

## 2 Corporate social responsibility

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Interparfums Group applies a comprehensive approach in addressing the issues of corporate, environmental and social responsibility and transparency. The Group has developed from one year to the next its corporate social responsibility (CSR) policy, implemented by its Operational and Support Departments by involving all personnel, and has identified issues to be addressed in three key areas: its responsibilities towards employees, the environment and consumers, operational stakeholders and the Company.

Social and societal values have been an important component of Interparfums' development for a number of years, exemplified notably by an attractive policy of employee benefits and solid relations with its partners. At the environmental level, the Company does not have its own manufacturing base, having chosen until now to support its industrial partners by placing an emphasis on quality, the use of good manufacturing practices and innovation. The construction of a HQE (*Haute Qualité Environnementale*) high quality environmental certified warehouse in 2011 and sourcing in Europe more than 80% of its needs highlight the efforts undertaken in recent years.

However, reflecting the stakes in terms of protecting the planet, Interparfums now intends to also exercise an increasingly active role in contributing to the environment.

To support this approach, at the beginning of the year and at the initiative of Executive Management, it created an Executive CSR Committee, consisting of members of the Operations & Supply Chain, Human Resources, Legal Affairs and Communications teams, tasked with formalizing the Company's CRS strategy focusing on the following priorities:

- reinforce its status as a responsible employer, by notably creating a "Responsible Employer Charter" and strengthening the employee training plan;
- reduce its environmental footprint, notably by adopting environmentally optimized design specifications to reduce packaging and the introduction of recycled and recyclable materials for each product developed;

- measure its carbon footprint according to the GHG protocol methodology (Scope 1, 2 and 3) to initiate a low-carbon trajectory compatible with the Paris Agreements;
- strengthen its sustainable development approach by formalizing a code of business conduct and ethics that is enforceable against operational stakeholders.

This CSR Executive Committee met nine times in 2022 and addressed all the issues mentioned above. In addition, it validated the materiality matrix presented in section 2 of this chapter.

The launch of a first low environmental impact line for the Rochas brand marks the first stone of this new edifice. This has allowed us to test the possibilities in terms of eco-design with *Rochas Girl* by pushing the boundaries of ideas as far as possible. Our goal was to offer Generation Z consumers a fragrance meeting their expectations in terms of engagement. This project combined the codes of luxury fragrances with a new level of awareness by modernizing the Rochas portfolio, based on an inclusive and eco-responsible approach. *Girl*, with a vegan formula containing 90% of ingredients of natural origin and luminous neroli with its relaxing properties. Its glass bottle contains 40% recycled glass (PCR), the maximum rate currently proposed by glassmakers, and its cap is made of recycled plastic. Its cardboard box is FSC certified, printed with water-based ink and without superfluous decoration. It is made in France. Its formula is free from colorants, stabilizers, controversial additives and UV filters. It contains as few allergens as possible. In the same spirit, a refill is now available for even less impact on the environment.

The multi-channel communications campaign is consistent with the product, with an advertisement shot in the Paris region, with models that have not been retouched to convey an authentic image. The whole POS cardboard system completes the product. In addition, with *Girl*, Rochas has joined the "One Percent for the Planet" initiative and is redistributing 1% of the sales generated to various voluntary-sector organizations. The *Girl* flanker expected in the spring will offer a direct refill and follow the same approach.

# I — 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



A creative process reflecting a responsible vision integrating brand and consumer expectations



Distributing from warehouses located as close as possible to the purchasing areas

A global player in the fragrance and cosmetics industry, well known for its ethical business practices and transparent communications



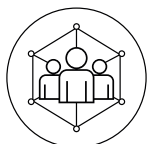
Communication tools respecting consumer values

### Perfume industry trends

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



Choice of bottles and cardboard packaging integrating environmental considerations



Application of Good Manufacturing Practices (GMP) with a network of selected partners

## 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 tCO<sub>2</sub>e 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



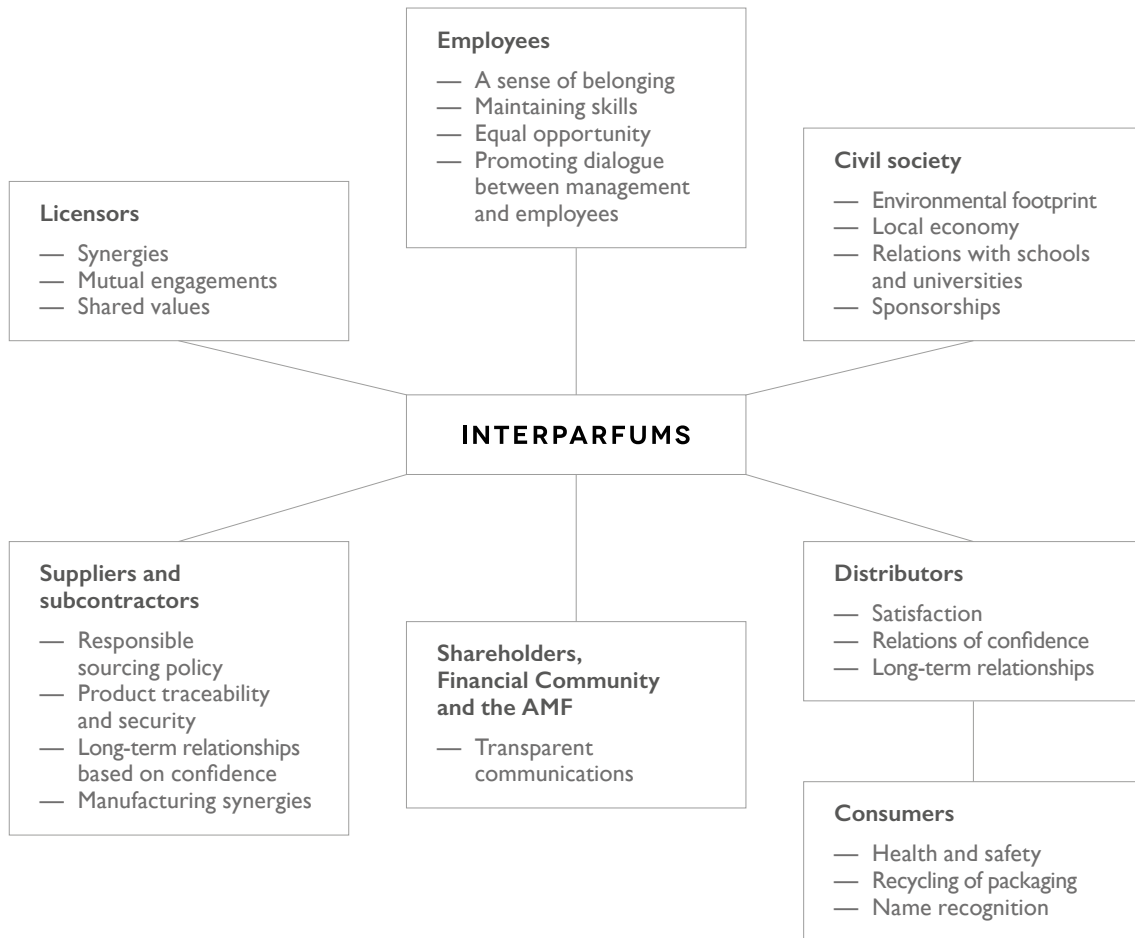
## 2 — Materiality matrix

Based on a map produced by Interparfums, an essential exercise in a constantly changing environment, its main stakeholders were identified as the licensors, employees, suppliers and subcontractors, distributors and the financial community in the broadest sense. Their expectations are identified by means of the existing close links with the industrial partners and the personal nature (*intuitu personae*) of the relationships between the historical managers and their licensors. Current and future employees express their goals and preferences during regularly scheduled interviews.

