

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. Year after year, it develops a CSR (Corporate Social Responsibility) policy, implemented by its Operational and Functionnal Divisions and involving all staff. It identifies its main challenges focusing on four key areas: its responsibilities towards consumers, the environment, operational stakeholders and the society, as well as towards its employees. This policy is supported by a highly motivated and engaged governance approach.

Social and societal values have been an important component of Interparfums' development for many years, exemplified notably by an attractive policy of employee benefits and solid relations with its partners. At the environmental level, the Group 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 France in 2011 and sourcing in Europe more than 85% of its needs highlight the efforts undertaken in recent years.

However, given the challenges of climate change and the erosion of biodiversity, Interparfums wishes to exercise a more active role in contributing to the environment.

To support this approach, at the beginning of the year 2021 and at the initiative of Executive Management, it created an Executive CSR Committee, consisting of members of the Operations & Supply Chain, Human Resources, Finance, Legal Affairs and Communications teams, tasked with formalizing the Group's CSR strategy focusing on the following priorities:

- consolidate its status as a responsible employer with in particular, the formalization of a "Responsible Employer Charter" and reinforcement of the employee training plan;
- reduce its ecological footprint and involve suppliers in the process, thanks, in particular to the introduction of optimized eco-design specifications including the reduction of packaging and the introduction of recycled and recyclable materials on 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 and validated by the Science Based targets (SBTi) initiative;
- strengthen its sustainable development approach by formalizing a Business Ethics Charter that is enforceable against operational stakeholders.

This CSR Executive Committee met six times in 2023 and addressed all the issues mentioned above. In addition, it validated the materiality matrix presented in section 2 of this part and the analysis of non-financial risks presented in Part I. The entire CSR Executive Committee attended a Climate Fresk workshop in 2023 to learn more about climate change and global challenges. Lastly, it closely monitors regulatory developments, particularly those related to the Corporate Sustainability Reporting Directive (CSRD), and approved the organization of the project and the necessary IT investments.

The launch of Rochas' first low environmental impact line in 2021 marked the first milestone in the deployment of this CSR approach. 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* is a perfume 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 offered 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 launched in spring 2023 offering a direct refill will contribute to this same approach.

1 — BUSINESS MODEL

OUR RESOURCES

Human

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

Intangible

- A portfolio of **10 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 Mollenex **Corporate Governance Code**
- Existence of a **CSR Executive Committee**

Financial

- A very **strong balance sheet** with a **net cash position of €55m**
- 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



Communication tools respecting consumer values

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

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
- €60m paid to our employees in the form of compensation in 2022
- Performance share plans every 2/3 years
- A recommendation rate of 84% assessed by an internal survey among employees
- 84/100 gender equality index score (France scope)
- Average employee age: 41
- Average employee seniority: 7.6 years



Industrial

- 83% of relationships with our suppliers are more than 10 years old
- €275m of industrial purchases in Europe in 2023



Social

- Support to The SeaCleaners association
- €778k of expenses allocated to patronage initiatives and donations in 2023



Environmental

- 92% of purchases made with Ecovadis business sustainability rated suppliers
- 191 tons eq CO₂ carbon footprint (scope 1, 2 and 3)
- 68.1: Average Ecovadis score of our suppliers



Financial

- 2023 sales: €798m
- 2023 operating margin: 20.7%
- Dividends distributed to shareholders in 2023: €65.9m
- 34.6m bottles and 4.2m gift sets shipped in 2023
- Integration in the SBF 120 and CAC Mid 60 indexes



2 — MATERIALITY MATRIX

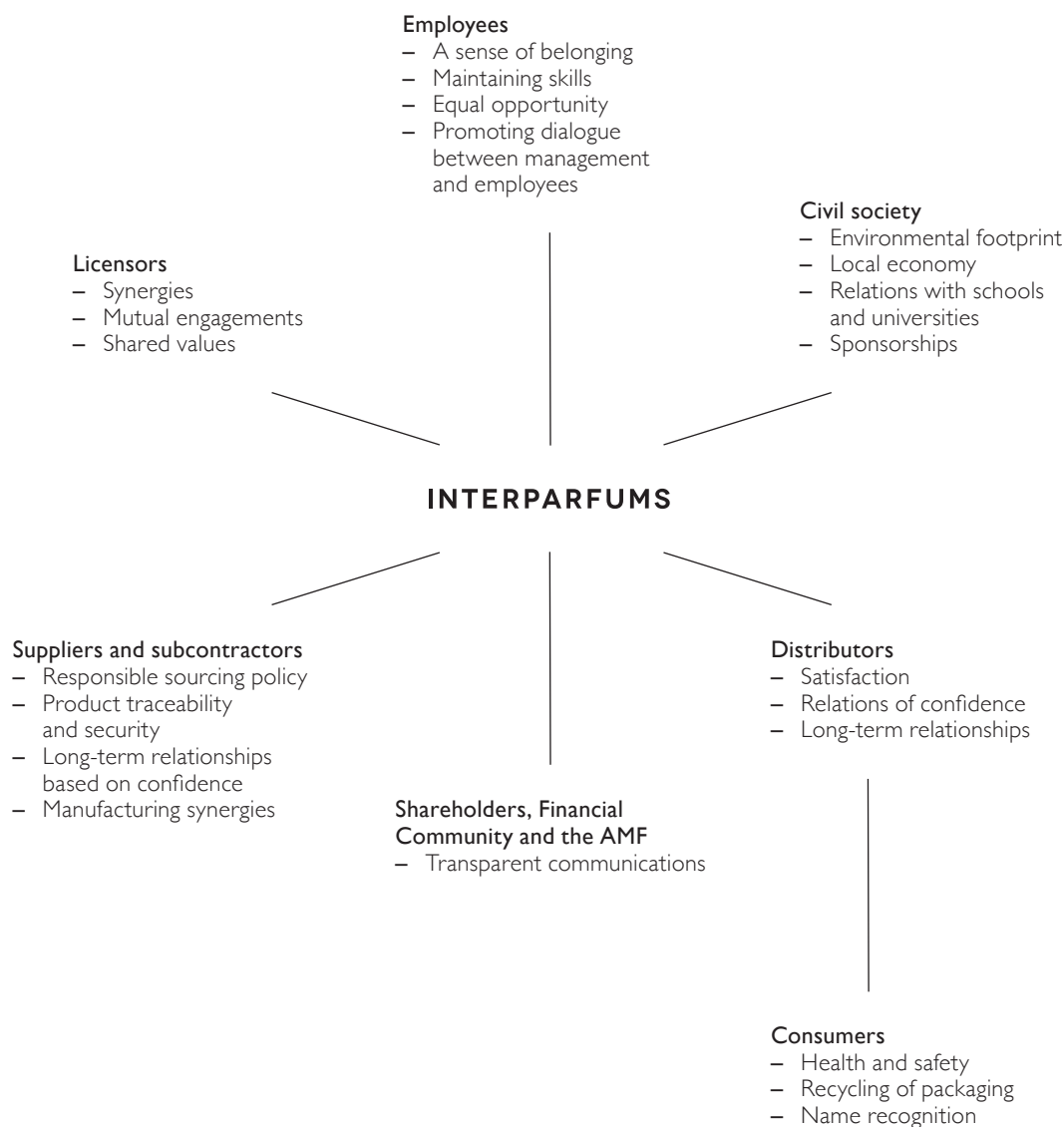
After mapping all of Interparfums stakeholders, an essential exercise in a constantly changing environment, it became clear that the main ones are the licensors, employees, suppliers and subcontractors, distributors and the financial community in the broadest sense. Their expectations are identified by means of the existing close links with the industrial partners and the licensors. Current and future employees express their goals and preferences during regularly scheduled interviews. The financial community, for its part, has plenty opportunities to share views the meetings that punctuate the calendar and through the questionnaires we receive. These ties have been strengthened by the

creation of an Individual Shareholders' Consultative Committee.

