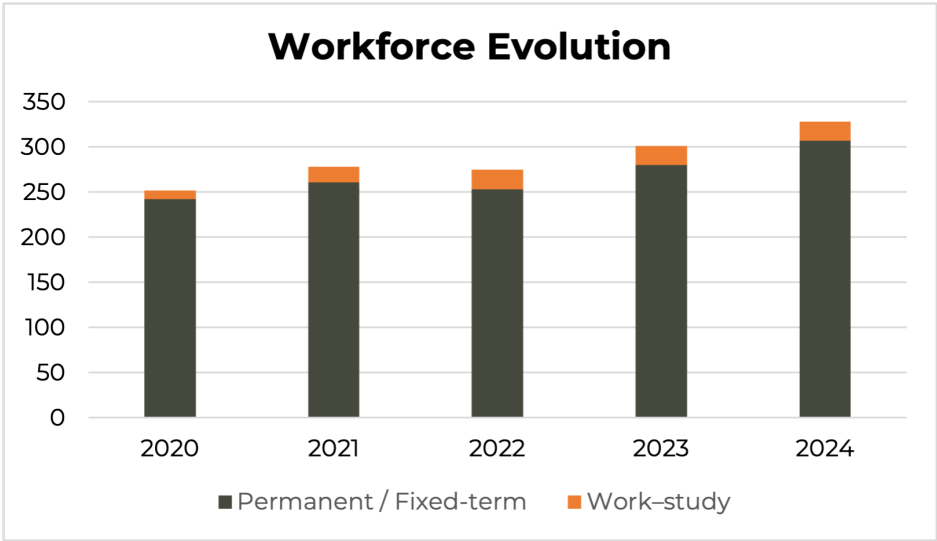


4. CHANGE IN WORKFORCE

The Expressions Parfumées workforce has been growing at a regular pace for several years. This growth is linked to the expansion of the company's activity. Workforce growth is controlled in the framework of prudent management and economic equilibrium. New jobs needs are identified, studied and new positions validated, as the case may be, in a process of regular dialogue with employee teams. Hiring for all sites and locations is carried out under existing HR procedures in the company.

	WORKFORCE CHANGE WORLDWIDE - FTE				
	2020	2021	2022	2023	2024
Workforce					
Permanent / Fixed-term	242,04	260,74	252,8	279,8	306,6
Work-study	10	17	22	21	21
Total	252,04	277,74	274,8	300,8	327,6
Evolution	4,26%	10,20%	-1,06%	9,46%	8,91%

Workforce as of 31/12 for reference year, all sites



	WORKFORCE VARIATION (FRANCE)
	2024
Turnover rate (France)	15%

Data for France-2024

2. WORKING CONDITIONS AND SOCIAL DIALOGUE

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Working conditions	Risk	Lower revenue (sales) due to strike action or a drop in productivity related to loss of commitment or motivation on the part of employees.	Direct operations
	Opportunity	Increased revenue (sales) due to improved employee productivity (high employee commitment, motivation and efficiency, low employee turnover).	Direct operations
	Opportunity	Enhanced image as a trustworthy brand Good/strong performance in sustainable development can attract new talent and new clients, improve the company's reputation and consolidate employee loyalty.	Direct operations
	Negative impact	Negative effects on employee physical and psychological well-being, in relation to long working hours, poor work-life balance, insufficient pay, etc.	Direct operations
	Positive impact	Introduction of more flexible modes of work, greater comfort and satisfaction at work with changes in management tools (work-life balance, living wage, etc.)	Direct operations
Social dialogue	Negative impact	Negative effect on employees' or employee representatives' well-being, due to absence or noncompliance with labor rights and freedoms.	Direct operations
	Positive impact	Positive effect on employees' or employee representatives' well-being, due to respect and compliance with labor rights and freedoms.	Direct operations
	Risk	Reduced revenue (sales) in the event of poor conditions for social dialogue, with an impact on the social climate (less commitment and motivation on the part of employees).	Direct operations

1. COMPANY PERSONNEL POLICIES

[S1-1]

Personnel policies at Expressions Parfumées are based on the company's Integrated Management System and on the human resources policy that follows.

Ongoing improvement of work relations and consolidation of social dialogue in the framework of the company's development are the core strategies of Expressions Parfumées. The company's growth depends on the women and men in its workforce. Long-term development is necessarily contingent on constant dialogue to address employees' aspirations and take economic imperatives into account.

Expressions Parfumées deploys a pragmatic approach to human resources, rooted in the concrete activity of the company. While any structure must have solid procedures for good operations, these procedures must be adapted to the organization and flexible enough to ensure development. This pragmatic approach is nourished by close attention paid to employees' concerns, on a daily basis.

This approach goes hand in hand with anticipation of social and societal trends. Changes in job functions and in employees' expectations are elements that structure the company's development. Societal evolution informs all thinking and measures taken at Expressions Parfumées.

2. DIALOGUE WITH EMPLOYEES AND THEIR REPRESENTATIVES

[S1-2]

1. EMPLOYEE REPRESENTATIVE BODIES ARE PARTNERS IN THE COMPANY'S DEVELOPMENT

At its headquarters Expressions Parfumées has a Social and Economic Committee (CSE) and a Commission on Health, Safety and Working Conditions (CSSCT). The members of these employee representation bodies are elected for terms of four years; the committees meet regularly and as often as necessary to ensure effective social dialogue.

The company organizes at least eight meetings a year, four of which are devoted to health and safety issues and working conditions. Sessions for discussion and exchange are frequently set up, in addition to programmed meetings, to maintain a social climate based on confidence.

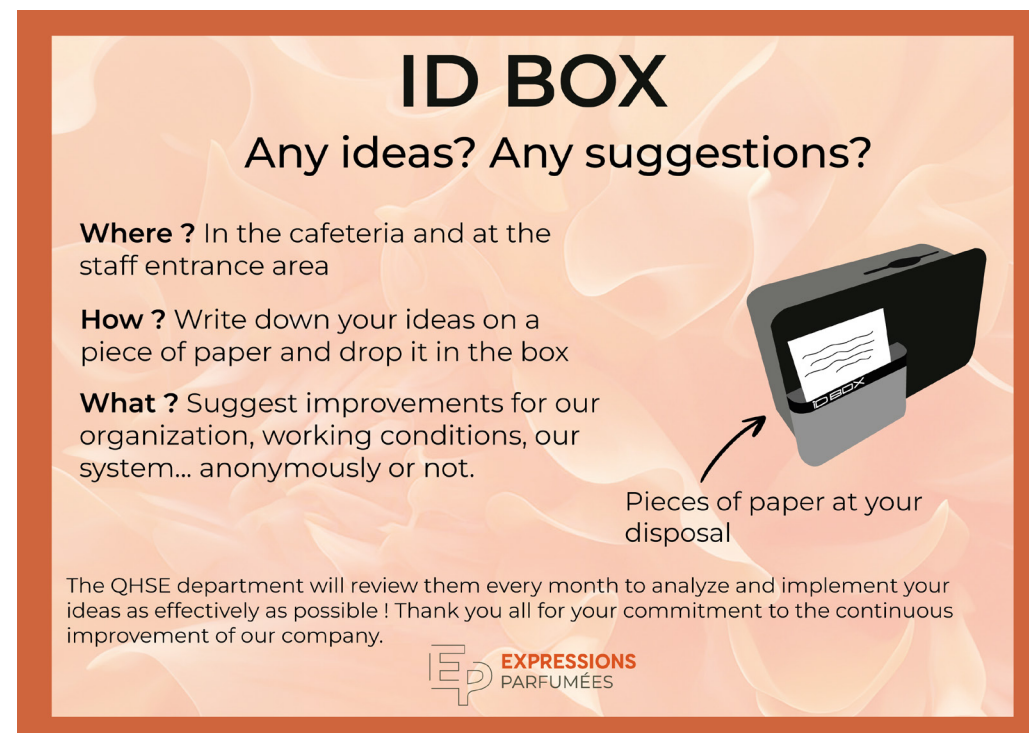
Expressions Parfumées is proud of the social progress achieved in recent years through balanced collective agreements and regular consultation with employees and social partners.

Agreements in effect :

DOMAIN	AGREEMENT
JOBS AND TRAINING	Work-study
	Gender equality
	Disabilities
EMPLOYEE SAVINGS SCHEME	Profit-sharing
	Participation
	Company Savings Plan
METHOD	Method
REMUNERATION	Sustainable mobility allowance
	Pay for therapeutic part-time work schedules
	Medal bonus
	Value sharing
	Food vouchers
	Working time
	Additional leave
	Right to disconnect
	Changing time (workwear)
	Quota of overtime hours
WORK TIME	Flexible schedules
	Flexible scheduling for interns and work-study employees
	Distance working

2. SOCIAL DIALOGUE TOOLS ACCESSIBLE TO ALL

Expressions Parfumées has a suggestions drop box for employees, to encourage dialogue and collaboration. This ID (idea) BOX provides an additional channel for communication within the company. Three such suggestion boxes are freely accessible for all employees, who can express their ideas, wishes and advice on social and environmental issues and corporate governance. In four years of activity, 265 questions have been communicated via this tool. This communication helps continually improve the companies' practices, by taking employees' concerns into account. Responses to the suggestions deposited are communicated once a month, encouraging discussion at the worksite.



Each year Expressions Parfumées holds several training and awareness sessions, which provide an opportunity for employees to ask questions, express their expectations and give their feedback on measures and action taken by the company. Other forums for exchange and channels for information are the company's annual QHSE-CSR training sessions, job-specific workshops, workshops held during Sustainable Development Week and dedicated health and safety days.