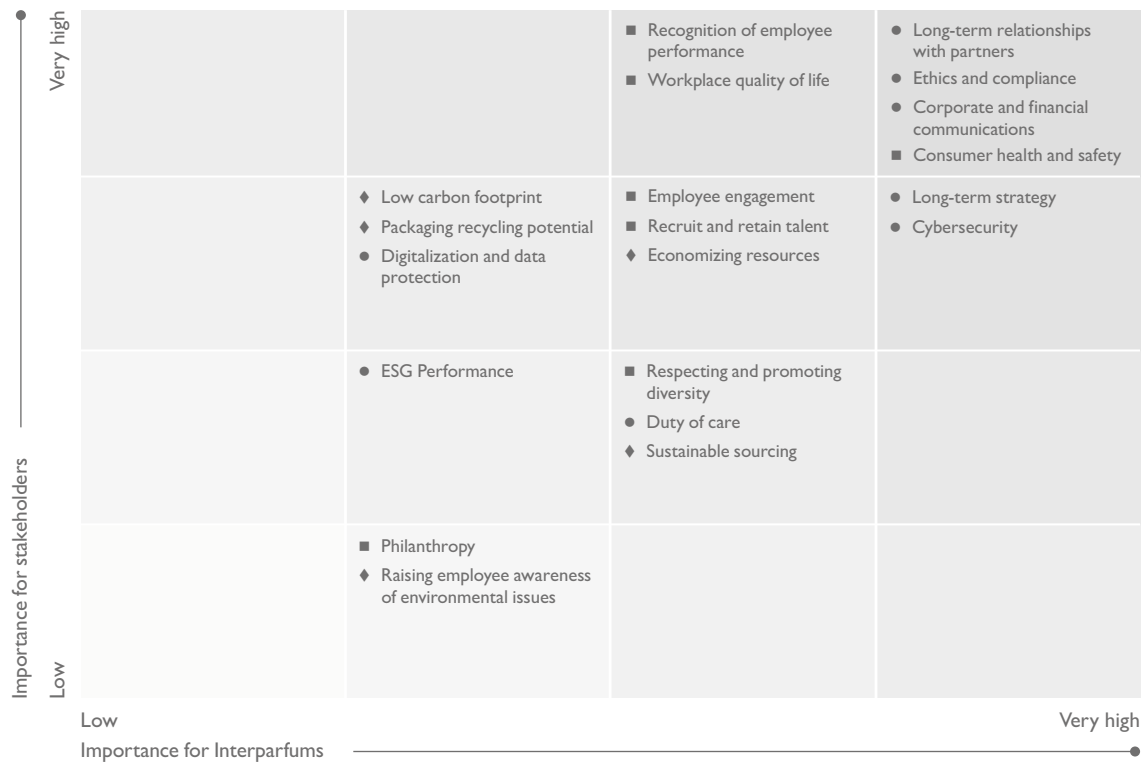
The financial community, for its part, is provided with many opportunities to exchange views during regularly scheduled meetings and through questionnaires sent to us. The recent creation of an Individual Shareholders' Consultative Committee will further strengthen the ties.

ESG issues were rated by the CSR Executive Committee, the governance body set up to spearhead Interparfums' CSR approach. The action plan and indicators presented in the annual report are aligned with this matrix which is reviewed on a regular basis.

### — Mapping of stakeholders















— Materiality matrix



CSR issues: ■ Employment and Social Progress ◆ Environment ● Governance

### 3 — CSR approach

In line with the Group's Corporate Social Responsibility strategy, the following table presents the Group's main objectives and compares them to market benchmarks such as the Sustainable Development Goals (SDGs), article 225 of the French Commercial Code and the Global Reporting Initiative (GRI).

Employer values	Shares	2022 situation	Expected performance	Deadline	SDG	Article 225	GRI
<b>Attracting, supporting and developing all talents</b>							
Attract	Responsible Employer Charter	Charter drafted	Charter deployed	2023		-	406.407, 408.409
Develop	Strengthen training	32% of the employees	70% of the employees	2025		Art. I-1-e	404-I and 404-3
Develop	CSR training for employees	-	80% in 2 years	2025		-	-
Diversify	Raising employee awareness about disabilities	Once a year	Once a year	-		Art. I-1-f	405-I
<b>Proposing environmentally and socially responsible packaging</b>							
Monitor	Monitor the EcoVadis scores of our suppliers	Average score 66.7/100	Average score > 70/100	2025		Art. I-3-c	308
Increase	Increase the recycling potential of our packaging (% recyclable packaging)	82%	85%	2025	 	-	-
<b>Initiating a low-carbon trajectory</b>							
Measure and reduce	Measuring the carbon footprint Scopes 1, 2 and 3 <sup>(1)</sup>	Once a year	Neutrality	2030		Art. I-2-d	305-I,2,3
	Reduce scope 1 and 2 greenhouse gas emissions <sup>(2)</sup>	-3%/year	Neutrality (including contribution)	2025		Art. I-2-d	305-I,2,3
Contribute	Define appropriate contribution programs	Made for an initial project	Expand by financing carbon sequestration projects outside the Interparfums value chain	2025		-	-
<b>Strengthen our relationships with our partners</b>							
Raising awareness	Distribute the eco-design Charter to all industrial suppliers	100%	Encourage 100% of industrial suppliers to launch a low-carbon trajectory	2025		Art. I-3-c	308
<b>Ethical conduct and compliance</b>							
Deploy	Deploy the code of business conduct and ethics with all stakeholders	50%	100%	2023		Art. I-3-d	205

(1) Scope 1 concerns direct GHG emissions associated with consumption for heating and fuel for company vehicles. Scope 2 concerns indirect energy-related greenhouse gas emissions, i.e., those related to electricity and the heating network to which the new headquarters on rue de Solférino is connected. Scope 3 refers to indirect emissions in an organization's supply chain, i.e., those indirectly related to its activity, both upstream and downstream.  
(2) Baseline year: 2021.

## 4 — Responsibilities toward staff: A caring employer committed to the success of all

### — Staff organization and management

The strength of the Group's organizational model is based on teams with a human scale and the homogeneous breakdown in terms of ages and levels of responsibility which allows

the Group to benefit from a wide mix of backgrounds and an extremely flexible organization.

### — Headcount by function/division

Number of employees at	12/31/2020	12/31/2021	12/31/2022
Executive Management	5	5	5
Production & Logistics	45	49	58
Marketing	66	65	70
Export	71	76	77
France	42	40	39
Finance & Corporate Affairs	57	60	66
Rochas fashion	4	3	2
<b>Total</b>	<b>290</b>	<b>298</b>	<b>317</b>

### — Headcount by geographic region

Number of employees at	12/31/2020	12/31/2021	12/31/2022
France	213	214	228
North America	59	65	70
Asia	18	19	19
<b>Total</b>	<b>290</b>	<b>298</b>	<b>317</b>

All Group staff are employed in countries which respect International Labor Organization (ILO) conventions.

### — Headcount by age

Number of employees at	12/31/2020	12/31/2021	12/31/2022
Less than 25 years	5	12	16
Between 25 and 35 years	99	88	98
Between 36 and 45 years	92	95	97
Between 46 and 55 years	64	68	71
> 55 years	30	35	35
<b>Total</b>	<b>290</b>	<b>298</b>	<b>317</b>

The average age of employees is 41 (France).

The average seniority of employees is 9.7 years (France).

The turnover rate in 2022 was 22.22% (France reporting scope).

The absenteeism rate, which continues to be very low, is a key indicator for measuring employee engagement and motivation.

France reporting scope	2020	2021	2022
Absenteeism rate	3.66%	2.47%	2.79%
Absenteeism rate excluding maternity and paternity leaves	1.65%	1.23%	1.30%



## — Issues and objectives

The Group's employees are its most important driver for value creation. For that reason, their professional fulfillment and motivation are indispensable drivers for our development.

In this context, Interparfums' principal employment-related challenges are:

- developing a team spirit;
- maintaining a high level of expertise;
- ensuring equal opportunity employment;
- gender equality;
- promoting dialogue between employees and management;
- the quality of working conditions;
- preserving the health and safety of all;
- maintaining a proper balance between professional and private life.

All of these topics were formalized in 2022 in the "Responsible Employer" Charter distributed to all employees and available on the website [www.interparfums-finance.fr](http://www.interparfums-finance.fr). This document was produced to provide an operating framework for everyone. Indeed, Interparfums sincerely cares about and is committed to the success of all its employees, starting with the recruitment process and continuing through the duration of the employment contract, by striving to:

- provide all employees with the best possible opportunities for success;
- promote workplace quality of life for all employees.

Interparfums is committed to putting its values into practice every day:

- Respect and Humanity;
- Creativity;
- Trust;
- Commitment;
- Loyalty.

## 4.1 — Attracting, supporting and developing all talents

### 4.1.1 — Policy

With a family-style management culture that is close to its employees, everyone is free to share their ideas in a manner that respects the company's values. Management attaches great importance to ensuring that each employee fully understands and supports the Group's strategy.

