



2025
CSR REPORT

ARCEVI||E

LET'S DARE FOR A BETTER FUTURE

A word from the President

05

About Argeville

06

Argeville's value chain

10

Our CSR approach

12

Building a Robust CSR Strategy

18

CSR Commitment Roadmap

24

Governance and CSR Management

30

Strong Regional and Sectoral Roots

35

Responsible Procurement

38

Product Excellence

42

Limit the impact on the Environment

48

Social Involvement, a Driver of Performance

60

Societal Contributions to Communities

72

CSR Achievements in 2025

74

Conclusion

77

Key indicators and results

78

CONTENTS PAGE

01

XAVIER ARDIZIO

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.

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 demonstrates a strong commitment to innovation and is strengthening its international presence with the opening of centers in Barcelona and Istanbul in 2025 and plans for a new creative center in France.

Since 2025, our facility has been ISO 9001 certified, the international standard for quality management. This certification attests to our structured and ongoing approach to ensuring the quality of our products across three areas of expertise: the manufacture of food flavours, perfumery, and ingredients.

It reflects the commitment of all our teams, the robustness of our processes, and our dedication to rigorously meet the requirements of our customers and the applicable regulatory standards.

OUR ACTIVITIES

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 2025,

83
MILLION EUROS

93 %
OF REVENUE GENERATED INTER-
NATIONALLY,
OR €77,2 MILLION

450
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 SPAIN – BARCELONA
ARGEVILLE TURKEY – ISTANBUL

03

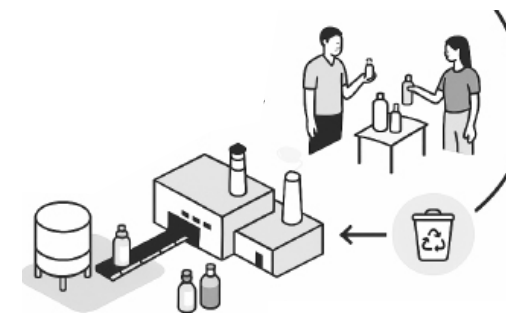
ARGEVILLE'S VALUE CHAIN



UPSTREAM



ARGEVILLE'S DIRECT ACTIVITIES



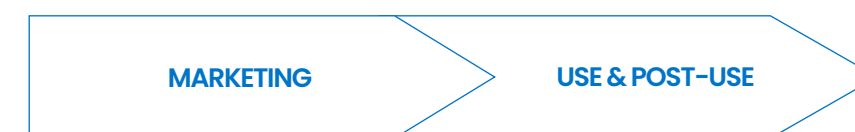
DOWNSTREAM



- 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

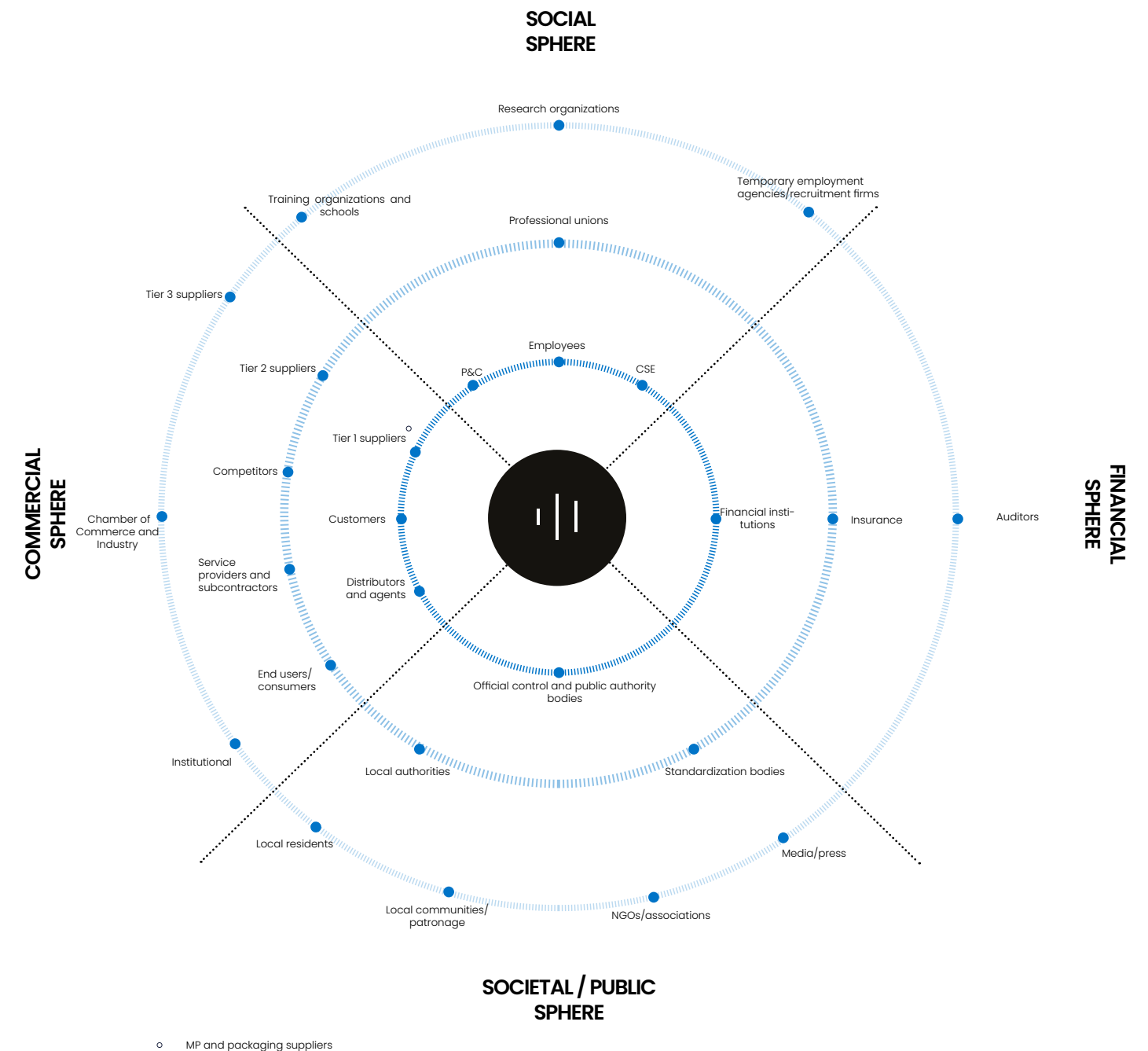
AT ARGEVILLE, OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY (CSR) GOES BEYOND A SIMPLE VOLUNTARY INITIATIVE.



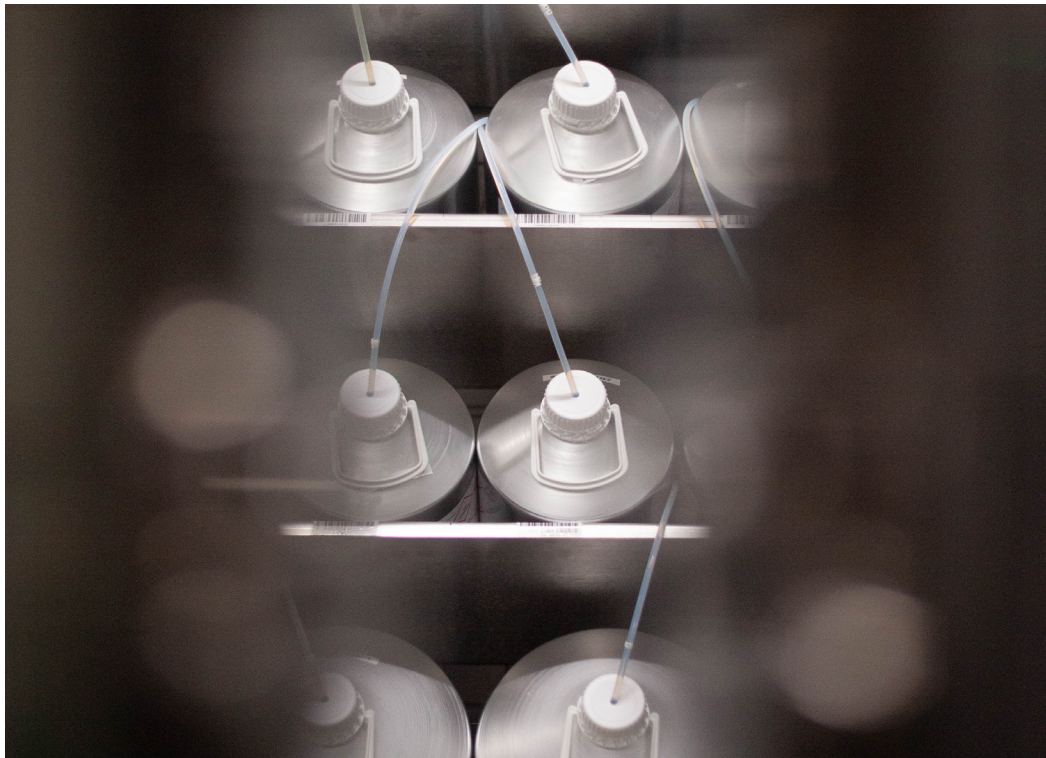
It is gradually becoming part of our model, serving as a real lever for transformation within our company and a driver of sustainable performance.

