



2024
CSR REPORT

ARCEVI||E

LET'S DARE FOR A BETTER FUTURE

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XAVIER ARDIZIO

A WORD FROM THE PRESIDENT

X. Ardizio



I firmly believe that social responsibility is an essential duty.

As a company, we must support global awareness by actively contributing to sustainability. It is essential that we do our part.

My vision for Argeville is that of a dynamic, modern company that acts to promote a healthy balance and the development of its employees, and close relationships with all its stakeholders.

It is also that of a bold company that engages with social issues to preserve and transform our expertise, and help our team move forward in a human and collaborative way.

Our commitment goes far beyond a simple obligation: it is guided by a personal resonance and a deep desire to improve everyone's well-being. People are at the heart of our concerns, and we pay particular attention to the health, safety, and fulfillment of our employees.

Societal contribution is not only essential, but also a powerful lever for attracting and retaining new talents. It plays a central role in our employer image, strengthening the motivation and commitment of our teams.

This social dimension is a priority, both internally and throughout our value chain. Our stakeholders—customers, suppliers, partners—expect us to take concrete and responsible action. We must live up to these expectations by offering sustainable and ethical solutions.

Our commitment does not stop at the company's walls: we are determined to make a positive contribution to society by supporting solidarity initiatives, getting involved with associations, and promoting responsible practices at all levels.

Our aim is to integrate the CSR approach indorsed by our headquarters in France into all our subsidiaries abroad, adapting it to their specific cultural and local characteristics.

We are convinced that every action counts and that, collectively, we can build a more sustainable and people-centered future.

Let's dare for a better future !

02

ABOUT ARGEVILLE

ARGEVILLE IS A FAMILY BUSINESS THAT BEGAN IN 1921 IN MOUGINS AND HAS DISTINGUISHED ITSELF IN THREE AREAS: THE COMPOSITION OF INGREDIENTS, FRAGRANCES, AND FOOD FLAVOURS.

In 1981, Jean-Jacques Ardizio took over the management of the company, which was then experiencing strong industrial growth and expanding internationally.

Today, chaired by his son Xavier Ardizio, Argeville continues to expand around the world. The Argeville team is constantly growing, with the ambition of preserving its family spirit

The Argeville Group is deeply committed to innovation and is consolidating its international presence with new projects for 2025.

OUR ACTIVITIES

NATURAL INGREDIENTS


Argeville crafts raw materials for the perfume and flavour industry, from sourcing natural ingredients to extraction, rectification, and purification. Our transformation processes yield extracts with high-quality olfactory and gustatory profiles.

FRAGRANCES

Our perfumers develop fragrances using qualitative natural raw materials or synthetic ingredients produced using cutting-edge technologies. Our creations reflect and anticipate market trends.

FLAVOURS

Argeville develops, manufactures, and markets a wide range of flavours for the food industry in strict compliance with health and safety standards.



IN 2024,
78
MILLION EUROS

90%
OF TURNOVER IS GENERATED
INTERNATIONALLY,
REPRESENTING
70.2 MILLION EUROS

380
EMPLOYEES

OUR CENTERS

IN FRANCE

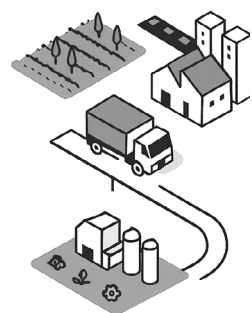
HISTORICAL CENTER – MOUGINS
PROVENCE NATURAL CENTER – LA LAUPIE

INTERNATIONALLY

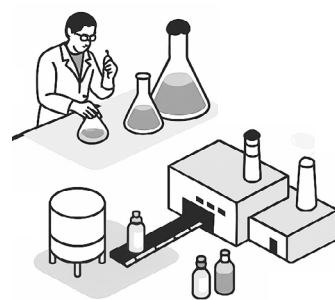
MIDDLE EAST CREATIVE CENTER – DUBAI
ASIA REGIONAL CENTERS – BANGKOK, GUANGZHOU & HO CHI MINH CITY
ARGEVILLE LATIN AMERICA – BOGOTA
ARGEVILLE SOUTH AFRICA – JOHANNESBURG
ARGEVILLE INDIA – MUMBAI
ARGEVILLE EASTERN EUROPE – MOSCOW

03

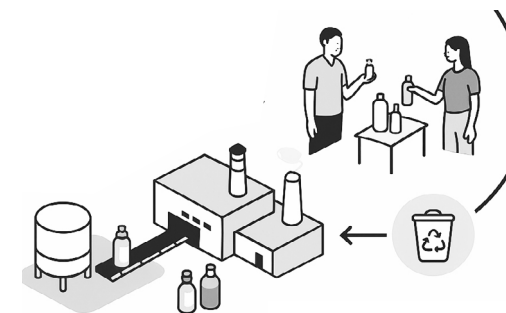
ARGEVILLE'S VALUE CHAIN



UPSTREAM



ARGEVILLE'S DIRECT ACTIVITIES



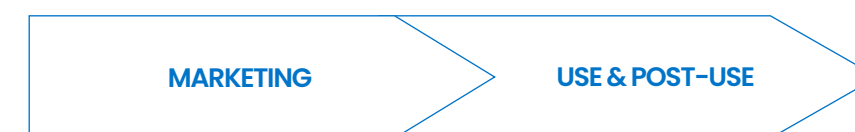
DOWNSTREAM



- Extraction and processing of raw materials (manufacturing)
- Sourcing & procurement of raw materials
- Purchasing of goods and services for operations and support services

- Development of new fragrance, aromatic concentrates, and new ingredients
- Design of perfume compositions

- Manufacturing of products
- Employment of labor for manufacturing and support services (internal)
- Storage of raw materials, products, and packaging
- End of life of residues/waste from our manufacturing processes



- Response to calls to tender
- Marketing
- After-sales

- Manufacturing of finished products by customers
- Use of finished products by consumers
- End of life of finished products and packaging

04

OUR CSR APPROACH

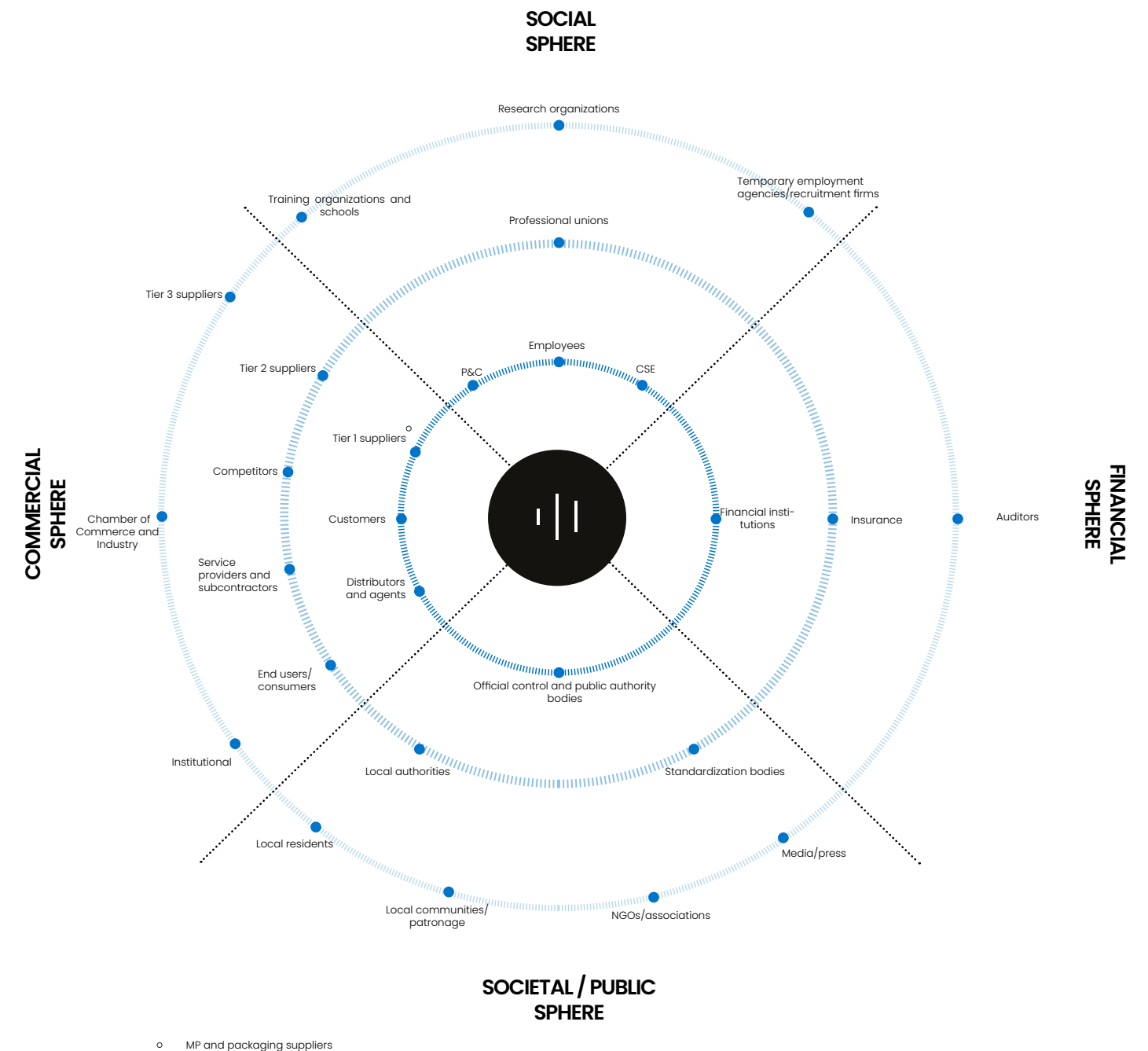
AT ARGEVILLE, OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR) GOES BEYOND A SIMPLE VOLUNTARY INITIATIVE.