Through weekly memos and regular information meetings on business developments and trends, employees are kept up-to-date on expectations of management and the market. The organization's flexibility largely made up of small teams facilitates its continuous adaptation to all changes or evolving external conditions.

The quality of work performed by the teams is reinforced throughout the career of employees in order to maintain their skills at a high level for all categories of functions. To this

This sharing of the "Interparfums" spirit, also entails a commitment to and understanding of its ethical values by each employee, the fulfillment of employees at work and compliance with good working conditions.

This ethical commitment is formalized by a "Code of Good Conduct" to which each employee subscribes, and that is focused in particular on health, safety, discipline, risk management, preventing harassment, respecting individual freedoms, sensitive transactions, fraud and business confidentiality.

In 2017, the Group adopted a Charter relating to the right to disconnect from digital devices that was accepted by each employee.

### 4.1.2 — Equal opportunity and continually adapting skills

The Human Resources Department pays particular attention to ensuring equal opportunity and non-discrimination for each recruitment. Only skills, experience, qualifications and the personality of the candidates are taken into account in the selection process for new employees. This diversity in terms of profiles, culture, age and gender constitutes a decisive strength of its teams, the company's most important asset.

Since 2019, Interparfums has organized annual disability awareness-raising campaigns. In 2022, employees were able to participate in a conference organized in partnership with Café Joyeux, a company that employs people with disabilities, particularly Down's syndrome and autism. Thanks to these opportunities for exchange and testimonials, employees were able to talk about their all possible impediments and share their views and experiences.

Through these awareness-raising campaigns and local support from the Human Resources teams, three employees were accorded the status of employees with disabilities through a specific procedure available in France for that purpose (*Reconnaissance de la Qualité de Travailleur Handicapé* or RQTH).

The Company also participates indirectly in promoting the employment of persons with disabilities and combating exclusion discrimination. The company has chosen to use a sheltered work enterprise to package its perfume boxes and a global communications agency called "Les Papillons de Jour" to organize the European Week for the Employment of People with Disabilities (EWPDP). In 2022, the total cost for these services amounted to €1,040,706.

In addition, the Group has adopted action plans promoting the employment of seniors and equal opportunity between men and women.

	2020	2021	2022
Gender parity in the total workforce	H 26% – F 74%	H 25% – F 75%	H 26% – F 74%
Gender parity in management positions	H 30% – F 70%	H 32% – F 68%	H 29% – F 71%
Professional Equality Index (France reporting scope)	85/100	85/100	84/100

purpose, all Interparfums employees are offered individual employee development plans offering opportunities to all to expand their technical, managerial or personal skills.

France reporting scope	2020	2021	2022
Percentage of employees receiving training at least once a year	45%	50%	32%
Number of training hours	668	2,603	1,591
Average number of training hours per employee	3.14	12.16	7.00

Subjects covered by training in 2022 included mainly office automation, management, foreign language training, business training and personal development.

In 2023, training efforts will be stepped up, particularly with respect to CSR to ensure that everyone takes into account the importance of climate change and biodiversity in their daily lives.

#### 4.1.3 — Management-employee dialogue, health, safety and working conditions

For employees working in France and as required by law, elections to appoint members of employee representation bodies are held every four years. On that basis, the latest elections held in June 2019 led to the formation of a Social and Economic Committee comprised of four management employees including a contact person for issues relating to harassment. Destined to meet on a monthly basis, the Social and Economic Committee is informed and consulted on strategic and organizational issues having an impact on Group employees.

France reporting scope	2020	2021	2022
Number of work-related accidents resulting in sick leave	0	0	1
Number of commuting accidents resulting in sick leave	0	2	0
Frequency rate (number of lost-time work-related accidents per million hours worked)	0	5.26	2.48
Severity rate (number of days of absence due to accidents per thousand hours worked)	0	0.04	0.03
Number of occupational illnesses (with and without sick leave)	0	0	0

The employees, working mainly in the offices of the Paris headquarters, benefit from excellent conditions. In 2022, offices were transferred to a single site in Paris in a building on rue de Solferino, renovated in accordance with the latest standards in terms of user comfort. Building automation systems allow everyone to manage their own lighting and HVAC conditions. The site is accessible by public transport and is equipped with bicycle parking and two vehicle charging stations.

In addition, the Company is particularly sensitive about the importance of good posture in the workplace and the prevention of muscle-skeletal and related risks. Itinerant employees are provided with quality company cars and computer equipment specifically adapted to their needs. Interparfums has also implemented a number of measures designed to good working conditions for employees and service providers, and in particular those working on a regular basis at our logistics warehouse: heating the warehouse at 11°C with the provision of specially adapted attire, individual dressing rooms and shower facilities, natural lighting and a dedicated and well-kept meal area...

After drawing up a workplace map to measure job-related duress, no positions were identified falling into this category.

Furthermore, for the prevention of psycho-social risks, a platform providing counseling and psychological support has been available to employees through a special toll-free number in partnership with a specialized organization (IAPR *Institut d'Accompagnement Permanent Psychologique et de Ressources*).

Following the implementation of the Social and Economic Committee (*Comité Social et Economique* or CSE), a French employee representation body, in June 2019, an "Occupational Health & Safety" committee was set up along the lines of the previous body, the Health, Safety and Working Conditions Committee. The committee made up of two non-management employees normally meets once per quarter. An employee considered to possess particular qualifications in the area of health, safety and working conditions has been appointed internally. Several employees receive first aid training each year and health coordinators have also been appointed since the health crisis emerged in 2020.

In 2022, there were four work-related accidents, one of which resulted in sick leave. No occupation illness was reported. As Interparfums does not possess manufacturing sites, the risk of occupational accidents is minimized. Furthermore, the Group's activity does not generate hazardous situations.

#### 4.1.4 — Compensation, benefits and their evolution

Interparfums has a compensation policy as well as a system of job classifications and performance evaluations applied to all employees. These procedures guarantee the principle of fairness as well as equal treatment of men and women employees. All employees benefit from a combination of fixed and variable incentive compensation benefits linked to the Group's performance.

Management compensation and the ESG criteria for variable compensation of the Chairman-CEO are presented in part 4, chapter 2 of this document.

##### 4.1.4.1 — Mutual Insurance

The "basic" mutual insurance is fully funded by Interparfums for the entire workforce (permanent, fixed-term, apprenticeship or professionalization contracts). This applies to all employees as soon as they join the company, without any prior "waiting period".

A "supplementary" health insurance plan is also offered to all employees, as soon as they join the workforce, with no waiting period required.

In 2021, Interparfums' claims-to-contributions ratio was positive (compliance with the obligations of the responsible contract described in the French Social Security Financing Act and the specifications established in 2019 with the 100% health reform, inter alia), and on that basis it was possible to significantly improve certain expense items in 2022 in favor of employees.

#### 4.1.4.2 — Profit-sharing

As required by French law, a statutory employee profit-sharing agreement was implemented in 2001. In April 2015, this agreement was amended following the signature by employee representatives to provide by derogation more advantageous terms to employees, representing an important component of compensation and motivation for all staff and reviewed every year.

#### 4.1.4.3 — Company savings plan and group pension plan

All the Company's employees benefit from a company savings plan which proposes several types of funds corresponding to the specific projects of each. Since 2017, it has adapted its scheme by proposing an Interparfums stock ownership fund allowing employees to take advantage of the growth of the Interparfums share under favorable tax conditions. The amounts employees pay into this fund are supplemented by an important contribution by the company.

In addition, a group retirement savings plan (*Plan d'Épargne Retraite Collectif* or PERCOL) is available to employees as

a vehicle for preparing for their retirement and to which the company contributes significantly. Employees also can transfer a portion of their unused annual vacation days to the group retirement savings plan.

#### 4.1.4.4 — Supplemental defined contribution retirement plan contract (Article 83)

Management employees benefit from a supplemental defined-contribution retirement plan. Participation in this plan is mandatory. This individual plan is funded by monthly employee and company contributions, with the breakdown of these latter contributions freely determined. The company has decided to assist its employees in financing this supplemental retirement benefit, by assuming an important percentage of these contributions itself.

#### 4.1.4.5 — Employee share ownership/ Restricted stock awards

In addition, to promote employee stock ownership, in December 2018 and then in March 2022 the company implemented two performance share plans for all employees.

