



SUSTAINABILITY REPORT

2025

EDITORIAL

Christopher SABATER, CEO of TechnicoFlor



Rising to the challenge together

"2025 builds on four decades of momentum and marks a new chapter for TechnicoFlor. True to our family heritage and commitment to creativity, our company is moving forward with determination to ensure its growth follows a sustainable path.

This ambition is reflected in tangible results: sustained revenue growth driven by the success of our eco-designed fragrances and international expansion, a Platinum rating from EcoVadis for the fifth consecutive year, and significant environmental progress in tackling global warming.

We owe this remarkable momentum first and foremost to our teams, whose commitment and talent I would like to acknowledge. We also owe it to our customers, who support both our creativity and the eco-design of our fragrances. And finally, we owe it to our suppliers, who are increasingly committed to creating low-carbon, ethically produced raw materials.

In a changing world facing ever more significant challenges, working together with our wider ecosystem is the best way to build a responsible development model that benefits everyone."

Christopher Sabater
CEO

KEY FACTS AND FIGURES 2025



Environment

63% reduction in scope 1 emissions in absolute terms between 2022 and 2025

183 MWh of renewable energy produced at the Allauch site

39% reduction in water withdrawals between 2022 and 2025

- › Launch of Global Scentrack, a methodology for calculating the carbon footprint of a fragrance and assessing the reliability of the result
- › Launch of Scentrack, a tool for calculating the carbon footprint of raw materials



Social

116 employees (headcount), +12%

55% of management positions held by women

9 employees promoted

- › Renovation of the Allauch headquarters
- › Launch of Flor'Anthropy Days: 16 employees involved in local community projects



Value creation

+18% revenue growth

100% of major suppliers (80/20) assessed for CSR by a third party

88 points EcoVadis Platinum (5th consecutive year)

- › New governance: Christopher Sabater appointed CEO
- › Creation of Les Carnets d'Henri: our exclusive raw materials

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ABOUT



Since 2014, TechnicoFlor has been publishing an annual CSR report for all our stakeholders. In a transparent way, this document presents the company's capacity to create value for its customers, employees, suppliers and partners, the local areas, and more generally for society and the planet, with a short, medium and long-term perspective.

TechnicoFlor is under no obligation to report this information, but does so voluntarily to abide by the reporting and transparency principles of the ISO 26000 standard. This report sets out the company's contribution to the Sustainable Development Goals (SDGs) and the 10 principles of the UN Global Compact, to which TechnicoFlor has subscribed since 2013. TechnicoFlor has provided information for 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

This report covers all TechnicoFlor SA activities at its production site and head office in Allauch and its creation centre in Levallois-Perret for 2025.

We would like to thank all staff and stakeholders for their contributions to our responsible approach and to this report.



POLICIES AND OBJECTIVES

POLICIES AND OBJECTIVES

Strategy and business model

Founded in 1981 by François-Patrick Sabater, TechnicoFlor Parfums (an API Group company) is a French family-owned and independent perfume composition house, which has been supplying the biggest brands in perfumery and cosmetics for more than 40 years.

In order to embed its economic model in sustainability, the company relies on its creativity and expertise in natural and responsible formulation, its production centre delivering carbon-free manufacturing and its openness to international markets.

Products and services

In order to create and produce concentrates that reduce pressure on the environment and deliver social benefits throughout the value chain, TechnicoFlor integrates the principles of eco-social design into its perfume creation process using the Afnor Certification Flor-Index audited tool.

Geographic zones

From its French production centre, TechnicoFlor distributes its perfumes in more than 70 countries around the world, mainly in Europe, the Near and Middle East, Africa and Asia. The company acts as an ambassador for eco-design and sustainable practices in the countries in which it operates.

Clients

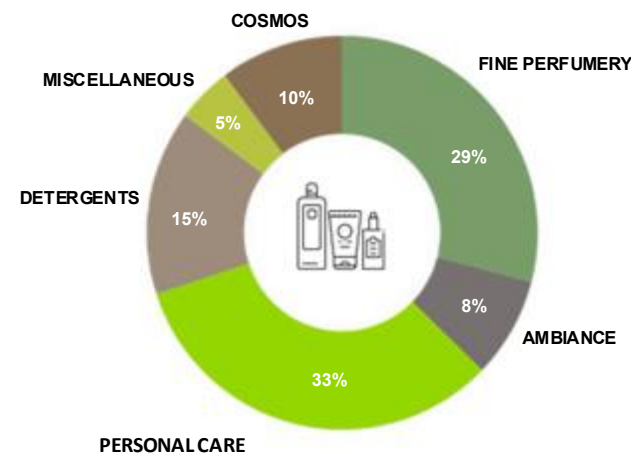
The company aims to meet its customers' expectations in terms of quality, traceability and social and environmental performance. Thanks to Flor-Index, brands can transparently visualise the impact of their perfume and help consumers choose products that incorporate eco-designed ingredients. Concentrates are present in the applications opposite.

Sustainability issues

True to its family values of independence, high standards and long-term planning, TechnicoFlor includes the following sustainability issues in its business model:

- Reducing negative impacts on the environment by designing perfumes that are as creative as they are desirable, while also being sustainable, through eco-social design,
- Attracting and retaining employees who share our values by ensuring a safe, healthy and fulfilling working environment,
- Referencing suppliers recognised for their CSR performance and delivering exceptional and sustainable raw materials.

Distribution of EUROPEAN TURNOVER by application



POLICIES AND OBJECTIVES

Our business model

Our mission: To inspire emotions through the development and creation of original and ethical fragrances, by mobilising a sustainable value chain on a daily basis.



POLICIES AND OBJECTIVES

Our business model

OUR RESOURCES

ENVIRONMENT

- 1,026 kWh of energy consumed
- A strong culture of responsible innovation: eco-design (Flor-Index®), biotech, concentrated formulas, etc.
- 100% of production at an ISO 14001 site
- 86 t CO₂eq (scopes 1 and 2)

HUMAN

- Teams motivated by responsibility:
- 116 staff (64% women)
- Recognised expertise in responsible natural perfumery
- 90% permanent contracts

VALUE

- Strong eco-creative culture
- 100% of critical raw-material suppliers CSR-evaluated
- 10 sponsorship projects

FINANCIAL

- Stable and independent family shareholding
- A long-term vision with controlled debt

OUR VALUE CREATION

ENVIRONMENT

- Proactive collections
- 100% eco-designed fragrances
- 76% of waste recycled in terms of materials and energy
- Reduction in intensity of energy consumption: -19% in one year

HUMAN

- 9 employees promoted in 2025
- 7 apprenticeship contracts, 11 interns
- 449 hours of skills development training

VALUE

- 100% of exposed staff trained to combat corruption
- Quality, environment: ISO 9001 and 14001 certifications

FINANCIAL

- €42 M in turnover

CHALLENGES AND STRATEGY

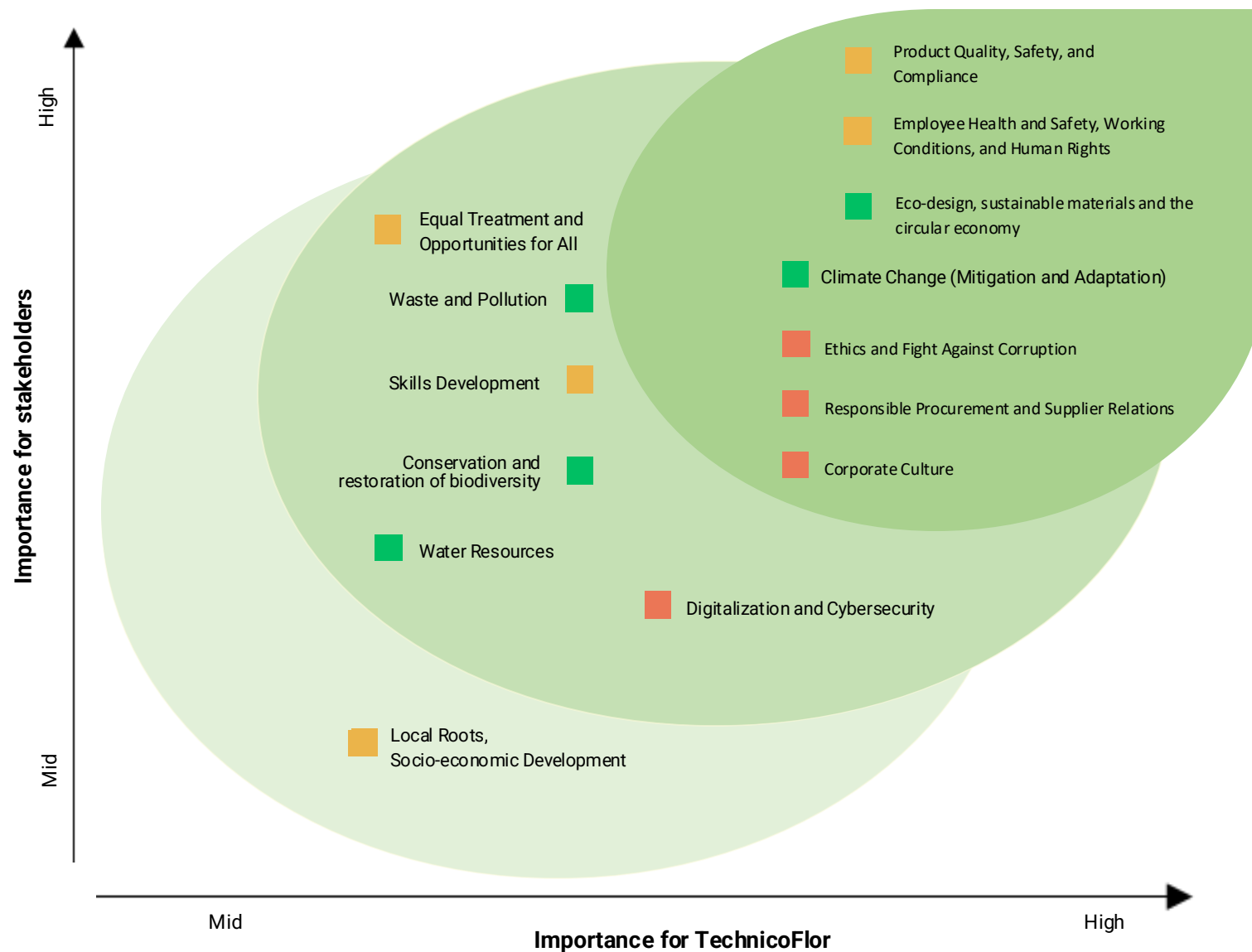
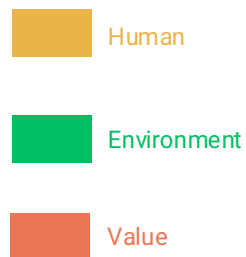
Material sustainability issues

Something becomes material when it influences the activity of the company and its stakeholders.