It is gradually becoming part of our model, serving as a real lever for transformation within our company and a driver of sustainable performance.

We firmly believe that innovation and creativity in the fragrance, ingredient, and flavour industry must go hand in hand with social and environmental responsibility. This approach is therefore part of a process of continuous improvement, aimed at creating products that combine quality, performance, and a positive impact on society and all our stakeholders.

STAKEHOLDER MAPPING

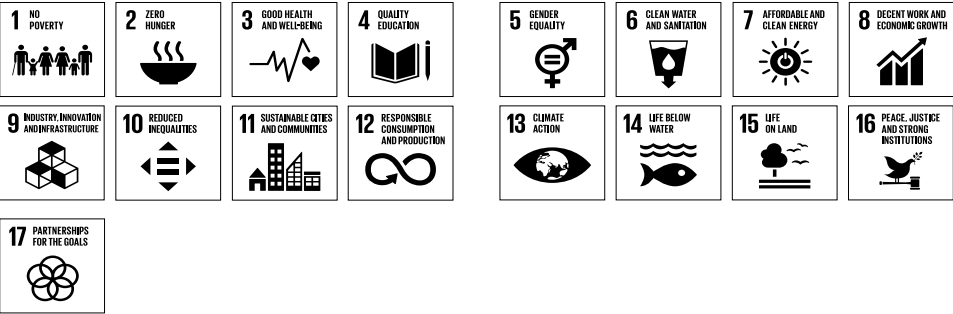


GUIDELINES



Our CSR strategy is based on recognized international standards, such as ISO 26000, the United Nations Global Compact and the 17 Sustainable Development Goals, as well as the EcoVadis assessment.

These standards and commitments guide our actions and enable us to structure a consistent CSR approach that is aligned with international practices and global issues.



UNITED NATIONS GLOBAL COMPACT

Since 2023, we have been proud members of the United Nations Global Compact. We are committed to reporting annually on our progress in implementing the Ten Principles of the Compact and our contribution to achieving the Sustainable Development Goals. Since 2024, we have been submitting our Communication on Progress (CoP) to the United Nations.

Our commitment is based on the Sustainable Development Goals:

- N°3 to ensure good health and well-being.
- N°8 to promote inclusive and sustainable economic growth.
- N°9 to promote innovation.
- N°12 to adopt responsible consumption and production patterns.
- N°13 to combat climate change.
- N°15 to preserve life on land.
- N°16 to strengthen institutions for a more just and equitable society.
- N°17 to develop partnerships to achieve our goals.

This transparency demonstrates our willingness to report on our actions and strengthen our commitment to sustainable development.



ECOVADIS ASSESSMENT



In addition, we assess our CSR progress each year based on the following four pillars: Environment, Social & Human Rights, Responsible Procurement, and Ethics.

This year, we were awarded the silver medal with a score of 72/100.

Building on this recognition, we are determined to continue our efforts to achieve the Platinum medal by 2030, thereby consolidating our commitment to responsible and sustainable practices.

05

BUILDING A ROBUST CSR STRATEGY

IN RESPONSE TO GROWING SOCIETAL CHALLENGES, ARGEVILLE HAS CONDUCTED AN INTERNAL ASSESSMENT TO DETERMINE THE MAIN PILLARS OF ITS CSR APPROACH.

Our governance is based on our ambition “Let’s Dare for a better future”, a vision shared by all our centers, which is divided into three major pillars: “Let’s Dare for People”, “Let’s Dare for Product”, and “Let’s Dare for Planet”.



GOVERNANCE FOR A SUSTAINABLE COMPANY

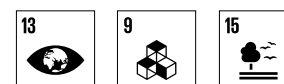
- Let’s Dare for People : to move forward together while respecting our values



- Let’s Dare for Product : to develop more innovative and eco-friendly products



- Let’s Dare for Planet : to improve our climate and environmental impact



ONGOING APPROACH TO GUIDE OUR CSR STRATEGY

As part of structuring its CSR approach, Argeville began working with a CSR strategy consulting firm in 2024 to conduct a double materiality analysis using the EFRAG methodology. This structuring approach allows us to cross-reference two essential dimensions:

- materiality of impacts: assessing the impact of our activities on society and the environment;
- financial materiality: analyzing the effects of social and environmental challenges on our economic performance.

This approach provides a comprehensive view of the priority issues for Argeville, considering both our responsibility and our resilience in a constantly changing environment.

THE DOUBLE MATERIALITY ANALYSIS WAS CARRIED OUT IN SEVERAL STAGES :

- initial assessment of the issues: Internal and external interviews to gather a 360° view;
- stakeholder engagement: Awareness-raising session with the People & Culture committee led by the CSR strategy consulting firm;
- identification of positive and negative impacts: collaborative work with the Group's operational managers;
- identification of risks and opportunities: collaborative work with the CSR steering committee.

The material topics were assessed in terms of their potential positive and negative impacts, according to the four criteria set out in the European directive:

- scale,
- scope,
- irreversibility of the impact (for negative effects),
- likelihood of occurrence.

The risks and opportunities associated with sustainability issues were assessed according to the two criteria set out in the European directive:

- magnitude,
- likelihood of occurrence.

To best qualify the magnitude, it was assessed according to different types of risks or opportunities: financial, reputational, legal, or related to social climate.

This process enabled us to identify the most significant internal and external issues, which will structure our CSR roadmap.

This strategic analysis is illustrated in our double materiality matrix, which has enabled us to define 17 major issues out of a total of 39 issues studied (evaluating 187 IROs).

This double materiality analysis will consolidate our 2025 CSR strategy by taking these priority issues into account.

17 MATERIAL TOPICS

DOUBLE MATERIALITY MATRIX

| IMPACT MATERIALITY | Major [12-16] | <ul style="list-style-type: none"> ● Pollution management (air, water, soil) ● Outgoing resources (products, packaging, samples) ● Affected communities (VC) | <ul style="list-style-type: none"> ● Management of (potentially) hazardous substances ● Loss of biodiversity ● Waste management ● Training and skills development (internal) ● Consumer safety | <ul style="list-style-type: none"> ● Climate change mitigation ● Water management ● Water management ● Human rights in the value chain (VC) |
|-----------------------|-----------------------|---|---|---|
| | Significant [8-12] | <ul style="list-style-type: none"> ● Equal treatment (VC) ● Indigenous peoples' rights ● Access to quality information ● Responsible commercial practices (O) | <ul style="list-style-type: none"> ● Energy management ● Job security (internal) ● Working conditions in the VC ● Advocacy and lobbying (O) | <ul style="list-style-type: none"> ● Climate change adaptation ● Species and ecosystems (O) ● Working conditions (internal) (I) ● Health and safety (internal) ● Corporate culture (O) |
| | Moderate [4-8] | <ul style="list-style-type: none"> ● Microplastics ● Marine resources ● Animal welfare ● Equality (internal) ● Whistleblower protection | <ul style="list-style-type: none"> ● Supplier relationship management ● Anti-corruption ● Intellectual property | |
| | Low 0-4] | <ul style="list-style-type: none"> ● Social dialogue (internal) | | |
| | Low 0-4[| Moderate [4-8[| Significant [8-12[| Major [12-16] |
| FINANCIAL MATERIALITY | | | | |

*39 issues and sub-issues assessed, all framed by the ESRS standards (CSRD).