## 5 — Respecting the environment and responsibilities to consumers: An offering of responsible products over their entire lifecycle

The Group does not directly manage industrial sites, though it is involved in developing an environmentally responsible strategy in partnership with its subcontractors and suppliers, over the entire value chain, particularly in the following areas:

- the choice of techniques and materials;
- recycling and waste elimination measures;
- reducing CO<sub>2</sub> emissions from transport.

As the Group assures the introduction of products on the market, it is responsible for assessing the safety of the cosmetic products it distributes.

### 5.1 — Proposing components and packaging that integrate environmental and social considerations

#### — Policy

The Group does not exercise any industrial activity and the entire production process is outsourced to manufacturing partners with optimal expertise and accountable leadership in their respective areas. These include producers of juice, glass, caps and cardboard boxes and packaging companies. The Group consults them regarding their CSR strategies, in addition to the EcoVadis evaluation and works with them to take into account the environmental issues identified at each stage, in particular the choice of materials used in the components, waste treatment and reducing their carbon footprint. In addition, the Group's headquarters are located in the center of Paris.

An optimized eco-design Charter was formalized in 2022 and shared both internally and externally to ensure that the options available in this area are understood by all parties. The objective of this Charter is to highlight the group's good practices to optimize the eco-design of the

products developed. This includes objectives for each product category: glass, decoration, caps, holds, cases.

Promotional products are also covered with boxes, tubes and POS. This thus represents a global approach which will help the company prepare for meeting the regulatory obligations of France's Anti-waste and Circular Economy Law, which will impact all our production.

At every stage of the purchasing process, the Company seeks to determine the precise needs and considers the requirement of limiting sources of unnecessary costs and waste of resources:

- reducing waste, in particular at the phases of production, consumption and the end of the product life;
- recycling flawed production, notably at the production phase;
- repairing to increase the lifespan of materials or products (in particular the palettes).

#### 5.1.1 — Limiting the environmental impact of our operations

The Group uses for its logistics needs an HQE (High Environmental Quality) certified warehouse. This certification concerns notably improved insulation, a lighting system with presence-detectors, Ecolabel finishing materials, centralized technical management for energy controls, rainwater recovery, high-performance waste separation collection installations, etc.

The Company regularly monitors energy and water consumption indicators to assess possibilities for improving energy efficiencies in the area of lighting, heating and air-conditioning for the entire warehousing site, for example by adjusting ventilation flows and using a program that reduces heating and ventilation over weekends.

With this objective, measures are planned to automatically turn off lights in the warehouse when employees are taking outside breaks and maintain the warehouse temperature at 11°. These energy savings initiatives include measures providing for managing the hours for reloading the electric forklifts during non-peak hours during the night, requiring low consumption for a maximum of 280,000 kW instead of 600,000 kW during the day. Monthly reports on electricity consumption are prepared, allowing the Company to analyze

the causes for overconsumption, when applicable, in order to take corrective actions as applicable. The measurement of energy consumption highlighted stable levels for electricity and gas over the last four years, whereas water consumption has on average declined marginally. Finally, in the spirit of contributing to protecting the environment, the Company has installed parking places at the logistic site for bicycles and electric recharging stations for cars.

	2020	2021	2022
Total energy consumption in kWh	1,246,020	1,845,715	1,753,729
Water consumption in m <sup>3</sup> (1)	1,067	2,495	3,949

By strategically located its warehouse at the crossroads for its subcontractors, the Group has reduced distances for shipments of finished products. In 2021 and 2022, the increases in consumption were caused by two water leaks. The one in 2021 has been addressed while the one in 2022 is in the process of being resolved.

The Group closely monitors waste production at the warehouse level.

In 2022, 26.8 tons of waste were recycled through various channels (plastic, pallets, paper and cardboard). In addition, 5.46 tons of non-hazardous waste were incinerated using heat recovery processes.

Measures undertaken in collaboration with the warehouse and trade goods shipping manager, within the framework of the improvement and optimization of shipments between production sites and the logistics platform have contributed to reducing the number of back-and-forth trips for trucks.

In the area of transport to distributors, the Group uses road transport for France and Europe and maritime transport for the Americas, Asia and the Middle East. Use of air transport is very limited and reserved only for urgent situations where no other solutions are available. Certain promotional materials manufactured in Asia are shipped directly to American distributors without being imported and stored in France.

In addition, in 2018 the group put into service a new warehouse located in Singapore to promote the use of short channels within the Asia Pacific region. This warehouse makes it possible to maintain a permanent inventory in this region and, in this way, encourages the use of maritime transport for goods shipped from France to Asia.

### 5.1.2 — Measuring the carbon footprint of activities

The carbon footprint has been calculated for scopes 1 and 2 for the years 2020, 2021 and 2022. Scope 1 concerns direct greenhouse gas emissions (gas and fuel consumption by company vehicles), and Scope 2 indirect emissions associated with energy (electricity consumption). The sites included for the calculation were the warehouse and the offices of the Paris headquarters. On rue de Solferino, the premises are connected to the City of Paris heating network and to a municipal cooling network using the Seine river to cool the water in the distribution network. The emission factors of these two networks are particularly positive in terms of carbon footprint. Gas consumption is henceforth limited to that of the warehouse.

In addition, the potential renewable energy production from the photovoltaic panels installed on the roof is 6 MWh.

In addition, the Company has a fleet of 21 company cars, notably for the sales force. The new vehicles are equipped with gas engines.

In tons eq CO <sub>2</sub>	2020	2021	2022
Scope 1	208	226	205
Scope 2	25	29	30
<b>Total</b>	<b>233</b>	<b>255</b>	<b>235</b>

Changes between 2021 and 2020 reflect the impact of the lockdown periods in response to the pandemic for 2020. In 2022, the Group moved its headquarters to HQE and BREEAM certified premises expected to contribute to a gain of approximately 30% in terms of energy consumption. In addition, the use of renewable energies and the City of Paris' heating network will also improve this performance.

In light of the move in the spring of 2022, comparisons between 2021 and 2022 should be made with caution.

However, the greenhouse gas emissions footprint improved by nearly 8% over the period.

In 2021 and 2022, a comprehensive carbon assessment for scope 1, 2 and 3 carbon footprint was produced according to the GHG protocol method, based on emission factors available in the databases, monetary ratios with a high degree of uncertainty, or data provided by the suppliers. 2021 is therefore the baseline year adopted by Interparfums for its carbon trajectory.

(1) Water consumption concerns only the warehouse. At headquarters, water is only used for sanitary purposes and is therefore considered to be negligible.

We are convinced that their participation in our approach will help us make progress in achieving a low-carbon trajectory. At present, only 51% of the suppliers included in the EcoVadis scope monitor their carbon footprint while only 25% have completed a study on all the scopes (1, 2 and 3). However, in 2022, suppliers who reported on their carbon footprint accounted for 60% of purchases. However, as mentioned

in section 2.8., 82% of goods and services purchased for production originate from suppliers located in Europe subject to the CSRD regulation requiring them to initiate procedures to measure their carbon footprint. Should they wish, we will assist them with respect to methodology in order to help them make progress on these crucial issues.

<i>In tons eq CO<sub>2</sub></i>		2021	2022
Scope 3	Products and services purchased	166,934	144,320
Upstream	Fixed assets	2,668	3,839
	Fuel and energy related emissions not included in scope 1 or 2	55	48
	Upstream freight and distribution	729	1,050
	Waste produced	17	23
	Business travel	494	265
	Commuting to and from work	Negligible	Negligible
	Upstream leasing of assets	-	-
	Other upstream indirect emissions	-	-
	Scope 3	Downstream freight and distribution	129
Downstream	Transformation of products sold	-	-
	Use of products sold	-	-
	End-of-life of products sold	3,659	2,878
	Downstream leasing of assets	-	-
	Franchises	-	-
	Investments	-	-
	Other downstream indirect emissions	-	-
<b>Total scope 3</b>		<b>174,685</b>	<b>152,702</b>

Changes between the two years reflect changes in suppliers, with some more advanced in implementing their carbon strategy. More assets were immobilized over the period and there were fewer business trips.

<i>In tons of CO<sub>2</sub> equivalent</i>	2021	2022	2021-2022 change
Carbon footprint (scope 1, 2 and 3)	174,940	152,937	- 12.6%

Interparfums' carbon intensity is in the low range for its industry sector. The significant change between 2021 and 2022 also reflects growth in sales.