Internal and external stakeholders must help to identify challenges and prioritise them based on importance.

Materiality analysis is then undertaken to clarify strategic decisions and create an action plan.

This analysis has been updated to reflect current issues linked to geopolitical, environmental and social developments. (GRI 102-47)



Policies and objectives

Our main non-financial risks

By operating in its markets and interacting with its stakeholders, TechnicoFlor is exposed to a wide range of risks likely to affect people, the environment, its financial sustainability or even its image.

Risks are prioritised based on their impact and frequency. Each department, under the responsibility of the risk managers, works to identify, prevent, manage and control risks using appropriate measures. The table opposite sets out the main risks: those with a serious impact and frequency. The table also contains the opportunities the risks offer.

		Risk description	Prevention and reduction measures, plus opportunities
Protecting nature	Environmental impact	Pollution and waste, unavailability of resources (natural raw materials, water) and reduction in their quality.	Eco-design, control of on-site pollution and consumption (environmental management), waste recovery, diversified sourcing (suppliers, type of ingredients: upcycled, biotech, etc.).
	Climate change	Extreme climate variation in supply regions (including water stress), extra regulatory requirements, carbon tax	Measurement of CO ₂ eq emissions and reduction progress + adaptation plan (in progress), energy performance and partial autonomy
	Biodiversity	Depletion of natural resources	Monitoring of raw materials under pressure, their countries of origin, funding of biodiversity restoration programmes
Monitoring human factors	Staff	Digital transformation, turnover and recruitment issues Human rights violations (harassment, discrimination), excessive workloads	Human Resources policy, training plan, code of conduct and whistleblowing procedure, social dialogue (staff representatives) and staff survey
	Occupational health	Accidents, illness, occupational stress Risk of chemical exposure	Occupational health policy, updated single record and prevention plan, mobility plan (in progress)
Generating justifiable value	Ethics	Conflicts of interest, corruption and fraud (commercial, buyer) Data leaks (formulas)	Anti-corruption measures (code of conduct, anti-corruption training, whistleblowing procedure), responsible procurement and supplier and raw-material traceability
	Clients - consumers	Health and safety of consumers, damage to image	Compliance and regulatory monitoring Flor-Index® eco-social design (transparency, reduced health risk)
	Suppliers	Supply disruption, risk of process changes, regulatory risk, human rights infringements	Analyse supplier/ingredient risks and secure the procurement chain, pay attention to process changes, monitoring and regulatory compliance, responsible procurement policy
	Digital	Piracy, viruses, data theft, slowdown	IT security protocol, cybersecurity training for staff, GDPR compliance, IT charter, operational continuity and recovery plan

POLICIES AND OBJECTIVES

Manage sustainability issues: Our main goals for 2026 and 2030



Protect nature

Climate change

25% reduction in absolute terms for scopes 1 and 2 by 2030 compared to 2022

25% reduction in the intensity of scope 3 in 2030 compared with 2022

Cover 80% of the 2023 headquarters' energy needs by 2026 with our renewable energy production

Eco-design and circular economy

50% of new fragrances eco-social-designed in Europe/total (2026)

Waste (pollution)

10% reduction* in waste by 2026 compared to 2022

Biodiversity

Increase the number of protected or restored biodiversity areas in 2026 compared to 2022



Support humans

Health - safety

Zero workplace accidents per year

50% of new fragrances eco-social-designed in Europe/total (2026)

Wellbeing

Rate of satisfaction greater than or equal to 85% (2026)

Rate of absenteeism less than or equal to 5% / year

Skills

100% of staff complete voluntary training every 2 years (from 2023)

Diversity

Professional Equality Index above or equal to 85 / year

Human rights

Keep 100% of major raw-material suppliers as signatories of the code of conduct (/year)



Create justifiable value

Clients - consumers

Satisfaction rate without complaints above or equal to 98.5% / year

Ethical conduct

Keep 100% of exposed staff **trained to combat corruption**

Suppliers

80% of suppliers of raw materials and packaging **CSR-evaluated by a third party**

Communities and local area

10 sponsorship projects managed by a committee in 2026

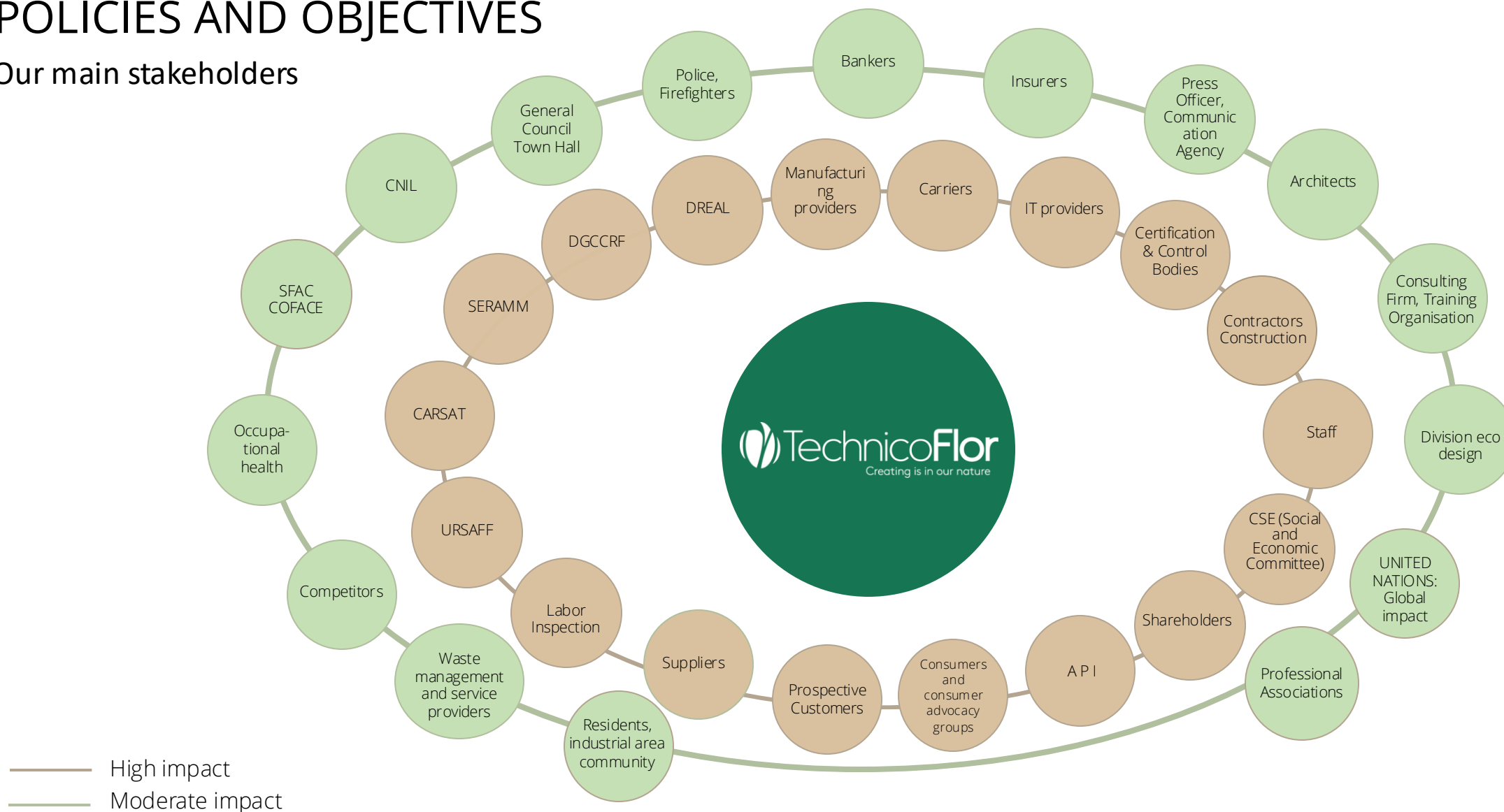
Non-financial grading

Stay the top 1% of the best performing companies in CSR assessed by Ecovadis (platinum)

*In intensity: per tonne of fragrance

POLICIES AND OBJECTIVES

Our main stakeholders





PROTECT NATURE

 **TechnicoFlor**
Creating is in our nature

PROTECT NATURE

Our contribution to the Sustainable Development Goals (SDGs)



OBJECTIVES 2026 and 2030

RESULTS 2025

NOTES

CLIMATE CHANGE	25% reduction in absolute terms of scopes 1 and 2 in 2030 compared with 2022	+55%	-25%	-63% of Scope 1 and stable electricity consumption, it is the electricity generation factor that has doubled
	25% reduction in the intensity of scope 3 in 2030 compared with 2022	-27%	-25%	
	10% reduction in the intensity of electricity consumption in 2026 compared with 2022	-31%	-10%	
	Cover 80% of the 2023 headquarters' energy needs by 2026 with our renewable energy production	>100%	80%	
	100% of employees made aware of global warming by 2026	90 %	100%	
	Systematically calculate the carbon score of perfume formulas and transmit this information to our customers to assist in their low-carbon transition (2026)	100%	100%	
	Assess climate risks and develop the resilience plan (2026)	75%	100%	
	100% of the vehicle fleet is 100% electric (2026)	89%	100%	
ECO-DESIGN AND THE CIRCULAR ECONOMY	50% of new fragrances eco-social-designed in Europe/total (2026)			100% proactive eco-social-designed formulas. + 1500 Flor-Index certificates issued in 2025
	50 raw materials derived from upcycling in 2026	37	50	
	50 raw materials derived from biotechnologies in 2026	30	50	
WATER	Reduce water consumption by 10% in intensity by 2030 compared with 2022	-39%	-10%	
WASTE (POLLUTION)	Packaging strategy formalised and deployed in 2026			
	10% reduction in waste intensity in 2026 compared with 2022	-33%	-10%	
	10% increase in re-use in tonnes in 2026 compared with 2022	-60%	10%	
BIODIVERSITY	5 partnerships in 2026 with third parties aimed at protecting or restoring biodiversity areas	3	5	

PROTECT NATURE

Climate impacts: energy and greenhouse gas emissions

We are aware of the critical risks associated with climate change and we recognise the urgency of taking action. That's why we are committed to taking concrete steps to reduce our carbon footprint and adapt to the consequences of climate change.