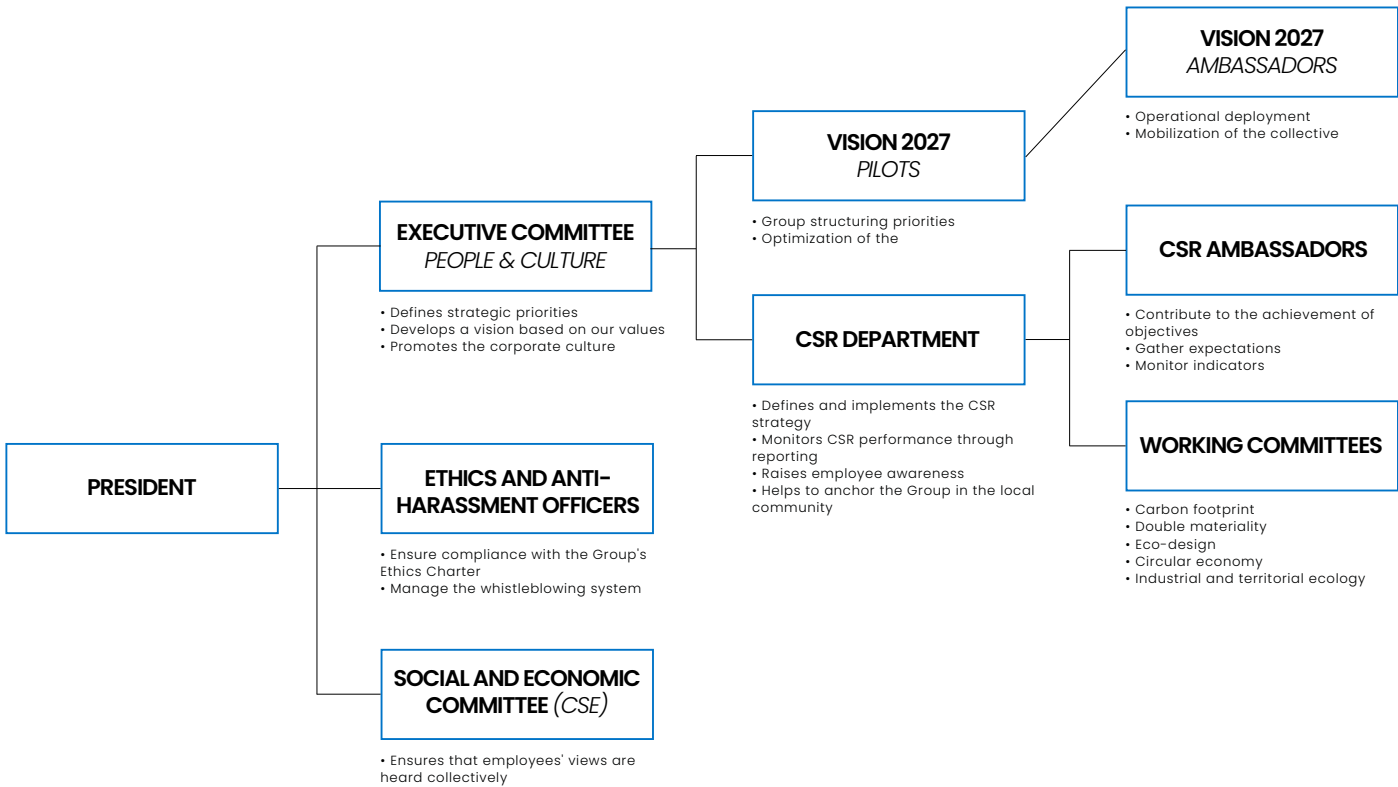
- Environmental issues
 - Social/societal issues
 - Governance issues
 - Non-standard ESRS issues
- Material issues with positive impact (I) or opportunity (O)

06 RESPONSIBLE GOVERNANCE

TO EMBED CSR INTO THE COMPANY’S CULTURE AND PRACTICES, IT IS ESSENTIAL TO PROMOTE IT AT ALL LEVELS. THE DRIVING FORCE BEHIND THIS COMMITMENT THEREFORE LIES PRIMARILY WITH THE LEADERSHIP AND INVOLVEMENT OF THE GROUP’S MANAGEMENT AND THE PEOPLE & CULTURE MANAGEMENT COMMITTEE.

Aware that our contribution to society is a strategic lever for Argeville’s growth, CSR has been included in 2024 as a key project in the company’s global strategy, “Vision 2027”, with the mission of sustaining and developing the company for the benefit of all.

CSR is gradually being embedded in our governance, mobilizing all employees. Building this lasting commitment requires a progressive and structured approach.



As soon as new employees join us, we get them on board with our CSR commitments and goals by giving them a clear overview of the actions and values that guide our approach.

At the same time, we’re gradually rolling out CSR ambassadors throughout our value chain to implement our CSR approach and targeted actions.

This internal mobilization aims to unite all our stakeholders and strengthen their commitment to our ambition, “Let’s Dare for a better future”.

Thanks to this structured and inclusive approach, we are confident that everyone in the company will be able to actively contribute to achieving our social and environmental goals.

STAKEHOLDER ENGAGEMENT & DIALOGUE

Dialogue with our stakeholders is at the heart of our CSR approach. By actively collaborating with our teams, customers, partners, and society, we co-create sustainable and responsible solutions.

Ultimately, this constant interaction enables us to align our actions with the real needs and expectations of our stakeholders, ensuring that our CSR strategy is effective, relevant and impactful.

To ensure a consistent and inclusive CSR approach, we have established several methods of dialogue to involve all our stakeholders.

- **Surveys and interviews on the value chain:** these discussions enable us to identify needs, expectations and levers for improvement throughout our value chain. In 2024, nine qualitative internal interviews were conducted as part of the double materiality analysis by the CSR strategy consulting firm. At the same time, the CSR department conducted 15 qualitative internal interviews for the preparation of this report, with various departments: president, procurement, production and R&D, HR, logistics, sales, legal, QHSE & maintenance, IT, communication, etc.

- **Meetings and video conferences with our external stakeholders:** regular discussions with our unions and companies in the industry are organized to promote collaboration and sharing of best practices. In 2024, we held discussions with our unions at numerous events. At the same time, our CSR strategy consulting firm held four videoconferences with two of our clients and suppliers.

- **Employee workshops:** these participatory sessions raise awareness of environmental and social best practices among our employees while promoting the exchange of ideas. In 2024, we held an awareness workshop on carbon footprints and two workshops to develop a double materiality matrix (impact and risks/opportunities).

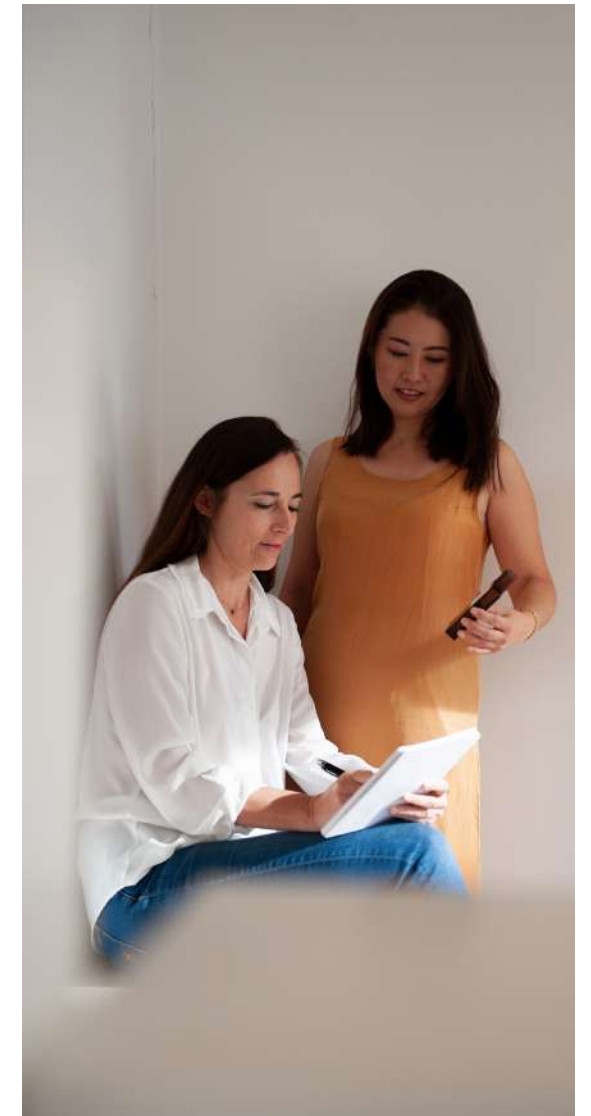
- **Social dialogue with the Company Social and Economic committee (CSE):** in accordance with our social dialogue agreement, we engage in constructive discussions with the CSE to address social issues and ensure a peaceful working environment. In 2024, we held 4 Health, Safety and Working Conditions Committee (CSSCT) meetings and seven CSE meetings.

- **Dialogue with “CSR ambassador” employees :** we have appointed CSR ambassadors in departments such as Human Resources and Procurement and wish to continue this effort throughout our value chain. As true CSR advocates, these ambassadors are responsible for disseminating best practices, sharing feedback, and proposing concrete initiatives.

The methods of dialogue we have put in place include regular exchanges with our trade unions (PRODAROM and SNIAA) and our participation in collective programs such as Aromatri and Resoource.

These initiatives are essential levers in the co-construction of our CSR approach, enabling us to develop sustainable solutions in line with the social, environmental, and economic challenges facing the sector.

These discussions enable us to ensure that our report accurately reflects the actions taken and the results achieved, while aligning our objectives with the expectations and concerns of our stakeholders.



Sustainability is more than just a strategy: it's the result of ongoing, meaningful dialogue with all our stakeholders.



07

STRONG REGIONAL AND
SECTORAL ROOTS

**OUR PRESENCE IN THE REGIONAL MARKET IS A KEY STRATEGIC ASSET THAT
ENABLES US TO TAKE CONCRETE ACTION TO PROMOTE LOCAL SOCIAL AND
ECONOMIC DEVELOPMENT.**

Aware of our responsibility, we fully integrate environmental and societal issues into our regional initiatives and pursue our ambition to go further. We are thus strengthening our actions in favor of a more sustainable model that combines social progress and ecological transition.