<i>In kg of CO<sub>2</sub> per € thousands of sales</i>	2021	2022	2021-2022 change
Carbon intensity	312	216	- 30.8%

Having completed the measurement of the carbon footprint, it appears that 42% of production purchases originate from suppliers with targets for reducing their own carbon footprint by 2030 (often in line with the European "Fit for 55" package for reducing net greenhouse gas emissions). In our view, this is not sufficient to achieve our goals and we will continue to promote dialogue to increase the number of contributing partners and in this way reduce our carbon emissions.

This being the said, we also believe it is important to start thinking about financing carbon sequestration projects. Interparfums made this additional commitment at the end of 2022 with Terraterre, a company which acts as an intermediary between farmers committed to the transition of their farms and the companies that provide financing. A first regenerative agriculture project was selected, offering a large number of co-benefits for the environment (increased water and air quality, increased biodiversity, improvement

in soil fertility...) and society (local investments, additional income for farmers, the production of healthier food...). The first farm to receive support is located in the Loiret region where the farmer grows sugar beets, durum wheat, grain corn, and a mixture of grasses and legumes.

Supporting beetroot cultivation is consistent with Interparfums' use of beet alcohol in the majority of its perfumes. The farmer, supported by Sysfarm, is also committed to a low-carbon approach with a target of reducing and sequestering carbon in the amount of 960 MTCO<sub>2</sub>e over 5 years, backed by the national Low Carbon Label. This initiative will be closely monitored by Interparfums as a pilot project in its climate strategy.

Interparfums is committed to achieving a climate trajectory in line with the most recognized standards. A first step is to align its reporting with the TCFD (*Task Force on Climate-Related Financial Disclosures*) principles, as presented in the following table.

Themes	TCFD Recommendations	2022 actions	Focus of work in 2023
<p><b>Governance</b></p> <p>Disclose the organization's governance around climate-related risks and opportunities</p>	<p>a. Describe the Board's oversight of climate-related risks and opportunities.</p> <p>b. Describe management's role in assessing and managing risks and opportunities.</p>	<p>The Board of Directors is regularly informed by the CSR Project Manager of the risks and opportunities related to climate and biodiversity.</p> <p>The Executive Committee has been informed of the steps taken to formalize the CSR strategy.</p>	<p>Strengthen the Board of Directors' expertise on key climate and biodiversity issues. Establish a CSR committee within the Board of Directors.</p> <p>Regularly inform the Executive Committee of risks and opportunities relating to climate and biodiversity.</p> <p>Strengthen the Executive Committee' expertise on key climate and biodiversity issues.</p>
<p><b>Strategy</b></p> <p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material</p>	<p>a. Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p> <p>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p> <p>c. Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Interparfums has determined its vulnerability to climate change risks to be low.</p>	<p>Interparfums will initiate work on climate-related risks and opportunities and will share them by responding to the CDP in 2023. In a second phase, Interparfums will established targets in accordance with the reference framework defined by the Science Based Target Initiative (SBTi).</p>
<p><b>Risk management</b></p> <p>Disclose how the organization identifies, assesses, and manages climate-related risks</p>	<p>a. Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b. Describe the organization's processes for managing climate-related risks.</p> <p>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Interparfums has determined its vulnerability to climate change risks to be low.</p>	<p>Interparfums will interview perfumers with whom the company works to discuss their shared climate and biodiversity risks and opportunities.</p>
<p><b>Metrics and Targets</b></p> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material</p>	<p>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <p>b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c. Describe the objectives used by the organization to manage climate-related risks and opportunities, and its performance against the objectives.</p>	<p>Interparfums full carbon assessment is published above.</p>	<p>In line with the assessment performed, Interparfums will work on its objectives in terms of carbon trajectory and align them with SBTi guidelines.</p>

### 5.1.3 — Choose techniques and materials that are optimized in terms of their environmental impact

Measures to prevent environmental risks and pollution involve firstly the choice of techniques and materials.

To reduce the impacts of its activities, a water-soluble solution in part biodegradable that does not harm the environment is used in the coloring of some of its bottles. For the remainder of the product lines, the coating process provides for the gradual elimination of solvent-based coatings and the progressive adoption of hydro-coating for all the Company's products, in compliance with the law of 2005 for reducing emissions of Volatile Organic Compounds (VOC) in the air. In addition, certain sub-contractors for glass making have electrofilters to reduce dust and smoke emissions in addition to wastewater recycling.

The Group has in addition eliminated thermosetting plastics from its line of bath and body care products in favor of recyclable plastic.

To balance product quality and aesthetics with environmental considerations, the Group takes care to reduce packaging volumes and select the appropriate materials at each stage of production to ensure optimal conditions for their recycling or disposal.

The manufacture of recyclable glass bottles includes a system for the recovery, crushing and remolding the waste. Indicators in place since 2013 for tracking wastage have improved the Group's ability to monitor wastage rates by glass bottle decorators. Its first objective is to apply a continuous improvement approach and reduce rates of wastage over the long term. The second objective is to

succeed in reducing this wastage and reintroduce bottles back into the manufacturing cycle.

In addition, the Company has adopted procedures for recovering waste from subcontractors originating from surplus production or components of discontinued products. The recovered waste is then sorted for the purpose of their elimination.

The Group has also rationalized the bulk and secondary packaging (product boxes and perfume sets) in order to optimize the palletizing process, reduce the purchase of cardboard packaging materials and reduce volumes transported by decreasing the amount of empty space. The Company henceforth requires a minimum number of palletes per truck.

Finally, cardboard packaging materials for testers are 100% recyclable.

Copies of the optimized eco-design Charter formalized by Interparfums in 2022 have been shared with all of its industrial partners and internal teams. Regular progress reviews will be conducted to monitor its application by all parties. A platform using an electronic signature mechanism will monitor its deployment.

In-depth work has been carried out on promotional products, which represent a significant volume in terms of units: more than 4.5 million boxes and nearly 3 million GVP (gifts with purchases). The process involved reviewing each of the components of these segments over their entire life cycle. On this basis, it was determined that all components are produced and assembled in France, Spain and Italy. 46% of our gifts with purchases are labeled Made in France (candles, kits...).

#### — Summary of commitments regarding promotional products

##### Gift sets, product boxes and holds

Optimize the quality of cardboard and plastic materials	Reduce the size of gift sets	Replace plastic holds with cardboard holds	Promote the recyclability of packaging	Produced more sustainable decorations and prints
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##### Tubes

Reduce the percentage of virgin plastic	Inserting recycled plastic	Eligibility of tubes for recycling		
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##### Promotional gifts

Geography of production sites	Transportation methods	Minimize packaging	Product tracking	Use responsible materials and optimize their use
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Initial results: Packaging for the boxes and cases has long been made from cardboard and paper from sustainable forests and is FSC certified. Shipping boxes have also been FSC certified since 2022.

The design of the boxes also integrates environmental concerns with two formats, each with 3 recipient heights depending on the volume of perfume. In addition, due to new specifications for certain distributors, the boxes will

have to evolve further. The new configuration will make it possible to reduce the use of PS plastic (polystyrene) by more than 200 tons and of APET plastic (100% recycled) by 40 tons. The holds in the boxes must be robust for transport purposes, resistant during storage in humid or hot conditions and economically advantageous. Proposals for recyclable APET holds have been made for some Rochas lines.

For plastic tubes used for the brands' perfumed bath products, a study was carried out focusing on the components (skirt, head and cap) to reduce the quantity of plastic used and ensure their eligibility for recycling. An innovative proposal from a supplier resulted in a reduction of 3.6 tons of virgin PP plastic in 2022. The replacement of virgin plastic in cartons was initiated which involved steps required to test compatibility with the formulas. By 2022, 60% of tubes will be made from PE PCR, representing a gain of 16 tons of virgin PE plastic.

Finally, more than 50% of tubes are recyclable and more than 2 million no longer contain carbon black (making their recycling complex or even impossible).

Another action to reduce the consumption of unnecessary packaging involves tracking their use and replacing them, particularly polybags.

This effort to improve our product offering is being pursued without compromising quality and is based on proposals from suppliers.

Gifts with purchases are important drivers of consumer choice. The CSR approach extends to their selection. Already, our five suppliers are evaluated by EcoVadis, with an average score of 77.6 (4 are Platinum and 1 Gold according to the 2022 ranking), well above the average score for their sector (of 39 or 47, depending on the company). We are accordingly exercising our duty of vigilance in this area and will also be sharing our business ethics Charter with them in 2023. We have also placed a priority on the use of eco-labeled products: OekoTex for terry cloth, GOTS for cotton... PVC is definitely banned for items.