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 commitment to continuous improvement, aimed at creating products that combine quality, performance, and a more positive impact on society and all our stakeholders.

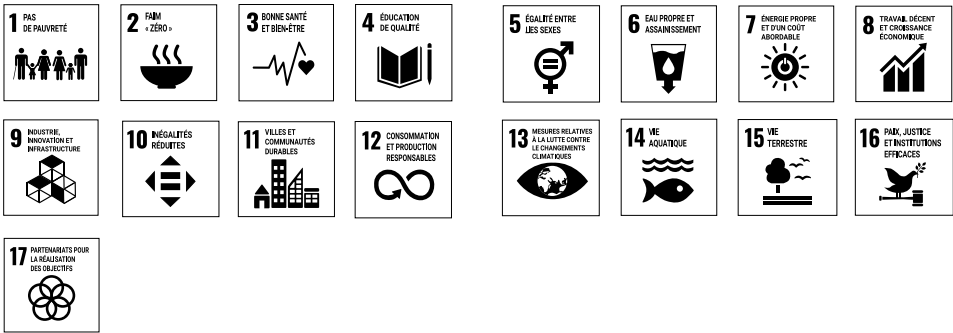
STAKEHOLDER MAPPING



GUIDELINES



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 the United Nations Communication on Progress (CoP) annually.

Our commitment is based on the Sustainable Development Goals:

- N°3 to ensure good health and well-being.
- N°4 to ensure equal access to quality education for all and to promote lifelong learning
- 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 RATING



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

In 2025, we reached a major milestone by earning our first EcoVadis medal: the silver medal with a score of 72/100. This achievement marks significant progress compared to 2024, when we held “Committed” status, and demonstrates the acceleration of our CSR efforts.

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 CONTINUES TO STRUCTURE AND STRENGTHEN ITS CSR APPROACH BY ESTABLISHING A CLEAR, AMBITIOUS, AND WELL-MANAGED FRAMEWORK FOR COMMITMENT. THE CSR STRATEGY WAS REVISED IN 2025 TO SET OUR BUSINESS ON A MORE RESPONSIBLE AND VALUE-CREATING PATH FOR THE LONG TERM.

Our ambition is now guided by our purpose:

**" TO BOLDLY REINVENT OUR EXPERTISE IN INGREDIENTS,
FRAGRANCES, AND FLAVOURS, WHERE LIFE IS THE DRIVING
FORCE BEHIND INNOVATION "**



A STRUCTURING ANALYSIS OF OUR SUSTAINABILITY ISSUES

In 2025, Argeville continued its collaboration with a CSR strategy consulting firm to conduct a double materiality analysis using the EFRAG methodology. This framework approach enables us to identify and prioritize our most significant sustainability challenges by cross-referencing two key 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.

A CLEAR FRAMEWORK OF COMMITMENTS TO ADDRESS OUR CHALLENGES

Building on this analysis, we took a pivotal step by clarifying and formalizing our sustainability approach.

This work resulted in the creation of a commitment pyramid, the foundation of our strategy, centered around our purpose, three pillars, and seven key commitments.

By consolidating our approach, we are transforming our priorities into concrete actions that are fully aligned with our long-term vision.

A STRUCTURING ANALYSIS OF OUR SUSTAINABILITY ISSUES
DUAL MATERIALITY MATRIX

In 2025, Argeville finalized its dual materiality matrix in accordance with the EFRAG methodology. This analysis identified 17 major issues out of a total of 39 issues examined (based on an assessment of 187 IROs). These priority impacts, risks, and opportunities have shaped our purpose and structured our commitment pyramid.

IMPACT MATERIALITY	Major [12-16]		- Pollution management (air, water, soil) - Outgoing resources (products, packaging, samples) - Affected communities (VC)	- Management of (potentially) hazardous substances - Loss of biodiversity - Waste management - Training and skills development (internal) - Consumer safety	- Climate change mitigation - Water management - Use of Resources (o) - Human rights in the value chain (VC)
	Significant [8-12]		- Equal treatment (VC) - Indigenous peoples' rights - Access to quality information - Responsible commercial practices (o)	- Energy management - Job security (internal) - Working conditions in the VC - Advocacy and lobbying (o)	- Climate change adaptation - Species and ecosystems (O) - Working conditions (internal) (i) - Health and safety (internal) - Corporate culture (O)
	Moderate [4-8]	- Microplastics - Marine resources - Animal welfare	- Equality (internal) - Whistleblower protection	- Supplier relationship management - Anti-corruption - Intellectual property	
	Low 0-4]	Social dialogue (internal)			
			Low 0-4[	Moderate [4-8]	Significant [8-12]
		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)

A CLEAR FRAMEWORK OF COMMITMENTS TO ADDRESS OUR CHALLENGES & COMMITMENT PYRAMID

In 2025, this structuring effort enabled us to revise our 2023 CSR policy, “Let’s Dare for a Better Future.”

Our commitment pyramid now articulates our purpose, our three strategic pillars, and our seven key commitments. It provides a clear vision of our priorities, translates our ambitions into concrete actions, and guides the roll-out of our sustainability roadmap for 2030.

Our ambition is now guided by our purpose:

“TO BOLDLY REINVENT OUR EXPERTISE IN INGREDIENTS, FRAGRANCES, AND FLAVOURS, WHERE LIFE IS THE DRIVING FORCE BEHIND INNOVATION”

01 ENSURE THE SUSTAINABILITY OF OUR ECOSYSTEMS

Focus on the selection of raw materials, practices, and sustainable resource management.

OUR COMMITMENTS

- N°1 Securing the resilience of our supply chains while preserving biodiversity
- N°2 Driving our activities by adopting more responsible practices