**ARGEVILLE'S COMMITMENT TO INDUSTRIAL
AND TERRITORIAL ECOLOGY**

Argevillle is a founding member of the Resoorce initiativem, an industrial and territorial ecology program launched by Grasse's Entrepreneurs Club (Club des Entrepreneurs de Grasse). This program aims to optimize the use of local resources by promoting more efficient management of energy, water, raw materials, waste, equipment, and expertise.

Inspired by natural ecosystems, Resoorce encourages the voluntary sharing of resources between economic players. This approach helps reduce our environmental footprint, improve resource efficiency, and develop the

circular economy.

One of the program's priorities is to reduce packaging. Argevillle is actively committed to reusing packaging that is still viable, thereby facilitating its reuse within the Resoorce network.

This initiative aims to limit waste and maximize the optimization of local resources.

As part of a broader sectoral and regional commitment, Argevillle actively participates in initiatives bringing together players in the industry to discuss key issues relating to the ecological transition and CSR.

A REGIONAL & SECTORAL PRESENCE

ACTIVE PARTICIPATION IN PROFESSIONAL BODIES

Argeville is a committed member of PRODAROM (National Union of Aromatic Product Manufacturers), SNIAA (National Union of Aromatic Food Ingredients) and COSMED (Cosmetics and Perfumery Federation). These bodies defend the interests of the profession at national, European, and international levels, while promoting the specific characteristics and challenges of our sector in the development and application of regulations.

As a committed player, we ensure that our products comply with the regulations in force and the standards established by the IFRA (International Fragrance Association). We also participate in major initiatives, such as the development of the double materiality matrix led by the SNIAA with other industry players.

COLLECTIVE CONTRIBUTION

Argeville is actively involved in the Riviera Circle of the Global Compact, a privileged forum for sharing best practices based on the ten principles of the UN Global Compact and the Sustainable Development Goals. These regular meetings enable us to address major societal issues such as diversity, environment, supplier relations, and responsible procurement. They help us to strengthen our collective commitment to a long-term sustainable strategy and contribute to the achievement of the 2030 Agenda goals.



08

RESPONSIBLE PROCUREMENT

In order to design exceptional products, Argeville sources raw materials and ingredients from around the world. Controlling and optimizing our supply chain are therefore a major strategic challenges.



A LEVER FOR EFFICIENCY AND SUSTAINABILITY

Procurement plays a key role in optimizing our products' sustainable performance.

To guarantee sustainable sourcing practices and strengthen our duty of care, we are taking a gradual approach towards purchasing raw materials that are certified as Fair Trade and sourced from responsible supply chains. We are progressively increasing our sourcing of certified Fair Trade and Fair for Life materials, as well as other labels that guarantee environmentally and/or socially responsible practices on the part of our suppliers.

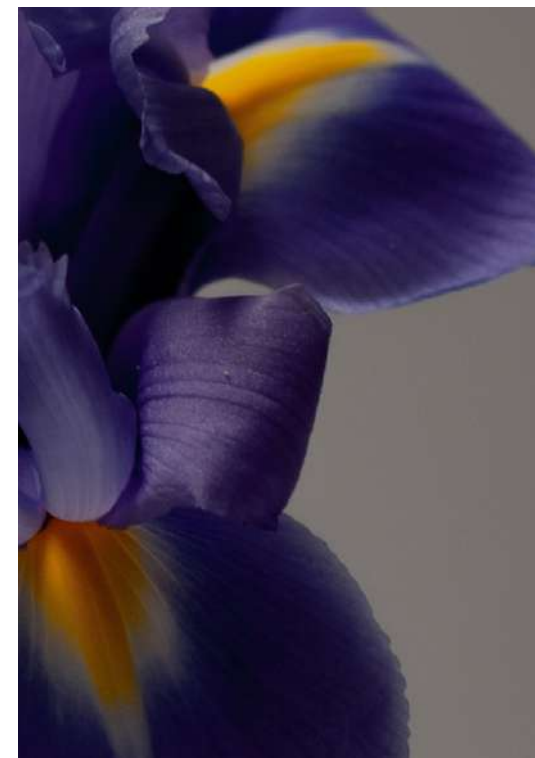
With this in mind, we have joined the National Responsible Purchasing Program (Parcours National des Achats Responsables, PNAR), a program initiated by the French Business Ombudsman and the National Purchasing Council. This support provides us with self-assessment tools and a structured framework.

To affirm our commitment, we have also signed the **Charter for Responsible Supplier Relations and Purchasing**. Our goal by 2027 is to fully integrate this approach into the Argeville Group's purchasing policy.

STRUCTURING OUR PROCUREMENT STRATEGY IN 2024

Since April 2024, Argeville has been actively involved in a responsible purchasing approach. To structure our strategy and ensure its effectiveness, we rely on the ISO 20400 standard's guidelines, thus fully integrating social responsibility into our purchasing processes.

Our ambition is to develop strong and lasting relationships of trust with our economic partners, while contributing to improving our performance.



SUPPLIER INVOLVEMENT

Our environmental and social ambitions extend beyond our company's boundaries. We actively work to promote our values throughout our supply chain guiding our suppliers towards more virtuous practices.

To this end, we have implemented a Supplier Code of Conduct aimed at ensuring transparent and ethical business relationships with our partners. This code reflects our desire to build partnerships based on shared values, under the motto "Let's Dare for a better future".

Adherence to this Code of Conduct is a mandatory prerequisite for any collaboration with the Argeville Group and its entities. By signing it, our partners commit to respecting the principles of transparency, ethics, and sustainability.

This Supplier Code of Conduct illustrates our commitment to prioritizing suppliers who are committed to social responsibility and share our core values:

- respect for human rights and fair working conditions;
- development of innovative and eco-responsible products;
- reduction of our carbon footprint by implementing a low-carbon trajectory;
- ethical business conduct.

STRICT MONITORING OF OUR PARTNERS' SUSTAINABLE PRACTICES

To ensure that these commitments are effectively implemented, we have established a supplier audit system that we carry out annually with our strategic partners. These audits, conducted by Argeville's QHSE department, cover several key areas:

- quality of the production system and products;
- social responsibility and working conditions;
- environmental commitment;
- business ethics and responsible purchasing.

Our ambition is to audit 70% of our raw material and packaging suppliers by 2030, to assess and continuously improve their practices in terms of responsible procurement, social responsibility, and environmental performance.

Through these initiatives, Argeville reaffirms its commitment to placing responsible procurement at the heart of its strategy and to promoting a sustainable, ethical and efficient supply chain.

09

PRODUCT EXCELLENCE



PRODUCT QUALITY AND SAFETY

The quality and safety of our products are particularly important in our CSR approach. We have rigorous quality control systems in place and strictly ensure compliance to guarantee safe products that meet our customers' expectations and comply with current standards, both in France and internationally.

Our Quality Control department implements a strict procedure, applied from the moment the raw materials and ingredients needed for our creations are received, right through to the final check before shipment. Every fragrance, ingredient, and flavour we manufacture is meticulously checked to guarantee impeccable quality.

To formalize this approach, a Quality, Health, and Safety policy was rolled out across the Group in May 2024.

Food safety, quality, and our customers' trust is at the core of our daily approach and at the heart of everything we do.

RENEWED COMMITMENT TO FOOD SAFETY

In 2024, our Flavours business successfully renewed its **FSSC 22000** certification, reinforcing our ongoing commitment to food safety. This recognition attests to our ability to effectively control health and safety hazards throughout our production chain and to meet the requirements of stakeholders in the food processing industry.

This renewal also allows us to fully reaffirm our commitment to Food Safety Culture, an essential approach aimed at embedding good habits and best practices at the heart of our organization..

MEETING GROWING CONSUMER DEMANDS

To meet ethical and societal expectations as well as growing consumer demands regarding origin, traceability, production practices, and compliance with certain religious rules, we have implemented and rigorously maintain a **Halal Product Assurance System**.

Certified since 2017 by the Indonesian **LPPOM MUI**, we can offer our customers products certified Halal by an internationally recognized body. We are also able, through our certification by the KS Kosher agency, a member of the **AKO** (Association of Kashrus Organizations) and recognized by the Chief Rabbinate of Israel and the largest American agencies, to offer our customers products that comply with Kosher laws and are certified Kosher.

STRICT AND PROACTIVE REGULATORY COMPLIANCE

In a highly regulated sector such as fragrances and flavours, Argeville relies on international standards to guarantee the safety, quality, and compliance of its products. We comply with the requirements of the **IFRA** (International Fragrance Association), the guidelines of the **IOFI** (International Organization of the Flavour Industry), the European REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and CLP (Classification, Labelling, Packaging) regulations.

These standards ensure that our formulations meet the most stringent requirements for human health and consumer safety.

Our Regulatory Affairs team conducts ongoing regulatory monitoring, enabling us to keep track of legislative developments and respond proactively to our customers' expectations.

This approach ensures our constant compliance with local and international regulations, reinforced by our active participation in several professional associations (PRODAROM & SNIAA).