Our main commitments



Reduce greenhouse gas emissions across all our activity (mitigation)



Transition to a low-carbon economy



Raise the awareness of staff, suppliers and clients about climate challenges and encourage responsible behaviour



Measure and publish our carbon footprint and develop a climate trajectory



Adapt our activities to climate risks



Strengthen the "climate" aspect of our eco-design tool to formulate less carbon-intensive fragrances

Energy consumption

Since 2021, electricity has been the only energy consumed for the production of fragrances and for the needs of the headquarters and premises in Levallois.

Fuel consumption corresponds to that of the company's vehicle fleet. Petrol consumption has been significantly reduced over the past 5 years thanks to the choice of plug-in hybrid and electric vehicles.

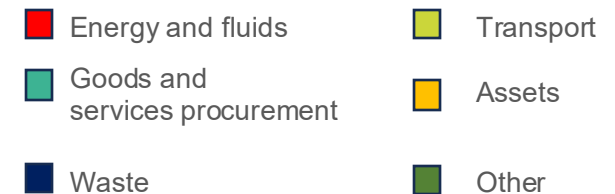
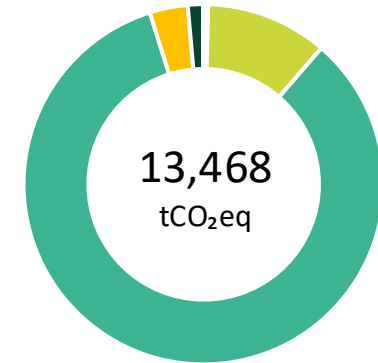
Energy (in MWh)	2025
Fuel	23
Electricity	1,026
Total	1,049

-25%

CO₂eq scope 3 emissions showing a marked downward trajectory in 2030 compared with 2022



CO₂eq emissions by job category



Scopes	T CO ₂ eq	%
Scope 1	6	0.05%
Scope 2	80	0.3%
Scope 3	13,540	99.6%

Methodological note: our tools, actions and greater availability of data have resulted in a more accurate 2023 assessment. The scopes of the 2022 carbon footprint have been updated with this more accurate data. The marginal use and end-of-life items have not been counted. The upstream freight item is counted on rank N-1. In 2024, change of calculation method: abandonment of the BEGES method and selection of the GHG Protocol method, aligned with the CSRD.

PROTECT NATURE

Mitigating global warming

Scope 1 Reduction Strategy

Scope 1 comprises mobile combustion emissions associated with fuel consumption by the company vehicle fleet (emissions related to land-use change are no longer included within the boundary under the GHG Protocol methodology). The transition of the company car fleet to fully electric vehicles is nearly complete. The target of a 100% electric fleet by 2026 is close to being achieved (8 out of 9 vehicles were electric in 2025). In 2026, carbon emissions will be 16.4 t CO₂eq lower than in 2022.

2026 target:

100% electric vehicle fleet



Scope 2 Reduction Strategy

Building and Infrastructure

For scope 2, our choice of a 100% electric automated plant powered by low-carbon French electricity helps to reduce our carbon footprint.

A plan of measures to improve energy efficiency and reduce consumption has been implemented, including automated energy consumption management, restrictions on air conditioning and heating, sunshades on the plant windows, indoor and outdoor motion detectors and timers, 100% LED lighting in production areas, and the widespread installation of heat pumps.

16 charging points have been installed for vehicles and 4 for electric bicycles. Employees are encouraged to adopt good practices regarding lighting, heating and air conditioning

IT and digital infrastructure

A low-carbon IT and software infrastructure (Green IT) has been deployed: obsolete equipment has been replaced with more energy-efficient, lower-carbon alternatives (power consumption reduced from 100 W to 65 or 45 W), desktops have, for the most part, been replaced by laptops, and copiers have been replaced with highly energy-efficient models.



Davy Bouery,
Operations Director

"The new photovoltaic installation, comprising 386 panels covering 741 m², generated renewable energy throughout 2025. Choosing French-made panels enabled us to support local suppliers and install a low-carbon system."

In 2025, renewable energy production amounted to 183 MWh, most of which was consumed on site. This output was equivalent to more than 100% of the headquarters' electricity consumption in 2025.

Renewable energy self-consumption is expected to reduce scope 2 emissions by 8.6 t CO₂eq per year from 2025 onwards and help manage energy-related risk.

This photovoltaic installation also aims to meet the growing need for low-carbon electricity to power the company's vehicle fleet as well as employees' personal vehicles and electric bicycles."

Change in scope 2 emissions in 2025

Although electricity consumption fell by 7% between 2024 and 2025, scope 2 emissions rose sharply (+80%, from 44 t CO₂ to 80 t CO₂) because the emission factor of the French electricity mix increased from 0.058 kg CO₂/kWh to 0.131 kg CO₂/kWh over the period, due to maintenance shutdowns at some French nuclear power plants.

PROTECT NATURE

Mitigating global warming

Scope 3 Reduction Strategy

Representing more than 99% of the carbon footprint, scope 3 accounts for almost all greenhouse gas emissions, with raw materials being the main source of CO₂e emissions (around 78%), followed by freight (8%) and finally other purchases.

Measures implemented and strengthened

The emissions reduction plan focuses on purchases, mainly raw materials (see opposite), followed by freight, where the aim is to reduce the proportion of air shipments (5% reduction potential by 2030) and, to a much lesser extent, mobility and waste.

Initial steps have been taken:

- Regarding mobility: a financial incentive is available for the purchase of electric vehicles or bicycles, partial remote working has been made available to eligible employees, video-conferencing has been widely adopted (both internally and externally), and rail travel is always preferred to air travel for journeys under 4 hours,
- systematic optimisation of logistics routes (grouping of orders),
- a series of measures aimed at digital decarbonisation,
- systematic initiatives to raise employees' awareness of the challenges posed by global warming, with a target of reaching 100% of employees by 2026.



Christophe Mangalte
Group CSR and Quality Lead

Given the major challenge posed by global warming, TechnicoFlor incorporates the measurement of CO₂ emissions into its business activities.

In 2025, our Flor-Index 2.0 eco-socio-design tool incorporates greenhouse gas emissions from all significant sources across the fragrance life cycle.

TechnicoFlor also uses Global Scentrack to calculate the carbon footprint of each fragrance formula and assess the reliability of the result.

A range of robust tools to support the development of a low-carbon business model."

Reducing our emissions: our priority for contributing to carbon neutrality

The decarbonisation plan for 2024 focuses exclusively on reducing greenhouse gas emissions (photovoltaics, electric vehicle fleet). Since 2023, our contribution to carbon neutrality has taken the form of supporting projects aimed at regenerating terrestrial ecosystems (reforestation, agroforestry).

Global ScenTrack

Calculating the carbon footprint of a fragrance formula and assessing the reliability of the result

Reducing the greenhouse gas emissions responsible for climate change starts with measuring significant emissions and having access to reliable data.

That is why TechnicoFlor created Global Scentrack, a methodology for calculating the carbon footprint of fragrance formulas and assessing the reliability of the result, which is essential to the credibility of this information.

ScenTrack

Calculating the carbon footprint of a raw material

While carbon data on raw materials is still somewhat lacking, TechnicoFlor has worked with Carbone 4, a recognised leader in corporate decarbonisation, to develop Scentrack, a tool for calculating the carbon footprint of raw materials.

Robust in its methodology and made available to suppliers free of charge, this tool helps improve the reliability of Global Scentrack and encourages suppliers to measure and reduce the carbon footprint of their products.

PROTECT NATURE

Assess climate risks and deploying a resilience plan

Study the consequences of climate change

In addition to the CO₂eq emissions reduction trajectory, a climate change adaptation and resilience plan, initiated in 2023 with initial actions, is being drawn up and extensively developed. This plan is based around the identification of risks and their economic or physical impacts on the development cycle of a fragrance. This analysis generates structured actions deployed in each business area to reduce vulnerability to climate hazards. The resilience plan targets the following main risks:

Drought, water shortages and heat waves

- On-site production: low risk linked to the water used for cleaning the tanks (limited quantities of water). This risk is managed by optimising and reducing washing processes. A “waterless” cleaning solution is planned in the event of a crisis
- Upstream: the risk of raw material shortages according to the level of water stress in the country of production was mapped in 2024. An adaptation plan will be deployed from 2025: multi-sourcing with different country origins, sourcing of substitute ingredients.



Access to energy and its cost

- In production: risk limited and managed with the development of energy autonomy and the energy efficiency plan. The risk linked to travel is to be assessed, transition measures are under way
- Upstream and downstream: risk currently being assessed with the collection of data on the carbon intensity of raw materials, transport (distance from supply and distribution circuits to our customers).

