

2022 business model

Our resources

Human

- **320** employees located in several countries
- A diverse range of skills
- Experienced teams
- An agile organization
- A "responsible employer" charter

Intangible

- A portfolio of **12** highly selective brands
- Expertise in creating, developing and distributing selective fragrance and cosmetic products
- An entrepreneurial culture

Industrial & commercial

- Around one hundred industrial partners
- **85%** of sourcing in Europe
- An international distribution network

Social

- Long-standing relations with all stakeholders
- Sponsorship and patronage initiatives

Environmental

- Integrating the environmental footprint in the product design process
- A 36,000 sqm **HQE** warehouse near the manufacturing sites
- Two warehouses close to the consumer markets (North America and Asia)
- An "optimized eco-design" charter

Governance

- Ethical practices based on a "code of ethical business conduct"
- Adoption of the Middelnext Corporate Governance Code
- Existence of a CSR Executive Committee

Financial

- A very strong balance sheet with a net cash position of **€89m**
- Listed on Euronext Paris (compartment A), controlled by the founders

Perfume industry trends

- Growing importance for citizens and brands of environmental considerations
- Multi-channel communication
- Increasingly restrictive regulations

Our value creation

Human

- A motivating compensation policy linking employees to the company's performance
- **€54m** paid to our employees in the form of compensation in 2022
- Performance share plans every 2/3 years
- Workplace quality of life (a future HQE and BREEAM certified headquarters building)
- **84/100** gender equality index score
- Average employee age: **41**
- Average employee seniority: **9.7 years**



Industrial

- **86%** of relationships with our suppliers are more than 10 years old
- **€240m** of industrial purchases in Europe in 2022



Social

- Support for patchouli-producing communities in Indonesia
- **€384,000** of expenses allocated to patronage initiatives and donations in 2022



Environmental

- **88%** of purchases made with Ecovadis business sustainability rated suppliers
- **153 tCO₂e** carbon footprint (scope 1, 2 and 3)
- **66.7**: Average Ecovadis score of our suppliers



Financial

- 2022 sales: **€707m**
- 2022 operating margin: **18.7%**
- Dividends distributed to shareholders in 2022: **€53.8m**
- **33.8m** bottles and **4.2m** gift sets shipped in 2022
- Integration in the **SBF 120** and **CAC Mid 60** indexes