#### 5.1.4 — Helping consumers sort and recycle their packaging

Cardboard packaging for perfumes sold by Interparfums can be recycled if the correct sorting procedure is applied. The optimized eco-design Charter recommends the use of traditional glass (i.e. soda-lime), which is recyclable, and avoiding technical glass (i.e. boro-silicate) which is not.

To facilitate sorting, since January 2022, European regulations require the display of a Triman logo along with instructions on sorting practices. This has been adopted for all products sold by Interparfums.

In addition, certain distributors have introduced individual initiatives to collect cosmetics and perfume packaging and reward participating consumers. The brands ensure the follow-up and traceability of these channels. We strongly encourage these practices.

As for packages sent by our subsidiary Divabox, an e-commerce company, they are plastic-free, made of FSC-certified cardboard and therefore recyclable in the same way as tissue paper. Gift wrapping is made of natural cotton bags that can be reused over and over again.

We also rely on the quality of the products offered as gifts to our customers destined to be used for a long time, and which are easily washable and durable.

These many initiatives highlight Interparfums' commitment to integrating the principles of the circular economy into its business model.

## 5.2 — Ensuring the health and safety of consumers

As the Group assures the introduction of products on the market, it is responsible for assessing the safety of the cosmetic products it distributes. To this purpose, the Group conducts tests ensuring the innocuous nature for the skin and eyes. In compliance with Regulation (EC) No 1223/2009 on cosmetic products, no tests are conducted using animals. Tests for skin irritation are thus conducted on healthy voluntary adult subjects and ocular safety tests are performed through cell cultures.

The Group has also taken measures with respect to the European Community Regulation on chemicals and their safe use concerning the Registration, Evaluation, Authorization and Restriction of Chemical substances (EC Directive 1907-2006 of December 18, 2006) or REACH with all its suppliers. Accordingly, all technical and organizational measures pursuant to the adoption of REACH have been implemented by the Group. It is not itself subject to this registration requirement as a downstream user of such substances. However, it has nevertheless sought to maintain an active role by ensuring that the registration process proceeds effectively and that there exists a continuous supply for sourcing chemical substances contained in its products.

The Group took the initiative to contact its different subcontractors and suppliers to ensure they and those further down the supply chain effectively comply with registration, notification or authorization request procedures. Interparfums has thus asked all its suppliers to provide commitments that they will not supply articles containing substances listed in appendix XIV (Substances of Very High Concern). To date, no supplier has declared the presence in articles provided to Interparfums of substances subject to authorization.

### — Cosmetovigilance procedures

Cosmetovigilance is a system for monitoring and recording adverse effects on human health resulting from the use of cosmetics. This includes any adverse reaction, whether serious or not occurring under normal or reasonably foreseeable conditions of use of a cosmetic product, or likely to result from misuse. Interparfums, as the responsible party, processes and analyzes the cosmetovigilance incidents brought to its attention. A specific procedure defining the steps to follow upon receiving a claim is systematically applied and corrective measures are systematically deployed.

## 5.3 — Giving priority to natural ingredients

For all its fragrance lines, Interparfums uses only alcohol of vegetable origin, and primarily 99.5% natural beet alcohol. Depending on the line, the remaining ingredients include a variable proportion of natural origin. All perfumers we work with offer concentrates with a portion of ingredients certified according to the ISO 9235 or ISO 16128 standard. The percentage of natural ingredients in fragrances is consequently higher than 80%.

For its other products (aftershave balm, hand cream, shower gel and body lotion), between 79% and 88% of the ingredients used in these formulations are of natural origin.

*Rochas Girl*, presented on page 19 of this Universal Registration Document, represents a first step in implementing this approach.



## 6 — Responsibilities to our operational stakeholders and Society

For the conduct of its operations and the development of its activities, Interparfums has identified the following priorities:

- maintaining relations of high level with its licensors based on synergies, mutual commitment and the sharing of common values;
- developing long-term partnerships with its suppliers and subcontractors by closely collaborating in exchanging information, particularly with respect to their CSR approach, their carbon footprint and their trajectory;
- developing lasting relations and trust with our distributor customers.

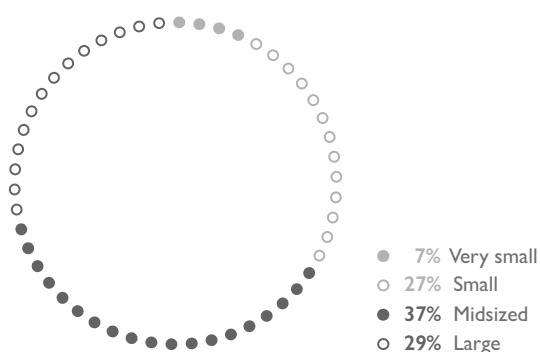
### 6.1 — Relations with licensors

Since signing its first license agreement in 1988, Interparfums has developed a large portfolio of luxury brands under license. Contacts with these companies are systematically initiated by the historic managers who have developed and maintain close relations with the licensors of these brands. These unique and privileged relations are built by developing an understanding of their universe and proposals for products which fully respect the unique codes of each brand.

#### — Origin of purchases by the Operations Department by region

	2020	2021	2022
France	59%	59%	58%
Europe (excluding France)	7%	25%	25%
Asia	18%	7%	18%
America	-%	9%	-%

#### — Supplier profiles by company size (supplier scope assessed by EcoVadis)



The Group maintains long-term relationships of quality and trust with most of its suppliers, subcontractors and other vendors. These partners are indispensable for the Group to ensure its sourcing requirements for raw materials, packing and packaging activities and promotional items. Reflecting its requirements for quality and performance, the selection process and conduct of relations with partners is a critical issue for the Group.

Through close collaboration between the marketing departments and the brands which has increased over the years, the products are developed according to the desires and collections of each brand in order to propose a fragrance both unique and at the same time embodying common values.

Smaller agile teams and regular and privileged contacts foster the development of a perfect knowledge of the universe, maintained over the years, in order to propose the brands high quality products that support their image.

### 6.2 — Long-term relationships with industrial partners

#### 6.2.1 — Sharing information and relations of trust with industrial partners

Production facilities of subcontractors as well as warehousing facilities for finished products are located primarily in the Haute Normandie region of France. The activity generated by Interparfums in this way contributes to developing the local economy.

In addition to collaboration relating to cost controls, quality, and innovation, the Group is committed to developing lasting and responsible partnerships in the areas of employment and the environment.

The Company has implemented guidelines on purchasing, logistics and Good Manufacturing Practices (GMP) in addition to a supplier gateway.

In addition, the Company has adopted a code of business conduct and ethics that will be applicable to its partners designed to ensure that they respect the rules of ethics, morality and law in line with the Company's commitments. This business ethics Charter will be shared with them in the first half of 2023, involving the use of a tracking platform and an electronic signature mechanism. In this way, it will be possible to assess its implementation and to request improvement plans from partners.

To facilitate relations with its partners, the Group has deployed a web-based system for exchanging information reserved for suppliers (see below "the portal"). This system integrates the exchange of supply plans, issue orders and their receipt confirmation. Most suppliers are equipped with this communication tool.

The supplier specifications, the portal and the code of ethical business conduct (available in French and in English) form the basis of the Company's engagements for promoting close and constructive collaboration with suppliers and partners.

Accordingly, the framework that the Company has established for its actions carried out jointly with suppliers and subcontractors includes commitments for optimizing performance and smooth and transparent communications by using this supplier portal. This portal makes it possible to identify the needs of the Company and suppliers, and taking appropriate measures to address these needs. The Company supports its suppliers in their efforts to improve services if their contributions do not effectively meet expectations.

It was in this context that the Company adopted supplier performance indicators, and in particular OTIF (On Time In Full) supplier performance metrics based on information collected from the portal. These indicators will provide a source of information about the ability of suppliers to adapt to current needs and evolve to respond to the Company's future needs.

Through the specifications and the portal, the Company and its suppliers work together in achieving a common objective, that consists in particular in:

- innovating by increasing quality, service and added value;
- increasing the solidity of products, reducing the defects and the needs for after-sales service;
- identifying and developing new techniques for creating new products or for improving existing products.

