



AZUR FRAGRANCES

CSR
REPORT

**20
25**



TABLE OF CONTENTS



01

Context

- Chairman's message
- Our Identity – Company overview and business activities
- Azur Fragrances' CSR approach
- Value chain – Report scope

02

Commitments

- Sustainable management
- Employees
- Infrastructures
- Suppliers – Raw materials
- Creation – Innovation
- Client & other stakeholders

03

Looking Ahead

- Key Actions 2026–2027
- Progress on Our CSR Ambitions
- Alignment with SDGs and ESG Frameworks



CHAIRMAN'S MESSAGE

I am pleased to share with you our 2025 CSR report, which presents the main pillars of our strategy and our progress.

Our commitment for environment is long-standing, rooted in the very foundations of our company, even before CSR became a structured part of corporate life.

In 1982, choosing a location for our headquarters that respected the environment was an obvious choice for us. We had the opportunity to settle into in a magnificent green and industrial area in Mouans Sartoux. At the time, these two words did not necessarily go together, but this challenge was met with intelligence, positioning us as pioneers of the model.

I have always been committed to working to high quality standards in order to meet our customers' expectations and ensure that our development is part of a sustainable commitment. This is why we were the first French perfumery house to obtain combined ISO 9001 and 14001 certification.

This CSR report marks an important milestone for Azur: societal, regulatory and environmental changes are in line with our ambitions and should drive us towards even greater excellence in the years to come. We are ready to face these major challenges.

Looking back at the journey of Azur Fragrances teams, I can only feel proud and delighted to see that this knowledge and experience is being passed on naturally, and that the younger generations we welcome represent the future of our commitments and standards.

Andreas Freytag von Loringhoven

AZUR FRAGRANCES

01

AZUR FRAGRANCES is, above all, a story of passion for perfume creation, rooted in the Grasse region, in Mouans-Sartoux.

The company was founded in 1978 by Mr. von Loringhoven, who from the very beginning chose to focus exclusively on the perfume business, highlighting its value to clients.

The creative center is located in the 8th arrondissement of Paris, while Mouans-Sartoux hosts the headquarters, most support functions, and the production unit.



3 rue de Vienne & 3bis rue de la Bienfaisance
PARIS 75008



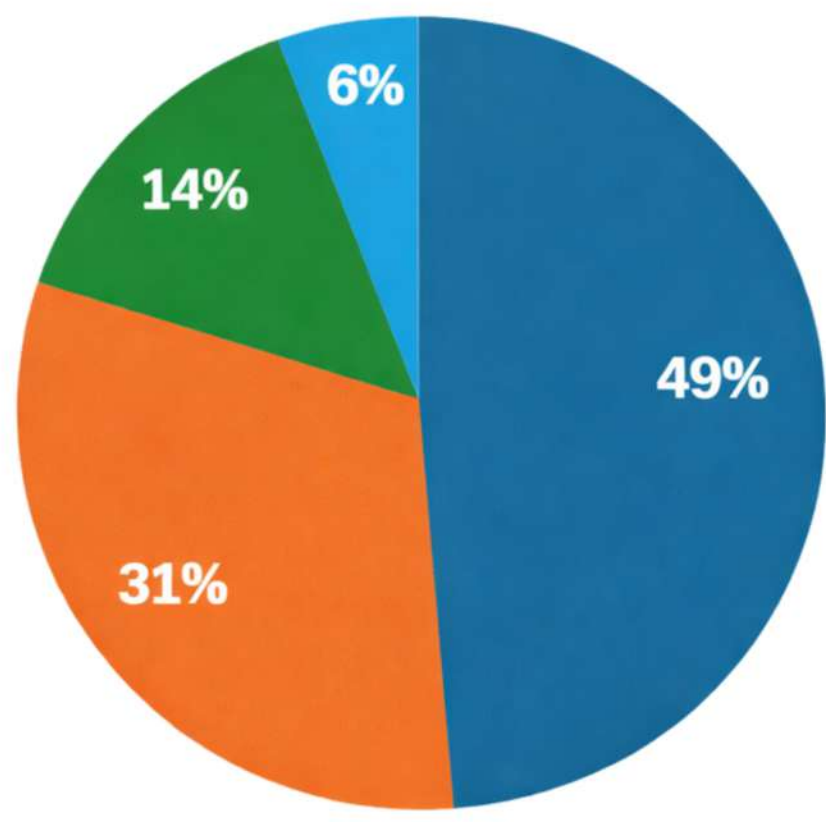
PAC de l'Argile Voie B lot 13
MOUANS SARTOUX 06370

WHAT WE DO

Azur Fragrances' main strength lies in its solid cross-category expertise with high added value in developments centred on naturalness and hypoallergenic formulations.