3. PROGRESSIVE INTEGRATION OF EMPLOYEES IN SUBSIDIARIES AND REPRESENTATION OFFICES IN HR PROCESSES

Expressions Parfumées has several overseas sites, where the workforce ranges from one person to over 25 people. The company is working to progressively integrate all its employees in its human resources processes. In 2024, the company set up a common database for all its sites, to manage work time and the workforce, including competencies, skills and annual employee interviews. In collaboration with local teams, this deployment has created greater proximity and exchange throughout the company, via shared tools. This integration process continues, with steps appropriate to the workforce and job functions at each site. Details on the workforce and activities of each site are given in the General Information chapter.

3. ACTION TO REPAIR NEGATIVE IMPACTS AND CHANNELS ENABLING EMPLOYEES TO COMMUNICATE THEIR CONCERNS[S1-3]

The meetings of the CSE and CSSCT committees cast light on employees' working conditions, health and safety. Issues identified in field surveys are relayed to the company's management by employee representatives.

All items on the agenda of the CSE and CSSCT meetings are subject to in-depth analysis and receive a thorough response, followed by implementation of action plans, as the case may be. Progress on action is reported at the next committee meeting.

The occupational health service doctor and in-house health and safety staff attend these meetings to bring their support for the requisite measures. The CSE committee meetings systematically monitor changes in job functions and assignments, as well as building construction and other work that have an impact on working conditions.

In addition to formal meetings with employee representatives, the company seeks to promote direct dialogue between managers and their teams, and to ensure ready access to executive management to relay problems. For Expressions Parfumées, attention to working conditions and informal on-the-job social dialogue are key components of well-being at work.

With relations based on mutual trust and attention, the company addresses employee concerns and takes the action necessary to correct problems of whatever nature. The measures taken are explained to employees and followed up with other steps, if needed. This support is also described in the section on employee health and safety.

4. ACTION ON MATERIAL IMPACTS, RISKS AND OPPORTUNITY MANAGEMENT

[S1-4]

Expressions Parfumées is experiencing significant growth, and the company has deployed the means required to improve working conditions as the company grows.

1. CONVIVIAL SPACES AT WORK

Concierge services and food service

Expressions Parfumées has company concierge services; employees have access to package handling (shipping and delivery), shoe repair, clothing alterations and mending, laundry, local products and other amenities, and a meal service on site. Local partners have been selected with particular attention to social and environmental criteria.

The direct costs of the concierge service are covered entirely by Expressions Parfumées. Employees pay for the services they use at a cost price negotiated by the concierge. The company also pays to have fresh fruit provided to employees daily, and covers 50% of the cost of meal vouchers that can be used for concierge services.

The concierge is present in the dining room between noon and 2 p.m. every day, creating social ties and a convivial atmosphere at the site.

In collaboration with the elected employee representatives on the CSE committee, several events are organized for employees during the year. At Expressions Parfumées maintaining social ties is vital. The concierge and the CSE team provide entertainment for gatherings to celebrate the holidays associated with Three Kings' Day, Michaelmas, Halloween and Christmas.

In addition to enhancing quality of life in the workplace, the meal service cuts down on travel by employees during their lunch break, and reduces the company's greenhouse gas emissions.

Expressions Parfumées has contracted with a trusted partner for the concierge and meal services, and works on a daily basis with this provider to improve the menus on offer. Organic and vegetarian meals are now available, thanks to this close cooperation, and employees receive stainless steel cutlery instead of disposable items, considerably reducing waste in this category.



Sports and leisure facilities

To enhance quality of life in the workplace, Expressions Parfumées provides its employees with an outdoor sports and leisure space.

Cardio and muscle strength training courses are dispensed by a licensed coach on a regular basis, in keeping with employees' wishes. The sessions are open to all employees twice a week during the lunch break.

This leisure space is designed to contribute to employees' physical health and well-being, and to provide a way to release tension and promote team spirit during group sessions.



2. WORK-LIFE BALANCE

Adjustment of working hours and schedules

Under the terms of the company agreement on flexibility of working hours, employees (other than those in shift work) have the benefit of flexible start, lunch and quitting times. This flexibility has been granted while maintaining six days of legal work-week compensation time (RTT) per year and one afternoon off every other Friday, enabling employees to achieve a good work-life balance.

Distance working

Expressions Parfumées has set up a simple, flexible and adjustable distance working arrangement, in line with the wishes of employees and the economic criteria of the company. Implementation of distance working is a unique exercise for every company, according to its setting, history, challenges and appropriation of the issue.

Under the company agreement, the signatories recognize that distance working is a favorable factor for:

- Enhanced quality of life at work for employees of the company:
 - better work-life balance;
 - less time spent commuting to and from work, less fatigue;
 - opportunity to work from home, in conditions conducive to concentration, for set periods of time.
- Reinforced attractiveness of the company;
- Greater organizational performance within the company. The distance working scheme at Expressions Parfumées aims to show the trust and confidence placed in employees in a position to acquire greater autonomy in the management and organization of their work;
- Reinforced environmental protection action, by reducing travel to and from work by employees.

These measures correspond to the social responsibility espoused by Expressions Parfumées in its policies regarding quality, health and safety, environment and ethics.

This agreement has enabled the company to preserve a strong and solid work collective, boosting cohesiveness, reactivity and creativity among employees. It is the core of the company's business to be in contact with products, to smell them, create and manufacture them.

Expressions Parfumées believes in teamwork and emulation based on the confrontation of ideas. In this respect, the balance between onsite and distance working is a factor of stability for our organization.



5. SCOPE OF COLLECTIVE NEGOTIATIONS AND SOCIAL DIALOGUE

[S1-8]

The Expressions Parfumées site in France is covered by the Collective Bargaining Agreement of the Chemical Industry (Convention collective de la Chimie, IDCC 0044), and employees are represented by elected representatives. The provisions of the collective agreement for the chemical industry are supplemented by the company agreements mentioned above. The other Expressions Parfumées sites comply with applicable national regulations and agreements in their sector of activity, as the case may be. The company's sites in Europe are covered by sector-wide agreements. Given the number of employees at these other sites, additional specific agreements and elections to designate employee representatives are not required.

The breakdown of employees by site is given in the section on employee profiles.

AGREEMENTS	
	2024
Negotiated and signed agreements	6

COLLECTIVE BARGAINING	
Country	% of employees covered by specific company agreements in addition to collective agreements by sector of activity
France	100%
Other sites	0%

EMPLOYEE REPRESENTATION	
Country	% employees represented by workers representatives
France	100%
Other sites	0%

6. LIVING WAGES

[S1-10]

Expressions Parfumées is committed to Givaudan Group policy regarding living wage. The group works with the Fair Wage Network (<https://fair-wage.com/>)

The underlying principle of a living wage is that all workers and their families must be able to afford a basic but decent standard of living that is deemed acceptable by society, in light of its economic development. Workers and their families must be able to live above the poverty threshold and take part in the social and cultural life of their community. The basket of goods and services used to calculate the integration standard must reflect this objective and include all categories of basic necessities for workers and their families, in particular:

- housing (according to UN Habitat criteria);
- food (sufficient to ensure 2 200-3 000 kilo-calories a day for an adult);
- medical care for children;
- education;
- health care;
- transport and communication services;
- a portion reserved for leisure and/or savings to cover unforeseen expenses.

Expressions Parfumées reviews and updates its calculation at least once a year, considering the following items for comparison:

- Accounting data:
 - Baseline gross salary
 - 13th and 14th month bonuses, as the case may be
 - Contractual monthly allowances (transport, housing, others as the case may be)
- Data not included for comparison purposes
 - Variable bonuses
 - Employee participation and profit-sharing bonuses
 - Life and pension insurance plans
- Data that may be included for comparison, but which are not used by Expressions Parfumées to determine the living wage (a method more favorable to employees)
 - Medical allowances
 - Increased pay for exceptional schedules (job function bonuses)
 - Seniority bonuses

SOCIAL

Country	Location	Living Wage 2024	Currency	Below	Above
France	Grasse	18 624	EUR	0	257
United Arab Emirates	Dubai	60 972	AED	0	24
Thailand	Bangkok	148 155	THB	0	9
Vietnam	Ho Chi Minh City	78 215 321	VND	0	2
Spain	Barcelona	11 029	EUR	0	4
Italy	Milan	16 805	EUR	0	5
Poland	Warsaw	38 068	PLN	0	2
Ukraine	Lviv	95 564	UAH	0	1
Kenya	Nairobi	368 927	KES	0	3
Sweden	Stockholm	163 736	SEK	0	1

Global workforce as of 31/12 of reference year



This analysis covers all employees. It does not include apprentices and interns, whose remuneration is set on a specific scale as a function of their student status. Interim employees at the company receive the same remuneration as company employees in the same job function. Their conditions of employment are thus above the living wage level.

In France, Expressions Parfumées complies with the mandatory requirements of the national collective bargaining agreement in force in the chemical industry. This agreement stipulates minimum salary levels by employment category that are above the legal minimum wage (SMIC). All employees at Expressions Parfumées receive pay at a level above this scale and receive a 13th-month bonus the amount of which is calculated by integrating, in a more favorable manner, the amount of the seniority bonus, where applicable.

The company also gives its employees an extra pension plan that is above the legal minimum and paid for entirely by the employer. This pension by capital accumulation supplements the basic primary (Social Security) pension and national secondary pension plans.

As of January 1st, 2025, the company provides a single additional incapacity/invalidity/decease prudential plan for all employees, regardless of seniority. This plan, which had previously been available only to management-level employees and highly qualified workers, constitutes a substantial social benefit for employees.