Thanks to these affiliations, we remain informed of upcoming regulatory changes and can respond quickly to new requirements.

Our responsible approach is also reflected in our purchasing policy. We require our suppliers to comply with REACH regulations. All our safety data sheets (SDS) are regularly updated to ensure the safety of our customers and end users.

Finally, Argeville is also a member of **CIHEF**, the Interprofessional Committee for French Essential Oils, an association that brings together all players in the essential oil industry. The CIHEF has implemented the CENSO charter to encourage producers, distillers, and manufacturers to adopt a socially responsible approach and guarantee the traceability of products, from raw materials to finished products.

MODERNIZATION OF THE PRODUCTION LINE

The efficiency of our production line is a constant focus for improvement at Argeville. Therefore, in 2024, the company decided to upgrade its production unit by integrating a new Colibri robot by Contexa.

This new equipment complements our current production line, aiming to reduce the constraints associated with raw material dosing. This automation simplifies the formula composition process, resulting in significant time savings and a reduction in the risk of human error associated with manual handling of substances.

This new robot increases the speed of execution in this production segment by up to six times, while improving dosing accuracy.

This development also contributes to reducing our energy footprint by reducing the manufacturing cycle time per formula. By lightening the weighing tasks, it frees up time for operators, who can refocus on higher value-added tasks.



ECO-DESIGN AS A DRIVER OF INNOVATION

Eco-design is a fundamental part of our innovation strategy, which incorporates social and environmental criteria right from the product development stage. Through a resource-reduction approach and careful selection of sustainable raw materials, we work to limit the social and environmental impact of our creations.

By 2030, our goal is to offer a complete range of eco-designed products in our flavour and fragrance activities.

To this end, we launched EcoLabs Parfums in April 2024. These multidisciplinary workshops bring together Argeville experts in perfumery, ingredients, applications, CSR, procurement, sales, and regulatory affairs to collectively develop innovative eco-design solutions.

This collaboration has resulted in the establishment of precise specifications and a rating index to assess the environmental and societal impact of our fragrances.

Our approach is based on three key principles:

• Good for the planet

We are committed to developing sustainable and environmentally friendly formulations by reducing or eliminating the use of potentially harmful substances. We exclude controversial ingredients that have a negative impact on biodiversity and aquatic ecosystems.

• Positive health

Because consumer health and well-being are at the heart of what we do, we make sure to limit the use of substances that may pose a potential risk to human health. These strict standards for responsible development meet the growing expectations of consumers who are concerned about their well-being.

• Clean formulation

In response to growing demand for more transparent and purified products, we favor short and simple formulations. This approach reduces the number of raw materials, limiting our environmental impact while ensuring safer and more understandable products for consumers.

Through this approach, we reaffirm our decision to combining performance, innovation, and environmental responsibility to shape the future of fragrance in a sustainable way.

We will begin a similar process in 2025 to integrate eco-design criteria into the manufacturing of our flavours.

STRONG COLLABORATIONS WITH EXPERT PARTNERS

Grasse Expertise

To maintain its position of excellence in our industry, Argeville has joined forces with **Grasse Expertise**, a collective that brings together professionals from the fragrance, flavour, cosmetics, health, and wellness sectors based in the region.

Grasse Expertise enables us to stimulate synergies and connections between players in a comprehensive ecosystem that includes entrepreneurs, creators, experts, growers, scientists, training organizations, professional associations, institutional and regional players, and competitiveness clusters. These collaborations allow us to continue innovating by pooling certain skills and expertise to form a highly specialized cluster.

PRESERVING BIODIVERSITY IN PARTNERSHIP WITH ITEIPMAI

We are committed to adapting our activities to environmental challenges and climate change, and to this end, Argeville invests in research and innovation.

We have a partnership with **ITEIPMAI**, a technical institute recognized by the Ministry of Agriculture, specializing in aromatic and medicinal plants (PPAM). Our collaboration with this French applied research organization is part of a project to develop lavender, an aromatic plant emblematic of Provence, and contributes to the sustainability of the lavender industry.

This industry is currently facing several major challenges such as plant decline, recurring droughts, and pressure from international competition. To address these challenges, we have been conducting a lavender variety selection program for several years that incorporates criteria such as productivity, olfactory quality, disease resistance, and adaptation to climate change.

As part of this project, we aim to develop a variety of lavender with specific characteristics suited to the needs of the perfume industry.

This work began with our perfumers selecting essential oil samples based on an internally defined methodology. The most promising clones were planted at the **ITEIPMAI** experimental station according to a precise scientific protocol, in comparison with a reference variety.

Multi-year monitoring of the development and evolution of the lavender plants has made it possible to evaluate their performance in terms of productivity, resistance, and essential oil quality.

The essential oils from the 2023 and 2024 harvests, analyzed by a panel of expert perfumers, revealed a diversity of olfactory profiles and very encouraging results. We hope that this ongoing work will lead to the selection of lavender plants with specific characteristics that will ensure the future of the industry in France.

This project illustrates our commitment to biodiversity, the preservation of local know-how, and the sustainable sourcing of natural raw materials.

10

LIMIT THE IMPACT ON THE ENVIRONMENT

In a global context marked by climate change and resource conservation, Argeville affirms its commitment to the environment.

We are aware of our responsibility and are gradually integrating sustainable practices into every link in our value chain, from design to production.

Our ambition is to significantly reduce our ecological footprint while maintaining our high-quality standards. To achieve this, we are implementing concrete actions.



MEASURING OUR GREENHOUSE GAS (GHG) EMISSIONS

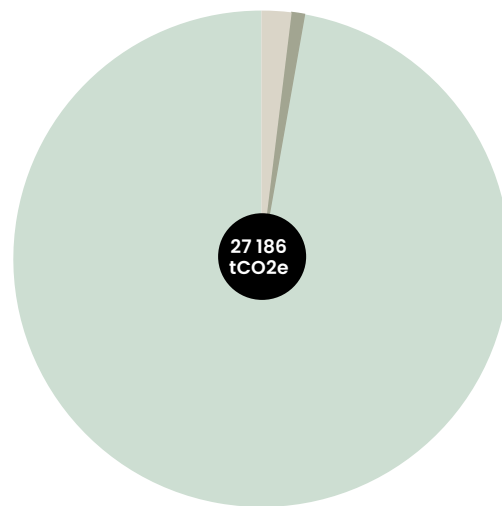
In order to better understand and reduce our ecological footprint, we have measured our greenhouse gas (GHG) emissions using the international GHG Protocol methodology.

In collaboration with an expert consultant, we have carried out a comprehensive carbon assessment covering all our sites in France and our subsidiaries, including scopes 1, 2, and 3.

In 2024, this assessment revealed a total of 27,186 tons of CO₂ equivalent for all our activities, with the following breakdown of emissions: 2% scope 1; 1% scope 2 and 97% scope 3. Our three most emissions-intensive activities are procurement, transport, and employee commuting.

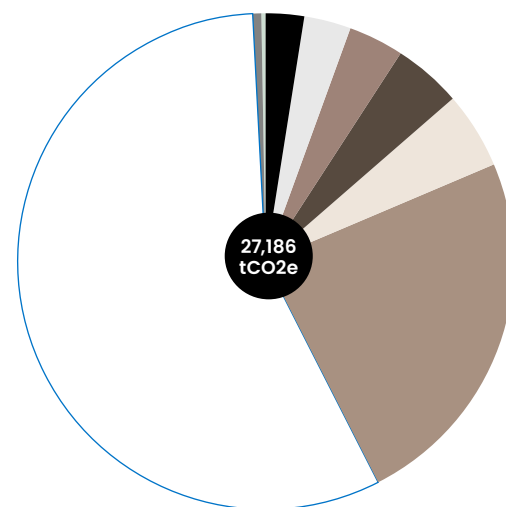
Based on this assessment, we are currently setting clear targets for reducing our GHG emissions and a carbon footprint reduction action plan for 2025. To support this plan, we will organize internal workshops to involve our employees in exploring and implementing reduction options.

2024 CARBON FOOTPRINT - FRANCE - DUBAI - BANGKOK
GHG protocol method



- Scope 1
569 tCO2e
- Scope 2
236 tCO2e
- Scope 3
26,364 tCO2e

GHG EMISSIONS BY SCOPE (TONNES OF CO2 EQUIVALENT)



- Direct emissions excluding energy
30 tCO2e
- Direct waste
177 tCO2e
- Inputs-goods and materials
15,418 tCO2e
- Freight
6,494 tCO2e
- Travel
1,321 tCO2e
- Future packaging
1,221 tCO2e
- Inputs-services
978 tCO2e
- Energy
836 tCO2e
- Fixed assets
711 tCO2e



COLLABORATING FOR THE SUSTAINABLE STEWARDSHIP OF OUR RESOURCES

OPTIMIZING OUR IT RESOURCES

With the aim of preserving its resources, Argeville is constantly evolving its practices.

We have incorporated the purchase of second-hand IT equipment into our software asset management policy, which contributes to the circular economy and better use of existing resources. Today, 90% of our equipment is reconditioned, including computers, hard drives, servers, and licenses. In addition, we extend the life of our IT equipment as much as possible.