The collapse of biodiversity

- Overall: the risk of a shortage of natural raw materials is currently being assessed. A series of prevention and management measures are under way.
- On our site, green spaces are maintained without the use of pesticides and the site is switched off at night.
- Upstream, the sourcing of raw materials gives priority to Cosmos-certified ingredients or those with a renewable carbon content, such as upcycled ingredients or those derived from biotechnologies. TechnicoFlor also supports projects for to preserve and regenerate biodiversity in the value chain (UEBT-certified materials) and beyond.



PROTECT NATURE

Protect and restore biodiversity

The erosion of biodiversity (genetic diversity, species and ecosystems according to the IPBES definition) is happening faster than ever. But ecosystems can be balanced out if we protect and restore natural spaces.

Our main commitments



Refine our approach to measuring TechnicoFlor's impact on biodiversity to draw up a targeted action plan



Contribute to restoring biodiversity and natural ecosystems



Limit pressure on biodiversity along the whole value chain from procurement to end of life



Evaluate impact on biodiversity and associated risks

TechnicoFlor's dependence on natural ecosystems has been assessed using the IIEB tool (Indicateur d'Interdépendance de l'Entreprise à la Biodiversité) developed by the IFB-Orée working group with the help of the Environmental Sciences and Engineering Masters at the University of Paris Diderot. The risks of dependency and impact on the living world are high during the production of raw materials for our fragrances and at their end of life, plus, to a lesser extent, at our production site. To improve our impact on biodiversity, we conducted an initial analysis of our raw materials portfolio with regard to imported deforestation. The impact is negligible. Preventive measures are currently being implemented. A comprehensive assessment is planned by 2030.

Preserve biodiversity on our site

In Allauch, the buildings are located on a 1.5-hectare site outside a sensitive biodiversity zone, such as Natura 2000. The open-ground surface area represents 22% of the space, with a waterproofed surface area of 1.2 ha. When our new production centre was developed, we were mindful to **protect natural areas** to partially offset the change in land use.

The green spaces are maintained without the use of pesticides, a retention tank has been installed to store rainwater for reuse, environments conducive to biodiversity have been created (grassland, riprap, woodland) and a planted façade. Finally, a holding pond has been set up on the adjoining site as a wet zone.



3,444m²

Total surface area on-site managed with consideration for biodiversity:

PROTECT NATURE

Protect and restore biodiversity

Our monitoring of ingredient production

Sourcing and purchasing certified raw materials are a priority:

- 100% of palm oil derivatives are sourced from RSPO member sectors, work to ensure compliance with the European regulation against deforestation and forest degradation (RDUE) is ongoing: diagnosis of the raw materials concerned, collection of certificates of conformity, substitution of raw materials where appropriate,
- and any ingredient of equivalent quality from certified producers (Fair For Life, For Life, UEBT) can act as a substitute to a 'conventional' ingredient.
- Suppliers committed to protecting biodiversity (UEBT) are also prioritised
- Ingredients whose production reduces resource use such as co-products (upcycling) or ingredients from biotechnologies are also particularly valued.



Reducing pressure on ecosystems

We work hard to reduce our impact on biodiversity along the value chain with the main causes of biodiversity erosion in mind:

- **Limit land-use change:** assessing the number of raw materials affected by imported deforestation and the formulas impacted. Action plan with suppliers
- **Reducing the over-exploitation of species:** sourcing and purchasing of upcycled or biotechnology-derived materials, CITES compliance
- **Reducing our impact on the climate** and adapting our procurement
- **Reducing pollution:** limiting the environmental eco-toxicity of eco-designed fragrances, favouring easily biodegradable formulas and developing eco-labelled fragrances.

How we provide for fragrances' end of life

Our BioD-Scent tool enables us to create eco-designed fragrances that are easily biodegradable (see Flor-Index®).



PROTECT NATURE

Anticipate water scarcity and preserve water quality

Water is a vital resource for the environment and humanity, and essential to our operations. Due to the volumes involved, water is a particularly critical issue during the production of our raw materials, especially natural essential oils. We use relatively little water to produce our fragrances on site, mainly for cleaning, sanitary purposes and maintaining green spaces. Almost all of the water withdrawn is returned to the network.

Our main commitments

- Integrate water-related issues into our strategy,
- Upstream: identify our supply risks based on water availability
- At our production site: measure, monitor and reduce our water withdrawals and remain vigilant about discharges
- Downstream: preserve water quality when consumers use scented products (shower gels and shampoos, laundry products and detergents)

Water consumption associated with our raw materials

We are currently raising awareness among our suppliers of the need to measure the water footprint of raw materials, and some pioneering suppliers already provide data on the amount of water used per kg of ingredient. The quantities involved can vary significantly.

At the same time, we are mapping the geographical origins of raw materials so they can be cross-referenced with regions vulnerable to water stress.

All this information can be used to assess our procurement portfolio's exposure to water stress, with a view to planning mitigation measures.

Water withdrawals 2024	in m ³	Change vs 2022
Production	564	+27%
HQ	1,497	-26%

-39%
in water withdrawals
per tonne of fragrance compared
with 2022

Water withdrawals at our sites

Water withdrawals are decreasing thanks to optimisation measures, but can still be affected by one-off events such as drought and by increases in production.

At our site, washing processes have been optimised through the use of high-pressure cleaners and cleaning-in-place (CIP) equipment.

For our green spaces, the landscaping uses plants with low water requirements, together with mulch and drip irrigation partly supplied by collected rainwater. Recurring rainfall deficits during the summer, combined with rising temperatures, mean that we need to be more vigilant when managing green spaces.

Finally, the washroom facilities have been fitted with tap aerators and water-saving flush systems.

PROTECT NATURE

Reduce the environmental impact of our fragrances

Our fragrances are our main impact on the environment and we believe in creating and producing products that put as little pressure on nature as possible.

That is why we launched our eco-design tool “Flor-Index” in 2022. A major update to the methodology was implemented in 2024 and was successfully audited by Afnor Certification.

Our main commitments



Define criteria for eco-social design that are robust across the lifecycle and update the method based on priorities



Evaluate the environmental impact and the social impact of fragrances to offer the market transparent and eco-social-designed fragrances.



Source, reference and expand the use of sustainable raw materials



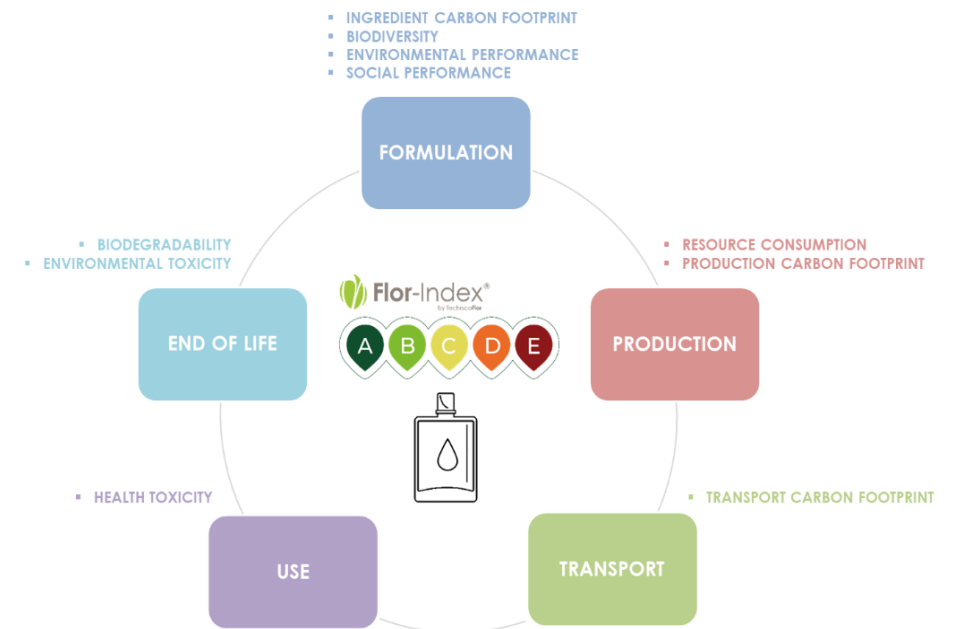
Raise awareness among and involve our suppliers in protecting the environment.



Reduce environmental impact at the end of life.

A robust method validated by means of AFNOR CERTIFICATION

Eco-design is now the most powerful asset we have for our environmental transition. Our Flor-Index® tool assesses 10 criteria based on 46 indicators across almost all of the fragrance development cycle:



The Flor-Index® eco-score gives the fragrance a score from A to E and transparently presents the data needed for people to understand it. The Flor-Index® model meets and regularly exceeds the highest regulatory standards in the environmental and social fields.

PROTECT NATURE

Reduce the environmental impact of our fragrances

Maxime Gransart

Global general manager



With brands increasingly committed to sustainability and consumers seeking information and transparency to make informed choices, it was essential to adapt Flor-Index® to meet these new requirements.

The methodology of this new version of Flor-Index® has been enhanced with two new criteria, biodiversity and climate, and eight indicators. The tool now draws on more than 70,000 reliable data points collected from suppliers and recognized international databases.

Flor-Index® 2.0 has been audited by Afnor Certification, which has validated its relevance, robustness, and transparency. This audit by an independent third-party organization provides an essential guarantee of credibility for our clients and consumers.



Jérémy Sabater

Perfumer



Flor-Index® is a valuable tool that has changed the way I formulate. To create an eco-designed fragrance, my formulas are often less complex and I regularly substitute conventional raw materials with ones that have greater social and environmental benefits. It is therefore both a challenge to create a unique eco-designed formula and motivating to contribute to preserving the environment.