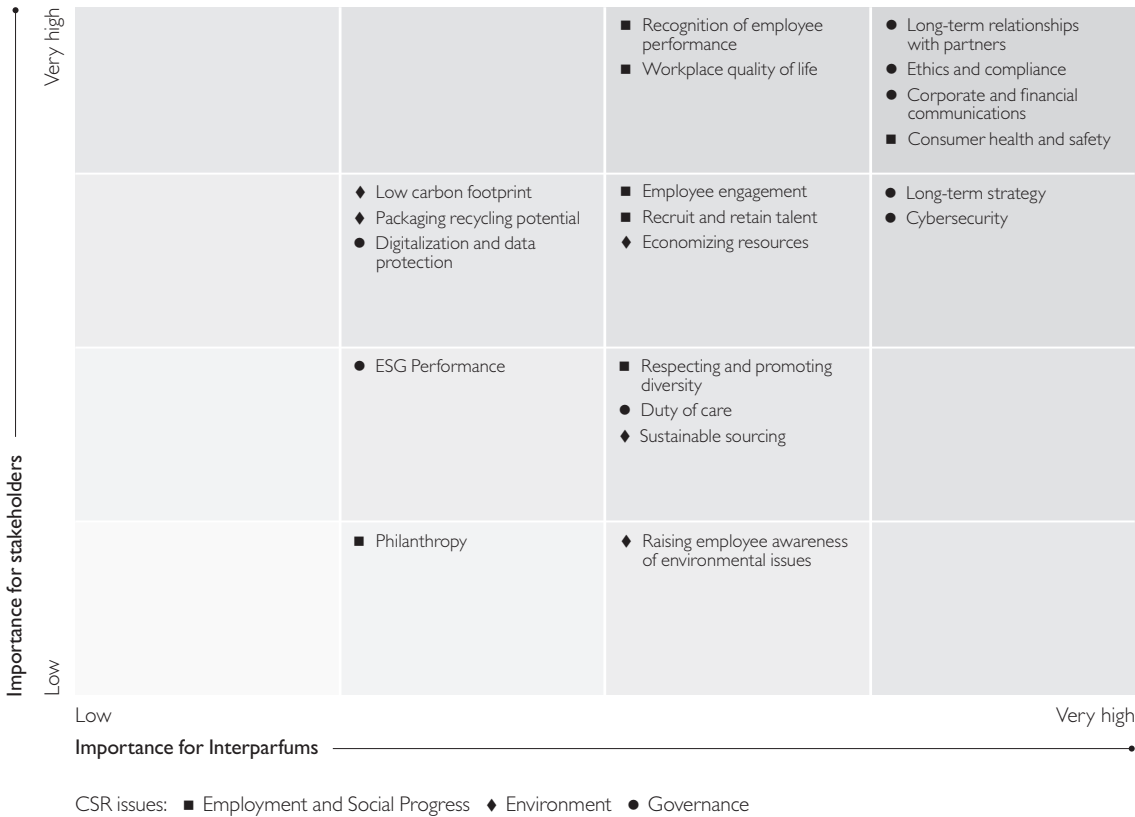
In 2024, the single materiality matrix will be updated, and a double materiality assessment will also be introduced in preparation for the application of the Corporate Sustainability Reporting Directive (CSRD), which will apply to the Group in 2026 for the 2025 financial year.

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



3 — CSR STRATEGY

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).

	Measures	2023 situation	Expected performance	Deadline	SDG	Article 225	GRI
Attracting, supporting and developing all talents							
Attract	Responsible Employer Charter	Charter written	Charter deployed	Completed in 2023			406, 407, 408, 409
Develop	Strengthen training	55% of employees (France)	70% of the employees	2025		Art. I-1-e	404-1 and 404-3
Develop	CSR training for employees	20% of the employees	80% in 2 years	2025			
Diversify	Raising employee awareness about disabilities	Once a year	Once a year			Art. I-1-f	405-1
Proposing environmentally and socially responsible packaging							
Monitor	Monitor the Ecovadis scores of our suppliers	Average score 68.1/100	Average score > 70/100	2025		Art. I-3-c	308
Increase	Increase the recycling potential of our packaging (% recyclable packaging)	82%	85%	2025	 		
Initiating a low-carbon trajectory							
Measure and reduce	Measure the carbon footprint scopes 1, 2 and 3 ⁽¹⁾	191,031 tons of CO ₂ equivalent	Neutrality	2030		Art. I-2-d	305-1,2,3
	Reduce scopes 1 and 2 greenhouse gas emissions ⁽²⁾	13% reduction /2021	Neutrality (including the contribution)	2025		Art. I-2-d	305-1,2,3
Contribute	Define appropriate contribution programs	Made for an initial project	Expand by financing carbon sequestration projects outside the Interparfums value chain	2025			
Strengthen our relationships with our partners							
Raising awareness	Distribute the eco-design Charter to all industrial suppliers	Charter distributed to 100% of our industrial suppliers	Encourage 100% of industrial suppliers to launch a low-carbon trajectory	2025		Art. I-3-c	308
Ethical conduct and compliance							
Deploy	Deploy and obtain the signature by all stakeholders of the Business Ethics Charter	51% of our industrial suppliers	100% of our industrial suppliers	2024		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 Solferino 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 TO 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. It also relies on information provided by perfumers, who assess the safety of the raw materials used in their juices.

4.1 — ENSURING THE HEALTH AND SAFETY OF CONSUMERS

The Group carries out skin and eye safety tests on the products it markets. In compliance with Regulation (EC) No 1223/2009 on cosmetic products, no tests are conducted using animals. Dermal safety tests are thus conducted on healthy volunteers and ocular safety tests are performed on 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. As a downstream user of chemical substances, it is not subject to a registration requirement. The Group nevertheless maintains an active role by communicating proactively with its suppliers to ensure that the registration process proceeds effectively and that there exists a continuous supply for sourcing compliant chemical substances contained in its products.

Perfumes contain alcohol (> 78%). This ingredient is not classified as an endocrine disruptor, and is tolerated in cosmetics based on a favorable opinion by the SCCS commission⁽³⁾, an independent research body acting on behalf of the European Commission. Furthermore, no ingredients present in products marketed by Interparfums have been classified as endocrine disruptors⁽⁴⁾.

The Group took the initiative to contact its different subcontractors and suppliers to ensure they and those upstream in their 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. The Group, as the responsible party, processes and analyzes the cosmetovigilance cases reported to it. A procedure defining the steps to be taken is systematically applied and corrective measures are systematically implemented.

	2022	2023
Number of claims per million products sold	0.040	0.015

4.2 — 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. It should be noted that all the perfumers with whom the Group works offer concentrates with a percentage of ingredients certified according to ISO 9235 or ISO 16128 standards. The percentage of natural ingredients in fragrances is consequently higher than 80%.

For aftershave balms, hand creams, shower gels and body lotions, between 79% and 88% of the ingredients used in these formulations by the Group are of natural origin.

Nature as a source of inspiration

A few examples of natural ingredients originating from our perfumery partners are presented below by way of illustration. For example, the most recent launch of *Coach Green for Men* includes a juice composed of 31.3% ingredients of natural origin according to ISO 16128. In addition, 34.2% of the juice (10 ingredients) is derived from upcycled raw materials. All Moncler fragrances, especially those in the *Les Sommets Moncler* Collection, have a naturalness rate of over 85% based on the ISO 16128 standard.

Moonlight Rose from the *Collection Extraordinaire* by Van Cleef & Arpels is an Eau de Parfums made from a juice containing 62.8% natural ingredients (ISO 16128) and 8 upcycled ingredients. Green chemistry principles were also used for 3 other ingredients.

⁽³⁾ Scientific Committee on Consumer Safety.

⁽⁴⁾ These 16 product families, listed by the European Chemicals Agency (ECHA), are banned and, as such, are of course not present in products marketed by Interparfums.

4.3 — INNOVATING WHILE RESPECTING BIODIVERSITY

Perfumes are designed based on proposals developed by our perfume partners and shared objectives to reduce pressure on endangered natural resources by using biotechnology and upcycling.