The Company has also adopted eight business review program with the participation of its suppliers. The purpose of this review is to produce a report on activity of the prior year and determine actions and the needs of each of the parties for the following year.

Within this collaborative framework, action plans have been established for the purpose of preventing situations of economic dependence of the Company's partners. This vigilance is exercised in particular in the case of partners exposed to this risk as a result of their size and infrastructure. The Company has adopted a procedure for identifying companies who might in time develop a risk of economic dependence with potential for jeopardizing their relation.

The Company's vigilance is also assured through transparent communications about items enabling its partners to prevent this risk of dependency based on medium and long-term visibility for its business forecasts, strategies for evolving and its needs in terms of innovation, allowing its suppliers to build their own strategy and develop their capacities for adaptation to meet the desired objectives.

In addition, for a number of years, the Company has been focusing on ensuring the security of its sourcing for a certain number of critical components of our strategic lines. This has resulted in the duplication of our molds for bottles, caps and related items available from two different suppliers.

As applicable, in exercising its duty of care, the Company may also consider disengaging in advance and in a gradual manner from the supplier concerned according to this situation of dependency. In general, as part of its policy of vigilance regarding the risk of economic dependency, the Company invites its suppliers to regularly diversify their customer bases. Similarly, a supplier having developed an innovative technique giving it a monopoly may also expose the Company to risk in terms of sourcing. This may result, by common agreement with its supplier, in identifying a second source of procurement.

Interparfums also monitors how its industrial partners are deploying certified management systems which contribute to their environmental and social performance.

#### — Percentage of suppliers with certified management systems assessed by EcoVadis (as of 31/12/2022)

	2022
Percentage of suppliers evaluated by EcoVadis, certified ISO 14001	34%
Percentage of suppliers evaluated by EcoVadis, certified ISO 45001/OHSAS 18001	25%

#### 6.2.2 — By applying standards for Good Manufacturing Practices (GMP) with packing service providers

The ISO 22716 international standard for Good Manufacturing Practices establishes guidelines standard for the manufacturing, packaging, testing, storage, and transportation of cosmetic products. It represents the practical application of quality assurance concepts based on a description of plant manufacturing practices.

This standard has imposed an obligation on all packing companies since July 2013 to comply with the Good Manufacturing Practices. The other subcontractors such as glassmakers and suppliers of raw materials are not concerned by this standard.

The Group has identified the following benefits from this standard:

- controlling potential risk factors affecting the quality of cosmetic products;
- reducing the risk of confusion, deterioration, contamination and error;
- greater vigilance by personnel in the performance of their activities;
- the guarantee of quality products.

In this regulatory environment, regular audit campaigns are carried out of all packaging plants by the quality department based on the ISO 22716 standard in place. The ultimate purpose of these audits is to ensure that packaging service providers maintain a good level of traceability for their activities. All plant activities were reviewed: receiving process for raw materials and packaging materials, manufacturing, packaging and quality controls. These reports demonstrated that the Group's subcontractors comply with ISO 22716 Good Manufacturing Practices and in particular traceability requirements for all perfume production operations.

The primary missions of the quality department are to:

- consolidate the quality requirements and ensure their implementation by subcontractors and suppliers;
- evaluation of the quality performance of its subcontractors and suppliers;
- strengthen and monitor quality for sourcing of production processes;
- monitor audits of Good Manufacturing Practices;
- supporting subcontractors in the industrialization of its products;
- implement quality indicators;
- monitor nonconformities and corrective measures taken by subcontractors and suppliers;
- monitor customer complaints.

### 6.2.3 — By assessing the CSR performance of its suppliers

As part of its CSR strategy, Interparfums has partnered with EcoVadis to assess the CSR performance of its supply chain and suppliers.

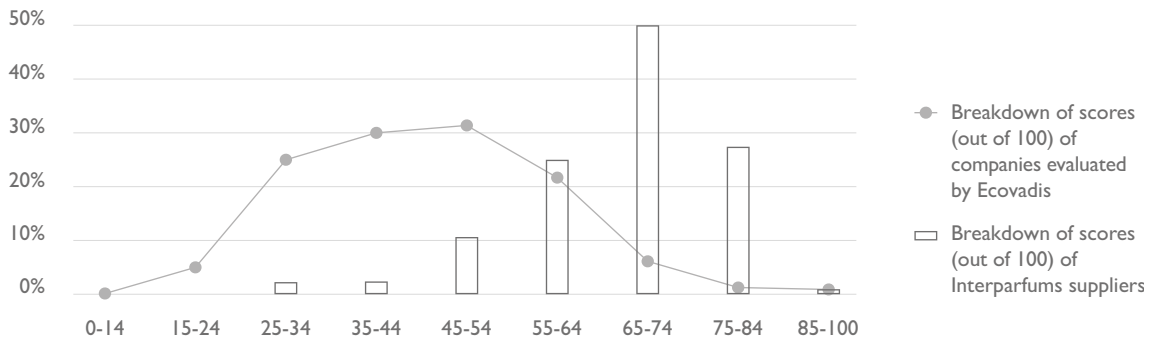
EcoVadis operates a global platform to assess corporate social responsibility and share performance data using their assessment method based on international CSR standards.

In 2022, 119 suppliers were evaluated or were in the process of being evaluated, representing 88% of Interparfums' procurement activity. As part of a continuous improvement process, Interparfums' objective is monitored and encourages the CSR performance of its suppliers in four major areas: the environment, Social And Human Rights, Ethics and Responsible Procurement.

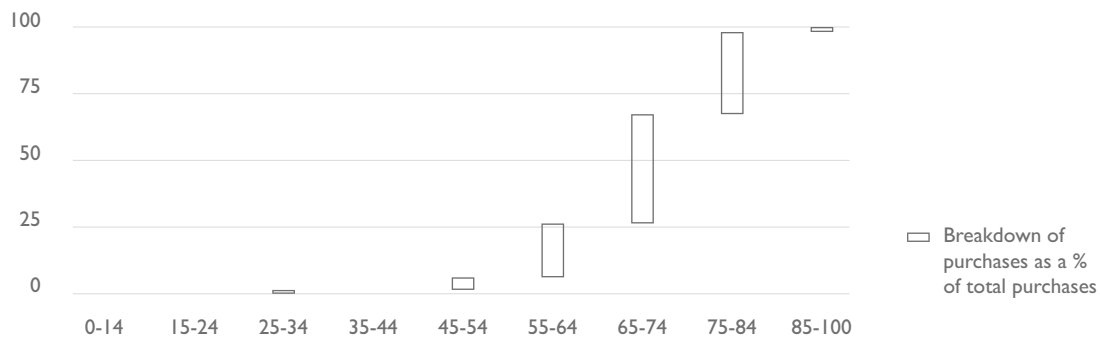
#### 6.2.3.1 — EcoVadis evaluation results

Number of suppliers evaluated	Average EcoVadis score (overall score)	Average score			
		Environment score	Labor and Human Rights score	Business Ethics score	Sustainable Procurement score
91	66.7/100	69.5/100	66.9/100	60.7/100	65.3/100

#### 6.2.3.2 — Comparison between the CSR performance of Interparfums' suppliers and all companies evaluated by EcoVadis



#### 6.2.3.3 — Breakdown of purchases (as a % of total purchases in 2022) according to the EcoVadis score of suppliers (score out of 100)



98% of Interparfums' purchases are made from suppliers with a score of  $\geq 45/100$ , highlighting the relevance of its approach to supplier selection. The lowest performing suppliers in terms of CSR (score  $< 45$ ) account for only 1% of Interparfums' purchases. An action plan will be

sent to the four suppliers thus identified to enable them to make progress on these issues which are of primary importance to Interparfums. Every effort will be made to support them in this process.

#### 6.2.3.4 — Gains in the EcoVadis score by Interparfums' suppliers (between two evaluations)

	Gains in the average EcoVadis score (overall score)	Gains in the average score for the Environment	Gains in the average score for Labor and Human Rights	Gains in the average score for Business Ethics	Gains in the average score for Sustainable Procurement
97% of suppliers were reassessed during the period	+4.9 points	+4.7 points	+4 points	+6.1 points	+7.1 points
Comparison with all companies assessed by EcoVadis	+4 points	+4.1 points	+4 points	+4.2 points	+ 3 points

### 6.3 — Building relations of confidence with customers and distributors

Every continent, every region of the world has its own olfactory tastes, identity and culture but also its own sensibility and attachment to a brand, and there is thus no single destination.