Since 2008, the company has been a pioneer in deploying its creative forces around Ecocert fragrances. Our goal for 2025 is to continue supporting the growth of this type of formulation while remaining attentive to our customers' expectations.

VALUE DISTRIBUTION



■ Personal care ■ Detergence ■ Fine fragrance ■ Air care

COSMOS+NATRUE	CY 2023	CY 2024	CY 2025
% volume	1,42	1,66	2,68
% value	5,13	6,16	9,01

OUR CSR APPROACH

A CSR approach is part of ongoing efforts we have been making for many years. Assessed by Ecovadis since 2013, we have gradually strengthened the formalisation and monitoring of our actions. In 2021, we adopted an integrated approach to CSR, bringing together our ISO 14001 and Ecovadis initiatives and our social and societal commitments within a single framework.

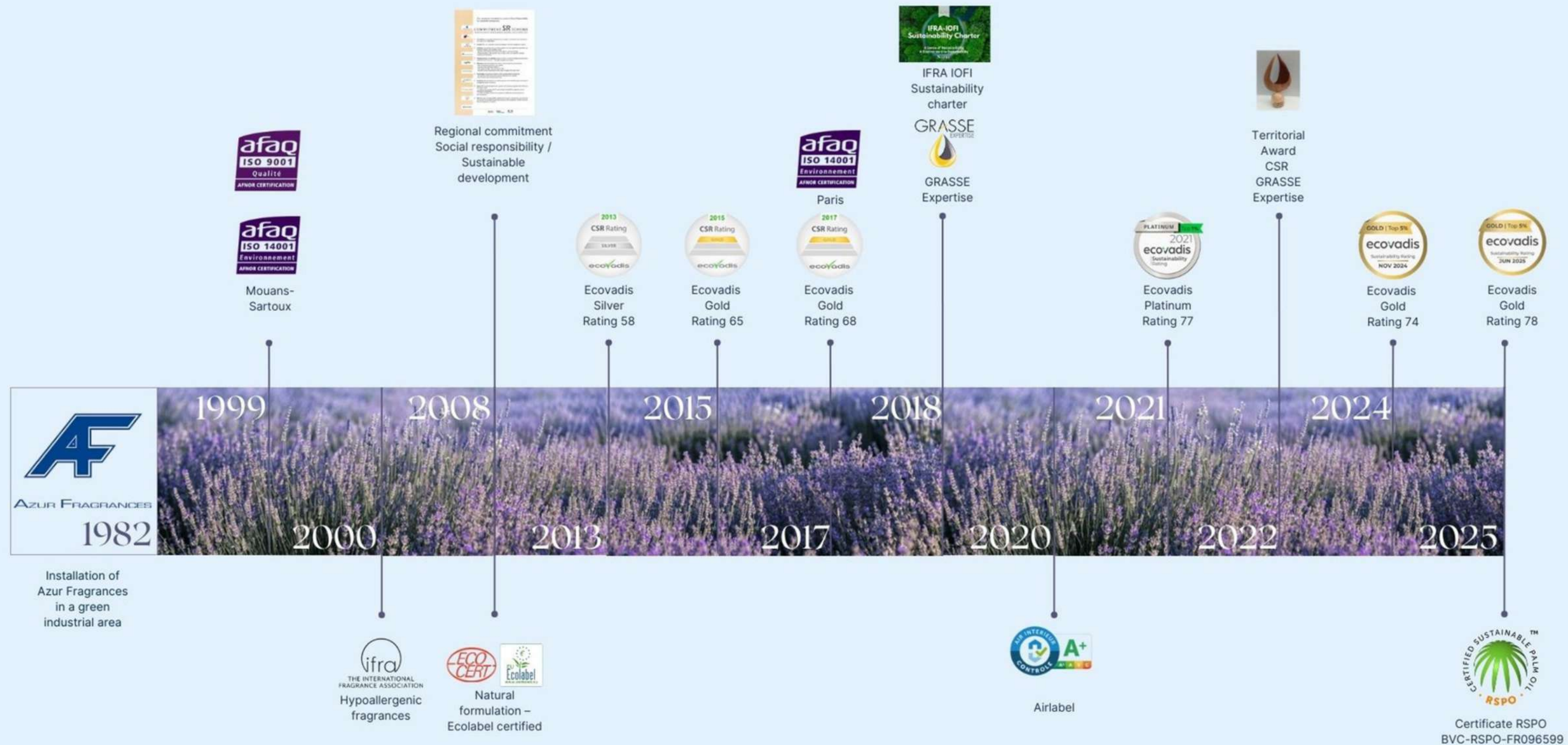
In 2022, the realisation of our first comprehensive carbon footprint assessment (scopes 1, 2 and 3, based on 2021 figures) laid the foundations for more accurate environmental monitoring. That same year, we aligned our priorities with the UN Sustainable Development Goals (SDGs) and defined performance indicators for each link in our value chain, associated with targets for 2030.