1 500

**Score calculations
and Flor-
Index® certificates
issued in 2024**



PROTECT NATURE

Promote the circular economy and protect ecosystems

Our main commitments

- Identify stakeholders and adopt circular economy systems
- Support fragrances that maximise renewable (natural) carbon to reduce our reliance on fossil materials

Boost upcycling in our fragrances

From 2021, upcycling (i.e. adding value to waste to create a new ingredient) has become part of our development strategy with the launch of a proactive range called “Upcycling is the new bling”. In 2023, an upcycling charter was drawn up based on the high standards that have been agreed in the sector. On the strength of this charter, the sourcing of new upcycled raw materials has accelerated to formulate fragrances that rely even more on the circular economy.

Increase the non-fossil content of our fragrances

Increasing the proportion of renewable raw materials is strategic for our business model. For this reason, we are stepping up our sourcing of natural, ISO 16128-certified and biotechnology-derived raw materials.

In 2024, a programme for the development of ingredients derived from biotechnologies was launched:

- a partnership with the B-Gene laboratory was established (see opposite),
- a “biotechnology” charter was drawn up to provide a framework for this family of ingredients.

TechnicoFlor and BGene are partnering to develop and commercialise sustainable ingredients for the fragrance industry. BGene will bring its expertise in bioinformatics, metabolic engineering and fermentation, while TechnicoFlor will leverage its in-depth knowledge of the market and fragrance creation.

Daphné Jarny,

Composition Regulatory
Affairs Lead



“At the end of their life, our products go into greywater where this is appropriate (shower gels, soaps, shampoo) and they could pollute water and marine ecosystems.

To preserve aquatic balance, systematic monitoring is in place (in line with the IFRA-IOFI Labelling Manual; for ATP we abide by European CLP Regulation 1272/2008) during formulation to prioritise raw materials that limit pollution.

Our eco-designed fragrances meet standards higher than those required by legislation.

We also assess the biodegradability of raw materials using our BioD-Scent tool aligned with the OECD 301-310 guides and methods with support from an external laboratory.

This criteria is then integrated into our eco-design tool (Flor-Index®) to create easily biodegradable fragrances.”

70% to 100%

degradability rate for raw materials in eco-designed formulas after 28 days in the environment

PROTECT NATURE

Reduce waste and promote the circular economy

Reducing the use of single-use resources such as packaging is a major commitment for all our teams. While reducing consumption is the priority, recycling waste is just as important a challenge if we are to limit our environmental impact.

Our main commitments

- Reduce the quantities of waste generated by our activities, both upstream and downstream,
- Give priority to re-use and material recovery.

Avoid the production of waste

Reducing waste starts with limiting and optimising purchases at source. Since 2023, orders have been streamlined by giving preference to 1000-litre IBCs over steel drums. The results since 2022 are significant:

- Reduction of 9 tonnes of steel drum waste, i.e. 25% of waste saved,
- Increase of 4,7 tonnes of IBC in substitution, which are reused at 28%,
- Over this cycle, almost 4,3 tonnes of waste have been saved.

Avoiding the use of single-use plastics is also an avenue being explored. Tests to replace pipettes with another solution (pump + plastic head) have been unsuccessful. Otherwise, a material recovery process rather than an 'energy' process has been chosen. The premises are all equipped with water fountains.

55,5 T
CO₂eq
avoided

thanks to waste
recovery

- 5%

Change in volumes
of hazardous waste
between 2022 and
2025

68 %

Material and energy
recovery rates for all
waste



Béatrice Ponseti

Quality and
Environment Lead

"We are working on using waste more effectively and implementing the circular economy. Our priority is to identify channels for reuse, such as for IBC bulk containers. We also have room for improvement when it comes to pallets. Then there are the "material" recovery channels, which are the most popular for recycling metals, plastics, paper and cardboard, etc. In 2025, a facility for metal recycling was closed, which explains the decline in the recycling rate. Finally, "energy" recovery channels complete the system in order to limit as far as possible treatment without recovery. To carry out this ambitious waste management programme, all employees have been made aware of the issues."

PROTECT NATURE

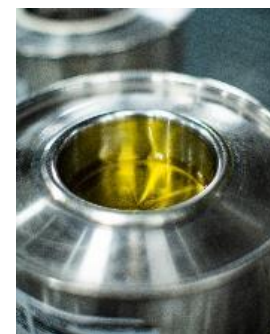
Air, water and soil pollution

Our main commitments

- Site subject to declaration (ICPE - Facilities classified for environmental protection purposes) and compliant with regulatory requirements
- Reduce pollution
- Involve all stakeholders to minimise pollution (air, effluents, noise)

Pollution is controlled in the following areas:

- **Air:** Air: analysis of discharges into the outside air and compliance with current standards thanks to the installation of filters. Six-monthly checks and maintenance (including filter changes).
- **Noise:** although our activity generates little significant noise pollution, we have taken action inside by covering mixers and outside by installing sound insulation around the equipment room. Noise levels inside the production building have been measured, with satisfactory results, and drivers are given instructions for their logistical operations outside.
- **Light:** the site is switched off at night, with lighting set to come on for a short period in the morning and evening.
- **Water and effluents:** our production processes only generate effluents linked to washing water. The actions deployed are outlined below:
 - Reduction of effluents at source with the use of eco-labelled detergents and rinse aids.
 - Use of a decanter/sludge trap and pumping of effluents once a year to clean the decanter (sludge and oils in small quantities <5% of the pumped mass).
 - Annual inspection of molecules discharged into water, supplemented by 24-hour monitoring.
- **Ground:** the production building is fully contained with a recovery tank. Choice of stainless steel piping to avoid leaks.
- **Environmental accidents:** there are formal instructions about what to do in the event of an emergency or accident.



0 environmental accidents

PROTECT NATURE

Design inspiring fragrances for our clients and consumers

Our teams are constantly challenged to create, produce, check and promote safe and sustainable new fragrances.

Our main commitments



Satisfy our clients
with new fragrances



Become more responsive
by means of digitisation



Encourage our clients to
use responsible fragrances
(eco-social-designed) and
behave ethically



Refine the environmental and
social evaluation of fragrances
with an eco-score to improve
their impact

Engagement: a powerful inspiration

"As a mindful perfumer, you always look for new ways to create fragrances with a low environmental footprint. We also go further by regularly monitoring eco-friendly innovative and on-trend products that can contribute to the company's thinking on what we can do to set an example. Since 2023, all our proactive collections have contained eco-social-designed fragrances (Flor-Index® A or B), demonstrating how eco-responsible creation is both attractive to customers and positive for the environment. "



Les Carnets d'Henri

A collection of exclusive, responsible raw materials co-created with our partners.

Bergamote Henri

Born of an exclusive partnership with Capua 1880, Bergamote Henri represents a major step forward for TechnicoFlor: **our very first captive natural ingredient**. UEBT-certified, it reflects the highest standards of ethics and sustainability while offering remarkable olfactory quality.



Zero waste,
100%
recovery

The co-products of the essential oil (EO), namely the juice, pulp and peel, are reused in the food sector and in confectionery production.

Reduced
carbon
footprint

Capua bergamot essential oil has one-tenth the carbon footprint of standard bergamot oil.

Social
commitment

Local farmers are involved in practical sustainability programmes: good agricultural practices and measures to reduce environmental impact, etc.

Local
production

Production is 100% electric, and the orchards are close to the production site, greatly reducing transport and the carbon footprint.

PROTECT NATURE

Encourage responsible consumption



Victorine Horem
Communications Lead

A responsible value chain is a joint endeavour that needs everyone onboard, including our stakeholders. This is why our marketing and communications departments promote and encourage the brands we work with to choose fragrance compositions that are gentle on people, animals and the planet with, for example, the creation of proactive eco-responsible fragrance collections throughout the year.

These actions illustrate our commitments:



Launch and promote creative fragrance ranges with highly responsible content: Flor-Index®, the NatFlor range (100% natural-origin according to COSMOS ORGANIC), BioD-Scent, Better Tomorrow, fragrances authorised for European Ecolabel-certified products (detergents, cosmetics).



80% of goodies (pens, notebooks) and sample bags are eco-friendly.



Monitor responsible products, innovations and processes that can contribute to the company's thinking on what we can do to set an example.



Communicating and raising stakeholder awareness about the benefits of CSR with our CSR Report, partnerships with environmental charities, the CSR communications campaign in the trade press, in newsletters, on social media, in client presentations, and at conferences and workshops (national or international trade fairs) and internal events.

Regular presentations take place with our clients' CSR departments to discuss CSR issues and share our sustainability strategies.



Reuse existing equipment for trade fairs and events.



Proposals to **change packaging to reduce waste**, consistently highlighting the most environmentally friendly transportation options, etc.





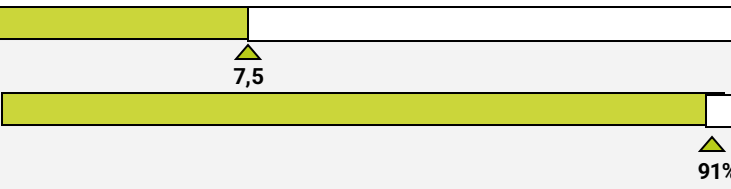
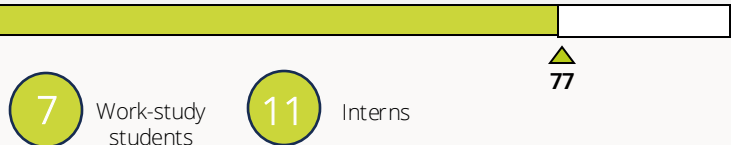
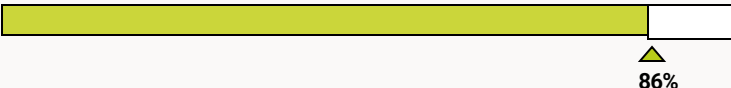
SUPPORT HUMANS

 **TechnicoFlor**
Creating is in our nature

SUPPORT HUMANS

Our contribution to the Sustainable Development Goals (SDGs)



	Objectives 2026	Results 2025	Notes
Health and safety	Zero workplace accidents resulting in downtime per year consumer health: 50% of new formulae ecosocial-designed in Europe/total	1 accident	
Wellbeing	75% satisfaction (engagement) Limit the absenteeism rate to a maximum of 5% / year	 57% 5,5 %	75%
Skills	10 hours' training / staff member / year 100% of staff complete voluntary training every 2 years (since 2023) Manager pathway defined and rolled out	 7,5 91%	10 100%
Opportunities for all	Professional Equality Index > 85 Work-study contracts and interns	 77 7 Work-study students 11 Interns	100
Human rights	100% of staff and key suppliers sign the code of conduct 40 certified responsible sectors (Fair For Life, For Life, UEBT)	 100 33	100% 40
Social dialogue	100% of staff have an appraisal interview each year	 86%	100%

SUPPORT HUMANS

Our teams

Now more than ever before, engaging staff in the company trajectory is the major challenge for all teams.