Rochas Girl Life juice, for example, features blackcurrant buds as a top note, sourced from a blackcurrant bud supply platform located in France. The partnership between the perfumer and La Coopérative des Coteaux Bourguignons forms a virtuous circle of sustainable development practices leading to improved yields and remuneration for farmers. Furthermore, the blackcurrant bud is the first natural ingredient to rely on blockchain technology to ensure its traceability from field to bottle, starting in 2019. Rose extract is upcycled from the water released after distillation of the flower, which still contains aromatic molecules. Jasmine

extract is made with a green solvent without the use of petrochemicals.

The Group's head office is located in the center of Paris, in a protected area of the 7th arrondissement, which complies with the ambitions of the Paris Climate and Energy Plan and the promotion of a cultural heritage policy by integrating the architecture of the 19th and 20th centuries, developing a historical and ecological culture of city gardens, while improving existing protections. To this end, the Group has equipped the site with beehives and nesting boxes, and vegetation adapted to pollinators.

The Group also ensures that none of its partners' filling sites are in biodiversity protected areas (either in France or Italy). None of our partners is located in a Natura 2000 special conservation area or managed by a not-for-profit affiliated with the Fédération des Conservatoires des Espaces Naturels. This mapping was based on the precise addresses of the sites in question.

5 — ENVIRONMENTAL RESPONSIBILITIES

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 ingredients;
- the choice of techniques and materials;
- recycling and waste elimination measures;
- reducing greenhouse gas emissions.

At every stage of the manufacturing process, the Group seeks to determine the precise needs and considers the requirement of limiting sources of unnecessary costs and a waste of resources by:

- reducing the environmental impact of its operations;
- recycling flawed production, notably at the production phase;
- minimizing waste at the manufacturing stage, with recourse to repairs where possible (notably for pallets), and at the end of a product's life, through eco-design and consumer information.

The 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. This Charter promotes the Group's best practices for optimizing the eco-design of the products it develops. This includes targets by product category: glass, decor, caps, blocks, product boxes.

5.1 — AN OFFERING OF RESPONSIBLE PRODUCTS OVER THEIR ENTIRE LIFECYCLE

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 filling 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.

5.1.1 — Limiting the environmental impact of operations

In addition to its head office whose renovation was awarded HQE Bâtiment Durable ("High Environmental Quality") excellent level and BREEAM Excellent certification, Interparfums^{SA} also uses an HQE-certified warehouse for its logistics and warehousing needs. 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.

— Energy

The Group regularly monitors energy consumption indicators to assess possibilities for improving energy efficiencies in the area of lighting, heating and air-conditioning throughout Interparfums^{SA}'s head office and 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 main warehouse at Criquebeuf when employees are taking outside breaks and maintain the warehouse temperature at 11°C. 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 kW instead of 600 kW during the day. Monthly reports on electricity consumption are prepared, allowing the Group to analyze the causes for overconsumption, when applicable, in order to take corrective actions as applicable.

The partner responsible for managing this warehouse has replaced the 30 kW oven used to heat-shrink the plastic coating of boxes on the mechanized line with a lid-gluing machine. This initiative both reduces electricity consumption and the amount of plastic used.

Finally, the Group has installed dedicated bicycle parking spaces and electric car terminals at its Criquebeuf logistics site and head office.

(in kWh)	2021	2022	2023
Total energy consumption in kWh	1,845,715	1,753,729	1,696,084

The head office on rue de Solférino is 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. Lighting is provided by electricity. This means that the Group's fossil fuel consumption is limited to the gas used to heat the warehouse.

In addition, the potential renewable energy production of the photovoltaic panels installed on the roof of on the headquarters building is 6 MWh. In 2023, 4.9 MWh of

renewable energy of solar origin was generated and used directly by the Group.

— Water

In light of Interparfums' business model, water is a material issue only for selected partners (see section 6.2.3. in part 2). This is because water consumption for the company's direct operations is limited to sanitary use in the offices and warehouse and cleaning use in the warehouse.

(in m ³)	2021	2022	2023
Water consumption	2,495	3,949	1,301

In 2021 and 2022, two water leaks resulted in overconsumption of water resources at the warehouse. These incidents have since been resolved, and consumption has returned to a reasonable level in 2023. The water consumption figures shown in the table above concern only the Criquebeuf warehouse. At headquarters, water is only used for sanitary purposes and in consequence the quantity used is considered to be negligible.

In 2023, the Group responded to the Water Security questionnaire of the CDP (formerly the Carbon Disclosure Project) and obtained a C- grade, reflecting a level of awareness of Interparfums' impact on water resources. Risks and opportunities identified in this area are presented in section 3 of part I of this document.

— Waste

The Group closely monitors waste production at the warehouse level in France. In 2023, 27 tons of waste were recycled through various channels (plastic, pallets, paper and cardboard). In addition, 3 tons of non-hazardous waste were incinerated using heat recovery processes. A new process has been set up to recover 29 palbox containers of glassine labels. No hazardous waste was eliminated in 2023.

At the head office, recycling facilities for office paper, glass and household waste have been installed with the help of the municipal authorities and an industrial partner.

— Freight

By strategically locating its main warehouse in France at the crossroads for its subcontractors, the Group has reduced distances for shipments of finished products.

Measures undertaken in collaboration with the warehouse in France and the trade goods shipping manager, within the framework of the improvement and optimization of shipments between production sites and the logistics platform, have reduced 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.

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. It henceforth requires a minimum number of palettes per truck.

In addition to the warehouse already used in the USA, in 2018 the Group commissioned a 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 Group has been calculating its carbon footprint for scopes 1 and 2 since 2020. Scope 1 concerns direct greenhouse gas emissions of the warehouse (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 Criquebeuf warehouse and the offices of the Paris headquarters.

In addition, the Company has a fleet of 22 company cars, notably for the sales force. The new vehicles are equipped with gas engines.

(in tCO ₂ e)	2021	2022	2023
Scope 1	226	205	194
Scope 2	29	30	27
Total	255	235	221

In 2022, the Group moved its headquarters to HQE and BREEAM certified premises, making it possible to optimize its energy consumption. In addition, the use of renewable energies and the City of Paris heating network further improves this performance. Scopes 1 and 2 emissions decreased by 6% between 2022 and 2023, allowing the Group to meet its trajectory for this scope.

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

At the end of 2023, Interparfums adhered to the SBTi (Science Based Target initiative) in order to benefit from this organization's recognition of its carbon trajectory. In addition, for the first time, the CDP Climate Change questionnaire was completed in 2023, and Interparfums' level of maturity was rated B- based on its coordinated action on climate issues. This enabled the Group to identify

areas for improvement, particularly in terms of opportunities and engaging its value chain.

Thus, the Group is convinced that inviting the participation of its suppliers in its approach will contribute to its progress in achieving a low-carbon trajectory. 100% of suppliers assessed by Ecovadis in 2023 indicated that they were implementing energy-saving measures, and 58% that they were using one or more renewable energy sources. However, only 72% of the suppliers monitor their carbon footprint while only 59% have completed a study on all the scopes (1, 2 and 3). And while this data is improving, there are still suppliers that have yet to adopt measures in this area, especially conditioning partners. 53% of the Group's direct purchases are covered with precise carbon reporting data. In any case, as explained in section 6.2.1. of part 2 of this document, 86% of goods and services purchased for production are sourced from suppliers located in Europe, who are either subject to CSRD regulations or are included in the value chain of customers concerned by these regulations. As a result, they also will start measuring their carbon footprint. And naturally if they so wish, the Group will support them in terms of methodology so that they can make progress on these crucial issues.