REMUNERATION FRANCE		
	2024	Target
% employees above minimum pay scale (chemical industry collective bargaining agreement)	100%	100%

Workforce in France as of 31/12 of reference year

7. IMPACT METRICS AND TARGETS FOR WORKING CONDITIONS AND SOCIAL DIALOGUE

Human rights cases and serious complaints

[S1-17]

[S1-5]

Expressions Parfumées complies with the legislation in effect in all countries where the company has operations. Regulations in France are highly codified and protective of workers.
For now, Expressions Parfumées does not have objective performance metrics related to social dialogue and working conditions.
The company relies on abundant feedback from the field to nourish a regular dialogue with its employees and their representatives.
Analysis of annual employee interviews provide factual elements on the prevailing social climate and employees' opinions on working conditions.

DISCRIMINATION – Global workforce	
Total number of discrimination incidents	0
Number of complaints filed	0
Total amount of fines, penalties and indemnities for harm and damages caused by the above-mentioned complaints	0

3. EMPLOYEE HEALTH AND SAFETY

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

Work-life balance

[S1-15]

PARENTHOOD AND FAMILY LIFE (France)	
% of employees entitled to family leave	100%
% of concerned employees taking family-related leave (France)	2,87%
Men	3
Women	5
Return to work and continuation in same job after family leave, by gender	100%
Men	3
Women	5

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Health and safety	Risk	Significant media controversy related to conditions that jeopardize the health and/or safety of employees at Expressions Parfumées.	Direct operations
	Negative impact	Risk of poor health or occupational illness due to exposure to toxic substances, to poorly adapted workstations, or other poor conditions for all employees at Expressions Parfumées.	Direct operations

1. COMPANY PERSONNEL POLICIES

[S1-1]

Expressions Parfumées has drawn up a health and safety policy based on ISO 45001: 2018. This policy is naturally part of the company's Integrated Management System.

ISO 45001 is the international standard for implementation of occupational health and safety management systems. It is used by organizations to improve security for their employees, reduce risks in the workplace and ensure better and safer working conditions, in compliance with regulatory requirements.

This approach, based on risk analysis, supports the ongoing improvement process at Expressions Parfumées.

The company's occupational health and safety management system is certified under ISO 45001. This certification is proof of the commitment to risk prevention and better working conditions on the part of management and the entire workforce at Expressions Parfumées.



The Single Document for Evaluation of Workstation Risks is the central component of the company's occupational safety management system.

This document lists and ranks risks for each work unit, and is updated annually, in coordination with the members of the company's Occupational Health and Safety Committee and a panel of employees from each department.

On the basis of this document, an annual prevention program is established, covering the nine general principles of risk prevention:

1. Avoid risk
2. Assess risks that cannot be avoided
3. Tackle risk at the source
4. Adapt work tasks to humans
5. Take changing technology into account
6. Replace sources of danger with other less dangerous or fully safe alternatives
7. Plan preventive measures
8. Adopt collective and then individual protective measures
9. Give appropriate instructions to workers.

This prevention program is integrated into the company's Health and Safety Management System; it lists the measures that will be implemented in the course of the year to limit exposure to risk factors and specifies how these measures will be put into place, along with estimated costs. Risk prevention is integrated in the company's development strategy, including improvement of working conditions in its plan for technical investment and in all projects for improvement of workspaces.

The industrial activity of Expressions Parfumées also calls for a structural analysis of overall risk and preventive management of potential accident situations. ATEX (explosive atmosphere) zones are identified with specialized service providers in this domain. Following identification, appropriate measures and training can be put in place for the teams involved. Identification of potential accident situations is also a component of the environmental analysis presented in the Environment chapter of this statement. Once identified, the requisite equipment and training can be deployed, for fire prevention and resistance, in particular.

2. ACTION ON MATERIAL IMPACTS, RISKS AND OPPORTUNITY MANAGEMENT

[SI-4]

1. OUTFITTING AND ADAPTING WORKSPACES TO SUPPORT GROWTH

Expressions Parfumées is rethinking its workspaces to support the company's development, as part of its industrial efficiency action and also to improve working conditions. New equipment and fittings are installed in consultation with the teams involved and their representatives. Attention to employees' concerns and careful management of the change process are key to successful evolution.

2. REDUCE CONSTRAINTS IMPOSED BY LIFTING AND HANDLING, REPETITIVE GESTURES AND WORK POSTURE

In this work Expressions Parfumées focuses on more ergonomically designed installations as well as involving operators in equipment design and modification. The measures taken help prevent work-induced corporal damage and muscle and skeletal disorders. They enable employees to stay in work, and make the company more attractive to new candidates..

Production

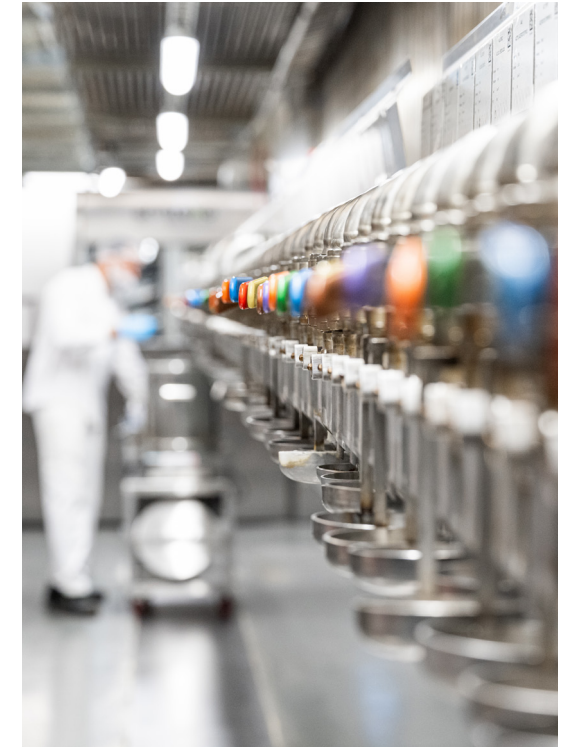
Employees are more comfortable in their work thanks to the recently redesigned building design and equipment that also contributes to the environmental action of the company.

- Glazed surfaces in the workshops provide daylighting, with better visibility and operational security. Natural light and the exterior view also increase comfort for occupants and make the space more agreeable.
- Building insulation and advanced air treatment equipment provide greater thermal comfort to employees, a significant improvement in working conditions
- Production and storage areas have been rethought to integrate principles of forward movement and to make movement around in the workshop more fluid. To keep pace with increased activity while maintaining zones for circulation and the organization of storage areas, Expressions Parfumées has integrated into its production process a supplementary warehouse to store packaging materials, located immediately next to the production site.
- Five automatic mixing vats have been designed to reduce awkward posture and positions.

SOCIAL

Since the extension of the Grasse site in 2020, the production work area has evolved continually to keep pace with the company's growth. In these five years, the main changes are as follows:

- Elevator tables with articulated arms for drums installed in the packaging–shipping zone and suitable handling equipment added.
- An ergonomic study conducted of all preparation workstations. This study was carried out with the occupational health department and triggered a full revision to re-engineer the manual weighing carts. These carts are used daily by preparation teams; they have been redesigned to reduce their weight by 40%, significantly reducing the physical effort required for their use. This study also led to deployment of new handling equipment to place raw materials containers at the proper height. All storage drums available to preparation teams have been changed for more ergonomic alternatives. These changes were studied and tested with teams in the design phase.
- Production operators now have drum rollers and loaders and purpose-built pincers to rotate drums on certain carts.
- Specific handling equipment has been installed for reception tasks, including an arm that significantly reduces physical constraints, and new filtration devices that are quicker, lighter and less noisy.



Two major pieces of equipment have been acquired for the workspace and support future development at Expressions Parfumées and improve working conditions.

- The first of these is a Kardex storage and picking system for raw materials used in production. With this system, raw materials are placed at the workers' level, reducing awkward postures.
- New automated weighing equipment will supplement the present robot unit. This equipment supports the development of activity at Expressions Parfumées, while also providing employees with an optimized workspace. The new automated phase will augment production capacity and improve circulation in the production zone.

Laboratories

Working with occupational health authorities and Cap Emploi, a group that supports employees with disabilities, Expressions Parfumées has modified its old weighing stations to make them much more ergonomic. These modifications were made after consultation throughout the design study with the employees who experienced difficulties. These changes make it possible to keep employees with health problems at work, and generally improve the workstations.

Office spaces

Increased activity at the Grasse site has led Expressions Parfumées to modify its office space to accommodate more employees, while ensuring they have comfortable and suitable workspaces. This work included noise reduction measures and the creation of individual workspaces within certain zones.

Expressions Parfumées has expanded its Grasse site with new offices for some of its support services. These new office spaces were inaugurated in 2024, following on the refitting of offices in the historic building in preceding years.



With these changes, Expressions Parfumées has equipped all its workstations with adapted devices, including double screens, adjustable supports and ergonomic pointing devices. This advanced equipment helps prevents risks related to working on screens and increases well-being on a day-to-day basis. All employees have suitable chairs.

Expressions Parfumées' business activity is growing rapidly in the Middle East. The company has decided to move to new offices there, and at the same time give the whole team more comfortable quarters. These new offices were inaugurated in June 2024, giving each employee more room, adding a better laboratory space, and creating collective spaces that are conducive to dialogue and team cohesion.