This CSR report marks a milestone: it consolidates our commitments, enhances transparency of our results and sets out a measurable path for progress.



OUR CSR APPROACH

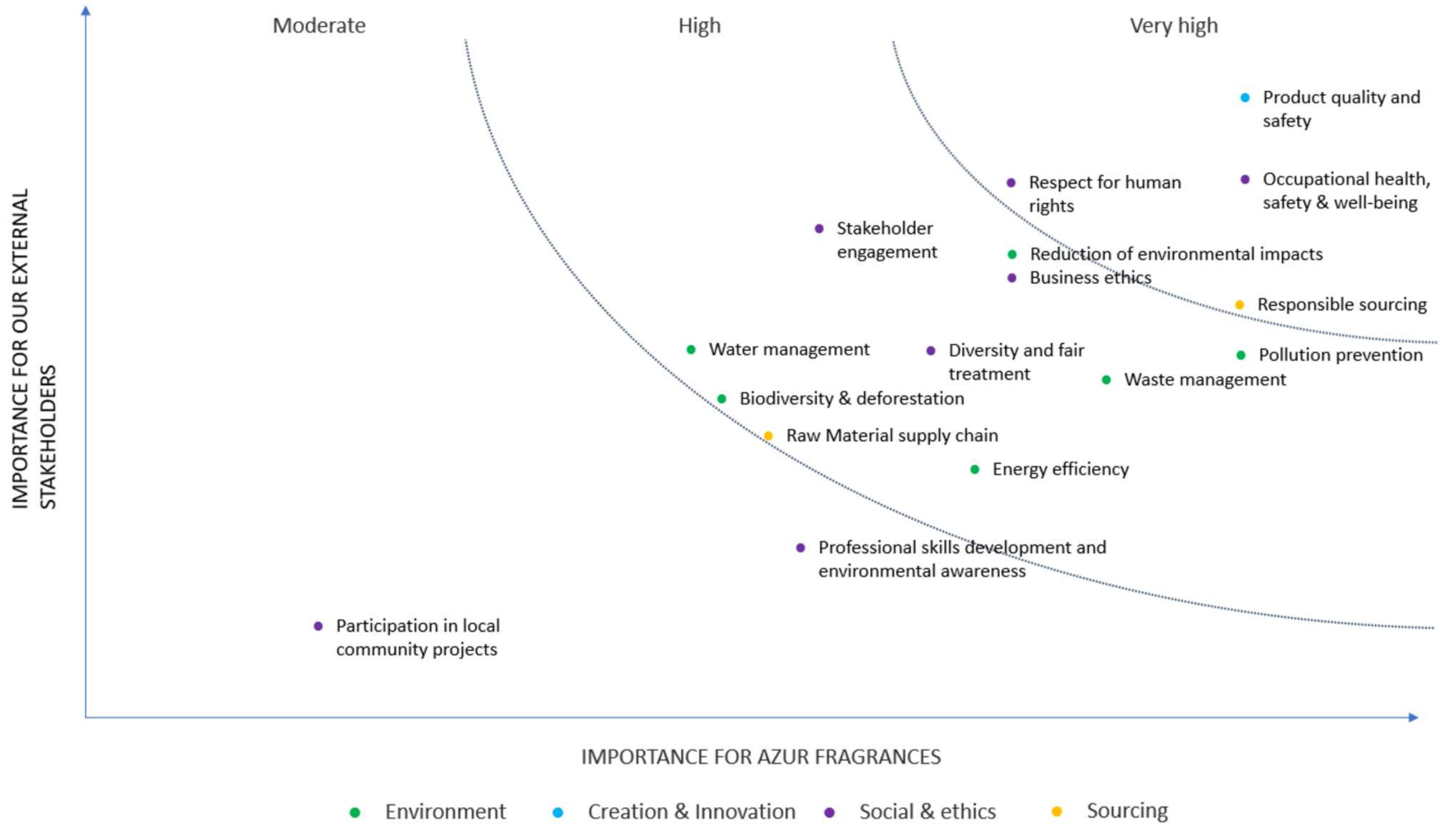
Part of the company's DNA since its founding, our CSR approach has been built step by step. The milestones presented below illustrate this ongoing progression towards a more structured approach.