02 BRINGING PEOPLE AND TALENT TOGETHER FOR A SUSTAINABLE FUTURE

Unite our teams and partners around sustainability

OUR COMMITMENTS

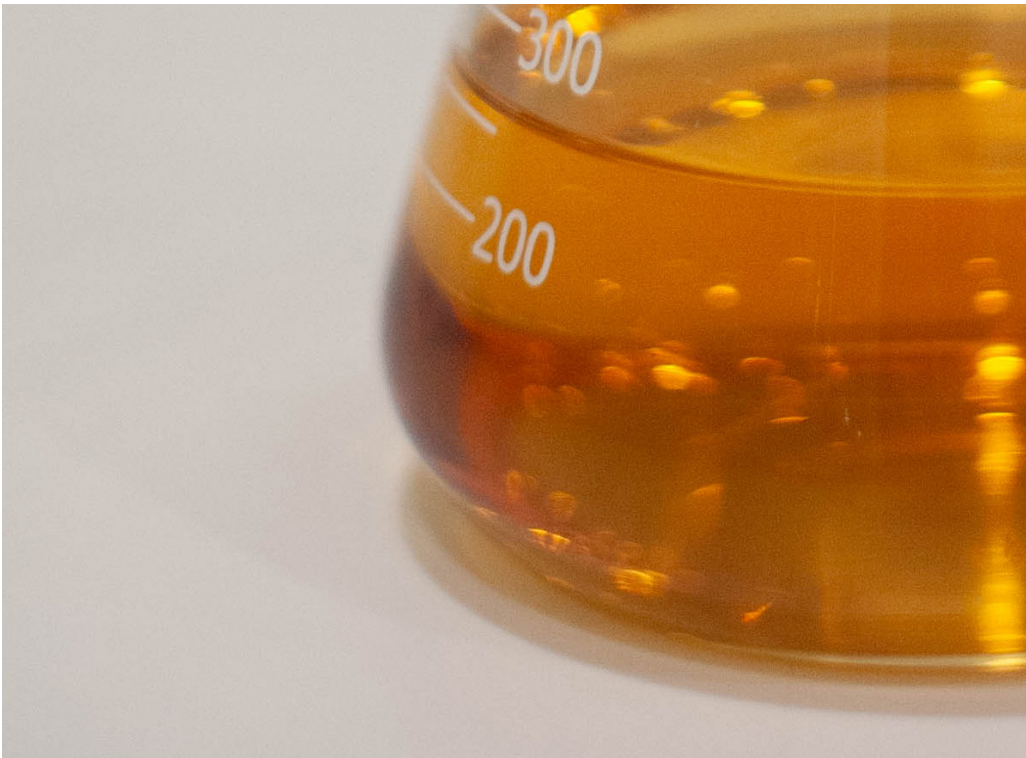
- N°3 Nurturing knowledge and developing skills to meet tomorrow’s challenges
- N°4 Contributing to employee’s fulfillment and well-being
- N°5 Making sustainability a unifying force for transformation and growth

03 INTEGRATING SUSTAINABILITY INTO OUR EXPERTISE AND INNOVATIONS

Explore sustainable and responsible alternatives

OUR COMMITMENTS

- N°6 Anchoring simplicity and sustainability in our formulation and innovation practices
- N°7 Combining performance and circularity in our packaging



06

2026-2030

CSR COMMITMENTS ROADMAP



ENSURE THE SUSTAINABILITY OF OUR ECOSYSTEMS

1st commitment
Securing the resilience of our supply chains while preserving biodiversity

- Our actions :
- Roll out our Supplier Code of Conduct
 - Increase the share of eco-friendly raw materials
 - Raise awareness within the Procurement department about Responsible Procurement
 - Integrate Responsible Procurement into our Procurement policy
 - Map CSR risks associated with raw materials
 - Shorten the supply chain
 - Forge “sustainable raw materials” partnerships

- Objectives and indicators:
- Signatory rate for the Supplier Code of Conduct: 90% of suppliers* by 2030
 - * Raw materials & packaging
 - Responsible Procurement training: 100% of the France Procurement department trained by 2026
 - Analysis of eco-friendly labels and criteria: 80% of our most-used raw materials by volume

2nd commitment
Driving our activities by adopting more responsible practices

- Our actions :
- Define a decarbonization plan by 2030
 - Optimize our energy mix in France
 - Promote the use of renewable energy
 - Prioritize outbound maritime transport
 - Explore alternatives for green sourcing of our raw materials

- Objectives and indicators:
- Scope 1 and 2 GHG emissions: -% per metric ton of product sold by 2030*
 - Scope 3 GHG emissions: -% per metric ton of product sold by 2030*
 - Reduction rate of our energy consumption (in France): -% kWh*
 - * Targets to be defined for 2026



BRINGING PEOPLE AND TALENT TOGETHER FOR A SUSTAINABLE FUTURE

3rd commitment
Nurturing knowledge and developing skills to meet tomorrow's challenges

- Our actions :
- Promote the training and skills development policy
 - Ensure the integration and support of all employees
 - Expand job-specific training programs for operational roles
 - Develop and promote access to training
 - Implement standardized training reporting across subsidiaries

- Objectives and indicators:
- Average number of training hours per employee (France)
 - Average number of training hours per employee (Bangkok & Dubai) by 2027
 - Training plan completion rate: 100% in France, Dubai, and Bangkok from 2026
 - Onboarding support: 100% of new employees supported by 2028

5th commitment
Making sustainability a unifying force for transformation and growth

- Our actions :
- Integrate sustainability into governance through the CSR Committee
 - Build a community of CSR ambassadors in France and across our centers
 - Create annual events focused on sustainability
 - Ensure ongoing compliance with the Ethics Charter
 - Raise employee awareness of ethics and anti-corruption
 - Implement a policy on gifts and invitations
 - Regularly evaluate and audit our suppliers on CSR

4th commitment
Contributing to employee's fulfillment and well-being

- Our actions :
- Formalize a Quality of Life at Work (QLW) policy
 - Sign the Diversity Charter
 - Have our approach certified by a QLW label
 - Ensure the long-term continuity of training on the prevention of psychosocial risks (PSRs)
 - Continue our support for career mobility
 - Maintain a social dialogue that promotes improvements in QLW
 - Measure and limit internal pollutant emissions
 - Continue our efforts to prevent workplace accidents

- Objectives and indicators:
- Employee satisfaction rate: > 3.81/5 by 2027
 - Employee referral rate: > 60% by 2027
 - Employee retention rate (France)
 - Training on psychosocial risks: 100% of the Group's employees by 2030

- Objectives and indicators:
- CSR governance: 3 CSR committee meetings per year starting in 2026
 - Sustainability events: 1 CSR event per year
 - Ethical Charter sign-up rate: 100% of employees to have signed by 2026
 - Ethics and anti-corruption awareness: 100% of employees most at risk to be trained by 2030
 - Score achieved on the CSR assessment of our selected suppliers : ≥ 80% by 2026

INTEGRATING SUSTAINABILITY INTO OUR EXPERTISE AND INNOVATIONS

6th commitment Anchoring simplicity and sustainability in our formulation and innovation practices

- Our actions :
- Strengthen and harmonize sustainable practices within the Group
 - Develop our expertise in eco-design for fragrances and flavours
 - Raise awareness and train the Group's R&D teams on the principle of minimalist formulation practices
 - Reduce the consumption of raw materials impacting sustainability (per metric ton produced)
 - Define reduction targets in our formulations
 - Adapt formulation tools to facilitate best practice

- Objectives and indicators:
- Eco-design for fragrances: 1 fragrance line per year starting in 2025
 - Eco-design for flavours: 1 flavour line per year starting in 2026
 - Training rate for the Group's R&D teams: 100% by 2030

6th commitment Combining performance and circularity in our packaging

- Our actions :
- Compliance with Extended Producer Responsibility (EPR) for commercial packaging and the upcoming European PPWR regulation
 - Align with national reuse rate targets
 - Implement solutions to reduce and reuse incoming and outgoing packaging
 - Strengthen recycling and recovery streams

- Objectives and indicators:
- Reuse rate: 10% by 2027
 - Recovery rate: >96% of hazardous and non-hazardous waste from 2026