(in tCO ₂ e)		2021	2022	2023
Scope 3 Upstream	Products and services purchased	166,934	144,320	177,188
	Fixed assets	2,668	3,839	3,965
	Fuel and energy related emissions not included in scope 1 or 2	55	48	45
	Upstream freight and distribution	729	1,050	2,026
	Waste produced	17	23	24
	Business travel	494	265	585
	Commuting to and from work	Negligible	Negligible	Negligible
	Upstream leasing of assets	-	-	-
	Other upstream indirect emissions	-	-	-
Scope 3 Downstream	Downstream freight and distribution	129	279	3,664
	Transformation of products sold	-	-	-
	Use of products sold	-	-	-
	End-of-life of products sold	3,659	2,878	3,534
	Downstream leasing of assets	-	-	-
	Franchises	-	-	-
	Investments	-	-	-
	Other downstream indirect emissions	-	-	-
Total scope 3		174,685	152,702	191,031

The variations between one year and the next, as mentioned above, reflect the inclusion of additional Scope 3 data from certain suppliers (who previously did not include this data in their calculations). On the one hand, inventories are higher in 2023 than in 2022 (+32%), notably as a result of the manufacture of Lacoste perfumes in preparation for the

launch of sales in January 2024. On the other hand, there was more business travels in 2023 than in 2022. These different factors contributed to the rise in scope 3 emissions. Finally, the growth in the amount of royalties paid (expressed in monetary ratios) also has an impact on the carbon footprint.

(in tCO ₂ e)	2022	2023	2022-2023 change
Carbon footprint (scopes 1, 2 and 3)	152,937	191,252	25.1%

Interparfums' carbon intensity is in the low range for its industry sector. Despite the growth in sales, carbon intensity is increasing for the reasons outlined in the previous paragraph.

(in kg of CO ₂ per €'000 of sales)	2021	2022	2023	2022-2023 change
Carbon intensity	312	216	240	10.9%

After completing the carbon footprint measurement phase, it was found that 17% of direct production-related purchases were made from suppliers participating in the SBTi initiative.

Particular attention is paid to the trajectories of the Group's 10 largest suppliers, who account for 46% of direct production purchases. It is worth noting that 7 of the suppliers completed the CDP Climate Change questionnaire. 7 suppliers have also set targets for 2030 to significantly reduce their carbon emissions, notably by implementing innovative processes and using renewable energies.

In 2024, the Group will encourage suppliers with a marginal lag to rapidly catch-up by continuing its efforts to engage in dialogue in order to make progress together in this crucial area.

This being 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 leguminous plants.

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 tCO₂e over 5 years, backed by the national Low Carbon Label. This initiative is closely monitored by Interparfums as a pilot project in its climate strategy. The first visit to Sysfarm showed that the carbon sequestration performance for 2023 was slightly better than expected, thanks to the significant benefits of cover crops for carbon storage.

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	2023 actions	Focus of work in 2024
Governance Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the Board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing risks and opportunities.	The Board of Directors is regularly informed by the CSR Department of the risks and opportunities related to climate and biodiversity. They were given a presentation on the impact on these subjects from the introduction of the Corporate Sustainability Directive (CSRD), with a particular focus on double materiality. A CSR expert was identified to join the Board and lead a CSR committee. The Executive Committee has been informed of the steps taken to formalize the CSR strategy. They were given a presentation on progress in the climate area.	Creation of a CSR Committee within the Board of Directors. Definition of the climate trajectory before validation by the SBTi. Regularly inform the Executive Committee of risks and opportunities relating to climate and biodiversity. Strengthen the Executive Committee's expertise on key climate and biodiversity issues.
Strategy 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.	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. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. c. Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Interparfums has identified a low vulnerability to climate change risks and has responded to the CDP Climate questionnaire in 2023 by obtaining a B- rating. Interparfums participates in the Science Based Target initiative (SBTi).	Interparfums will continue to work on climate-related risks and opportunities and share them by responding to the CDP questionnaire again in 2024 and submitting its climate trajectory to SBTi.
Risk management Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Interparfums has determined its vulnerability to climate change risks to be low. Interparfums interviewed perfumers with whom the Group works to discuss their shared climate and biodiversity risks and opportunities.	Interparfums will continue to encourage the participation of its suppliers who are less active in these areas, in particular packing service providers and a few major suppliers.

Themes	TCFD Recommendations	2023 actions	Focus of work in 2024
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions and the related risks. c. Describe the objectives used by the organization to manage climate-related risks and opportunities, and its performance against the objectives.	Interparfums full carbon assessment is published above.	In line with the assessment performed, Interparfums will work on its objectives in terms of carbon trajectory and align them with SBTi guidelines.

5.1.3 — Offering environmentally responsible packaging

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.

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 also eliminated thermosetting plastics from its line of bath and body care products in favor of recyclable plastic. Carbon black is being phased out of plastic tubes because it cannot be recycled.

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 Group 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 its elimination.

The optimized eco-design Charter formalized by Interparfums in 2022 has been shared with all its industrial partners and internal teams. Regular follow-up reviews have been organized to monitor the progress of its adoption by all teams.

Results at the end of December 2023

Percentage of launches (in number) over 2024-2025 incorporating PCR glass	74%
Percentage of launches (in number) over 2024-2025 incorporating FSC cardboard	89% (and 11% being defined)

5.1.4 — Offer promotional products that take into account environmental and social criteria

An in-depth work has been carried out on promotional products, which represent a significant volume in terms of units: over 4.7 million gift sets and over 3.2 million GWP (gifts with purchases) for the 2023 production plan. The process involved reviewing each of the components of these segments over their entire life cycle. On this basis, with the

exception of the metal kits and boxes, it was determined that all components were produced and assembled in France, Spain and Italy. 53% of our gifts with purchases are labeled Made in France (candles, kits...).

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

— Summary of commitments regarding promotional products

Commitments					
Gift sets, product boxes and blocks	Reduce the percentage of plastics as much as possible, while making the best possible compromise between CO ₂ emissions and water consumption	Continue to reduce the size of gift box sets	Replace plastic blocks with cardboard blocks	Promote the recyclability of packaging	Adopt more responsible decoration and printing practices by limiting hot stamping as much as possible and using plastic-free metallized printing substrates
Tubes	Reduce the percentage of virgin plastic	Insert recycled plastic	Use of tubes eligible for recyclability with gradual phase-out of carbon black		
Gifts	Geography of production sites	Transportation methods	Minimize packaging and replace polybags with recycled kraft paper banners	Product tracking	Use responsible materials and optimize their use

The packaging for our boxes and cases has long been made from FSC-certified cardboard and paper. 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 blocks in the boxes must be robust for transport purposes, resistant during storage in humid or hot conditions and economically advantageous. Proposals for recyclable APET blocks have been made for certain Rochas lines, and cardboard blocks are now used in the majority of our boxes.

With regard to the plastic tubes used for the brands' fragranced bath products, a study was carried out based on the components: skirt, head and cap, in order to reduce the quantity of plastic used and ensure their eligibility for recycling. The replacement of virgin plastic in tube skirts has begun, with the essential steps of testing compatibility with formulas. By 2023, 60% of tubes had been manufactured partly from PE PCR, saving 16 tons of virgin PE plastic.

Lastly, over 50% of tubes are recyclable, and more than 2 million of them will no longer contain carbon black (making them difficult or impossible to recycle) by 2025.

Another measure to reduce the use of unnecessary packaging involves discouraging its use (particularly of polybags) and providing a replacement. By 2024, 623,000 polybags will have been eliminated, representing savings of 148,000 50-cl plastic bottles and 10.6 tons of CO₂. When the use of recycled kraft bands is not possible, biodegradable polybags will be preferred.

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 of "gifts with purchases" are evaluated by Ecovadis, with an average score of 77.6/100 (4 are Platinum and 1 Gold according to the 2022 ranking), well above the average score for their sector (of 39/100 or 47/100, depending on the company). The Group is thus exercising its duty of care in this area. More and more suppliers are proposing recycled materials (for example, recycled polyester bag body materials), with benefits in terms of reduced carbon and water footprints. The aim is also to repatriate selected production to Europe.

The development of POS displays also integrates the principles of eco-design, with the goal of reducing the consumption of resources and the carbon footprint associated with their logistics. This is important because 80% of the impact of POS advertising depends on its design.