3. ASSESS AND LIMIT EXPOSURE TO NOISE

Expressions Parfumées has carried out an acoustics study to quantify operators' exposure to noise. This assessment is representative of actual working conditions for all workstations. Corrective measures have been taken, with input from workers. The findings confirmed that the vast majority of the company's workspaces were below regulatory thresholds for noise exposure. With an assessment of the noisiest areas, the company bolstered its campaigns to inform workers in these spaces and to verify the utility of individual protective devices or improve them, as the case may be.

Expressions Parfumées also conducted a campaign to encourage the workers who experience the most noise to use molded ear plugs.

The acoustics study does not need to be carried out each year. An acoustics analysis is conducted if and when a work zone is modified or noisy equipment is installed. Even if no significant change to the sound level intervenes, an acoustics study will be conducted every five years.

4. ANALYSIS OF EXPOSURE TO CHEMICALS AND COMPLIANCE WITH APPLICABLE THRESHOLDS

Expressions Parfumées conducts an annual assessment of chemical risks using the SEIRICH software developed by INRS working with the government offices of the general labor directorate, the occupational risk directorate (Cnam, Carsat and Cramif) and professional organizations.

The company implements campaigns to analyze employees' exposure to chemicals in the light of the above assessment.

The analyses are communicated and explained to employees and to the occupational health authorities, and the data are recorded in the chemical risk assessment software (SEIRICH).

The campaigns are conducted with assistance from APAVE, the reference organization in this domain. Two types of substances are reviewed:

1. Assessment of exposure to hazardous chemicals listed as category 1A and 1B CMR agents (carcinogenic, mutagenic, reproductive toxicity)

The two most recent assessments (2023 and 2024) have confirmed that employee exposure is below 10% of the exposure limit values. The annual measurement campaign is conducted in the framework of a general approach to replace dangerous substances as soon as possible, to reduce their use and in all instances scrupulously comply with all regulations.

2. Exposure to hazardous non-CMR agents

Measures taken for the most recent assessment showed low risk and the analysis has confirmed that employee exposure to these chemicals is below 10% of limit values.

Hazardous non-CMR chemicals have been reclassified as low risk in the chemical risk assessment using the SEIRICH software. No further measurement campaigns will be conducted to assess these products unless the annual review of chemical risks reveals a change (new process, increased quantities, etc.).

These data are used to update records on employee exposure to chemicals, as required under French regulations. Monitoring methods and exposure calculation data are also communicated to employee representatives, to interim work agencies and to occupational health authorities.

5. BEST HEALTH AND SAFETY PRACTICES AT ALL SITES

Increased activity and larger teams abroad mean the company must be sure to deploy the same level of attention to health and safety at all its sites. Several sites have fewer than five employees, with commercial or administrative activity that does not involve complex issues in terms of health and safety risks and management. The Dubai and Bangkok sites are those that call for the most attention, in light of their laboratory work. In 2024, Expressions Parfumées deployed the procedures used in France, adapting them to the specific features of these two locations. This work is ongoing and will be reinforced in coming years.

6. PREVENT RISK THROUGH AN INTERNAL OCCUPATIONAL HEALTH DEPARTMENT

Expressions Parfumées employs a full-time nurse. The nurse has her own office, to receive and treat employees, if necessary. She works with employees and outside health care services, as needed. The nurse is very active in risk prevention and improvement of working conditions.

Considering the size of the company's workforce and its business activity, Expressions Parfumées decided that this nurse position should focus on prevention measures. The nurse works closely with the EHS and Human Resources departments to improve working conditions, and to raise awareness of issues affecting workers in certain jobs, or related to health more generally. The nurse also contributes to measures for stable employment of people with disabilities, assessment of risks and refitting of workstations.

The occupational health department has contributed to structural adjustments in the past two years:

- Creation and implementation of training modules on chemical risk for production and laboratory units
- Job function studies
- Active contribution to the ergonomic improvements mentioned above (production and laboratory spaces)
- Awareness campaigns
- Management of the first responders/first aid teams at the site

Proximity, confidentiality, dialogue and teamwork are the prime levers for construction of a proactive approach to occupational health and the nurse has an active role in this endeavor.



7. RAISING AWARENESS OF MENTAL HEALTH

Since 2020, Givaudan Group employees are regularly briefed on mental health issues via campaigns that are relayed within Expressions Parfumées. In this framework Expressions Parfumées provides an Employee Assistance Program (EAP) that is available 24 hours a day and 7 days a week for employees and their families. This support to promote mental, physical, social and financial well-being is provided on a confidential basis in partnership with the Telus Health organization. Telus offers online help in over 200 languages and contact with local consultants who provide advice by telephone. Mental health issues and prevention of psychological and social risks have also been integrated into training modules for managers. These are important tools to improve workplace relations and well-being at work.

3. IMPACT METRICS AND TARGETS FOR HEALTH AND SAFETY AT WORK

[S1-5] - [S1-11]

WORKER PARTICIPATION			
	Reference year	2024	Target
Number of employees elected and trained to join mixed Occupational Health and Safety Committees (CSSCT)	-	17	-
SICK DAYS / LEAVE			
	Reference year	2024	Objective
Frequency of occupational accidents (first occurrence. Excluding commuting accidents)	-	10,20	< 12
Gravity of occupational accidents (first occurrence. Excluding commuting accidents)	-	0,23	< 0,2
Number of accidents followed by sick leave (excluding commuting). Givaudan Purpose Objective	8 (2018)	6	-50% (2025) compared to 2018
% variation compared to 2018	-	-25%	-50%
Number of fatalities	-	0	-
Number of workdays lost due to work-related accident or fatality	-	110	-
Number of occupational diseases declared	0	0	0
Global absenteeism rate	-	3,93%	< 6%
SOCIAL PROTECTION			
Number of employees covered by the company's secondary health insurance plan as of 31/12 for each year (France)	-	253	-
% of employees covered by the company's secondary health insurance plan as of 31/12 for each year (subsidiaries)	-	94%	100%

4. JOBS AND INCLUSIVENESS

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Jobs and inclusive-ness	Negative impact	Negative repercussions linked to harassment or discrimination incidents, affecting employee career or job (disciplinary measures, forcible transfer, loss of promotion, hesitation to apply for a new job, etc.).	Direct operations
	Positive impact	Increased well-being, engagement and performance on the part of teams, as a result of good diversity, equity and inclusiveness policies.	Direct operations

1. COMPANY PERSONNEL POLICIES

[S1-1]

In France, prevention of discrimination and action to fight all forms of harassment are required by law. These requirements are reiterated in the Expressions Parfumées Company Rules.

The company has pursued in-depth action to help employees speak out and to respect differences and support all employees throughout their careers.

The policy is fully aligned with the company’s CSR roadmap, and communicated to employee representatives. Beyond the legal obligations that the company works to fulfill, Expressions Parfumées has instituted voluntary measures to raise employee awareness, foster dialogue and take into account all difficult situations and circumstances. This action is rooted in the normal flow of daily activity, to make it more effective.

Employees at overseas locations get the same attention.

2. ACTION ON MATERIAL IMPACTS, RISK MANAGEMENT AND OPPORTUNITIES

[S1-4]

1. THE FIGHT AGAINST ALL FORMS OF HARASSMENT, AND HANDLING OF DIFFICULT RELATIONS

French law requires that a harassment reference person be designated among employee representatives. Expressions Parfumées follows this legal framework to ensure active attention to difficult relational situations. Employees may contact the harassment reference person or the Human Resources department to signal any situation that results in stress or anxiety at work. When warranted by the reported behavior, an internal inquiry is opened, with respect for individuals and conditions of confidentiality. The inquiry is conducted jointly by the Human Resources department and the harassment delegate, to establish the facts and take appropriate action.

This approach has been used to calm the relations between protagonists in several conflictual situations at the company, and to follow up with employees and establish accompanying measures, such as targeted training or coaching.

This procedure is used in addition to the professional alert procedure described in the Governance chapter, giving employees several channels to call attention to their problems.

The alert procedure is open to all Expressions Parfumées employees, at all sites.

2. GENDER EQUALITY

Equal treatment of women and men is a cornerstone of sustainable development action at Expressions Parfumées.

The company possesses a collective agreement that is renegotiated with social partners every four years. As prescribed by this agreement, an annual report is submitted to employee representatives.

Each year Expressions Parfumées publishes the company's global gender ratio, calculated according to the methods established by the Labor Ministry in France. This index, created in 2018, is a score out of 100 points calculated yearly on the basis of four or five metrics, depending on the size of the company.

As part of its action for gender equality and greater well-being at work for all, women and men, Expressions Parfumées has worked with the Centre d'Informations pour les Droits des Femmes et de la Famille (CIDFF) in Nice since early 2022.

This partnership is founded on the EGALIPRO initiative that offers support and advice to companies on gender equality and on employment of women who have little access to the job market. Expressions Parfumées is a pioneer in this approach and has chosen to evaluate and improve its practices in this domain.

In this approach, the company works with all employees to raise awareness of sexist behavior in the workplace.

This focus will help shape behaviors and practices and open up dialogue within the company.

In addition to its action within the company, CIDFF is a valuable community resource to which Expressions Parfumées can refer people who encounter difficulties in their personal lives. The company is sometimes at a loss to help employees in distress, and it is its role to turn to reliable and solid partners.

Collaboration with this nationally recognized group reflects the depth of the company's commitment to gender equality. It is also a clear signal of the company's position in favor of gender equality, both within the company and in its dealings with partners and stakeholders.

The in-house equality unit has received training on the regulations governing harassment in the course of a day-long session with the delegate for harassment

issues who sits on the company's Social and Economic Committee. This session outlined practical measures for reaction to an alert regarding harassment within the company. An internal procedure, based on recommendations from the French Labor Ministry, is in place and directly accessible for all employees. The procedure follows the principal recommendations of the government Advocate for personal rights.