Our main commitments



Ensure onboarding is successful and generate team loyalty



Ensure equal opportunities and inclusion



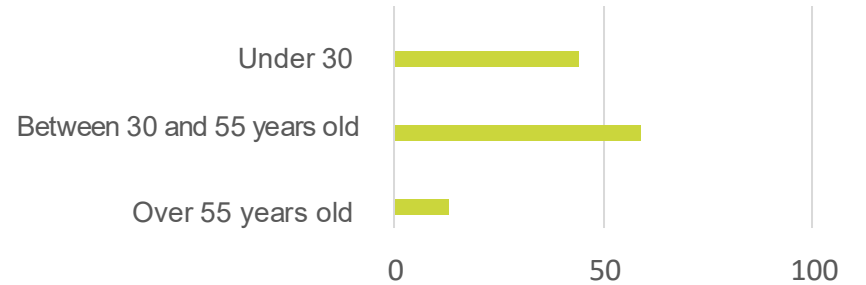
Improve wellbeing and create working conditions in which people can flourish



Continue consolidating our employer brand and boosting staff engagement



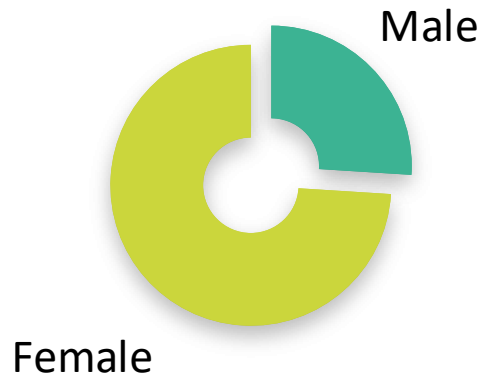
Age pyramid



Workforce: number of employees (per capita) *	2025	Change / 2024
Permanent contracts (CDI)	104	+ 13.5%
Temporary contracts (CDD)	12	0%
Total	102**	+ 13.7%

*100% of staff are based in France

** FTE: 103.1



SUPPORT HUMANS

Supporting diversity and equal opportunities

The representation of women, the employability of young people and more the fight against discrimination all demonstrate our commitment to diversity and inclusion.

Promote women

TechnicoFlor is committed to offering everyone the same opportunities in all of the company's professions, as is demonstrated by the high proportion of women in the workforce, particularly in management positions (52% of managers are women). In addition, investments to limit the arduous work involved in production and the carrying of loads have led to the recruitment of female operators, who represent almost a quarter of the workforce in these professions, compared with zero in 2018. While the gender equality index for 2024 cannot be calculated due to non-calculable indicators, a minimum target of 85 has been set for 2025.

Strengthening inclusion

Inclusion is an area that needs to be strengthened on a long-term basis. Indeed, our rate of employment of people with disabilities is still lacking. Actions have been taken, such as calling on specialised organisations to identify employees with disabilities and maintaining services provided by ESATs (Employment Assistance Establishments or Services).



"As part of my work-study placement, I have had the opportunity to become involved in managing the quality and environmental management system. This experience has given me an understanding of the specific features of the fragrance industry, including Good Manufacturing Practice (GMP) requirements and a production system that is 95% automated. I have developed strong skills in using a digital document management system (DMS) and managing internal audits. It has been a particularly rewarding training experience, with supportive guidance throughout."

Flavy Porteboeuf

(Quality Department employee on a combined work-study programme)

Youth employability, a priority

Young people and their employability have received strong support for many years, which is why the company very regularly takes on young people to help them discover the professional world (internships) and their career path (work-study programmes). Some interns or work-study trainees continue their careers within our teams. TechnicoFlor also invests in training centres through partnerships and initiatives.



55%

female
managers

7

work-study
contracts

3,2

DOETH
Workforce
(People with
Disabilities)

SUPPORT PEOPLE

Ensure health and safety

Our main commitments



Ensure health and safety of employees,



Raise awareness and train employees in risk prevention

Focus on chemical risks

Constant monitoring of changes in health legislation enables us to limit the risks of exposure for all those who handle our products, both within our company and among our customers and consumers. This monitoring is supported by our close relationships with industry bodies and professional associations (Prodarom, IFRA, SFP, Cosmed).

To reduce production operators' exposure to chemical risks, workstations are equipped with extraction arms and filtered extraction hoods.

TechnicoFlor has also added all the substances it handles to INRS's Seirich platform to assess and then manage chemical risks.

Employee health and safety are paramount in a sector where risks are inherent. As part of our continuous improvement approach, an action plan is being implemented, led by a designated safety coordinator.

Investments are being made to reduce noise and manual handling, improve workstation ergonomics and reduce physical strain. The growing proportion of female employees in production reflects the efforts made to improve working conditions.

**1**

Number of lost-time accidents



SUPPORT HUMANS

Strengthening the recognition of our teams

Share value

Recognising the quality of work and the commitment of all employees is achieved through remuneration, which accounts for a large proportion of added value, as well as through the promotion of employability through training and the passing on of expertise.

In addition to their remuneration, the company offers its employees the following benefits:

- Profit sharing
- Mobility bonus for the purchase of electric vehicles or bicycles
- Restaurant vouchers
- Health and welfare coverage
- Secure digital safe for pay slips
- Remote working for eligible departments
- Seniority leave for non-executive roles
- 13th month for non-executives (from 6 months of seniority)



Marie-Laure Chatellier

HR Lead

"Recognising each individual's work and involvement deserves our full attention. This is why we are implementing benefits that ensure fairness while remaining in line with the realities of our profession and our sector. Well-being at work, loyalty and attractive conditions represent key issues that guides our human resources policy."

Developing skills

Staff must be trained throughout their professional lives to keep their skills aligned with the company's development.

Training and awareness-raising are provided and made widely available on the following knowledge and skills: digitalisation of professions, cybersecurity, eco-design (*Flor-Index®*), anti-corruption, corporate social responsibility (CSR) and climate.

Social dialogue

In addition to the monthly Staff Council meetings and 100% coverage of employees by the chemistry collective agreement, employees are provided with communication tools allowing them to get involved in the company project: a newsletter distributed every quarter at the suggestion of employees, regular podcasts and themed newsletters. Dialogue is also generated through annual appraisals and, every two years, through career development interviews. A friendly and social atmosphere is also reinforced during collaborative events (including the traditional Christmas log).

100 %

Goal for new employees who are aware of CSR and climate issues

SUPPORT HUMANS

Design fragrances with minimised risks

Our teams are constantly challenged to create, produce, check and promote original, safe fragrances.



"Ensuring the health of consumers, especially the most vulnerable, is one of our top priorities.

This is why we have developed drastic restrictions for fragrance concentrates intended for use in products for babies and children, during pregnancy, and by people with sensitive skin.

This expertise is reflected in our Flor-Index® eco-design tool, which also enables us to advise and support our customers in drawing up specifications for vulnerable people.

Finally, our risk analysis is continuously updated to ensure the creativity and safety of our perfumes."

Laure Terrot

Head of Regulatory Affairs and Toxicology

0%

of CMRs and
endocrine disruptors
in new "baby"
formulas



The "health" advantages of eco-designed fragrances with Flor-Index®

While our fragrances rigorously comply with the regulations, our eco-social-designed fragrances (created using the Flor-Index®) go beyond them to protect against toxicity, in particular the irritating, harmful and sensitising effects of the formula, as well as the risks of exposure to CMR substances (carcinogenic, mutagenic, reprotoxic) and endocrine disruptors.



24

"health"
indicators in the
Flor-Index® 2.0

SUPPORT HUMANS

Employees in the value chain

TechnicoFlor is deeply committed to respecting human rights and human values, both in its local **ecosystem** and around the world.

Human rights in the value chain

TechnicoFlor carries out monitoring to ensure that workers' human rights are upheld in its value chain worldwide.

To this end, a code of conduct sets out the requirements in terms of human rights (child labour, forced labour, discrimination and decent pay), health and safety, combating corruption, confidentiality and environmental protection. This code of conduct is deployed and signed by all major (80/20) tier 1 suppliers.

In addition, the Procurement Department includes human rights in its risk analysis and a social assessment of suppliers is carried out via producer certifications (Fair For Life, For Life, UEBT certification) and CSR assessments (Ecovadis) or by means of a questionnaire.

33 Fair For Life,
For Life or UEBT certified sectors

Finally, a social audit, aligned with the requirements of the SA8000 standard, carried out on the site in April 2023, demonstrated compliance on child labour, forced labour, working hours, social rights and anti-corruption, within TechnicoFlor and its value chain.



100%

of major suppliers
(80/20) have signed
our code of conduct





CREATE JUSTIFIABLE VALUE

CREATE JUSTIFIABLE VALUE

Our contribution to the Sustainable Development Goals (SDGs)



Objectives 2026

Results 2025

Notes

Objectives 2026		Results 2025		Notes
ETHICS	100% of staff exposed to risks trained to combat corruption		100%	
CSR PERFORMANCE IN THE VALUE CHAIN	80% of suppliers of raw materials CSR-evaluated by a third party in 2026		80%	
	100% of buyers trained in responsible purchasing		100%	
COMMUNITIES - LOCAL AREA	10 environmental and societal charity projects supported 1 day per employee dedicated to volunteering / CSR (from 2025)		10	
CSR EVALUATION	Stay in the top 1% of companies with the best CSR performance, as assessed by Ecovadis (platinum)		88	+3 points / 2024

CREATE JUSTIFIABLE VALUE

Act ethically

As a responsible actor, respect for people and the environment is a requirement that drives our relationships with our stakeholders.