07

GOUVERNANCE CSR STEERING

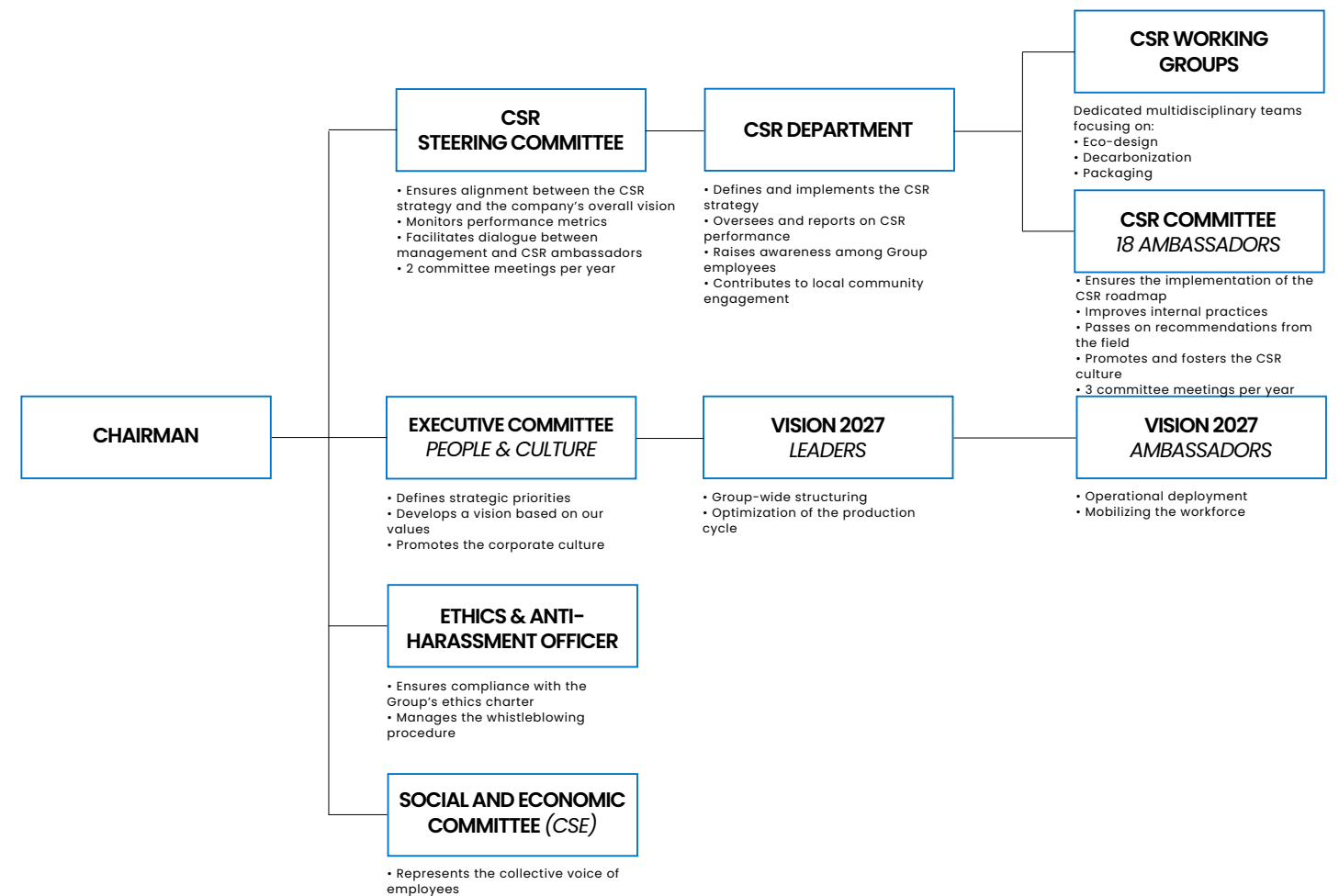
TO EMBED CSR INTO THE COMPANY’S CULTURE AND PRACTICES, IT IS ESSENTIAL TO PROMOTE IT AT ALL LEVELS. THE DRIVING FORCE BEHIND THIS COMMITMENT THEREFORE LIES PRIMARILY WITH THE LEADERSHIP AND INVOLVEMENT OF THE GROUP’S MANAGEMENT AND THE PEOPLE & CULTURE MANAGEMENT COMMITTEE.

Recognizing that our contribution to society is a strategic driver for Argeville’s growth, we continue to position CSR in 2025 as a key pillar of the company’s overall strategy, “Vision 2027,” with the mission of ensuring the company’s long-term sustainability and growth for the benefit of all.

In 2025, we strengthened our governance by establishing complementary CSR bodies to embed sustainability at the heart of our decisions and practices.

In 2025, we strengthened our governance by establishing complementary CSR bodies to embed sustainability at the heart of our decisions and practices.

This initiative notably led to the creation of a community of CSR ambassadors representing our three business areas. Starting in 2026, these ambassadors will meet regularly within the CSR committees to monitor the progress of our sustainability roadmap, share best practice, and facilitate the exchange of experiences between teams.



At the same time, as soon as new employees join the company, we raise their awareness of our CSR commitments and objectives by providing them with a clear overview of the actions and values that guide our approach.

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

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 2025, numerous interviews were conducted with key departments within the organization, both in France and internationally, including Human Resources, R&D, Production, Logistics, IT, Purchasing, QHSE, and Maintenance. These discussions enabled us to collectively develop our roadmap, identify all the actions undertaken, and take stock of the progress made. This process also allowed us to assess our CSR performance through the EcoVadis assessment platform.

- **Meetings and video conferences with our external stakeholders:** regular exchanges with our labor unions and other companies in the sector, as well as our participation in collective programs such as Aromatri and Resoorce, are organized to foster collaboration and the sharing of best practice. In 2025, we participated in all Resoorce and Aromatri working groups.

These initiatives are essential drivers in the co-creation of our CSR approach, enabling us to develop sustainable solutions aligned with the sector's social, environmental, and economic challenges.

- **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 2025, we held 3 Health, Safety, and Working Conditions Committee (CSSCT) meetings and 8 CSE meetings.

- **Dialogue with “CSR ambassador” employees :** in 2025, Argeville established a community of 18 CSR ambassadors, reflecting the diversity of its value chain in France and internationally, with two ambassadors representing our overseas subsidiaries.

This group brings together employees from various departments to ensure a cross-functional approach that is representative of the entire company, including in particular: Human Resources (HR); Regulatory Affairs; Procurement; Ingredients; Logistics; Receiving/Shipping; Sales; Communications & Marketing; Production; Research & Development (R&D); Quality, Health, Safety, and Environment (QHSE).

These volunteer staff members, in addition to their primary roles, actively contribute to the company's commitment to sustainable development and corporate social responsibility, and play a key role in the operational implementation of our CSR action plan.

Their main responsibilities include participating in the rollout of the sustainability roadmap; identifying and proposing initiatives; share best practice; raise employee awareness; serve as the primary point of contact for the CSR department; and contribute to reporting when necessary.

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.



08

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

Argeville 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. Argeville 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.

Following our work on pallets in 2024, we continued our discussions in 2025 on the recycling of used cardboard. We analyzed the volumes, shared our findings within the working group, evaluated existing solutions, and explored new courses of action.

As part of a broader sectoral and regional commitment, Argeville 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.

In 2025, we actively participated, alongside SNIAA and PRODAROM, in the public consultation on the draft decrees on the specifications and scope of the Extended Producer Responsibility (EPR) program for commercial packaging. We provided extensive feedback and recommendations to the DGPR to ensure the regulatory texts were tailored to our industry.

CONTRIBUTION COLLECTIVE

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. In July 2025, Argeville also participated in two days of discussions at the Global Compact Summer University on the theme "Taking Action in Times of Uncertainty."

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.



09

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.

STRUCTURING OUR APPROACH

Argeville is actively committed to a responsible procurement 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.