3. ENCOURAGING AWARENESS OF STEREOTYPES

Working with its partners at CIDFF, Expressions Parfumées has begun work to raise awareness of stereotypes and stereotyping. Between 2024 and 2026, sessions will be held with all employees to encourage them to think about their biases in making decisions, to reveal decisions that might be inappropriately based on differences between employees and to combat all forms of discrimination. As is the case for gender equality awareness action, specific sessions are developed for managers at the company.

4. INCLUSIVENESS AT SUBSIDIARIES

Inclusiveness policy will also integrate local managers at subsidiaries, in keeping with the multiyear objectives of Givaudan Group.

The offices opened in Vietnam, Ukraine and Kenya subscribe to this policy. The office to be opened in Malaysia in 2025 will also be included.

5. INCLUSION OF PEOPLE WITH DISABILITIES

[S1-12]

Expressions Parfumées has in place an agreement on employment of workers with disabilities that lists the following measures:

- Support to obtain or renew recognition of the status of employee with a disability;
- Stable employment for persons with disabilities;
- Adaptation of jobs;
- Targeted hiring and recourse to partnerships dedicated to this end.

The company agreement reassures employees and opens the way to dialogue with them. In-house awareness sessions are held to increase understanding of the notion of disability and to dispel certain taboos.

The company agreement on workers with disabilities also involves all company departments in this process.

Expressions Parfumées has signed several contracts for services and supplies with companies that employ people with disabilities.



3. IMPACT METRICS AND TARGETS FOR EMPLOYMENT AND INCLUSION

[S1-5]

DIVERSITY AND INCLUSION		
	2024	Target
% women in the company (France and subsidiaries)	51%	-
% women on Executive Committee	60%	≥ 50%
% women among senior leaders (Givaudan Purpose Objective)	46%	50% (2030)
Rate of employment of workers with disabilities (France)	6,59%	6%

Remuneration (remuneration gap and total remuneration)

[S1-16]

EQUALITY INDEX					
	Calculable metric (1=yes, 0=no)	Value of the metric	Points obtained	Maximum points in the metric	Maximum points in calculable metrics
1- Remuneration gap	1	3,5	36	40	40
2- Individual remuneration gaps (in % points or equivalent number of employees)	1	0,7	35	35	35
3- % of employees who received a raise during or after maternity leave	1	100	15	15	15
4- Number of employees in the under- represented sex among the ten best-paid employees	1	4	10	10	10
Total of calculable metrics			96	100	100
INDEX (out of 100 points)			96		100

2024 Data for France according to Labor Ministry metrics

5. EMPLOYEE TRAINING AND DEVELOPMENT

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Employee training and development of competencies	Risk	Higher costs (OpEx) due to loss of key competencies in the company, greater turnover (lower sales)	Direct operations
	Opportunity	Lower costs (OpEx) thanks to key competencies retained in the company, lower turnover (lower costs for recruitment, training and integration)	Direct operations
	Positive impact	Organization of training sessions that improve employee satisfaction, engagement, and employability, sense of personal accomplishment for employees	Direct operations

1. COMPANY PERSONNEL POLICIES AND TRAINING AND CONSOLIDATION OF COMPETENCIES

[S1-1] [S1-13]

Employees’ skills and competencies are a core component of the company’s capital. Perfume making involves specific tasks that require knowledge of techniques and acquisition of skills and competencies throughout professional life. In certain positions expertise is acquired progressively, over many years.

Expressions Parfumées has established an annual training program that includes mandatory sessions devoted to health and safety, or to technical qualifications, and a major segment designed to enhance and consolidate competencies. This program is presented to employee representatives.

- The training program addresses the following concerns:
- Needs of the company to support the development of its activity
 - Changes in employment (job trends)
 - Employees’ training wishes

Expressions Parfumées is progressively extending similar training programs at its main sites abroad. The company partners with organizations that have the capacity to create training modules according to needs at Expressions Parfumées. As for all the actions described in this chapter, Expressions Parfumées takes a pragmatic approach to the construction of its training programs. Training sessions are an essential lever to ensure that skills are fully integrated into the company's working methods. In addition to this process of co-construction, Expressions Parfumées organizes in-house training when the subject matter permits. These sessions allow employees to share their experience, develop mutual knowledge and together apply new knowledge or skills in their job.

Acquisition of skills and consolidation of competencies continue throughout professional life, underpinned by collective efforts and projects constructed with outside consultants, and with the support of superiors and more experienced employees in the company. Expressions Parfumées encourages working groups made up of employees with diverse backgrounds. This mode of collaboration fosters mutual progress, challenges practices, enhances creativity and broadens knowledge. Group collaboration is specifically discussed during individual employee interviews, to emphasize that it is a tool for acquiring competencies and is important for team cohesiveness.

Career advancement is the natural corollary to the development of employees' competencies. Internal promotion is a powerful marker of achievement at Expressions Parfumées. Management follows its teams closely, with attention to the commitment and quality of their collaboration and the work accomplished, to identify the performance and potential of each employee.

2. ACTION ON IMPACTS, RISK MANAGEMENT AND OPPORTUNITIES

[S1-4]

1. WELCOMING NEW EMPLOYEES

The onboarding process includes mandatory training sessions on the four components of the Integrated Business Management System, namely occupational health and safety, quality management, environmental management and corporate social responsibility. Specific training modules are also required as appropriate for the incoming employees' job functions.

An integration tour and site visit are planned for each incoming employee. The aim is that newly hired employees understand the company's business lines and identify the modes of interaction between departments. Employees who serve as reference persons are trained to lead the welcome tours. All company departments are invited to present their activity, mobilizing employees on a voluntary basis.

2. TRANSMISSION OF KNOW-HOW

Expressions Parfumées makes an effort to welcome and train work-study employees in its workforce. The company is convinced that it is of prime importance to integrate, train and provide support to students in this first stage of their professional life. Expressions Parfumées is proud to contribute to their learning, and appreciates their feedback. The company recognizes that it is important to train young talents, while preparing the future of the company.

Expressions Parfumées participates in the HappyIndex® Trainees survey. This survey identifies ways to improve the company's practices and measures the satisfaction of interns and work-study employees. As a result the company has revised the remuneration scale and established flexible work times for these employees.

In 2024 Expressions Parfumées obtained a score of 4.01/5 on the index.

Work-study trainees at Expressions Parfumées show particular appreciation for the discovery of the perfumes and fragrances sector, the content of their tasks, the projects assigned to them, the cross-cutting nature of their work, their working environment and the support they receive. HappyIndex® Trainees label attests to company-wide implication and specifically to the involvement of the mentors who welcome and integrate the trainees.

The company mentors are trained in the functions of tutors. These training sessions are designed primarily for mentors who do not have managerial experience.



3. RELATIONS WITH SCHOOLS AND THE EDUCATIONAL COMMUNITY

Expressions Parfumées continues its work in schools and universities to enrich the olfactory experience of pupils and students and their knowledge of the fragrance industry. Company staff take part in sessions with middle school and lycée students in Grasse.

In the framework of the regional APERLAC program, Expressions Parfumées and its partners have initiated an instructional project called «A la découverte des sens chimiques!» [Discover your chemical senses!]

The objective of this project is to familiarize audiences with two chemical senses, smell and taste.

In the first sessions, students from the Lycée Amiral in Grasse were introduced to olfactory mechanisms, to stimulate their interest in scientific careers and the trades of the fragrance and perfume industry. These discussion sessions were led by the ChE-moSim research team from the Université Côte d'Azur, specialists from the International Perfume Museum in Grasse and Expressions Parfumées staff members.

This program is open to all secondary schools in the southern part of the region that want to develop their students' curiosity and interest for disciplines such as sensory analysis, chemistry and perfumes.

Expressions Parfumées regularly organizes tours of its facility for partner schools, to enable students to see real conditions at a place of work and to compare them to their own learning conditions.



4. CAREER COUNSELING AND SUPPORT

Career counseling is central to our employees' concerns. This process also enables Expressions Parfumées to build up the capital of its employees' competencies, to support the company's development.

Expressions Parfumées pursues four main objectives under its competencies management policy:

- Clarity: It is fundamental to ground the company's approach in detailed knowledge of job functions, scope of responsibility and expectations for each position.
- Equity: The company aims for a global and company-wide policy that ensures a common approach and methodology for all employees.
- Recognition of experience: Expressions Parfumées wants to see its employees progress in their jobs, in the same position, by recognizing the skills acquired in the course of their work.
- Development of career paths: The company's strategy is to improve support for its employees, to build bridges between departments and divisions and to encourage internal mobility.

This approach to competencies is built on three pillars to develop the human capital of the company.

- Pillar 1: Definition of job functions
- Pillar 2: Classifications
- Pillar 3: Evaluation and career paths

Employee job functions are regularly reviewed, and evolve with changes in company's work. Description of job functions is the foundation of competency management.

Classifications are directly linked to the job position and to employees' experience in their position. Employees' classifications are reviewed at least once a year, or immediately when taking a new position.

Employees are evaluated on the basis of annual interviews, a condition more favorable than the legal minimum, to encourage dialogue.

All managers have received training to better their understanding of the managerial functions of the interviews, and ways to deploy constructive working relationships with their staff.

5. SUPPORT FOR MANAGERIAL PRACTICES AND SOCIAL COHESIVENESS

The levers of nonfinancial motivation are rapidly changing, and have become preponderant in the company. Strong demands are placed on management for more and better communication; employees are keenly attentive to the quality of life at work; there is a greater need for individualized support and consideration of the career evolution they desire. Managers have an essential role in maintaining social equilibrium within the company.