— Summary of commitments regarding POS material

Lifecycle phases	Theme	2023 achievements	2024 targets
Production	Separability of materials	2023 achievements: 77% of POS displays are designed for end-of-life separability of materials	2024 targets: 80% of POS displays will be designed for end-of-life separability of materials
	Mechanical assembly	74% of POS displays are assembled mechanically (limiting the use of glue, screws and magnets)	80% of POS displays will be assembled mechanically
Logistics	Flat-packed delivery	75% of POS displays deliveries are flat-packed	80% of POS displays deliveries will be flat-packed
	Packaging	Elimination of 100% of plastic packaging (if plastic packaging remains, it will be made of recycled and recyclable plastic to protect certain materials during transport).	
	Transportation costs	97% of POS deliveries to the storage warehouse (Criquebeuf) are made by boat, train or truck	

Whenever possible, we aim to reduce the weight of point-of-sale advertising, particularly for in-store tester displays. In addition, we perform in-depth research into the origins of the materials used by our partners, with priority given to European sourcing.

In addition, Interparfums teams participate in the Selective Perfumery working group, led by the Institut du Commerce which encourages brands and retailers to collect and recycle plastic POS materials in France. This collective approach also brings together POS manufacturers already committed to eco-design and the benefits of disassembly.

5.1.5 — 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. borosilicate) 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.

The Interparfums website (www.interparfums.fr) will be updated in the first half of 2024 in order to direct customers

to a site specifically dedicated to providing them with information about the specifications and environmental characteristics of the products and their packaging, in accordance with the requirements of the France's Anti-waste and Circular Economy Law (AGEC).

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. The Group encourages these kinds of virtuous initiatives.

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.

The Group also relies 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.

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 strong relationships 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, carbon footprint and trajectory;
- developing long-term, trust-based relationships with its distributor customers.

6.1 — BUILDING TRUSTING RELATIONSHIPS WITH LICENSORS AND DISTRIBUTORS

Since signing its first license agreement in 1988, Interparfums has developed a significant portfolio of luxury brands under license. Contacts with Luxury Houses are systematically initiated by the 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 that fully respect the unique codes of each brand.

Through close collaboration between the Group's 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 with 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.

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. A workforce of 126 employees deploy their expertise in France, the United States and Singapore, distributing fragrances in over 100 countries.

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 April 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 the employees with whom they work closely on a daily basis.

6.2 — FORGING LASTING INDUSTRIAL PARTNERSHIPS

6.2.1 — Sharing information with industrial partners

Production facilities of subcontractors and the main 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.

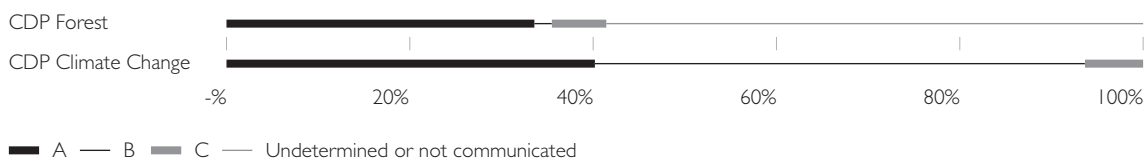
— Geographical origin of purchases made by the Operations Department

	2021	2022	2023
France	59%	58%	54%
Europe (excluding France)	25%	25%	31%
Asia	7%	17%	11%
America	9%	-	4%

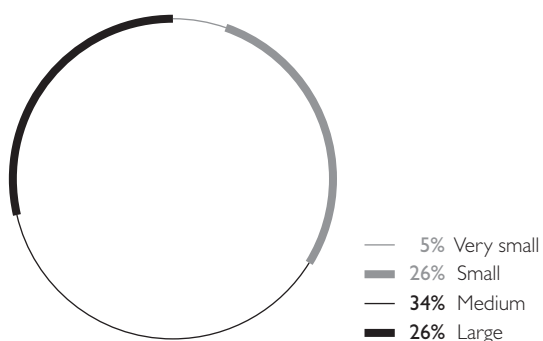
100% of the perfumers the Group works with completed the CDP Climate Change questionnaire. Their scores are above B, which is a reassuring performance for Interparfums. This indicates that they address the issues of climate change and biodiversity at the right level. Indeed, scores at this level are indications of a mature analysis of climate risks

and opportunities. The Forests questionnaire is also important for Interparfums as a company that cares about the management of natural spaces and considers it crucial not to use raw materials responsible for deforestation in any country.

— Breakdown of perfumes according to the scores obtained by perfumers in the CDP questionnaires



— Typology of suppliers by company size (scope of Ecovadis' assessed suppliers)



The Group maintains long-term relationships of quality and trust with most of its suppliers, subcontractors and other service providers. They are essential partners 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.

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

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

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, the issuance of orders and confirmation their receipt. Most suppliers are equipped with this communication tool.

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

Accordingly, the framework that the Group 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 Group and suppliers, and take appropriate measures to address these needs. The Group supports its suppliers in their efforts to improve services if their contributions do not effectively meet expectations.

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

Through the specifications and the portal, the Group 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 Group has also adopted a 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.

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

Percentage of Ecovadis' assessed suppliers with certified management systems :

	2022	2023
Percentage of suppliers evaluated by Ecovadis, certified ISO 14001	34%	41%
Percentage of suppliers evaluated by Ecovadis, certified ISO 45001/OHSAS 18001	25%	28%

6.2.2 — Enforce the application of Good Manufacturing Practices (GMP) by 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:

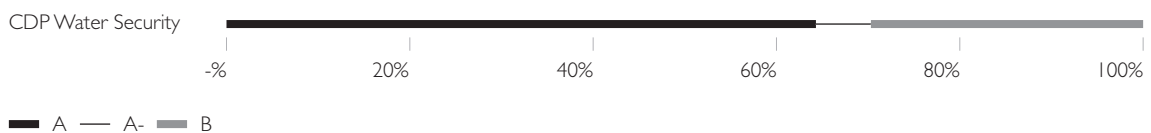
- Controlling potential risk factors affecting the quality of cosmetic products;
- Reducing the risk of confusion, deterioration, contamination and error;
- Greater vigilance by personnel in the performance of their activities;
- The guarantee of quality products.

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.

— Breakdown of perfumes according to the scores obtained by perfumers in the CDP Water Security questionnaire



6.2.4 — Assessing the CSR performance of 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.

6.2.3 — Water: an issue closely monitored by Interparfums

As mentioned in Section 5.1.1, given Interparfums' business model, water is a material issue for some of its partners.

These include sugar cooperatives and perfumers.

Sugar cooperatives produce the alcohol used in our perfumes, mainly from sugar beet. They have been incorporating resource conservation into their CSR strategies already for some time.

As a result, they have implemented a number of best practices, such as water recycling. Industrial sites supply nearby farmers with water from sugar mill ponds to irrigate their fields. This activity, known as fertigation, also has the advantage of adding mineral elements to the soil. Another cooperative reuses 100% of the water contained in the beets it processes. This technique contributes to savings of 5 million m³ of water withdrawn per year. The goal of this cooperative is to extract 0 m³ of water from the natural environment by 2030 for all its activities.

Agricultural practices are evolving in parallel, and the cooperatives' agricultural members apply the SAI Platform (Sustainable Agriculture Initiative) standards. More than 77% of these cooperatives' beet crops are certified Gold or Silver SAI worldwide. Cooperative members are supported in their efforts to improve their farming practices, particularly with regard to water management.