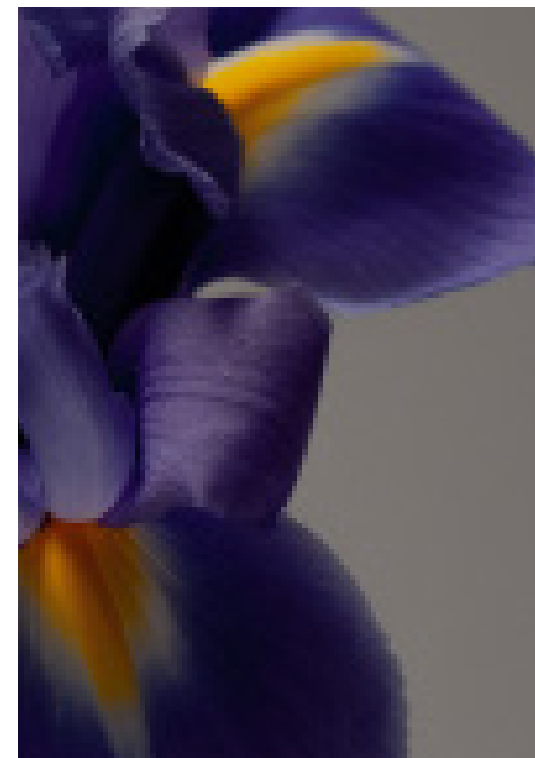
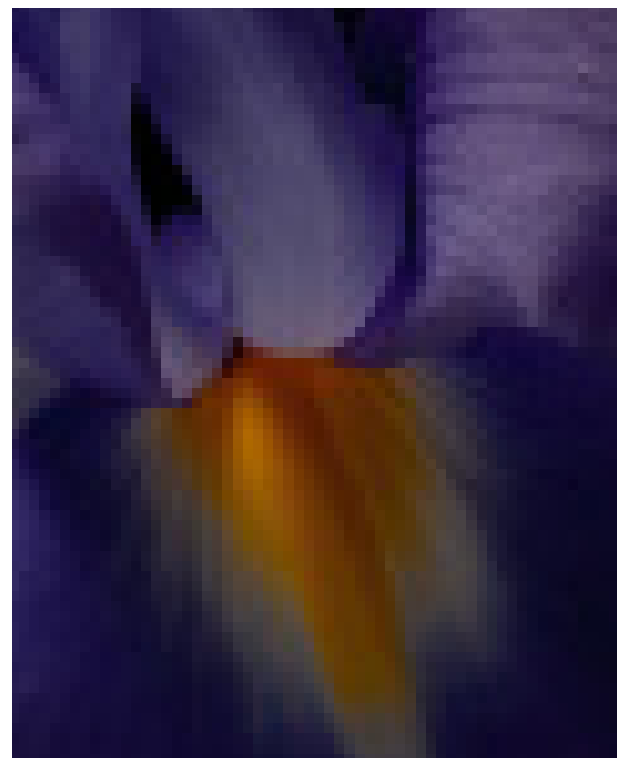
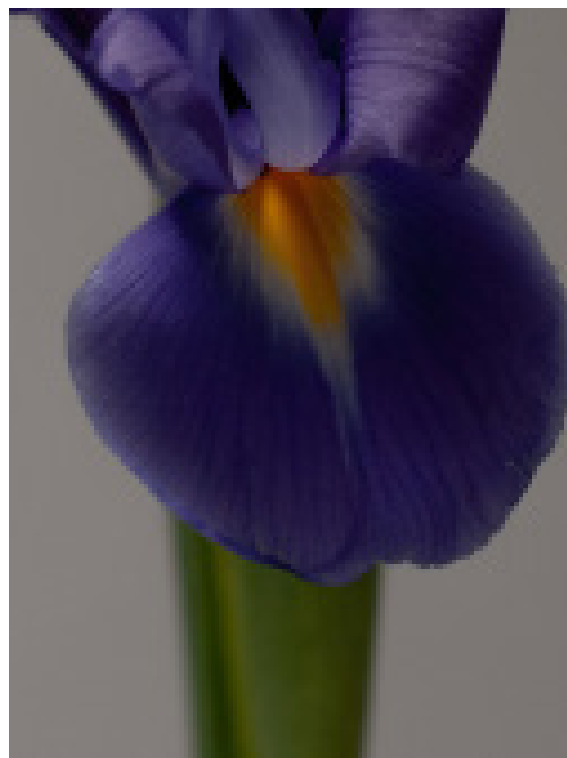
Our ambition is to develop strong and lasting relationships of trust with our economic partners, while contributing to improving our performance.

As part of this effort, Argeville has joined the National Responsible Procurement Initiative (PNAR), launched by the Business Ombudsman and the National Procurement Council. This program provides us with self-assessment tools and a structured framework to improve our practices. In 2025, we signed the Charter on Supplier Relations and Responsible Procurement (RFAR).

To take this further, we have also launched a broad consultation with our strategic suppliers, who account for nearly 80% of our procurement volume. The goal of this initiative is to collect the carbon footprints of our raw materials (PCF = Product Carbon Footprint), identify existing labels and certifications, and explore more responsible alternatives.

Through this approach, we are strengthening our ability to manage our CSR commitments based on reliable data, target areas for reducing our environmental impact, and guide our ecosystem toward more sustainable practices.

Our goal by 2027 is to fully integrate this approach into the Argeville Group's purchasing policy.



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. By 2025, 60% of our raw material and packaging suppliers had signed on. Our goal: to reach 90% by 2030.

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.

As part of our ongoing efforts to improve and modernize our practices, Argeville rolled out its General Terms and Conditions of Purchase (GTCP) in October 2025.

These terms help structure and facilitate our business relationships with our suppliers. To date, 60% of them have already ratified them.

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.

At the same time, Argeville evaluates more than seventy suppliers each year based on performance criteria that incorporate not only quality but also sustainability issues: social responsibility, responsible procurement, business ethics, and environmental performance. In 2025, we strengthened the requirements of our CSR assessment questionnaire to more effectively support our partners' growth and development.

Through this approach, Argeville has set a clear goal: to achieve, by 2026, an average score above 80% among a panel of selected strategic suppliers.

This ambition reflects our commitment to sustainably strengthening our supply chain and building relationships with our partners based on operational excellence, transparency, and accountability.

10

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.

Since 2025, our facility has been ISO 9001 certified, the international standard for quality management.

This certification attests to our structured and ongoing approach to ensuring the quality of our products in three areas of expertise: the manufacture of food flavours, perfumery, and ingredients.

It reflects the commitment of all our teams, the robustness of our processes, and our determination to rigorously meet the requirements of our customers and the applicable regulatory standards.

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.

Since 2024, Argeville has established an “ÉcoLabs” working group within its Fragrance division. This multidisciplinary team brings together in-house experts from R&D, ingredients, applications, procurement, CSR, business development, and regulatory affairs. Their shared goal: to design innovative solutions that promote eco-design.

In 2025, this collaborative effort enabled us to formalize a comprehensive set of specifications and to develop a specific evaluation index, facilitating the creation of ten fragrance compositions that meet environmental criteria.

Building on this success, the eco-design methodology is now being rolled out across our Flavour business, demonstrating Argeville’s commitment to sustainable innovation across all its business lines.

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

Our approach is based on three key principles:

• Better 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.

• Cleaner 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.

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

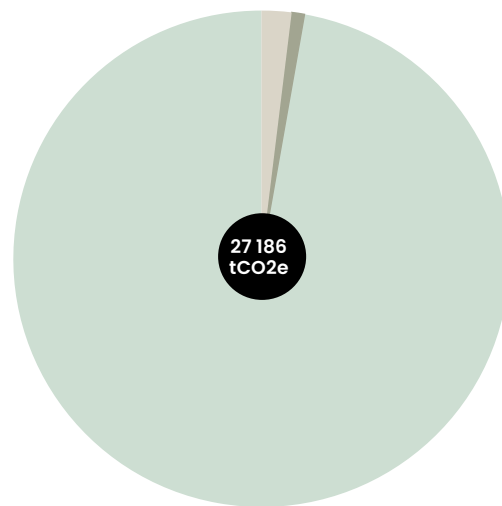
To better understand and reduce our environmental footprint, we measured our greenhouse gas (GHG) emissions using the French BEGES and international GHG Protocol methodologies.

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.

This 2024 assessment revealed a total of 27,186 metric tons of CO₂ equivalent across all our operations, with emissions broken down as follows: 2% Scope 1; 1% Scope 2, and 97% Scope 3. Our three most emissions-intensive activities are procurement, transport, and employee commuting.

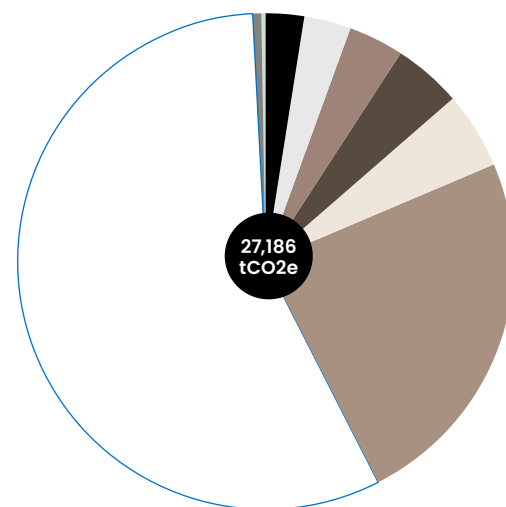
Based on this assessment, we are currently setting clear targets for reducing our GHG emissions and a carbon footprint reduction action plan for 2025. To support this plan, we will organize internal workshops to involve our employees in exploring and implementing reduction options.