Interparfums has developed long-lasting relations with its distributors in each of the countries or regions where it operates. More than 60 employees deployed their expertise in France and in more than 100 countries in the service of the distribution of our fragrances.

Every two to three years, Interparfums organizes a seminar over several days for all its distributors from throughout the world. This seminar, to be held in 2024, will be an opportunity to present all the company's brands and products, meet with all distributors and involve them in the Group's development while giving the distributors an opportunity to meet with staff with whom they work closely on a daily basis.

### 6.4 — Relations with community-based organizations

The Group also intervenes in the civil society in the following areas:

- developing the local economy;
- relations with schools and educational establishments;
- financing voluntary sector initiatives.

#### 6.4.1 — Donations and sponsorship initiatives

The Group contributes to volunteer-sector organizations intervening in the areas of solidarity, childhood, combating exclusion and promoting health, by providing financial assistance to support their projects and initiatives.

Since 2018, through the Givaudan Foundation, Interparfums provided support to seven schools for the management

of their libraries. In 2022, the school library development program continued in Sulawesi with the opening of 2 new libraries in Mamuju (West Sulawesi). More than 5,000 books were donated for the benefit of 1,163 children and 95 school teachers. Interparfums renewed this partnership for 2023.

In 2022, aid was provided to the CEW (Cosmetic Executive Women) to finance the services by socio-aestheticians for women suffering from cancer, and to EliseCare, which assists civilian populations affected by war. Donations were also made to the Red Cross in relation to the conflict in Ukraine and to the not-for-profit Delivering Good, which provides assistance to vulnerable populations. These few examples illustrate Interparfums' CSR commitments.

In addition, 1% of Rochas *Girls* sales are donated to One Percent for the Planet, a global network of businesses, individuals and environmental partners tackling our planet's most pressing environmental issues.

In 2022, funding of sponsorship initiatives amounted to €384,000.

In 2023, the Group's goal is to strengthen its social approach by continuing to support causes that are close to its heart and relevant to its CSR approach.

#### 6.4.2 — Educational establishments

Keen to share its experience and train future generations, the Group is a regular contributor, particularly in the fields of marketing and finance, at different leading schools (business schools, Sciences Po, École supérieure de parfumerie...).

Interparfums also regularly welcomes interns within the Group as well as work-study contract beneficiaries.

In 2022, Rochas joined the French Fashion Institute Foundation to support its social outreach policy through a financial commitment to the social scholarship fund.

## 7 — A highly motivated and engaged governance

Interparfums supports the Middlednext Corporate Governance Code and as such has developed its governance in line with the ESG issues identified in its materiality matrix presented in section 2 of this chapter.

Since it was listed on the Paris Stock Exchange nearly 27 years ago, Interparfums has made every effort to promote maximum transparency by regularly explaining its strategy, outlook and priorities, and by answering the questions of all its shareholders to the best of its ability.

For nearly two years, we have been committed to adopting a more dynamic, more active and more collaborative approach to social, societal, governance and especially environmental issues.

To further facilitate exchanges and to better address the legitimate expectations of shareholders, we decided to establish an Individual Shareholders' Consultative Committee.

Because the Company no longer considers the occasional exchanges with its shareholders at the General Meeting once a year sufficient, it created this Consultative Committee to better address their concerns. Made up of a dozen shareholders including two employees, it already met once in 2022.

In 2023, members of the Board of Directors will attend information-sharing workshops to help them better anticipate future regulations, particularly in terms of climate change, business ethics, and the fight against corruption and forced labor. The operating procedures of the corporate governance system are described in part 4 of this Universal Registration Document.

Targets	Shares	Current Situation	Expected performance	Deadline
Strengthen the rules of good governance on the basis of the recommendations of the Middlednext Corporate Governance Code	50% of independent Directors on the Board	45%	50%	mid-2023
	50% of women on the Board	45%	50%	mid-2023
	Provide training to Board members	0.5 days	4-6 days	2024
	Setting up of an Individual Shareholders Consultative Committee	-	-	2022
	Setting up a CSR committee	-	-	2024

## 8 — Non-financial indicators

Even though the Company, because of its size, is not required to produce a Non-Financial Statement, indicators that are monitored under this Social, Societal and Environmental strategy are provided below.

	Indicators	2020	2021	2022
<b>Employer values</b>				
<b>Employment</b> (Group scope)	Permanent group employees	290	298	317
	Workforce by region			
	— France	213	214	228
	— United States	59	65	70
	— Asia	18	19	19
	Workforce by type of contract			
	— Permanent	273	287	307
— Non-Permanent	17	11	10	
(France)	Creation of permanent positions	3	5	14
<b>Absenteeism</b> (France)	Related to occupational and commuting accidents	-	0.04%	0.03%
	Related to occupational illnesses	-	-	-
	Related to maternity and paternity leave	2.01%	1.24%	1.30%
	Linked to illness	1.65%	1.23%	1.48%
	Total absenteeism rate	3.66%	2.47%	2.78%
	Number of calls to helpline and psychological support services	0	0	0
<b>Training</b> (France)	Percentage of employees receiving training at least once a year	45%	50%	32%
	Number of training hours	668	2,603	1,591
	Percentage of annual appraisal interviews conducted	100%	100%	100%

	Indicators	2020	2021	2022
<b>Diversity</b> (France)	Breakdown for permanent staff			
	— Women	72%	73%	72%
	— Men	28%	27%	28%
	Breakdown for management positions			
	— Women	56%	52%	60%
	— Men	44%	49%	40%
	Professional gender equality index score	85/100	85/100	84/100
	Number of trainees	8	13	4
	Number of employees with disabilities	2	2	2
<b>Retention</b> (France)	Average seniority	9.9 years	10.1 years	9.7 years
	Turnover	7%	11%	22%
	Percentage of employees with access to the different employee savings schemes with employer contributions	> 95%	> 95%	> 95%
(Group scope)	Accounting expenses linked to performance shares	€1.4m	€1.4m	€2.5m
<b>Environmental</b>				
<b>Packaging</b>	% of FSC paperboard:	< 1%	1%	10%
	Quantity of cardboard used in packaging (tons/sales)	0.01	0.03	3.20
	% of recycled glass PCR:	46.9%	46.1%	37%
	Quantity of glass used in packaging (in tons/sales in €m)	5.68	5.79	11.30
	Quantity of plastic used in packaging (tons/sales in €m)	2.32	2.08	1.91
<b>Waste management</b> (France)	Quantity of hazardous waste (tons)	3.78	8.80	10.00
	Quantity of nonhazardous waste (tons)	nd	29.2	32.3
	Percentage of recovered waste (sorted waste)	nd	78%	83%
<b>CO<sub>2</sub> emissions</b>	Scope 1 and 2 GHG emissions generated (in t CO <sub>2</sub> eq)	233	255	235
	Energy consumption (in MWh)	1,246	1,846	1,754
	Scope 3 GHG emissions generated (in t CO <sub>2</sub> eq)	nd	174,685	152,702
	Scope 1, 2 and 3 GHG emissions intensity (in kg of CO <sub>2</sub> per € thousands of sales)	nd	312	216
<b>Relationships with partners</b>	Percentage of purchases from suppliers EcoVadis-assessed suppliers	68%	68%	88%
	Percentage of purchases from suppliers/relationships > 10 years	86%	86%	86%
	Percentage of purchases from suppliers located in Europe	80%	85%	82%
	Percentage of purchases from suppliers located in France	59%	62%	58%
<b>Governance</b>				
	Gaïa index	71/100	74/100	81/100
<b>Boards</b>	Compliance with the Middlednext Corporate Governance Code	Yes	Yes	Yes
	Percentage of independent Directors	40%	40%	45%
	Percentage of women	40%	40%	45%
	Attendance rate of Directors	100%	100%	98%
	Training of Directors	-	0.5 days	1 day
	Audit Committee	Yes	Yes	Yes
	CSR Committee	No	No	No
	Individual Shareholders Consultative Committee:	No	No	Yes
<b>Executive Committees</b>	Management Committee members: Percentage of women	27%	27%	27%
	CSR Committee	No	Yes	Yes
<b>Compliance</b>	Number of whistleblower reports	0	0	0
	Personal data protection policy (PDO)	Yes	Yes	Yes

Nd: not defined.