At the same time, we are continuing our virtualization strategy. Most of our employees use virtual machines (VMs), which allow us to create secure, shared virtual environments. These VMs reduce our physical infrastructure footprint, our electricity consumption, and our maintenance and management costs.

REDUCING PAPER CONSUMPTION

Digitizing processes has a significant impact on Argeville's environmental strategy. We are continuing this shift across our entire value chain to significantly reduce our printing and paper consumption.

This is the case in the fragrance production chain, which is pursuing its digitization efforts by limiting the printing of production orders to the minimum necessary to ensure optimal productivity while reducing its impact. This initiative reduces our printing in fragrance production by more than 90%, from 1,000 pages to 30 pages per month.

Human Resources has also begun its transition to digitization by implementing paperless employment contracts using the DocuSign platform.

In addition, our export document flows have been simplified through the virtual management of customs visas, eliminating physical trips of more than 20 km several times a week.

Finally, the shipping department has also implemented practices to digitize shipping documents, thereby reducing most international shipments of physical documentation.

These digitization initiatives across our entire value chain help to limit our consumption of consumables and better control our daily carbon footprint.



Committed to preserving natural resources, Argeville constantly evolves its practices to minimize its environmental footprint.

OPTIMIZING ENERGY CONSUMPTION

As part of its environmental initiatives, Argeville is implementing innovative and effective solutions to sustainably reduce its energy consumption. To achieve this, we are modernizing our equipment, automating our processes and adopting low-energy technologies.

• Modernization of production equipment

We have replaced the traditional cooling unit in our flavours production unit with an optimized condensation refrigerated unit, reducing our energy consumption by up to 20%.

At the end of 2024, the integration of Contexa's "Colibri" production robot into our fragrance production lines reinforced this momentum. This technology, which is both more efficient and less energy-intensive, modernizes our processes while reducing their environmental impact.

• Lighting and smart building management

We are continuing our relamping program, with nearly 90% of our operating space in France now equipped with LED lighting. Our offices are also fit with presence detectors to optimize lighting according to occupancy.

In addition, a program to turn off heating during weekends helps reduce unnecessary consumption without compromising the comfort of our teams.

• Responsible design of our international sites

As part of our development in Dubai, our new premises have been designed with overall energy efficiency in mind.

Thanks to optimized workstations, air conditioning systems, and high-performance lighting, we have achieved an estimated 40% energy saving.

• Energy performance of our IT infrastructure

Our IT best practices also play a key role in reducing our energy footprint. Through virtualization and resource sharing, we maximize the use of our infrastructure and limit the electricity consumption of physical equipment.

RESPONSIBLE WATER MANAGEMENT

Controlling water consumption is another key lever in our environmental commitment. Consumption is rigorously monitored across all our sites. In collaboration with the production teams, the QHSE department works to optimize cleaning protocols, without ever deviating from current hygiene standards.

RESPONSIBLE WASTE MANAGEMENT

Waste management is another major focus of our CSR approach. Argeville is committed to reducing its environmental impact by adopting responsible practices for sorting, reusing, and recycling materials, in line with the circular economy model.

• Rigorous sorting for appropriate channels

In just a few months, 37.8 kg of waste was composted, and we avoided the emission of 17 kg of CO2 equivalent. This corresponds to the emissions required to produce 33 vegetarian meals.

In 2025, we are strengthening our efforts with awareness sessions for employees.

We have rolled out a sorting program across all our production sites to efficiently separate hazardous and non-hazardous waste. Our approach has been extended to production and offices to ensure waste is sent to the most appropriate treatment channels.

In 2024, we strengthened our ambition with:

- the installation of a composter at the Domaine d'Argeville site for organic waste, accompanied by the appointment of composting advisors and the support of a composting guide;
- the optimization of packaging sorting practices, particularly for uncontaminated packaging, plastics, and cardboard.

• Recycling of industrial waste

We work with specialized partners to manage our hazardous industrial waste, ensuring:

- the recycling of recoverable fractions through specific channels such as alcohol and solvent recycling;
- the energy recovery of our liquid effluents in our service provider's internal industrial processes.

REUSE AND ENERGY RECOVERY

We implement numerous concrete measures to reuse and transform our waste into new resources.

- Soiled plastic packaging is shredded and then transformed into plastic pellets.
- Metal packaging is recycled into raw materials.
- IBC containers are reused internally.
- Approved pallets are reused for transport; our non-compliant pallets are partially reprocessed for internal use.
- 55% of our thousand flowers are used for energy, and 45% have been reused to manufacture derivative products.
- The thousand flavours are totally reused for energy.
- Coffee grounds are given to a nearby farmer to use as fertilizer.
- Residual ethanol is purified by a specialist for reuse.
- 1.5 kg of cigarette butts were collected for energy recovery.

REDUCTION AT SOURCE

In line with our commitment to simplicity, we have eliminated paper cups in our fragrance R&D department and replaced them with reusable glass beakers. Plastic spoons have been replaced with stainless steel, and plastic containers with glass.

PACKAGING MANAGEMENT OPTIMIZATION

Reusing packaging is a major strategic focus of our sustainability approach, reinforced by our reuse obligations and the implementation of the new Extended Producer Responsibility (EPR) for professional packaging, introduced by the AGEC law (Anti-Waste Law for a Circular Economy).

Since 2024, we have therefore been declaring all imported packaging and packaging used for products sold in France on an annual basis. Our goal is to achieve 7% reusability for our industrial and commercial packaging by 2025, rising to 10% by 2027.

Consequently, we are reviewing our packaging practices to reduce the amount used and improve the reuse and recyclability of materials.

Among the concrete initiatives implemented, we can mention the introduction of Varibox plastic IBCs with some of our customers to ensure the delivery of our finished products. These containers are then returned empty for reuse on the next delivery. The option of using stainless steel IBCs for other customers is also being studied.

At the same time, new 1 kg aluminum packaging has been introduced for our customers. Fully recyclable, it has been designed to ensure that the plastic caps can be easily separated from the aluminum bottle body, thereby optimizing the sorting process. Once used, this packaging can be easily collected for processing and material recovery.

This solution will be extended to 5 kg aluminum packaging by 2025.

SUSTAINABILITY OF TRADE SHOWS

Keen to reduce the impact of our events, we promote an eco-friendly approach to trade shows. We favor the use of reusable and recyclable materials such as wood for the construction of our stands, which are locally sourced and reusable.

In 2024, our Communications and Events department introduced new sourcing practices, paying particular attention to the selection of our suppliers. We now ensure the traceability of products, their origin, and their carbon footprint. Our goodies and promotional items are carefully selected and sourced in Europe.

ENVIRONMENTAL AWARENESS AND ENGAGEMENT

To support these initiatives, an internal environmental awareness program has been set up, including:

- regular training;
- in-depth work to strengthen the culture of sustainable development among all our employees.



11

SOCIAL INVOLVEMENT, A DRIVER OF PERFORMANCE



The social dimension plays an essential role in our CSR approach.

Aware that sustainable performance depends on the fulfillment and commitment of our employees, we are focused on several key areas: health and safety, improving quality of life and working conditions, promoting diversity, developing skills, and adhering to strong ethical practices.

Through these commitments, we are demonstrating our desire to build a responsible, fair, and meaningful work environment for everyone.

Because the safety of people and products is inseparable from our responsibility, every employee receives an onboarding program that covers the fundamentals of QHSE from day one.

IMPROVED WORKING CONDITIONS

Integrated security approach upon arrival.

At Argeville, the health and safety of our employees is our top priority. Creating a safe and compliant working environment is essential for collective performance and individual well-being. We have therefore put in place prevention, training, monitoring measures and systems designed to protect the physical and psychological health of our employees and to foster a climate of trust and safety.

Upon arrival, 100% of our employees benefit from an induction program that includes a “QHSE” component to ensure the safety of personnel and products.

This process includes:

- a personalized safety welcome;
- rigorous training in safety protocols, particularly regarding the handling of chemicals and the use of specific equipment;
- a session dedicated to emergency procedures; including instructions to follow in the event of an incident
- awareness of environmental rules.

The induction programs are systematically followed by assessment quizzes to ensure that knowledge is properly understood and assimilated. This approach aims to ensure that every employee is fully informed, equipped, and empowered from their very first days, so that they can actively contribute to a culture of prevention and a safe and controlled working environment.



PROACTIVE RISK PREVENTION APPROACH

To guarantee a safe, compliant, and sustainable working environment, Argeville has rolled out a monthly awareness program for all production teams.

These sessions focus on three fundamental areas: quality, safety, and the environment. During these sessions, performance indicators are presented by production managers, followed by safety indicators. In addition, a safety topic is developed each month.

Finally, we run annual safety and quality training courses on a variety of topics such as gestures and postures, good hygiene practices, fire extinguisher use, chemical risks, first aid at work, and other necessary training.

ENHANCING EMPLOYEE SAFETY

In 2024, our commitment to comfort and safety at work took the form of several concrete initiatives.

First, we replaced safety glasses with more ergonomic, lightweight, and high-performance models with an anti-fog coating for enhanced protection and increased comfort daily.