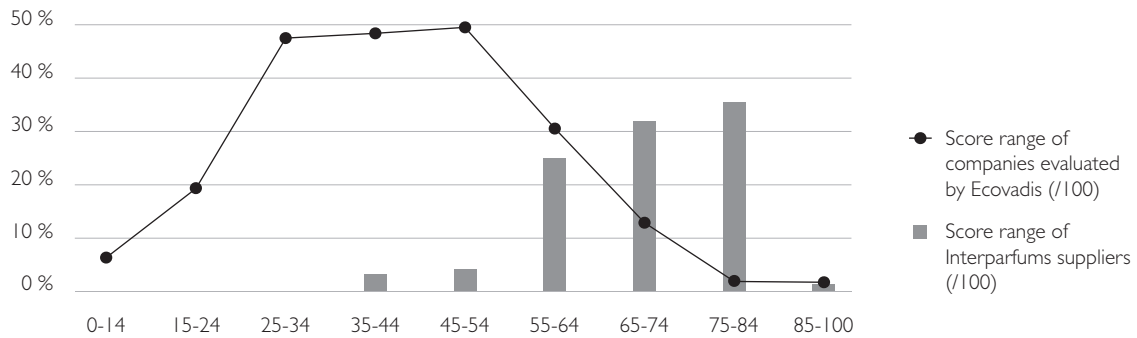
All the perfumers with whom Interparfums works complete the CDP Water Security questionnaire. In consequence, they all have a risk assessment approach for managing and anticipating the water stress zones in which they operate. Their action plans are based as much on varietal selection of the plants they cultivate or have cultivated as on adapting farming practices, notably with regard to irrigation.

In 2023, 110 suppliers, accounting for 92% of Interparfums' purchases, had been assessed or were in the process of being assessed (up 4% on 2022). As part of a continuous improvement process, Interparfums' objective is monitored and encourages the CSR performance of its suppliers in four major areas: Environment, Social and Human Rights, Ethics and Sustainable Procurement.

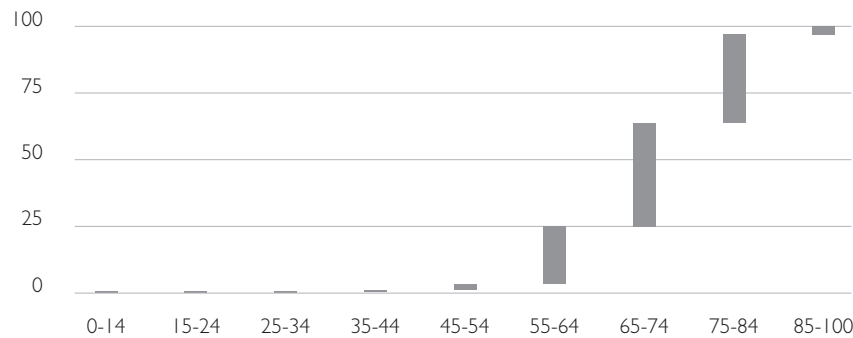
6.2.4.1 — Ecovadis evaluation results

Number of suppliers evaluated	Average Ecovadis score (overall score)	Average score			
		Environment score	Labor and Human Rights score	Business Ethics score	Sustainable Procurement score
110	68.1/100	71.5/100	67.8/100	61.4/100	66.2/100

— Comparison between the CSR performance of Interparfums suppliers and that of all the companies assessed by Ecovadis



6.2.4.2 — Breakdown of purchases (as a % of total purchases in 2023) according to the suppliers' Ecovadis score (score out of 100)



99% of Interparfums' purchases from suppliers evaluated by Ecovadis originate from suppliers with a score $\geq 45/100$, highlighting the relevance of the Group's 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 three 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.

6.2.4.3 — Increase in the Interparfums suppliers' Ecovadis (between two evaluations)

	Increase in the average score (overall score)				
	Increase in the average Ecovadis score (overall score)	Increase in the average score for the Environment	Increase in the average score for Labor and Human Rights	Increase in the average score for Business Ethics	Increase in the average score for Sustainable Procurement
82% of suppliers were reassessed during the period	+2.1 points	+2.9 points	+1.5 points	+1.5 points	+2.1 points

6.2.5 — Focus on Interparfums' top ten suppliers

The Group's top ten suppliers accounted for 46% of its purchases in 2023. We therefore felt it relevant to examine their CSR performance.

7 of them responded to the Climate CDP questionnaire, but not all made their performance public. The Group will therefore specifically question them on the full range of CSR issues and ask them to share their goals in terms of climate strategy. 5 have adhered to the SBTi initiative, with a 1.5°C trajectory validated for 4 of them.

In 2024, a specific dialogue will be opened with these suppliers to move forward together with a shared decarbonization strategy.

In addition, given the close links established with our logistics provider at the Criquebeuf warehouse, we enquired about the number of accidents involving its employees that resulted in a sick leave. In 2023, there were 5.

6.2.6 — Make a positive contribution to society through impactful philanthropy

The Group is developing initiatives aimed at civil society in the following areas:

- development of the local economy;
- relations with schools and educational establishments;
- funding for community projects.

The Group contributes to non-profit organizations and charities 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 helped set up 10 school facilities in Sulawesi, the Indonesian island where the patchouli used in the *Monblanc Explorer Eau de Parfum* fragrance is sourced. In 2023, more than 1,200 children and 110 school teachers benefited from this initiative. In 2024, Interparfums has renewed its partnership with the Givaudan Foundation for the seventh year running.

In 2023, aid was once again 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.

In addition, 1% of *Rochas Girl's* 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.

The amount of expenditure allocated to corporate sponsorship in 2023 amounted to €778,000, up sharply on 2022 (€384,000).

In 2023, the Group sought to structure its social approach by continuing to support causes that are aligned with its CSR approach. One of the first projects selected addresses the major problem of plastic pollution in the oceans, and in particular near river estuaries. The Group has accordingly decided to finance a project run by The Sea Cleaners, a non-profit organization committed to protecting the oceans and combating plastic pollution. In addition, initiatives are carried out to raise public awareness and promote lasting changes in behavior. Through this partnership, Interparfums has contributed to the construction of the new version of a *Mobula*, with a prototype already in operation in Indonesia. The vessel, a versatile and innovative multi-purpose boat capable of collecting floating micro- and macroplastics and also hydrocarbons, in aquatic environments, has completed its test phase in Bretagne (France), and in 2024 will move to its area of operation in South-East Asia.

In the cultural sphere, Interparfums decided to contribute to the Cercle Montherlant-Académie des Beaux-Arts Prize, awarded each year to a French-language work of art. In 2023, this prize was awarded to book "Pierre Chareau" written by Marc Bédarida and Francis Lamond, published by Norma editions. Pierre Chareau was one of the first modern interior designers to use glass or steel. One of his most important works is the *Maison de Verre* in Paris' 7th arrondissement.

In addition, 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 by financing the social scholarship fund.

7 — RESPONSIBILITIES TO EMPLOYEES: A CARING EMPLOYER COMMITTED TO THE SUCCESS OF ALL

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. The Group's employees are its most important driver for value creation. Their fulfillment at work and their motivation are key drivers of its development.

Staff organization and management

— Headcount by business line

Number of employees at	12/31/21	12/31/22	12/31/23
Executive Management	5	5	5
Production & Operations	49	58	60
Marketing	65	69	77
Export	76	78	88
French Distribution	40	38	38
Finance & Corporate Affairs	60	67	63
Rochas fashion	3	2	3
Total	298	317	334

— Headcount by geographical area

Number of employees at	12/31/21	12/31/22	12/31/23
France	214	228	233
North America	65	70	77
Asia	19	19	24
Total	298	317	334

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

— Headcount by age

Number of employees at	12/31/21	12/31/22	12/31/23
Less than 25 years	12	13	19
Between 25 and 34 years	88	92	98
Between 35 and 44 years	95	94	97
Between 45 and 54 years	68	77	79
55 years or more	35	41	41
Total	298	317	334

The average age of employees is 41.

The average length of service of employees is 7.55 years.

The turnover rate in 2023 was 22%. In 2023, a large number of senior employees left the company to participate in professional retraining programs or pursue new career paths that began during the COVID crisis. Moreover, the Group is growing and has recruited a number of new employees for new projects.

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

	2021 ⁽¹⁾	2022	2023
Absenteeism rate	2.47%	2.34%	2.29%
Absenteeism rate excluding maternity and paternity leave	1.23%	1.21%	1.80%

(1) Data presented for 2021 concerns France. Starting 2022, the reporting covers the entire Group.

Interparfums' main social challenges

- developing a team spirit;
- maintaining a high level of expertise;
- equal opportunities;
- gender equality;
- respect for social dialogue;
- quality of working conditions;
- concern for the health and safety of all;
- work-life balance.