Our main commitments

- **Engage our suppliers so they respect ethical principles** and encourage them to progress
- **Commit our suppliers to respecting ethical principles** and encouraging them in their development
- **Involve all employees** in ethical conduct and the fight against corruption, above and beyond positions exposed to the risk of corruption
- **Offer tools that facilitate** the adoption of ethical behaviours
- Demonstrate **transparency**.

At the heart of our commitment to ethics is behaving with integrity and respect towards our partners and collaborators. Our entire system is set up to align with good practice as closely as possible to raise awareness, support and facilitate ethical conduct. With this in mind, we have enhanced our system with new operational tools and consolidated the transparency of our actions.

Enhanced anti-corruption measures with the “Sapin II” law.

TechnicoFlor has no legal obligation to change its practices in light of France’s “Sapin II” law on transparency, fighting corruption and modernising economic life.

However, it has voluntarily chosen to align its main ethical procedures with the measures set out by the law, with:

1. A code of conduct defining and illustrating the different types of behaviour to ban as they could represent corruption or influence peddling. This code of conduct has been fully revised to cover a broader range of social, ethical and environmental issues. The code is available in French and English, and sent to our suppliers. An operational version has been created for TechnicoFlor staff.
2. An internal whistleblowing system (with a named ethical lead, a communications channel at ethics@technicoflor.fr available to staff and internal promotion of the system) designed to collect reports from staff about behaviour or situations that contravene the company’s code of conduct.
3. Risk mapping with regularly updated documents designed to identify, analyse and rank the company’s risks of exposure to corrupt external requests based on the areas of activity and regions where the company operates.
4. Procedures to assess the situation of clients, tier 1 suppliers and intermediaries regarding risk mapping (duty of care).
5. Internal and external accounting checks designed to ensure that records and accounts are not used to hide corruption.
6. Training for executives and staff most likely to be exposed to corruption and undue influence.
7. In the event of a breach or violation of the code of conduct, behaviour may be sanctioned depending on its severity and circumstances.
8. An internal checking and evaluation process for measures introduced.

100%

of exposed employees
to corruption risks
have been trained
via e-learning

0

Conviction and fines
for corruption
and bribery

100%

of employees made aware
and signed the ethical
charter

Create justifiable value

Ensure a robust, compliant system

A certified management system

Guaranteeing products from a certified system is an undeniable guarantee of credibility and transparency. The management of consumer issues via quality or the environment is part of a process of continuous improvement and guides us towards excellence.

ISO 9001-certified
quality management
system



ISO 14001-certified
environment
management system



100%
ISO 14001 certified
production

A platinum-rated commitment to responsibility

Ecovadis, a recognised independent third party, rated our responsible approach at the highest platinum level for the third consecutive year. TechnicoFlor improves its number of points every year (88 points in 2025) and is among the top 1% of responsible companies. To view the Ecovadis recognition page, click on the QR code below:

Social responsibility
assessed



Since 2013, TechnicoFlor has supported the UN Global Compact and is committed to including and promoting the 10 Compact principles in its strategy and development.

NOUS SOUTENONS
LE PACTE MONDIAL



Flor-Index 2.0

audited and validated
in 2024 by Afnor
Certification

A robust eco-design tool

The audit conducted by Afnor Certification in 2022, 2023 and 2024 attests to the compliance of Flor-Index® with the recommendations of the 14040 series of life cycle standards, as well as ISO 14006, NF EN IEC 62430, ISO 14025, ISO 14027 and the recent ADEME recommendations on environmental labelling.

The relevance, robustness and transparency audited make Flor-Index® a unique tool, acclaimed by many stakeholders.

GDPR compliance

The company is GDPR-compliant and has a named Data Protection Officer.

A GDPR audit was carried out and an improvement plan identified. Among the actions deployed, TechnicoFlor now uses a GDPR-compliant survey and polling tool.

100%

ISO 27001-certified
hosting servers
(information security
management)

Business Continuity

The business continuity plan (BCP) has been updated yearly from 2023 to respond effectively to the risks reassessed in the light of current challenges.

CREATE JUSTIFIABLE VALUE

Create long-term relationships and progress with our partners

Mobilise our procurement chain partners

To create outstanding eco-designed fragrances, we first need to select exceptional raw materials produced by responsible suppliers. This challenge is compounded by the need to secure supplies, which are under pressure.

Our main commitments

- Consolidate and secure the ethical supply chain
- Manage regional risks and increase vigilance in sensitive areas
- Support, prioritise and promote responsible channels (fair, community-minded and green)
- Avoid supplier dependency and ensure stable payment terms
- Source a panel of ingredients that are natural, synthetic and come from biotechnologies
- Ensure suppliers take a responsible and ethical approach (with evaluation and checks if necessary)



Contribute to economic dynamism

TechnicoFlor always prioritises local suppliers in a range of procurement categories from Roxane systems delivered from Montpellier to lavender essential oils from the Diois area and textiles (overalls and PPE) made in Marseilles. Our service providers and consultants are also located in the Marseilles region.

> **80%** of partners and service providers are local.

Quentin Revinci

Global Purchasing Manager



Securing our supply chains and engaging our suppliers on key issues

Our responsible purchasing policy was thoroughly revised in 2025 to address challenges that can no longer be ignored.

First, the new version of Flor-Index®, enhanced with new criteria such as the carbon footprint of raw materials, biodiversity and traceability of natural ingredients back to the field, required extensive data collection and the updating of more than 70,000 data points.

In addition, securing our supplies led us to analyse the exposure of our ingredient portfolio to water stress risks. Multi-sourcing measures have been adopted to ensure continuity of supply.

In addition, our purchases were analysed for exposure to ethical and human rights risks (corruption, child labour and forced labour), and an action plan has been put in place.

Finally, partnerships with our major suppliers have been strengthened through regular discussions and annual business reviews to ensure alignment on key economic, environmental and social issues. This collective commitment will be key to the success of our eco-designed fragrances.

100%

Buyers trained
in responsible
purchasing

100%

of critical and strategic materials
and packaging suppliers (80/20)
assessed for CSR by an
independent third party

20 years

average supplier
relationship
with our 80/20
suppliers

CREATE JUSTIFIABLE VALUE

Supporting community and territorial dynamics with Flor-Anthropy

TechnicoFlor has always maintained a strong presence, in France and internationally, with a view to supporting environmental or societal associations their work to make tomorrow a better world. In order to better manage its sponsorship and patronage activities, TechnicoFlor launched Flor-Anthropy in 2024: its first philanthropy program.

Flor-Anthropy

- **Flor-Anthropy Sustain** to support community projects and organisations that work for the environment and for populations, whether in France or internationally;
- **Flor-Anthropy Heritage** which brings together sponsorship initiatives in the field of art and culture;
- **Flor-Anthropy Days**, citizen days planned from 2025 to allow employees to devote a day of their working time to an association working in the social or environmental field;
- **Flor-Anthropy Sharing**, which provides mentoring assignments to help combat inequality of opportunity among young people and support education programs.

17 sporting, cultural and environmental projects supported to the tune of **€47.6k**



This program embodies our conviction: the company has a role to play beyond its activity, by actively contributing to environmental, cultural and social causes, both in France and internationally.

Through its four pillars, Flor-Anthropy allows us not only to support meaningful projects, but also to involve our employees in concrete, civic and inspiring initiatives.

It is a way to bring our values to life, strengthen collective bonds and afford everyone the opportunity to act for a fairer and more sustainable world.



Delphine Michel,
 Flor-Anthropy Key Account
 Sales & Project Manager



Breakdown of our sponsorship budget



Environment

Social - Societal



CREATE JUSTIFIABLE VALUE

Support charity and regional dynamics



ENVIRONMENT

Regenerate natural spaces

Nature provides priceless services, so it is our job to protect and restore it.

This is why TechnicoFlor has been involved in biodiversity restoration projects for over 10 years.

Since 2021, the company has been contributing to the 1% for the planet collective, donating 1% of sales from the NatFlor® range of 100% natural fragrances.



Restoration of deforested areas with Cœur de Forêt (logo)

TechnicoFlor supports the PRE-ADAPT project led by Cœur de Forêt in Madagascar, whose missions consist of restoring and preserving forests, supporting producers on their journey towards agroecology, developing sustainable and fair supply chains and raising awareness among local populations regarding environmental preservation. In addition to these missions, more than one hectare has been reforested with nearly 1,300 trees.



Protecting and revitalizing the Posidonia meadows in the Mediterranean

The Floating Reef project aims to develop an eco-designed and sustainable mooring buoy.

- On the surface, the buoy allows ships to moor without dropping anchor in the sea grass.
- Below the surface, an artificial reef floating in the midwater provides an ideal refuge for various local species.

Designed with reused materials from local sources (old fishing nets, used corks, etc.), the structure has multiple hanging surfaces with a view to re-establishing a new habitat where the sea grass bed has been destroyed. Floating Reef is resolutely low-tech.

Biodiversity in our territories

Since 2023, TechnicoFlor has contributed to the restoration of biodiversity in the hills of Allauch, An operation that combines reforestation with public awareness raising public, particularly among young people.



CREATE JUSTIFIABLE VALUE

Support charity and regional dynamics

Improving maternal health in Togo

HumaniTerra's mission is to provide access to surgery to populations affected by economic or humanitarian crises. The organisation's aim is to make care structures autonomous (through the training of doctors and nurses), to carry out care missions directly and to form or organise local care teams. In particular, TechnicoFlor supports missions carried out in Togo to combat maternal death after childbirth.



Support sports and cultural organisations

Sport is recognised as contributing to the vitality of local communities by bringing together people of all ages and promoting health.