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

IMPROVING OUR ENERGY MIX

In 2025, Argeville conducted an energy audit and an energy mix study with the support of experts to address the growing challenges of industrial performance and the energy transition.

These studies identified the solutions to prioritize for the future—electrification, heat recovery, solar, and biomass—and provide a solid foundation for developing an action plan aimed at reducing our Scope 1 and 2 CO₂ emissions.

Beyond reducing our carbon footprint, this approach allows us to optimize our energy consumption, better control our energy costs, and gradually integrate more sustainable energy sources. It also serves as a lever to strengthen our industrial resilience.

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.

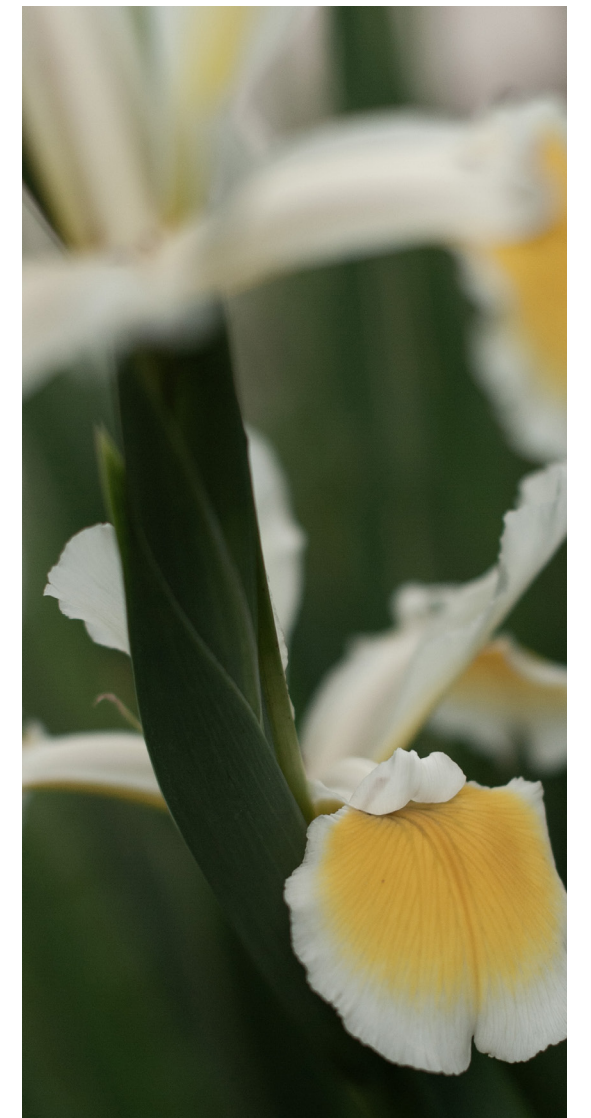
This is the case in the fragrance production chain, which is pursuing its digitization efforts by limiting the printing of production orders to the minimum necessary to ensure optimal productivity while reducing its impact. This initiative reduces our printing in fragrance production by more than 90%,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

• Energy audit and energy mix study

In 2025, with the support of energy experts, we conducted an in-depth audit of our fragrance and flavour production sites in Mougins. This initiative enabled us to create a detailed map of our energy consumption (heating, industrial cooling, steam, compressed air, production processes, etc.) in order to identify the main sources of waste and opportunities for optimization.

From 2026 onwards, we will implement several concrete measures to improve the energy efficiency of our equipment and support the gradual transition of our industrial sites toward a more sustainable model.

• 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.

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

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.

This year has proved particularly successful. Over the course of 12 months, 540 kg of waste was composted, preventing the emission of 241 kg of CO2 equivalent—the equivalent of 468 vegetarian meals. In addition, 6.8 kg of cigarette butts were collected and converted into energy.

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 RECYCLING

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 " mille-fleurs" 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.
- Rose waxes are reprocessed at a rate of 15% to extract a stearoptene-like fraction, which is used as a raw material.
- Residual ethanol is purified by a specialist for reuse..
- Cardboard cups in the fragrance R&D department have been replaced with reusable glass beakers.
- We have introduced a program to buy back our clean, damaged aluminum containers to ensure they are recycled.
- We have upgraded our weighing tools with the introduction of 1.5 mL plastic pipettes for flavourings, aimed at improving accuracy and reducing waste;
- We are exploring new avenues for optimization, notably through weighing tests using weighing strips initiated by ASFO and Prodaron, as well as discussions regarding the recycling of plastic pipettes.

PACKAGING MANAGEMENT OPTIMIZATION

Packaging management is a major strategic focus of our sustainability approach, reinforced by our reuse obligations and the implementation of the PPWR and Extended Producer Responsibility (EPR) regulations for commercial packaging.

As a result, since 2024, we have been reporting annually on all imported packaging and packaging used for products sold in France. In 2025, the reuse rate for our packaging reached 3.1%. Our goal is to achieve a 10% reuse rate for our commercial packaging by 2027.

With this in mind, we are continuing to review our packaging practices to reduce the amount used and improve both reuse and the recyclability of materials.

Among the concrete initiatives we have implemented is the introduction of plastic Varibox (IBC) containers with some of our customers to ensure the delivery of our finished products. This container is then returned empty so it can be reused for the next delivery.

In 2025, we are expanding the use of multi-rotation reusable packaging with the introduction of new Varibox containers and stainless steel shuttle tanks. These initiatives help reduce our environmental impact and promote a circular economy approach within our operations.

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

This solution will be extended to 5 kg aluminum packaging, with deployment scheduled for 2026.

DEVELOPMENT OF MORE SUSTAINABLE EVENT MATERIALS

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.

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

Since 2025, we have chosen to offer every new employee an eco-friendly "Welcome Pack," designed with products and materials selected for their reduced environmental impact. This initiative reflects our commitment to integrating our CSR commitments from the moment our teams join us.

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.

In 2025, we actively participated, alongside the SNIAA and PRODAROM, in the public consultation on the draft regulations regarding the specifications and scope of Extended Producer Responsibility (EPR) for commercial packaging. We provided extensive feedback and recommendations to the DGPR to adapt the regulatory texts to our industry, ensuring our compliance by July 2026.



12

PERFORMANCE DRIVERS

SOCIAL AND ETHICAL IMPLICATIONS



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

Since 2024, our commitment to comfort and safety in the workplace has taken the form of several concrete initiatives.

First, we replaced the safety glasses with more ergonomic, lightweight, and high-performance models featuring an anti-fog coating for enhanced protection and greater comfort in everyday use.

In line with this same philosophy of continuous improvement, tests of new models of safety shoes—which are more comfortable and feature shock-absorbing soles—were rolled out 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 2025, Argeville implemented and incorporated the Ethics Charter and Whistleblowing Procedure into the employment contracts of all its employees in France and at its subsidiaries. Each employee was made aware of these issues and assessed via a quiz to ensure a clear understanding of the group’s ethical principles.

This charter formalizes our commitments regarding respect for human rights, professional integrity, and responsible ethical practices. In particular, it includes a whistleblower system that allows employees to report, in complete confidentiality, any breach or unethical behavior; the appointment of an ethics officer responsible for following up on reports; and anti-harassment officers dedicated to handling sensitive situations.

Based on the values of respect, integrity, transparency, fairness, and accountability, this approach applies to all our employees and partners. It helps promote an inclusive, safe, and ethical work environment, while strengthening collective performance and protecting both the company and its teams.

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.

• 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 2025, in the spirit of well-being and recognition, Argeville made a one-off offer its employees of a day's paid leave as part of Solidarity Day, as well as an additional half-day's leave over the Christmas holidays. A matching scheme for the company savings plan (PEE) is also in place.