Armed with these observations, Expressions Parfumées feels that it is absolutely imperative to strengthen the competencies of the company's department heads and field managers so that they can develop the company's performance while preserving the social fabric.

A multiyear training program is in place to draw up shared managerial guidelines across the company as a whole and to pool the experience of managers.

This training is followed by hands-on experience, individual support action and feedback so that the program will serve as a solid foundation for substantial advances in competency.

In parallel with training courses for managers, the company feels it is important to work with its support functions that deal with sensitive communication issues. Training sessions devoted to these specific issues have been organized, using the shared tools of broader managerial training.

As part of this approach, the company also trains those employees who regularly accompany new employees in their new jobs.

Using these common reference tools, Expressions Parfumées hopes to foster exchange of information and understanding among all its employees.

3. IMPACT METRICS AND TARGETS FOR TRAINING AND DEVELOPMENT OF COMPETENCIES

[S1-5]

Training and skills

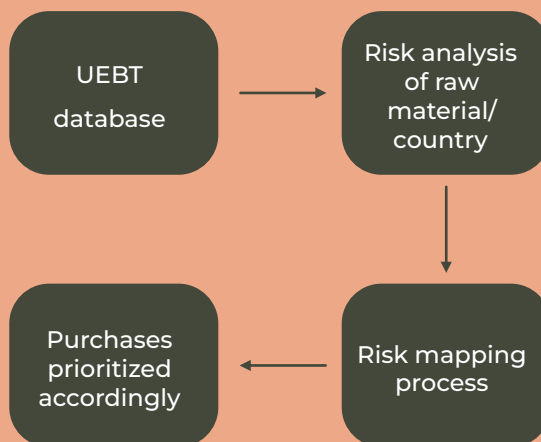
The training modules deployed by Expressions Parfumées are evaluated immediately upon completion, and then again six months later. These evaluations and information gathered from participants guide the selection of training organizations and decisions to pursue or change training content.


TRAINING AND SKILLS	
	2024
Number of employees who received training (dispensed by a certified organization)	202
% employees who participated in training at least once in the year (dispensed by a certified organization)	77%
Number of employees who receive training annually, by gender and by professional category	
Workers and office staff–Women	44
Workers and office staff–Men	166
Technicians and supervisors–Women	44
Technicians and supervisors–Men	39
Managers–Women	62
Managers–Men	55
Hours of training per employee	13,24
Number of work–study employees per year	21
Number of internships per year	22
EVALUATION OF COMPETENCIES	
% of employees who had periodic individual interviews on work performance and career prospects (France and subsidiaries)	97,37%

UPSTREAM VALUE CHAIN : WORKFORCE

Social issues

A working task force for responsible purchasing and tangible actions



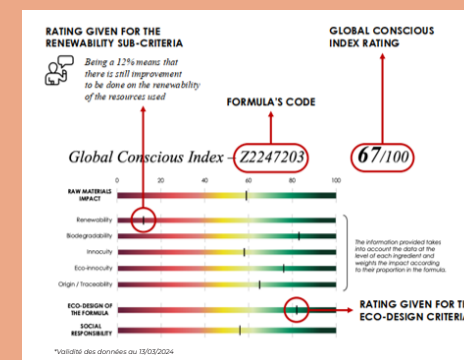
 10 raw materials with fair trade labels by 2030

COMMUNITIES IMPACTED BY OUR ACTIVITIES

Proud of its local roots in the Grasse region, the cradle of perfumery, EP helps to promote its influence.



Sustainability Data



Certifications for our production processes



DOWNSTREAM VALUE CHAIN : CONSUMERS AND FINAL USERS

2. WORKERS IN THE VALUE CHAIN

[ESRS S2]

Expressions Parfumées does not produce or process raw materials. Consequently, the company relies on its sourcing process to manage the social impacts of its upstream value chain.

1. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3]

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Working conditions	Risk	Media controversy related to poor working conditions in the value chain, which could harm the company's image.	Upstream + Downstream value chain
	Negative impact	Negative effects of employee well-being in the value chain, linked to absence or violation of labor rights and freedoms (freedom of association, union rights, collective bargaining, protection of workers' representatives, nondiscrimination against workers' representatives).	Upstream + Downstream value chain
	Negative impact	Negative effects on physical and psychological well-being of employees in the value chain, linked to excessively long hours, poor work-life balance, overwork, depression, risk of burn-out.	Upstream + Downstream value chain
Jobs and inclusiveness	Negative impact	Negative repercussions linked to harassment or discrimination incidents, affecting employee career or job (disciplinary measures, forcible transfer, loss of promotion, hesitation to apply for a new job, etc.).	Upstream + Downstream value chain
Health and safety	Negative impact	Risk of poor health or occupational disease due to exposure to harmful substances, to poorly adapted workstations, or other poor conditions for all employees in the Expressions Parfumées value chain.	Upstream + Downstream value chain
Other human rights	Negative impact	Serious degradation of physical or mental health (exhaustion, illness, stress, etc.) linked to violation of fundamental rights (child labor, forced labor, etc.).	Upstream + Downstream value chain

2. POLICIES RELATED TO WORKERS IN THE VALUE CHAIN

[S2-1]

Expressions Parfumées benefits from the critical mass of Givaudan Group and its impact on the value chain to develop its policies in favor of more responsible sourcing. The company's global action on responsible sourcing is described in the Governance chapter.

- Expressions Parfumées bases its relations with suppliers on the Givaudan Responsible Sourcing policy, and asks its main providers (raw materials and transport) to formally commit to the principles of this policy. This policy covers human rights, the environment and commercial integrity. This structured approach will be extended to all purchasing at Expressions Parfumées, in keeping with the Givaudan goal: «By 2030, we will source all materials and services in a way that protects people and the environment.»

- As a Givaudan subsidiary, Expressions Parfumées benefits from the group's global responsible sourcing, under the Sourcing 4 Good program. Sourcing 4 Good is based on sectoral criteria, from environmental and social references to a more secure supply chain, and greater transparency and more relevant information pertaining to the supply chain.

Belonging to a leading international group, Expressions Parfumées has the support of dedicated teams who can meet with operators, conduct or supervise audits, to obtain greater respect for workers in supply chains. Raw materials from suppliers reviewed by the group are of particular interest for Expressions Parfumées, because of rapid access to information and confidence in the action carried out by the group.

Expressions Parfumées also follows a complementary policy adapted to the range and volume of its purchases of raw materials. The company uses the risk database compiled by the Union for Ethical BioTrade (UEBT), an international organization dedicated to improving living conditions and agricultural practices in high-risk areas around the world. With this database Expressions Parfumées can source its materials according to the risks associated with provenance. The database lists four categories of risk: impacts on biodiversity,

local agricultural practices, human rights and impacts on local communities. Following this approach that corresponds to the company's structure, Expressions Parfumées can create partnerships with smaller producers, locally or elsewhere, to contribute to better agricultural and social practices in areas that are considered to be risk-prone.

3. ACTION ON MATERIAL IMPACTS, RISK MANAGEMENT AND OPPORTUNITIES

[S2-4]

1. SUSTAINABILITY INFORMATION FOR SUPPLIERS

Expressions Parfumées uses a supplier CSR questionnaire, revised in 2024, and based on ISO 26000 principles and on the IFRA-IOFI CSR Charter. This questionnaire is addressed to suppliers of all types; it comprises a common core set of questions, plus questions specific to each supply sector. A CSR note drawn up on the basis of replies to this questionnaire is also included in the annual evaluation of the company's suppliers.

2. SUSTAINABILITY INFORMATION ON RAW MATERIALS

Specific questionnaires for each raw material (natural or synthetic) complete the knowledge collected by Expressions Parfumées about its supply chain.

For natural raw materials, this questionnaire includes a general description of the material and presentation of the company from which Expressions Parfumées purchases it, and specific questions on the value chain (inspired by data from the UEBT analytical tool):

- position of the supplier in the value chain, and traceability
- harvesting practices
- plant processing practices
- impact on biodiversity and resource depletion
- social risks, including presence of contracts, legal labor, handling of identity papers, remuneration
- fair trade principles
- specific environmental characteristics of the raw material.

For synthetic materials, the company also analyses:

- place where the material is obtained
- reagents and precursors
- how the material is made
- ecological information pertaining to the material.

With this information, Expressions Parfumées is able to compile knowledge of its value chain and assess its social risks. The company can also identify, on the basis of specific criteria, which raw materials are the most sustainable in terms of agricultural and social practices. These raw materials are highlighted in the company's Sustainable Selection. The selection of raw materials is described in the Environment chapter.

Finally, this data is recorded in the company's internal Conscious Index, a tool which is designed to support continual improvement of the company's sustainability practices. The index is described in the Governance chapter.

3. FAIR TRADE LABELS AND CERTIFICATION

Among the materials used by Expressions Parfumées, some come from geographic areas deemed to be at risk in terms of social issues. The company therefore takes into consideration the recommendations of recognized organizations that certify fair economic practices. Expressions Parfumées is attentive to the following labels, among those relevant to the perfume industry:

- Fair Life, certifying the social responsibility of a company;
 - Diagram representing stakeholders, CSR policies and action plans
 - Ethical and responsible sourcing practices
 - Partners who encourage responsible social and environmental practices
 - Corporate communication on the company's commitments and/or responsible sourcing
- Fair For Life, certifying fair trade in responsible supply chains
 - Fair purchase price and guaranteed minimum price for producers
 - Long-term partnership in the supply chain
 - Independence for producers
 - Financing of collective projects
 - Advocacy and promotion of fair trade
 - Communication on products
- Fair Wild, certifying fair trade of materials collected in the wild
 - Biodiversity preservation through responsible use of wild species
 - Respect for collectors' rights and equitable practices that favor local communities
 - Transparent business relations that can be traced through the entire value chain.