Our reception and shipping teams have also been equipped with new professional uniforms, including trousers with reflective stripes and a high-visibility triple-layer jacket with removable layers to suit each season. These are designed to offer protection, comfort, and adaptability whatever the weather conditions.

In line with this commitment to continuous improvement, new models of safety shoes more comfortable and equipped with shock-absorbing soles are currently being tested, for deployment in 2025.

Keen to protect its employees' health, Argeville also launched an ergonomic study of workstations in 2024 to identify occupational risks, particularly those related to posture and repetitive movements, as a preventive measure..

ETHICS AND WORKPLACE INTEGRITY

In the interests of transparency and accountability, Argeville launched the development of an ethical charter in 2024, which will be communicated to all our employees in France by 2025.

This document formalizes our commitments to respect human rights, professional integrity, and ethical practices. It includes the implementation of a whistleblower procedure, allowing everyone to report any violation of these principles with full confidentiality.

An ethics officer has been appointed to ensure the rigorous management of reports and guarantee transparent follow-up of reported situations.

At the same time, anti-harassment officers have been appointed. Their role is to prevent and deal with situations of harassment, thereby contributing to a peaceful, inclusive, and respectful working environment.

QUALITY OF LIFE AT WORK FOR EMPLOYEES

We are committed to creating a stimulating and respectful work environment that favors personal and professional fulfillment. We have therefore implemented several initiatives aimed at promoting work-life balance, strengthening team cohesion, and improving the quality and conditions of work.

We attach great importance to celebrating key moments in the year to strengthen ties between employees. For example, we organize events such as end-of-year celebrations, Candlemas, and the September Party, which are special occasions for relaxing and raising awareness among our employees about CSR topics.

As part of our participatory approach, we have set up a suggestion box where our employees can propose projects and make suggestions for improving our working environment and practices. This initiative aims to encourage internal innovation and strengthen the sense of belonging. In 2024, 19 projects were proposed, of which 5 were implemented.

• Work-life balance

To guarantee a better work-life balance, all employees have enjoyed a four-day working week since 1998, as well as three days of RTT (compensatory time) per year. Employees can use these RTT days when their children are ill. In this context, half a day is offered for every half day of RTT taken to support our employees in their family life.

In 2024, Argeville also offered two half days off for the end-of-year holidays, in a spirit of well-being and recognition towards its teams, as well as a contribution scheme for the company savings plan (PEE).





- **Employee benefits**

In addition, we offer a wide range of employee benefits to support the financial well-being of our employees. These include:

- Full coverage of basic health insurance and pension plans;
- Possibility of subsidized loans for housing under certain conditions
- Payment of a 13th month's salary;
- Special bonuses for personal events such as births, marriages, or civil unions;
- Partial coverage cost of meals with digital luncheon vouchers;
- A transportation allowance to facilitate travel;
- Employee participation.

Furthermore, the waiting period for sick leave is eliminated after one year of service, which guarantees immediate social security coverage in case of need. Argeville also commits to maintaining employees' salaries after this waiting period in the event of sick leave for a period of three years.

- **Recognition of our employees' commitment: a key priority**

We reward our employees' loyalty with a seniority bonus and additional paid leave based on length of service.

A time savings account is also available to help our employees better prepare for retirement.

Finally, the Social and Economic Committee (CSE) plays a crucial role in implementing various initiatives to promote employee well-being. Among its many initiatives, it assists our employees with their tax returns and organizes information meetings on topics such as retirement.



EMPLOYEE DEVELOPMENT

• A structured onboarding program for successful integration

At Argeville, we pay close attention to the integration of our new employees. A structured onboarding program has been put in place to help them understand our corporate culture, our business, and our requirements.

Upon arrival, new employees receive personalized support, including the completion of a feedback report, which is a valuable tool for dialogue that allows us to gather their first impressions. This approach encourages open communication, strengthens commitment, and actively contributes to employee retention.

By offering them a clear framework, solid benchmarks, and a human approach to integration, we give them every opportunity to flourish and achieve long-term success within the company.

• Employee retention: a driver of growth

Employee retention is at the heart of our development strategy. We implement tailored measures to encourage their professional development and long-term commitment to the company.

Among these initiatives, we have introduced annual performance reviews to set career goals and identify areas for improvement.

In addition, an internal mobility plan has been designed, along with a personalized training plan, to give our employees access to real opportunities for advancement within our various subsidiaries.

Each year, the Human Resources department draws up a skills development plan based on the training needs identified during the annual professional interviews. This plan is then rolled out throughout the year through training courses delivered by expert employees or external programs run by specialized providers.

In 2024, 38 training courses were delivered on a variety of topics such as chemical risks, raw materials, safety (OHS), English, etc.

• Diversity and inclusion, fundamental values

At Argeville, we are committed to promoting a respectful, fair, and open work environment for all. We believe that diversity in backgrounds, experiences, and talents is an asset for innovation and collective performance.

That is why we support the regular integration of work-study trainees, high school interns, and summer students. These initiatives foster the acquisition of new skills and fuel the company's internal momentum, while offering young talent a real gateway to the professional world. In 2024, Argeville offered this opportunity to 43 young people.

Furthermore, to ensure professional equality, we monitor our gender equality index. This index allows us to measure our progress and implement corrective measures where necessary. We ensure that equal opportunities are respected at every stage of our employees' careers, in terms of recruitment, pay, promotions, and working conditions. In 2024, our equality index was 76/100, and Argeville is committed to paying particular attention to the management of the salary campaign in 2025 in order to reduce the gender pay gap. We are also committed to monitoring and ensuring the fair distribution of pay rises to reduce the gender pay gap.

As part of our social responsibility approach, we work with partners who champion inclusion by collaborating with adapted companies, such as La Drisse (an organization dedicated to the development of social, environmental, and solidarity networks and initiatives), or companies that support the professional integration of people who are in disconnect with the job market. These collaborations demonstrate our desire to integrate and support inclusive structures, while helping to improve access to employment for people who are often excluded from the traditional job market. Because diversity, in all its forms, is a driver of growth and social innovation for our company.

CSR ENGAGEMENT ACROSS ALL LEVELS

• Suitable for all levels of the organization

Taking a systemic approach, Argeville is rolling out a gradual CSR awareness program to involve all employees.

- "People & Culture" Executive Committee : members of these bodies took part in a half-day workshop focused on the "donut theory." This framework for reflection led them to explore ways of aligning social and environmental issues with a view to applying sustainable development to the company.
- Carbon Footprint Project Team: before starting work on the Carbon Footprint assessment, ten employees were trained by an expert on energy, climate, and greenhouse gas issues.
- Internal event – September Party: during this fun day, the company organized a playful workshop called "The CSR Wheel." This educational tool helped raise awareness among all employees about the key CSR issues: environment, social, and governance.
- Responsible procurement: through the National Responsible Supplier and Procurement Program, the Procurement team was made aware of the importance of sustainable supplier relationships and the application of the principles of the ISO 20400 standard governing responsible procurement.
- The United Nations Global Compact Climate Accelerator: as part of our membership of the United Nations Global Compact, the CSR department had the opportunity to take part in the Climate Accelerator program. This accelerator enabled us to improve our understanding of how to develop relevant actions to fight climate change. This program is based on the Science Based Targets initiative (SBTi) for greenhouse gas emissions inventory and reduction.

• Onboarded from the start

At Argeville, Corporate Social Responsibility is a fundamental pillar of the onboarding process. Upon arrival, new employees, whether they join production or support functions, receive a presentation dedicated to CSR. This session includes the principles of the ISO 26000 standard and an overview of the actions implemented by the company in terms of governance, social commitment, and environmental initiatives.

• Ongoing communication about our CSR actions

To embed CSR firmly in the corporate culture, Argeville promotes and disseminates its actions through flash news, internal newsletters, and social media communications. These channels are used to publicize CSR initiatives throughout the year.



12

SOCIAL CONTRIBUTIONS TO COMMUNITIES

Argeville is a committed player that mobilizes its resources and employees every year around solidarity initiatives through sponsorship, both locally and internationally. In 2024, the Group has chosen to focus its sponsorship on three priority actions.