- **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

• **Personalized support to recognize the value of each employee’s career path**

Since June 2025, Argeville has implemented the Individualized Social Assessment (BSI), a key tool for supporting our employees’ career management. The BSI enables each employee to better understand their compensation, benefits, and career advancement opportunities within the company.

It also provides a valuable opportunity for personalized discussions between employees and managers, putting each person’s career path into perspective, recognizing their contributions, and clarifying the information presented in the BSI. These discussions help foster transparency, recognition, and dialogue within teams.

• **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 2025, 54 training sessions were conducted on various topics such as chemical hazards, raw materials, occupational safety and health (OSH), management, English, psychosocial risks, eco-friendly practices, and more.

• **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 2025, Argeville offered this opportunity to 49 young professionals.

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. We are pleased to report progress on our gender equality index, which reached 96/100 in 2025, up from 76/100 in 2024.

This significant improvement reflects the efforts made in managing our salary campaign, with a particular focus on reducing pay gaps and ensuring a more equitable distribution of raises between women and men.

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.

**ENGAGING THE WORKFORCE
THROUGH CSR AWARENESS AND COMPANY EVENTS**

• CSR Awareness

Taking a systemic approach, Argeville is implementing a phased strategy to raise awareness of CSR in order to engage all employees. In 2025, several initiatives were carried out to strengthen ownership of environmental, social, and governance issues:

- Eco-friendly practices: Two awareness sessions titled “Taking Action at Work” were organized, addressing the topics of food waste, responsible digital technology, and sustainable practices. Led by an expert, these sessions raised awareness among 21 employees.
- Ethics & Anti-Corruption Awareness: As part of the rollout of the Ethics Charter and Whistleblowing Procedure, all employees in France and at subsidiaries were briefed on the company’s ethical commitments. An assessment quiz was also administered to ensure a thorough understanding and ownership of these issues.
- 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.

• Events

Throughout the year, Argeville organizes numerous internal events that foster team cohesion and collaboration among employees. Highlights for 2025 include:

- Candlemas, celebrated with a crêpe tasting, providing an opportunity for all teams to socialize and bond;
- The September Party, a day that is both fun and educational, featuring workshops such as blind flavour tasting;
- The Colibri discovery tour, offering an immersive look into perfume-making methods;
- The inauguration of the new offices in Dubai, as well as end-of-year events—including contests and a Christmas buffet—which help strengthen bonds among the teams;
- A team-building event for our Bangkok teams, who participated in a plastic waste cleanup along the coastline and the reintroduction of the bamboo shark, in partnership with official local organizations. An awareness session on the impacts of plastic waste on the ocean was also held.

Through these initiatives, Argeville reaffirms its commitment to creating unifying experiences while incorporating awareness and collaboration around CSR issues.

• CSR Integration and Ambassadors

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.

As part of this effort to bring CSR culture to life on a daily basis and as closely as possible to our teams, Argeville also established a community of 18 CSR ambassadors in 2025. Their role is to communicate, raise awareness, and promote the company’s initiatives within their departments.

• 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.



13

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 2025, 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 brings together volunteers, businesses, and individuals to fund the CEW Beauty Center at the Grasse Hospital, which provides beauty and wellness treatments to patients undergoing intensive treatment—primarily for cancer. Thanks to the generosity of donors, the year 2025 made it possible to provide concrete, free support to patients, with 1,687 patients receiving care, totaling 2,102 individual treatments and 350 consultations. Beyond its financial support, Argeville also encourages its employees to actively participate in this initiative.

- 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.

SOLIDARITY INITIATIVE FOR ACCESS TO WATER

In 2025, Argeville replaced the bottled water provided to its visitors with cartons of “Eau Engagée,” thereby contributing to a solidarity-based and environmentally friendly initiative. This initiative made it possible to share 37,800 liters of drinking water with people who lack access to it, thanks to the proceeds donated to our partner World Vision France, an NGO dedicated to the fight for access to water worldwide.

Each carton consumed is equivalent to 30 liters of drinking water shared. Made from 76% plant-based materials, plastic-free, and manufactured using energy-efficient processes, they are 100% recyclable and have a 50% reduced carbon footprint.

EDUCATIONAL AND INTERCULTURAL COMMITMENT IN SUPPORT OF THE CARIMA CHARITY

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);

14²⁰²⁵ OUR KEY CSR ACHIEVEMENTS

FIRST SUSTAINABILITY REPORT

In 2025, we published our first sustainability report, which formalizes our CSR strategy, our commitments, and the actions we have implemented to address environmental, social, and governance challenges.

CARBON FOOTPRINT

We conducted our first carbon footprint assessment covering Scopes 1, 2, and 3, which resulted in a footprint of 27,200 tCO₂e. This initiative is a crucial step toward identifying our main sources of emissions and establishing our reduction trajectory.

ECOVADIS SILVER MEDAL

Our CSR commitment was recognized with the EcoVadis Silver Medal, placing us among the top 15% of companies in terms of rating, with a 17% improvement over the previous year.

DUAL MATERIALITY ANALYSIS

We conducted a dual materiality analysis to identify the most significant issues for our company, taking into account both their impact on our operations and our impact on the environment and society.

STRUCTURING OUR CSR APPROACH

Our CSR approach is structured around a pyramid of commitments, enabling us to define a clear vision, strategic priorities, and concrete long-term actions.

“EAU ENGAGÉE”

Through our partnership with Eau Engagée, every product sold helps fund access to drinking water: 30 liters of water are donated for every purchase, thereby strengthening our social impact.

ETHICS CHARTER AND WHISTLBLOWING PROCEDURE

A code of ethics has been rolled out to all employees. It is complemented by a whistleblower program that allows employees to report any situation that violates our values and commitments.

SUPPLIER CODE OF CONDUCT

Our supplier code of conduct has been distributed to promote responsible practices throughout our supply chain. To date, 60% of our raw material and packaging suppliers have adopted it.

ECO-DESIGN OF OUR PRODUCTS

We have launched a line of nine eco-designed fragrance products, incorporating more environmental criteria into their design.

ENERGY AUDIT & ENERGY MIX STUDY

An energy audit and an energy mix study were conducted to identify opportunities to improve our energy performance and support the transition of our sites.

SUPPORT FOR THE “UNE ROSE, UNE CARESSE” CHARITY

We are continuing our social commitment by supporting the “Une Rose, Une Caresse” charity, thereby contributing to solidarity initiatives that benefit those in need.



15 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.

In line with our purpose: “to boldly reinvent our expertise in ingredients, fragrances, and flavours, where life is the driving force behind innovation”; we have chosen to place our products, our stakeholders, and the planet at the heart of our sustainability strategy.

This ambition is realized through three foundational pillars that guide our daily actions.

- Ensuring the long-term health of our ecosystems, while conserving natural resources and promoting more environmentally friendly practices.
- Uniting people and talent for a sustainable future by rallying our employees, partners, and our entire ecosystem around a shared vision.

- Integrating sustainability into our expertise and innovations by developing increasingly responsible solutions and exploring alternatives that will shape the future of our industry.

Beyond the results achieved in 2025, we are continuing to build a more sustainable model, where performance, innovation, and responsibility draw inspiration from the natural world to shape our future.