With this in mind, each year TechnicoFlor supports local sports organisations in Allauch, individual athletes, or both. In 2025, TechnicoFlor supported the Plan-de-Cuques women's handball club. Employees regularly receive support to take part in the "La Marseillaise des Femmes" race or "Cardio Challenge Heroes", an event combining sport with a humanitarian cause.



Sponsorship offers an exciting opportunity for TechnicoFlor to create close ties with cultural institutions.

Last year, three TechnicoFlor perfumers created fragrances to complement the visuals for the REGARDS CROISÉS edition of the Sens² olfactory exhibition between Grasse and Versailles. The exhibition brought photography and fragrance together through the work of photographer Elias.

In 2025, we continued our partnership with the Digital Art Club of Marseille, a network of corporate patrons that supports contemporary digital artists and helps them develop locally, nationally and internationally.

DIGITAL ART CLUB CHRONIQUES





PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

Environment

Indicators	2024	2025
Production: tonnes shipped	1 094	1 359
ISO 14001 certified production	100 %	100 %
ENERGY AND GREENHOUSE GAS (GHG) EMISSIONS		
Energy consumption: electricity (MWh)	1 109	1 026
Energy consumption: mobile fossil fuels (MWh)	47	23
GHG emissions (tCO ₂ eq) Scope 1	11	6
GHG emissions (tCO ₂ eq) Scope 2 (location-based)	44	80
GHG emissions (tCO ₂ eq) Scope 3	13 414	13 540
GHG emissions (tCO ₂ eq) Scope 1, 2 and 3	13 468	13 626
Carbon intensity (scopes 1, 2 and 3) per K€ (Kg CO ₂ eq / k€)	378	324
Carbon intensity (scopes 1, 2 and 3) per tonne of product shipped (Kg CO ₂ eq / Kg of perfume)	11,3	10
Electric company vehicles / total	6/9	8/9
BIODIVERSITY		
Percentage of RSPO certified raw materials (MB&S)	100 %	100 %
Number of partnerships aimed at protecting or restoring biodiversity areas	3	3
WATER		
Total water consumed (M3)	2 047	2 061
Total water consumed / tonne of product shipped (M3 / t)	1,71	1,52

PERFORMANCE INDICATORS

Environment

Indicators	2024	2025
RESOURCE USE AND CIRCULAR ECONOMY		
Raw materials with a majority renewable carbon content (upcycled, ISO16128, biotechnologies) (number)	371	388
Raw materials certified as “responsible” (For Life, Fair For Life, UEBT)	30	33
WASTE MANAGEMENT		
Hazardous waste (tonnes)	81	89
Non-hazardous waste (tonnes)	30	27
Total hazardous waste (tonnes) / tonne of product shipped	0,068	0,065
Total recycled waste: material recovery (in % / total waste)	55 %	57 %
Total waste incinerated: energy recovery (in % / total waste)	14%	13 %
Total Reuse (in % / total waste)	13%	6 %

PERFORMANCE INDICATORS

Social

Indicators	2024	2025
COMPANY EMPLOYEES: WORKFORCE		
Total workforce – (per capita)	102	116
Total workforce – FTE (Full-time equivalent)	90,6	103,1
Percentage of employees on permanent contracts	88%	90 %
Number of hires	27	41
Turnover *	24%	33%
Absenteeism rate	3,4%	4,6 %
Number of warnings (harassment, ethics, other)	0	0
Diversity		
Percentage of women in total workforce	71 %	66%
Percentage of female managers	52%	55%
Professional Equality Index	Non calculable	77
Number of employees =< 29 years	38	44
Number of employees aged 30-54	50	59
Number of employees >= 55 years old	14	13
Percentage of disabled employees – DOETH (French disability report) (in %)	1,43%	3,35%
COMPANY EMPLOYEES: HEALTH - SAFETY		
Number of lost-time accidents	1	2
Severity rate	0,093%	0,04%
Frequency rate of work accidents	5,169%	14,51 %
Number of days lost due to sick leave	NS	4
Number of deaths due to work accidents	0	0

PERFORMANCE INDICATORS

Social

Indicators	2024	2025
COMPANY EMPLOYEES: REMUNERATION, COLLECTIVE NEGOTIATION AND TRAINING		
Employees covered by a collective agreement (in %)	100%	100%
Skills		
Number of training hours	759	449
Average number of training hours per employee	7,45	3,5
Employees who have received training	65%	78%
Employees who have benefited from an appraisal interview	94%	86%
Employees who have benefited from a professional interview (every 2 years)	-	-
Number of employees who have benefited from internal promotion	3	9
WORKERS IN THE VALUE CHAIN		
Major suppliers (80/20) who are signatories of the code of conduct	100%	100 %

PERFORMANCE INDICATORS

Governance: our business model

Indicators	2024	2025
COMPANY STAFF – WORK-LIFE BALANCE		
Percentage of employees eligible for family leave (in %)	100%	100%
NUMBER OF APPRENTICES		
Number of apprenticeships or work-study contracts	6	7
Number of interns	13	11
Clients		
Sales (in €M)	35,6	42
Ethics		
Employees aware of ethics and signatories of the ethics charter	100 %	100 %
Staff exposed to risks trained to combat corruption	100 %	100 %
Warnings, convictions and fines for corruption and bribery	0	0
Suppliers		
Major suppliers (80/20) assessed for CSR by a third party (Ecovadis, SMETA, For Life)	81 %	81 %
Alerts, convictions or fines for violations of human rights in the value chain	0	0
Proportion of buyers trained in responsible purchasing	100%	100%
Average supplier payment term (days)	50	50
Local area		
Sponsorship projects supported (number)	11	10
Sponsorship projects supported (in €k)	36,8	47,6

PERFORMANCE INDICATORS

TechnicoFlor has communicated the information cited in this GRI content index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI standards.

GRI Standards		Information	Pages
GRI 100 GENERAL PRINCIPLES			
GRI 102: General information - 2016	102-1	Organisation name	5
	102-2	Activities, brands, products and services	7
	102-3	Geographical location of head office	55
	102-4	Geographical location of business sites	5
	102-7	Size of organisation	3, 9
	102-8	Information concerning employees and other workers	49
	102-12	External initiatives	43-45
	102-13	Membership of organisations	43-45
	102-14	Statement by the most senior decision-maker	2
	102-15	Main impacts, risks and opportunities	10-11
	102-16	Values, principles, standards and rules of conduct	40
	102-40	List of stakeholder groups	13
	102-44	Major issues and concerns raised	10
	102-45	Entities included in the consolidated financial statements	5
	102-46	Defining the content of the report and the scope of the issue	5,7
	102-47	List of relevant issues	10
	102-50	Reporting period	5
	102-52	Reporting cycle	5
	102-53	Contact point for questions relating to the report	55
	102-55	GRI content index	52
GRI 103: Managerial approach - 2016	103-2	The managerial approach and its components	15,31,39
	103-3	Assessment of the management approach	41
GRI 200 ECONOMIC STANDARDS			
GRI 201: Economic performance - 2016	201-1	Direct economic value generated and distributed	9
	201-2	Financial implications and other risks and opportunities arising from climate change	19

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GRI Standards		Information	Pages
GRI 205: Combating corruption - 2016	205-1	Activities assessed in terms of corruption-related risks	42
	205-2	Communication and training on anti-corruption policies and procedures	40
GRI 300 ENVIRONMENTAL STANDARDS			
GRI 302: Energy - 2016	302-1	Energy consumption within the organisation	47
	302-3	Energy intensity	47
	302-4	Reducing energy consumption	15
	302-5	Reducing the energy requirements of products and services	23
	302-5	Reducing the energy requirements of products and services	23
GRE 303: Water and effluents - 2018	303-2	Managing the impact of water discharge	22
	303-4	Water discharge	22
	303-5	Water consumption	22
GRI 304: Biodiversity - 2016	304-1	Significant impacts of activities, products and services on biodiversity	20-21
	304-3	Protected or restored habitats	20-21, 44
GRI 305: Emissions - 2016	305-1	Direct (Scope 1) GHG emissions	47
	305-2	Direct (Scope 2) GHG emissions	47
	305-3	Other indirect (Scope 3) GHG emissions	47
	305-4	GHG emissions intensity	47
	305-5	Reduction of GHG emissions	15,17-18
GRI 306: Effluents and waste - 2016	306-2	Waste by type and disposal method	26,48
GRI 307: Environmental compliance - 2016	307-1	Non-compliance with environmental laws and regulations	26,41
GRI 308: Supplier environmental assessment - 2016	308-1	New suppliers that were screened using environmental criteria	42
	308-2	Negative environmental impacts in the supply chain and actions taken	42
GRI 400 SOCIAL STANDARDS			
GRI 401: Employment - 2016	401-1	New employee hires and employee turnover	49
	402-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	35
	403-1	Occupational health and safety management system	34
GRI 403: Occupational health and safety - 2018	403-2	Occupational health and safety management system	34
	403-9	Hazard identification, risk assessment, and incident investigation	49
		Work-related injuries	49

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GRI Standards		Information	Pages
GRI 404: Training and education - 2016	404-1	Average hours of training per year per employee	50
	404-3	Percentage of employees receiving regular performance and career development reviews	50
GRI 405: Diversity and equal opportunities - 2016	405-1	Diversity of governance bodies and employees	32
GRI 408: Child labour - 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	37,42
GRI 409: Forced or compulsory labour - 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	37,42
GRI 412: Human rights assessment - 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	37
	412-2	Employee training on human rights policies or procedures	39
GRI 413: Local communities - 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	43-45
	414-1		42
GRI 414: Supplier social assessment - 2016	414-2	New suppliers that were screened using social criteria	42
	416-1	Negative social impacts in the supply chain and actions taken	36
GRI 416: Customer health and safety - 2016	417-1	Assessment of the health and safety impacts of product and service categories	23-24, 29
GRI 417: Marketing and labelling		Requirements for product and service information and labelling	



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