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. 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 living up to its values on a daily basis:

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

In 2023, an employee engagement survey was conducted in France. The participation rate was 81.9% and the recommendation rate 80.4%, which is particularly satisfactory. An action plan was launched to address employee expectations. Connected fridges were installed to provide employees access to a healthy, seasonal and cost-effective foodservice offering. Internal communications will also be strengthened by the publication of regular newsletters. This survey will be repeated in 2024 on a Group-wide basis.

7.1 — ATTRACTING, SUPPORTING AND DEVELOPING ALL TALENTS

7.1.1 — Policy

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

The organization's flexibility largely made up of small teams facilitates its continuous adaptation to all changes or evolving external conditions.

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 agrees, 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.

7.1.2 — Equal treatment and opportunities and skills development

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.

A formalized onboarding process has been developed. This includes a comprehensive and rich integration program to ensure that all new employees understand and embrace the Interparfums culture, and learn about all the company's different activities.

Since 2019, Interparfums has organized annual disability awareness-raising campaigns. In 2023, during the European Week for the Employment of People with Disabilities, from November 20 to 26, Interparfums was honored to welcome renowned French handisport athlete, Théo Curin, at its headquarters. He gave a very inspiring presentation on the topic of "Turning difference into strength".

Théo Curin, who had all four limbs amputated at the age of 6 after contracting meningitis, shared with our teams his story, his resilience through swimming, and his many projects. He also spoke about how he came to terms with his disability, and his remarkable rebuilding process. With his strong will and engaging personality, Théo Curin won over employees with his humor and determination.

In addition to his sporting exploits, he is also a lecturer, a model and now a TV host, providing ample testimony to his versatility.

At the end of his presentation, Théo Curin took time to answer employees' questions. These exchanges provided an opportunity to reflect in greater depth not only on how to cope with life's difficulties, but also how to transform these obstacles into opportunities, on both a personal and professional level.

His answers sparked inspiring discussions and provided a unique perspective on how to overcome adversity and draw upon one's inner strengths to achieve one's goals.

This opportunity for interaction increased the impact of the conference by giving everyone a chance to engage in direct discussion with an enthusiastic individual, and represented an unforgettable experience for all participants.

Interparfums has decided to continue its association with Théo by taking part in his next challenge, a sports and solidarity adventure in Cape Town (South Africa), accompanied by the television host, Ismaël Khelifa.

Through these awareness-raising campaigns and local support from the Human Resources teams, three employees

were formally recognized as persons with disabilities through a specific procedure available in France for that purpose (*Reconnaissance de la Qualité de Travailleur Handicapé* or RQTH).

The Group also participates indirectly in promoting the employment of persons with disabilities and combating exclusion discrimination. In particular, it chose to work with a sheltered work enterprise for disabled workers for the packing of its gift sets. In 2023, the total cost for these services amounted to €1,074,511.

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

	2021	2022	2023
Gender parity in the total workforce	H 25% – F 75%	H 26% – F 74%	H 26% – F 74%
Gender parity in management positions	H 32% – F 68%	H 35% – F 65%	H 39% – F 61%
Professional Equality Index (France reporting scope)	85/100	84/100	84/100

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

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	2021	2022	2023
Percentage of employees receiving training at least once a year	50%	32%	55%
Number of training hours	668 h	1,591 h	2,635 h
Average number of training hours per employee	3.12 h	6.98 h	11.31 h

While continuing its training efforts on topics such as office automation, management, language learning, business training and personal development, new subjects were also covered in 2023. To help everyone take into account the issues of climate change and biodiversity in their daily lives, the Climate Fresk program was deployed by means of regular workshops. Business ethics training was also introduced before being deployed on a wider scale. Already, 28% of employees in France have benefited from this impact training.

In addition, Interparfums signed a partnership agreement with the "Work for Good" social solidarity organization. With the help of a dedicated interactive platform, Work for Good aims, in just a few clicks, to promote awareness and encourage employees to think about their consumption habits both at work and at home, as well as the necessary changes in our different business practices. The platform also provides year-round information about Interparfums' strategy. Numerous modules are also dedicated to understanding climate change. And for those who wish, comprehensive training courses are also available on environmental and social issues, as well as solutions that can be easily integrated into everyday life.

7.1.3 — Social 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. In consequence, the Social and Economic Committee was renewed in June 2023. This committee includes 4 managerial employees, one of whom serves as the harassment contact person. 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.

Following the renewal of this committee in June 2023 an "Occupational Health & Safety" Committee continued to operate along the lines of the previous Health, Safety and Working Conditions Committee. The committee made up of two non-management employees normally meets once per quarter. An employee with special qualifications in the area of health, safety and working conditions has been appointed internally. Several employees receive first aid training every two years and health coordinators have also been appointed since the outbreak of the health crisis in 2020.

There were four work-related accidents in 2023, one of which resulted in sick leave. No occupational illnesses were reported. As Interparfums does not possess manufacturing sites, the risk of occupational accidents is minimized. Furthermore, the Group does not generate hazardous situations.

France (2021 and 2022) and Group (2023) reporting scopes	2021	2022	2023
Number of work-related accidents resulting in sick leave	0	1	1
Number of commuting accidents resulting in sick leave	2	0	0
Frequency rate (number of lost-time work-related accidents per million hours worked)	5.26	2.48	1.87
Severity rate (number of days of absence due to accidents per thousand hours worked)	0.04	0.03	0.01
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 Group 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. Ergonomic seats are available for employees who need them. 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 occupational health risks, 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*).

7.1.4 — 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 in section 4, part 2 of this document.

7.1.4.1 — Health Insurance

The "basic" health insurance plan 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 "top-up health insurance plan" is also offered to all employees, as soon as they join the workforce, with no waiting period required.

The claims-to-contributions ratio has been positive for many years (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 as a result, coverage offered under a top-up plan was significantly improved in 2022 for the benefit of employees.

7.1.4.2 — Profit-sharing

As required by French law, a statutory employee profit-sharing agreement was implemented in 2001. For 2023, as in previous years, a substantial gross amount of €3,9 millions will be redistributed to employees at the beginning of 2024, representing an increase of 6% on 2022.

7.1.4.3 — Company savings plan and group pension plan

All the Company's employees benefit from a company savings plan which offers several types of funds corresponding to the specific projects of each employee. Since 2017, it has adapted its scheme by offering 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.

7.1.4.4 — 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. In line with the evolution of its compensation policy, this

scheme was extended to all employees (management and non-management) on January 1, 2024, with the addition of an employer's contribution on the A tranche of salaries for all employees, in addition to the B and C tranche contributions already defined (French Social Security contribution levels).

7.1.4.5 — Employee share ownership/ Restricted stock awards

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

8 — DEDICATED AND COMMITTED GOVERNANCE

Interparfums supports the Middelnext 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 part.

8.1 — INTEGRATING CSR INTO GROUP STRATEGY

Since it was listed on the Paris Stock Exchange nearly 29 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 three years, the Group has 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 with shareholders, and to better address their legitimate expectations, the Group has established an Individual Shareholders' Consultative Committee.

Because the Group considered that exchanges with shareholders once a year at the Annual General Meeting were no longer sufficient, this committee was established to better address their concerns and information requirements. Made up of a dozen shareholders including two employees, it already met once in 2022 and once in 2023. To share Interparfums' vision of CSR, members of this committee

were given an opportunity to visit a perfumer's site and attend a presentation on the Group's progress in this area.

In 2023, members of the Board of Directors attended 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. They have also been provided with specific training on measures to fight against corruption.

In 2023, the Audit Committee became the Audit and Remuneration Committee, with a Charter defining its organization, operations, powers and responsibilities.

A CSR Committee will be set up within the Board of Directors in 2024, reflecting the growing importance of CSR in corporate governance.

Interparfums does not engage in any lobbying activities. Interparfums is a member of Middelnext, French association representing listed SMEs and midcaps, which helps ensure that management remains informed and receives training on new regulations, particularly those relating to the Corporate Sustainability Reporting Directive (CSRD). Interparfums is a member of the Comité Colbert (an association of French luxury brands), the FEBEA (French federation of cosmetics industries) and the UNIFAB (French association for the promotion and defense of intellectual property). These organizations provide support to the Company in its development.