4. IMPACT METRICS AND TARGETS FOR WORKERS IN THE VALUE CHAIN

[S2-5]

Under its responsible sourcing policy, Expressions Parfumées tracks various metrics for which the company has set five-year targets. The company relies on the three labels listed above and chooses its raw materials as function of the risk assessment.

FAIR TRADE			
	2023	2024	Target for 2030
Fair Trade labels and certificates (number of raw materials)			
For Life	0	1	10
Fair For Life	0	0	
Fair Wild	0	0	

3. AFFECTED COMMUNITIES

[ESRS S3]

1. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3] [S3-1] [S3-2]

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Rights of indigenous peoples	Negative impact	Violation of freedoms, degraded quality of life and/or physical or psychological integrity in local communities and among indigenous peoples, related to the work of Expressions Parfumées and its value chain.	Upstream + Downstream value chain
	Negative impact	Degraded quality of life for local communities near production sites.	Upstream value chain + Direct operations + Downstream value chain
Impacts on local communities	Negative impact	Absence of dialogue with local communities, absence of process to register their complaints, leading to negative outcomes for well-being in communities, violation of their rights to free speech and informed consent.	Upstream value chain + Direct operations + Downstream value chain
	Positive impact	Local economy driven by Expressions Parfumées' activity.	Direct operations

Expressions Parfumées works directly with authorities and actors in the Pays de Grasse economic area. The company is involved in various actions headed by local authorities in the company's geographic zone. This local implantation enables the company to assess impacts, analyze risks and identify mitigation or prevention measures to be taken.

Expressions Parfumées works with local employers' organizations. Company representatives attend meetings in its geographic area, to remain close to stakeholders' concerns and consider coordinated action to address the issues raised.

To assess its value chain, Expressions Parfumées relies on its responsible sourcing policy and its impact analysis tool, the Conscious Index. The tool is described in the Governance chapter.

2. ACTION ON MATERIAL IMPACTS, RISK MANAGEMENT AND OPPORTUNITIES, IMPACT METRICS AND TARGETS

[S3-3] [S3-4] [S3-5]

1. GATHERING INFORMATION LOCALLY AND ACTION ON MATERIAL IMPACTS

[S3-3] [S3-4]

In some instances Expressions Parfumées is informed of the company's direct impacts on affected communities when it receives direct entreaties from those affected.

The fact that the company is located in France means it must be highly vigilant regarding its environmental impacts in the largest sense. Expressions Parfumées is required to conduct regular analyses of its emissions, in particular releases of volatile organic compounds (VOC), and to monitor its noise levels.

Independent certified specialists are hired to make these measures, which are verified by government authorities. The details are given in the Environment chapter of this report. Expressions Parfumées complies with strict regulations to significantly reduce its impacts on the communities affected by the company's activity.

2. POSITIVE IMPACTS AND OPPORTUNITIES S

[S3-4]

1. CONTRIBUTION TO DYNAMIC GROWTH IN THE ECONOMIC AREA

Expressions Parfumées is located in the town of Grasse in southern France, and these territorial roots have always been a strong marker of identity for the company. All the company's production takes place in France and the vast majority of support and laboratory staff work in France. The company's implantation is described in detail in the General Information chapter. This committed presence has earned the company the Origine France Garantie label.



The expansion of the company's production site in Grasse, the cradle of perfumery, is a strong sign of its commitment to the region.

This expansion is a long-term reinforcement of its activity that contributes to the dynamic economy of the Grasse area. Expressions Parfumées has decided to create and develop jobs in France in a context of rigorous social and environmental regulations.

The company is growing, with new jobs and hiring, as well as training, greater competencies and internal mobility. As its activity expands, the company also works with outside partners to support its projects. For equivalent services, Expressions Parfumées prefers local vendors and providers, further bolstering the economy in the Grasse region.

The company's development rests on a foundation of ongoing improvement of its practices, in partnership with local communities and authorities, as attested by its participation in the Grasse mobility plan and its support for local biodiversity projects described in the Environment chapter..

2. ENGAGEMENT WITH LOCAL GROUPS

Expressions Parfumées has long-term commitments to local groups that support people in difficult circumstances. Its employees also participate in local events throughout the year, marking their civic engagement.

Expressions Parfumées is a member of the «Une Rose, Une Caresse» organization created by the Pays de Grasse Entrepreneurs Club, and through this connection provides support to the Cosmetic Executive Women (CEW) Beauty Center at the Centre Hospitalier in Grasse. CEW runs over 30 such Beauty Centers in hospitals in France. The CEW motto: «Beauty is not futile, it helps us to live a better life, it reconciles us with our bodies and puts us on the path to health.» The center offers beauty and well-being sessions to comfort patients at the hospital and restore their self-esteem. Expressions Parfumées has been a Gold Sponsor of this work for several years.



Working with CIDFF and in the framework of the EGALIPRO scheme described in the Social chapter, Expressions Parfumées offers tours to one or more groups of women with little access to employment who are the beneficiaries of action undertaken by the Nice antenna of CIDFF. During their visit, the women discover the perfume business and have an opportunity to talk with employees who describe their job activity. One of the women perfumers is particularly engaged in this action, and leads an olfactory workshop on the premises with the visitors to plunge them into the world of perfume. This experience opens up this world to the participants who are able to let go and enjoy the discovery.



Expressions Parfumées and its employees work together on other major annual events such as Feet-Week sponsored by Clarins for the benefit of the Arthritis Foundation and the Odyssey race to support research and development to fight breast cancer.



For the fourth year in a row Expressions Parfumées renewed its Christmas Solidarity Boxes operation organized in December 2024 to bring useful items to the least privileged members of society. Company staff joined in work to create gift boxes containing a selection of hygiene products, warm clothing and accessories, sweets, small gift items, letters and drawings.

3. CONTRIBUTION TO GRASSE'S REPUTATION FOR PERFUME MAKING

Expressions Parfumées is involved with local communities and their action to enhance the reputation of perfume making based in Grasse.

Expressions Parfumées is a long-standing member of Prodarom, a trade group that represents the national industry of manufacturers of ingredients and compounds for fragrances and perfumes. This group defends the interests of professionals nationally, at the European level and internationally as a member of the International Fragrance Association (IFRA). Expressions Parfumées participates actively in projects and working groups organized by Prodarom.



Expressions Parfumées is a member of the Grasse Expertise™ association dedicated to making the Pays de Grasse attractive and to reinforcing its long-term economic influence. The nonprofit Grasse Expertise™ network brings together perfume and fragrance professionals in the Grasse area who are committed to expanding local production of aromatic plants.

As a member of this group Expressions Parfumées pledges to adhere to and share the following principles and values:

- Highlight the unique ecosystem of expertise found in and around Grasse;
- Make known and obtain recognition for the group's commitment to preserve and extend local farming of the exceptional fragrance plants grown in the Pays de Grasse;
- Contribute to the dynamic energy and international attractiveness of the territory;
- Bring positive attention to enterprises devoted to creating and maintaining stable jobs in the territory;
- Participate in a professional community with emblematic expertise.



4. END USERS AND CONSUMERS

[ESRS S4]

Expressions Parfumées sells its compositions to clients who integrate them as raw materials in their own finished products. The company works on a Business-to-Business basis, and does not interact with end consumers. The information in this section refers to the company's clients.

1. MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH STRATEGY AND BUSINESS MODEL

[SBM-3]

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Responsible commercial practices	Risk	Media controversy related to poor management of clients' personal data or to misleading commercial practices, which could harm the company's image.	Downstream value chain
	Opportunity	Client confidence bolstered by positive information communicated by brands (responsible agricultural practices, organic products, etc.).	Downstream value chain

2. RESPONSIBLE COMMERCIAL PRACTICES

1. GATHERING INFORMATION LOCALLY AND ACTION ON MATERIAL IMPACTS

[S4-1] [S4-2] [S4-3] [S4-4]

Expressions Parfumées presents information to its clients via documentation on the composition of its perfume concentrates and on sustainability action across the entire value chain.

The Sustainable Selection

The EP Sustainable Selection is the list of raw materials used by Expressions Parfumées that are derived from socially and/or environmentally responsible value chains. The company uses this list to inform its clients of the provenance of its raw materials and the pledges made by its suppliers.

The selection includes over 40 natural raw materials selected for their sustainability and stable supply chains, as well as for the olfactory qualities clients expect. The selection is also presented in the Biodiversity section of the Environment chapter.