16

KEY INDICATORS AND RESULTS

PILLARS	COMMITMENTS	SCOPE	KPI - ACTIONS	2023	2024	2025	HORIZON 2030
GOVERNANCE 3 3 3 3 8 8 8 8 16 16 16 16 17 17 17 17	ECOVADIS	GROUP	ECOVADIS RATING (MEDAL)	N/C	COMMITTED	SILVER	PLATINUM
	SUSTAINABILITY REPORTING	GROUP	NUMBER OF SUSTAINABILITY REPORTS PUBLISHED PER YEAR	0	0	1	1
	REPORTS	GROUP	NUMBER OF CONFIRMED ETHICAL INCIDENTS (CORRUPTION, BRIBERY, CONFLICTS OF INTEREST, MONEY LAUNDERING)	0	0	0	0
		GROUP	NUMBER OF REPORTS OF HUMAN RIGHTS VIOLATIONS	0	0	0	0
	SUPPLIER EVALUATIONS	GROUP	PERCENTAGE OF SUPPLIERS ASSESSED ON ENVIRONMENTAL PERFORMANCE, HUMAN RIGHTS, AND RESPONSIBLE SOURCING	9 %	15 %	20 %	20 % (THE MOST RELEVANT ONES, BASED ON THE 80/20 RULE)
BRINGING PEOPLE AND TALENT TOGETHER FOR A SUSTAINABLE FUTURE 3 3 3 3 4 4 4 4 8 8 8 8 16 16 16 16	NURTURING KNOWLEDGE AND DEVELOPING SKILLS TO MEET TOMORROW'S CHALLENGES	FRANCE	AVERAGE NUMBER OF TRAINING HOURS FOR EMPLOYEES	N/C	N/C	12,58	N/C
		GROUP	ONBOARDING SUPPORT FOR NEW EMPLOYEES	100 %	100 %	100 %	100%
		FRANCE	PERCENTAGE OF EMPLOYEES WHO RECEIVE PERFORMANCE REVIEWS AND CAREER DEVELOPMENT OPPORTUNITIES	100 %	100 %	100 %	100%
		FRANCE	TRAINING PLAN COMPLETION RATE	74 %	73 %	82 %	100%
		FRANCE	EMPLOYEE SATISFACTION RATE	76 %	86 %	83 %	72%
	ONTRIBUTING TO EMPLOYEE'S FULFILLMENT AND WELL-BEING	FRANCE	EMPLOYEE REFERRAL RATE	N/C	N/C	N/C	>60 %
		FRANCE	EMPLOYEE TRAINING RATE ON PSYCHOSOCIAL RISKS (PSRS)	N/C	N/C	17 %	100 %
		FRANCE	NUMBER OF REPORTED WORKPLACE ACCIDENTS	10	11	34	DECREASE
		FRANCE	INCIDENCE RATE OF WORK-RELATED ACCIDENTS RESULTING IN LOST TIME	18	45	28	12
		FRANCE	SEVERITY RATE OF WORKPLACE ACCIDENTS	0,44	1,89	0,47	0,5
		GROUP	NUMBER OF CONFIRMED INCIDENTS OF DISCRIMINATION	0	0	0	0
		GROUP	NUMBER OF CONFIRMED INCIDENTS OF HARASSMENT	0	0	0	0
		FRANCE	EARLY DEPARTURE RATE	7,5 %	8,3 %	3 %	3 %
		FRANCE	CONVERSION RATE FOR THE TRIAL PERIOD	94 %	83 %	88 %	85 %
		FRANCE	EGAPRO INDEX OUT OF 100	75	76	96	N/C
		GROUP	NUMBER OF ANNUAL CSR COMMITTEES	0	0	1	3 CSR COMMITTEES PER YEAR
		GROUP	NUMBER OF ANNUAL CSR EVENTS	0	1	1	1 CSR EVENT PER YEAR
		GROUP	PERCENTAGE OF SIGNATORIES TO OUR ETHICS CHARTER	N/C	N/C	100 %	100 %
		GROUP	ETHICS AND ANTI-CORRUPTION AWARENESS RATES	0 %	0 %	100 %	100 %
		GROUP	SCORE OBTAINED ON THE CSR ASSESSMENT OF OUR SELECTED SUPPLIERS	N/C	54 %	53 %	>80 %
	5 MAKING SUSTAINABILITY A UNIFYING FORCE FOR TRANSFORMATION AND GROWTH	GROUP	NUMBER OF ANNUAL CSR COMMITTEES	0	0	1	3 CSR COMMITTEES PER YEAR
		GROUP	NUMBER OF ANNUAL CSR EVENTS	0	1	1	1 CSR EVENT PER YEAR
		GROUP	PERCENTAGE OF SIGNATORIES TO OUR ETHICS CHARTER	N/C	N/C	100 %	100 %
		GROUP	ETHICS AND ANTI-CORRUPTION AWARENESS RATES	0 %	0 %	100 %	100 %
INTEGRATING SUSTAINABILITY INTO OUR EXPERTISE AND INNOVATIONS 8 8 8 8 9 9 9 9 12 12 12 12	ANCHORING SIMPLICITY AND SUSTAINABILITY IN OUR FORMULATION AND INNOVATION PRACTICES	GROUP	METRIC TONS PRODUCED (T)	2459	2586	3198	N/C
		GROUP	INTERNAL NONCONFORMANCE RATE	0,98 % (SCOPE FRANCE)	1,32 % (SCOPE FRANCE)	2,27 % (SCOPE GROUPE)	1 %
		GROUP	CUSTOMER COMPLAINT RATE	0,29 % (SCOPE FRANCE)	0,36 % (SCOPE FRANCE)	0,50 % (SCOPE GROUPE)	0,50 %
		GROUP	NUMBER OF ECO-DESIGNED FRAGRANCE LINES PER YEAR	0	0	1	1 ECO-DESIGNED FRAGRANCE LINE PER YEAR
		GROUP	NUMBER OF ECO-DESIGNED FLAVOUR LINES PER YEAR	0	0	0	1 ECO-DESIGNED FLAVOR LINE PER YEAR
		GROUP	TRAINING RATE FOR THE GROUP'S R&D TEAMS ON FORMULATION SIMPLICITY	0 %	0 %	82 %	100 %
	COMBINING PERFORMANCE AND CIRCULARITY IN OUR PACKAGING	GROUP	COMPLIANCE WITH NATIONAL AND INTERNATIONAL REGULATIONS (EXTENDED PRODUCER RESPONSIBILITY, PPWR, REUSE RATES, ETC.)	N/C	100 %	100 %	100 %
		FRANCE	REUSE RATE OF OUR COMMERCIAL PACKAGING	2 %	3%	3,1%	10 %
		FRANCE	REUSE RATE OF OUR COMMERCIAL PACKAGING	2 %	3%	3,1%	10 %
ENSURE THE SUSTAINABILITY OF OUR ECOSYSTEMS 9 9 9 9 12 12 12 12 13 13 13 13 15 15 15 15	SECURING THE RESILIENCE OF OUR SUPPLY CHAINS WHILE PRESERVING BIODIVERSITY	GROUPE	SIGN-UP RATE FOR THE SUPPLIER CODE OF CONDUCT (RAW MATERIAL AND PACKAGING SUPPLIERS)	0 %	0 %	60 %	90 %
		GROUPE	TRAINING RATE FOR THE PURCHASING DEPARTMENT ON RESPONSIBLE PURCHASING	0%	0 %	14 %	100 %
		GROUPE	PERCENTAGE BY VOLUME OF RAW MATERIALS SUBJECT TO CERTIFICATION REVIEWS, ECO-RESPONSIBILITY CRITERIA, AND RESEARCH INTO ALTERNATIVES	N/C	N/C	80 %	80 %
	DRIVING OUR ACTIVITIES BY ADOPTING MORE RESPONSIBLE PRACTICES	GROUPE	SCOPE 1 AND 2 GHG EMISSIONS (TCO2EQ)	N/C	805	N/C	IN PROGRESS 2026
		GROUPE	SCOPE 3 GHG EMISSIONS (TCO2EQ)	N/C	26 364	N/C	EN COURS 2026
		FRANCE	ENERGY CONSUMPTION (MWH)	4 414	4 122	4 222	IN PROGRESS 2026
		FRANCE	WATER CONSUMPTION (M³)	7 388	6 807	7 684	N/C
		FRANCE	AMOUNT OF WASTE (T)	3 290	3 454	3 963	N/C
		FRANCE	RECYCLING RATES FOR OUR HAZARDOUS AND NON-HAZARDOUS WASTE	N/C	N/C	97%	>96 %

PARTNERS



ACKNOWLEDGEMENTS

In an effort to reduce our environmental impact, this document was designed primarily for digital use.

Only a very small number of copies were printed. Thank you to all the contributors who made this report possible.

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



2025
CSR REPORT

CSR@ARGEVILLE.COM

ARGEVI||E

WWW.ARGEVILLE.COM