Details of our corporate governance procedures are given in part 4 of this Universal Registration Document.

Targets	Board structure and management	Current Situation	Expected performance	Deadline
Strengthen the rules of good governance on the basis of the recommendations of the Middelnext Corporate Governance Code	50% of independent Directors on the Board	50%	50%	mid-2023
	50% of women on the Board	50%	50%	mid-2023
	Provide training to Board members over a three-year period	3 days ⁽⁵⁾	4-6 days	2022 to 2024 period
	Setting up of an Individual Shareholders Consultative Committee	Yes	Yes	2022
	Setting up a CSR committee	No	Yes	2024

(5) 2021-2023 period.

8.2 — ETHICAL CONDUCT AND COMPLIANCE

In line with its CSR approach, the Group is committed to operating both internally and externally with integrity and responsibility. It accordingly decided to adopt the Middennext Anti-Corruption Code of Conduct, which offers a vehicle for expressing its convictions in this area and sharing them with all employees and third parties with whom it does business.

This Code of Conduct establishes guidelines to be followed by all employees, whether in France or internationally. The aim is that every Group employee will read and integrate this document so as to ensure their business practices are conducted in accordance with ethical values.

In addition, a business ethics Charter has been introduced and will be applicable by our partners as a means of ensuring that they respect the rules of ethics, morality and law to which the Group is committed. This business ethics Charter has been shared with them by through a dedicated platform implemented in October 2023 accompanied by an electronic signature. In this way it is thus possible to monitor its deployment, and partners can be asked to draw up improvement plans.

	2023
Number of suppliers who have received the business ethics Charter	113
Percentage of suppliers who have signed the business ethics Charter at December 31, 2023	51%

In addition to distributing this Charter, the Company has decided to provide all employees with anti-corruption training through an online training module (e-learning) to be deployed in early 2024. Employees with functions-at-risk will benefit from a one-day session specifically adapted to their needs and led by an expert.

A group corruption risk map will be finalized in the first half of 2024.

8.3 — WHISTLEBLOWING AND INCIDENT REPORTING PROCEDURES

Interparfums' employees as well as all its stakeholders have access to a whistleblowing reporting platform provided by EQS Group, an independent service provider via the link <https://interparfums.integrityline.app/>.

Set up at the end of 2023, this platform is a secure and confidential system that enables all parties to report situations or behavior that may be considered noncompliant with the Group's ethical standards. Previously, incidents

reported were escalated using other means, and no notifications were received in 2023.

The introduction of this platform was accompanied by information describing in detail the procedure for reporting an incident, as well as the data confidentiality policy in accordance with the General Data Protection Regulation (GDPR).

More generally, a Data Protection Officer (DPO) is responsible for the compliance of all measures relating to protecting personal data and the GDPR.

If an incident of wrongdoing is reported, the Ethics Committee, made up of the General Counsel, the Human Resources Director and the Compliance & DPO Officer, is responsible for addressing this incident by conducting investigations and, if necessary, obtaining the assistance of a specialized outside firm.

8.4 — DUTY OF CARE

Within the framework of partnership relationships established with suppliers, 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 Group has adopted a procedure for identifying companies who might in time develop a risk of economic dependence with potential for jeopardizing their relation.

The Group'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 Group has been focusing on ensuring the security of its sourcing for a certain number of critical components of our strategic lines. As a result, it sources its molds for bottles, caps and related items from two different suppliers.

As applicable, in exercising its duty of care, the Group 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 Group 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 Group to risks in terms of sourcing. This may result, by common agreement with its supplier, in identifying a second source of procurement.

9 — NON-FINANCIAL INDICATORS

In preparation for the Corporate Sustainability Reporting Directive (CSRD), the Group reports on its ESG performance on the same basis as its financial performance.

	Indicators	2021	2022	2023
Social				
Employment	Permanent group employees	298	317	334
	Workforce by region:			
	— France	214	228	233
	— United States	65	70	77
	— Asia	19	19	24
	Workforce by type of contract:			
	— Permanent	287	307	323
	— Non-Permanent	11	10	11
	Creation of permanent positions	5	18	22
Absenteeism <i>(France scope for 2021)</i>	Related to occupational and commuting accidents	0.04%	0.03%	0.31%
	Related to occupational illnesses	- %	- %	- %
	Related to maternity and paternity leave	1.24%	1.13%	0.49%
	Linked to illness	1.23%	1.20%	1.49%
	Total absenteeism rate	2.47%	2.34%	2.29%
	<i>(2021 scope: France/ 2022-2023: France and Asia)</i> Number of calls to helpline and psychological support services	0 call	0 call	1 call
Training <i>(France scope)</i>	Percentage of employees receiving training at least once a year	50%	32%	55%
	Number of training hours	2,603	1,591	2,635
	Percentage of annual appraisal interviews conducted	100%	100%	100%
Diversity	Breakdown for permanent staff:			
	— Women	75%	74%	74%
	— Men	25%	26%	26%
	Breakdown for management positions:			
	— Women	68%	65%	61%
	— Men	32%	35%	39%
	Professional gender equality index score (France scope)	85/100	84/100	84/100
	Number of trainees as of 31 December	13	4	0
	Number of employees with disabilities	2	3	3
Retention	Average seniority	10.1 years	8.1 years	7.5 years
	Turnover	11%	19%	22%
	Percentage of employees with access to the different employee savings schemes with employer contributions	> 95%	94%	96%
	Accounting expenses linked to performance shares	€1.4 million	€2.5 million	€1.2 million
Environment				
Packaging	% of FSC paperboard:	1%	10%	88%
	Quantity of cardboard used in packaging <i>(tons/sales in €m)</i>	0.03	3.20	1.98
	% of recycled glass PCR	46%	37%	78%
	Quantity of glass used in packaging <i>(tons/sales in €m)</i>	5.79	11.30	7.80
	Quantity of plastic used in packaging <i>(tons/sales in €m)</i>	2.08	1.91	1.77
Waste management <i>(France scope)</i>	Quantity of hazardous waste <i>(tons)</i>	8.80	10.00	0.00
	Quantity of nonhazardous waste <i>(tons)</i>	29.2	32.3	30.0
	Percentage of recovered waste (sorted waste)	78%	83%	90%

	Indicators	2021	2022	2023
CO₂ emissions	Scope 1 and 2 GHG emissions generated (in tCO ₂ e)	255	235	221
	Energy consumption (in MWh)	1,846	1,754	1,696
	Scope 3 greenhouse gas emissions (in tCO ₂ e)	174,685	152,702	191,031
	Scope 1, 2, and 3 GHG emissions intensity (in kg of CO ₂ per €'000 of sales)	312	216	240
Relationships with partners	Percentage of purchases from suppliers			
	Ecovadis-assessed suppliers	68%	88%	92%
	Percentage of purchases from suppliers/relationships > 10 years	86%	86%	83%
	Percentage of purchases from suppliers located in Europe	85%	83%	85%
	Percentage of purchases from suppliers located in France	62%	58%	54%
Governance				
	Gaïa index	70/100	76/100	84/100
	Sustainalytics rating	ND	34.60	24.80
Boards	Compliance with the Middlednext Corporate Governance Code	Yes	Yes	Yes
	Percentage of independent Directors	40%	45%	50%
	Percentage of women	40%	45%	50%
	Attendance rate of Directors	100%	98%	99%
	Training of Directors	0.5 day	1.0 day	2.0 days
	Audit Committee	Yes	Yes	Yes
	CSR Committee	No	No	No
	Individual Shareholders Consultative Committee	No	Yes	Yes
Executive Committees				
	Management Committee members: percentage of women	27%	27%	27%
Compliance	CSR Committee	Yes	Yes	Yes
	Number of whistleblower reports	0	0	0
	Protecting Personal data policy (PDO)	Yes	Yes	Yes

ND: not defined.