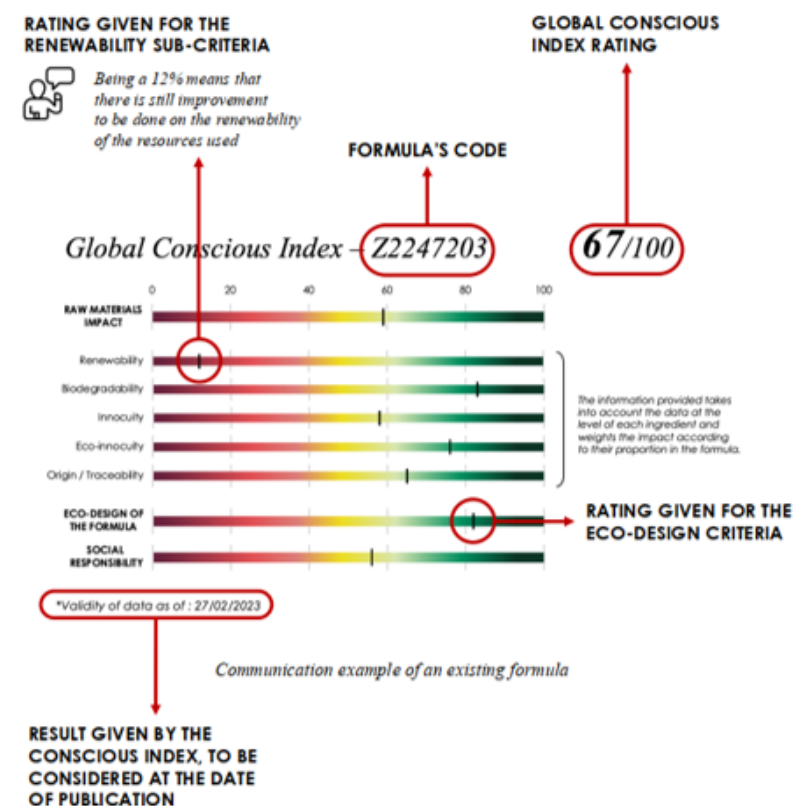
Expressions Parfumées promotes these raw materials in projects the company presents to its clients, to increase their use in the value chain.

In this way Expressions Parfumées also raise suppliers' awareness of biodiversity issues.

The Conscious Index

Expressions Parfumées communicates the scores calculated using the company's Conscious Index impact measurement tool, via a document that the company has tried to make transparent for clients. The criteria and subcriteria used to assess the impact of raw materials are broken down so that clients can fully understand the score given to a formula. With this level of detail, clients have access to information on the specific criteria to which they are most attentive.

The Conscious Index is described in detail in the Governance chapter.



In 2024 Expressions Parfumées presented the Conscious Index at various trade fairs and events. Exchange and discussion of ways to reduce impacts are sources of information that help improve the tool. These fairs also expand knowledge through discussion with professionals on related topics, such as agronomic science and GHG emission reduction.

The company can also furnish, when necessary, documentation in the following areas:

- Presence of raw materials derived from endangered species on the UICN Red List;
- Amounts of natural and nature-based ingredients, and synthetic ingredients in perfume composition, and their natural origin rating under ISO 16128;
- Identification and geographic provenance of natural extracts in compositions;
- Amounts of readily biodegradable, intrinsically biodegradable and nonbiodegradable ingredients, along with the methods used to determine these amounts.

To provide clear and accessible answers to clients' questions, Expressions Parfumées has created an «environmental identity card» for its perfume concentrates. This documentation gives average CO2 emissions, resource consumption and quantity and nature of waste produced, calculated for standard formulas. This data provide a useful base for life cycle analysis of finished products.

The relevant company departments answer clients' questions on sustainability issues if they have additional specific requirements.

2. IMPACT METRICS AND TARGETS FOR RESPONSIBLE COMMERCIAL PRACTICES

[S4-5]

Each year, Expressions Parfumées tracks the number of customer requests related to the Conscious Index, its tool to measure the environmental and social impact of its formulas. In 2024, the company communicated to all its clients, automatically and over three months, the Conscious Index calculated for the formulas they ordered from Expressions Parfumées. This communication campaign was designed to promote sustainability.

DISSEMINATION OF THE CONSCIOUS INDEX		
	2023	2024
Number of Conscious Index ratings sent out	152	3126
Dissemination campaign	-	3028
Client requests	152	98

3. PRODUCT QUALITY AND SAFETY

The table below gives the material impacts, risks and opportunities (IRO) defined in this section and indicates which segment(s) of the value chain are implicated.

MATERIAL MATTER	IRO TYPE	DESCRIPTION	VALUE CHAIN SEGMENT
Product quality and safety	Risk	Media controversy related to composition safety for clients, which could harm the company's image.	Downstream value chain
	Risk	Loss of revenue (sales) due to defective Expressions Parfumées products.	Downstream value chain
	Negative impact	Degraded physical well-being due to noncompliant or defective products (composition).	Downstream value chain

1. POLICIES AND PROCESSES FOR DIALOGUE WITH END USERS AND CONSUMERS

[S4-1] [S4-2]

The process for dialogue with clients is directly related to the company's quality management system, which is certified under the ISO 9001:2015 standard. Following this standard, the company seeks to foster structured exchange with its clients, to ensure ongoing improvement of its practices. The company's quality policy is described in the global policy framework of the company derived from its Integrated Management System. The details of this policy are given in the General Information chapter. For the most part, the company's clients sell their products to end consumers, and forward questions about the quality and safety of the perfume concentrate to Expressions Parfumées. In return, these questions nourish the company's communication with its clients. The quality and safety issues regarding the perfume concentrations made by Expressions Parfumées are very closely tied to the regulations that govern its activity, but are also inflected by the sustainability action described in the section on Responsible commercial practices.

2. ACTION ON MATERIAL IMPACTS, RISK MANAGEMENT AND OPPORTUNITIES

[S4-3] [S4-4]



1. QUALITY CERTIFICATION

The ISO 9001:2015 quality assurance standard aims to ensure that raw materials can be rigorously tracked and manufacturing processes documented. For several years now Expressions Parfumées has had in place an advanced system to continually improve performance. This system integrates management and analysis of internal nonconformities and treatment of client claims and requests.

Quality is a component of the company's Integrated Management System and significantly contributes to customer satisfaction.

The quality assurance process includes a batch recall procedure, to be used in case of negative effects not identified during the manufacturing process or by testing carried out before shipping the perfume compositions to clients.

The quality assurance team carries out several traceability tests each year, to verify that information is reliably recorded up and down the product manufacturing chain. This total traceability is a necessary condition for treatment of noncompliance, complaints and claims, and product recall.

These traceability audits come on top of internal process audits under the four relevant standards (ISO 9001: 2015 [Quality], ISO 14001: 2015 [Environment], ISO 45001 [Health and Safety] and ISO 26000: 2010 [CSR]). Ten or so audits are conducted each year, with the objective of covering all processes in three years. This series of internal audits, conducted by a team trained in AFNOR audit methods, does much to support ongoing improvement of the company's practices and to involve employees.

Every two years Expressions Parfumées sends its clients a questionnaire to gauge their satisfaction. This questionnaire highlights the company's strengths, as well as opportunities and areas for progress.

2. GOOD MANUFACTURING PRACTICES (GMP) CERTIFICATION

Complementary to ISO 9001 certification, Expressions Parfumées is also certified under the Good Manufacturing Process (GMP) program. This standard, recommended by EFfCI, reflects the increasingly exacting criteria of clients and end users, in addition to EU regulatory requirements. These guidelines are based on criteria and a structure similar to those of the ISO 9001 quality management system.

The GMP guidelines cover analysis of manufacturing risks, product control and quality assurance, storage, shipping and waste management.

The expanded manufacturing facility in Grasse was designed to favor forward movement in circulation to limit the risk of contamination by crossing paths.

GMP criteria also require that staff be trained and informed of the procedures relevant to tasks and of procedures to adopt in case of quality problems.

The company's internal documentation has already been revised to ensure traceability at every stage in the life cycle of its products.

Rules regarding hygiene and appropriate clothing have been revised and flow management modified to reduce cross-contamination. These rules and movements have been mapped, identified and explained to all employees in dedicated training sessions.



3. STRINGENT REQUIREMENTS REGARDING REGULATORY MATTERS

Expressions Parfumées is subject to EU REACH regulations, which came into effect in 2007 for the purpose of better protecting human health and the environment from risk related to chemical substances.

All of the company's customers are given detailed information on the raw materials used to make their perfume compositions, and receive all the documentation necessary under their terms of reference.

At minimum, Expressions Parfumées' customers receive a safety data sheet for manipulation of the perfume ingredient, a technical data sheet for quality control, the IFRA certificate (most recent amendment) that specifies thresholds for safe use, a certificate referring to European cosmetics regulations if the perfume ingredient is used to make a cosmetics product, and the full allergens table for packaging purposes. This basic documentation may be supplemented by other information needed by clients for cosmetic or other products.

The Expressions Parfumées regulatory affairs department strives to respond to information requests within two days on average, an objective that has been achieved for several years in a row.

The company's rapid response time and the exhaustive information supplied actively contribute to protect the health of end consumers.

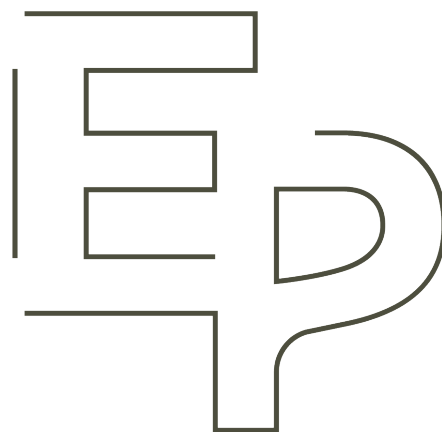
Regulatory requirements are constantly evolving as scientific knowledge progresses, and Expressions Parfumées works proactively to integrate consumer safety concerns in its creative process.

3. IMPACT METRICS AND TARGETS

[S4-5]

CONSUMER HEALTH AND SAFETY			
	2023	2024	Target
Continued certification under existing standards	100%	100%	100%
% of replies within two days to client inquiries by the regulatory affairs department	100%	82,4%	100%
Results of client satisfaction survey (% satisfied and highly satisfied respondents) [Survey conducted every other year]	86.3%	-	80%

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