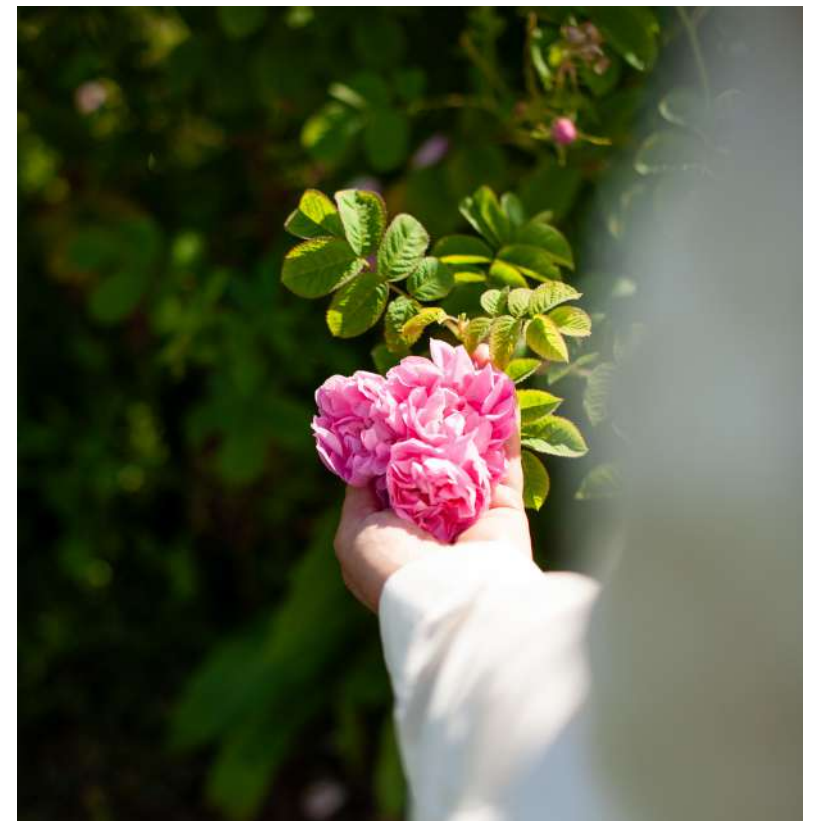
SUPPORT FOR THE SOLIDARITY INITIATIVE “UNE ROSE, UNE CARESSE”

The company is renewing its commitment as a major sponsor of the “une Rose, une Caresse” initiative, led by the Club des Entrepreneurs du Pays de Grasse. This initiative mobilizes volunteers, companies, and individuals to fund the CEW Beauty Center at the Grasse Hospital Center, which provides beauty and wellness treatments to patients undergoing intensive care, mainly for cancer. In 2023, more than 2,500 treatments were provided. Beyond its financial support, Argeville also encourages its employees to get actively involved in this initiative.

AN EDUCATIONAL AND INTERCULTURAL COMMITMENT TO THE CARIMA ASSOCIATION

Every year, Argeville supports the Carima association, which works to develop cultural exchanges between schoolchildren in France and Benin. The association carries out various activities:

- empowering young girls through learning;
- rebuilding villages affected by flooding;



- renovation of schools and donations of school supplies (books, stationery);
- support to more than 2,000 Beninese children in precarious situations.

This sponsorship initiative reflects Argeville's desire to actively contribute to education and international solidarity.

A TOY COLLECTION WITH A POSITIVE IMPACT, IN PARTNERSHIP WITH JOUGA

During the holiday season, Argeville organized a toy collection among its employees in partnership with the JOUGA association. This initiative, which is part of a recycling and reuse program, had the following objectives:

- To give a second life to toys in good conditions
- To redistribute them to associations
- To recycle those that were no longer usable

Thanks to this collective effort, 13 boxes of toys, weighing a total of 120 kg, were collected. In addition, a financial donation was made to the Petit Magicien association, which works in hospitals to provide entertainment for hospitalized children.



13 CONCLUSION



At Argeville, our commitment to Corporate Social Responsibility (CSR) is based on a deep conviction: that a better and more sustainable future is being built today, with boldness and responsibility.

Through our “Let’s Dare for a better future” approach, we have chosen to place our products, society, and the planet as the fundamental pillars of our strategy.

“Let’s Dare for Planet” embodies our desire to adopt environmentally friendly practices in order to preserve our planet for future generations.

“Let’s Dare for People” reflects our commitment to creating an ethical, inclusive, healthy, and stimulating work environment for our employees, while contributing positively to the communities with which we interact.

Finally, “Let’s Dare for Product” underscores our ambition to constantly innovate, developing products that combine excellence, safety, and respect for the environment.

Through this first sustainability report, we have shared our progress with all our stakeholders, while remaining mindful of the challenges that lie ahead.

Our journey has only just begun. We will continue to work hard to take our commitments even further and provide our stakeholders with a transparent and ambitious vision of our approach.

We thank all those who share this vision and who, together with us, are helping to build a sustainable future.

Together, “Let’s Dare for a better future.”

14

KEY INDICATORS AND
RESULTS

OUR SUSTAINABILITY PERFORMANCE

| CATEGORIE | ENGAGEMENTS | KPI | 2023 | 2024 | 2030 |
|--|--|--|-----------|-----------|---------------|
| <div><div>17</div><div>16</div><div>8</div><div>3</div></div> <div>GOUVERNANCE</div> | SUPPLIER CODE OF CONDUCT | RATE OF SIGNATORY SUPPLIERS (RAW MATERIALS AND PACKAGING) | 0% | 0% | 90% |
| | ECOVDIS | ECOVDIS RATING (MEDAL) | COMMITTED | SILVER | PLATINUM |
| | ETHICAL REPORTING | NUMBER OF PROVEN INCIDENTS OF CORRUPTION AND BRIBERY | N/A | 0 | 0 |
| | | NUMBER OF PROVEN INCIDENTS OF CONFLICTS OF INTEREST AND ANTI-COMPETITIVE PRACTICES | N/A | 0 | 0 |
| | | NUMBER OF PROVEN MONEY-LAUNDERING INCIDENTS | N/A | 0 | 0 |
| <div><div>16</div><div>3</div><div>8</div></div> <div>PEOPLE</div> | RESPECT FOR HUMAN RIGHTS | NUMBER OF DH NON-COMPLIANCE REPORTS | 0 | 0 | IN PROGRESS* |
| | | RATE OF SUPPLIERS EVALUATED ON DH | 9% | 15% | IN PROGRESS* |
| | HEALTH AND SAFETY AT WORK | NUMBER OF OCCUPATIONAL ACCIDENTS DECLARED | 10 | 11 | IN PROGRESS* |
| | | NUMBER OF OCCUPATIONAL ACCIDENTS REPORTED | 18 | 45 | IN PROGRESS* |
| | | SEVERITY RATE OF WORKPLACE ACCIDENTS | 0.44 | 1.89 | IN PROGRESS* |
| | | NUMBER OF PROVEN INCIDENTS OF DISCRIMINATION | 0 | 0 | IN PROGRESS* |
| | | NUMBER OF PROVEN INCIDENTS OF HARASSMENT | 0 | 0 | IN PROGRESS* |
| | QUALITY OF LIFE AND WORKING CONDITIONS | EMPLOYEE SATISFACTION RATE | 76% | 86% | IN PROGRESS* |
| | | EARLY RETIREMENT RATE | 7.5% | 8.3% | IN PROGRESS* |
| | | TRIAL PERIOD TRANSFORMATION RATE | 94% | 83% | IN PROGRESS* |
| | PROFESSIONAL EQUALITY | EGAPRO INDEX (OUT OF 100) | 75 | 76 | IN PROGRESS* |
| | TRAINING AND SKILLS DEVELOPMENT | PERCENTAGE OF EMPLOYEES BENEFITING FROM PERFORMANCE AND CAREER DEVELOPMENT REVIEWS | 100% | 100% | IN PROGRESS* |
| | | TRAINING COMPLETION RATE | 74% | 73% | IN PROGRESS* |
| <div><div>12</div></div> <div>PRODUCT</div> | PRODUCTION | TONS PRODUCED (T) | 2459 | 2586 | IN PROGRESS* |
| | SAFETY AND QUALITY | INTERNAL NON-CONFORMITY RATE | 0.98% | 1.32% | IN PROGRESS** |
| | | CUSTOMER COMPLAINTS RATE | 0.29% | 0.36% | IN PROGRESS* |
| | RESPONSIBLE PURCHASING | RATE OF SUPPLIERS AUDITED ON RESPONSIBLE PURCHASING | 9% | 15% | IN PROGRESS* |
| | ECO-DESIGN | NUMBER OF ECO-DESIGNED PRODUCTS | N/A | N/A | IN PROGRESS* |
| <div><div>13</div><div>9</div><div>15</div></div> <div>PLANET</div> | CLIMATE | SCOPES 1 AND 2 EMISSIONS (TCO2EQ) | N/A | 866 | IN PROGRESS* |
| | | SCOPE 3 EMISSIONS (TCO2EQ) | N/A | 26 303 | IN PROGRESS* |
| | INDUSTRIAL ECOLOGY | ENERGY CONSUMPTION (KWH) | 4 414 606 | 4 122 274 | IN PROGRESS* |
| | | WATER CONSUMPTION (M3) | 36 802 | 36 473 | IN PROGRESS* |
| | | QUANTITY OF WASTE (T) | 3 119 | 3 366 | IN PROGRESS* |
| | ENVIRONMENTAL PROTECTION | RATE OF SUPPLIERS AUDITED ON ENVIRONMENTAL ISSUES | 9% | 15% | IN PROGRESS* |
| | | | | | |

*IN LINE WITH THE RESULTS OF THE DUAL MATERIALITY ANALYSIS FINALIZED IN MARCH 2025.

PARTNERS



ACKNOWLEDGEMENTS

As part of our commitment to minimizing environmental impact, this document was conceived primarily for digital use and has only been printed in very limited numbers.

Thank you to all the contributors who made the development of this report possible.

Finally, a special thank you to all our colleagues and partners with whom we work every day to build a more sustainable world.



CSR REPORT 2024

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