MATERIALITY ANALYSIS

The materiality matrix combines material issues with the level of stakeholder expectations on the same topic.

This analysis was updated in 2024 to reflect the perceived importance of issues for the company and its stakeholders, based on available sources and related to the themes of our value chain: environment, social and ethical matters, sourcing, creation and innovation.



VALUE CHAIN – REPORT SCOPE

We chose to structure this first CSR report around the six links of our value chain:

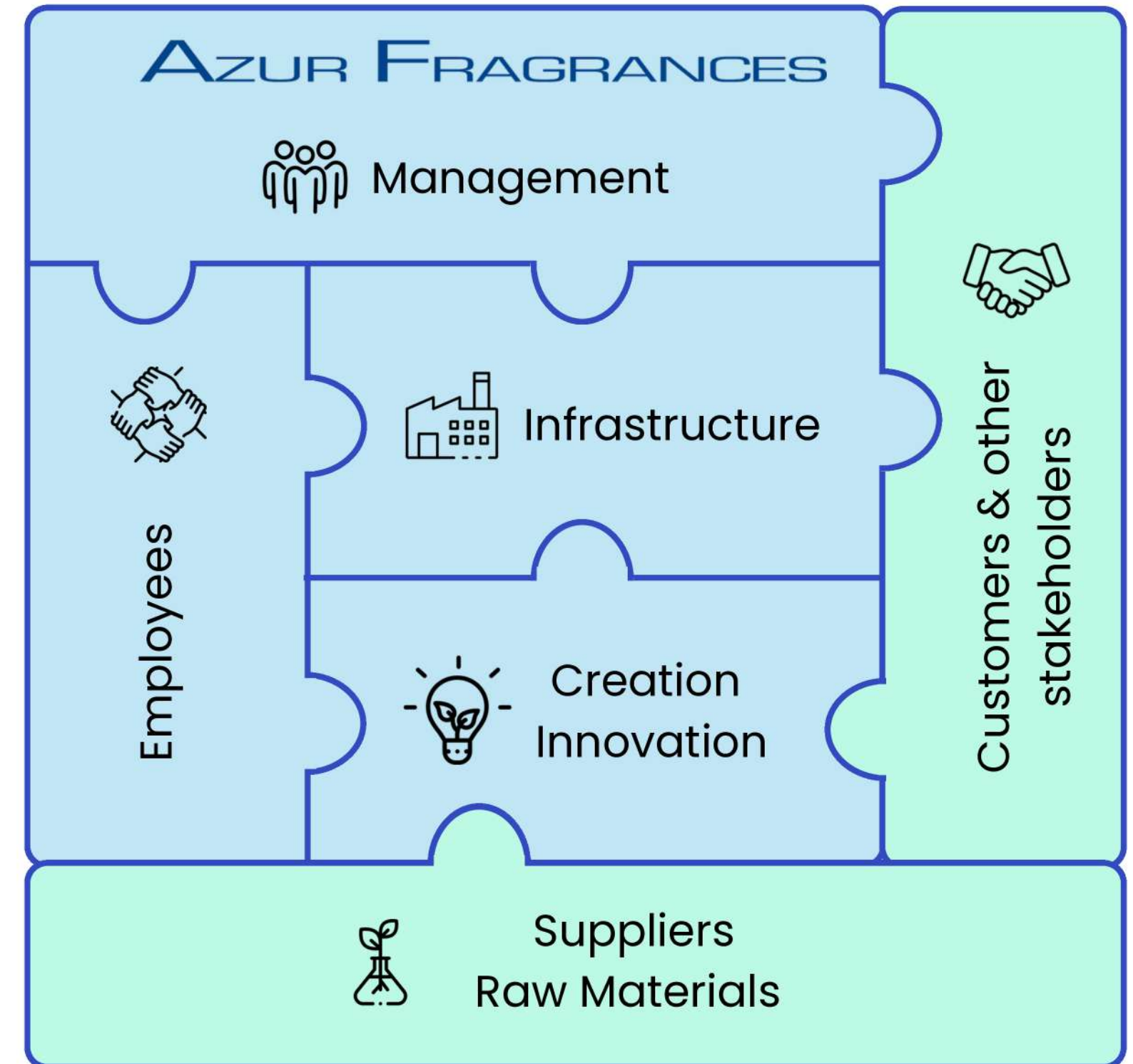
- Sustainable Management
- Employees
- Infrastructure
- Suppliers – Raw Materials
- Creation and Innovation
- Customers and Other Stakeholders

This choice reflects our operational reality and the way sustainability is concretely expressed at each stage of our activities. CSR has been an integral part of Azur Fragrances' values since its founding, but had never previously been formalised in a dedicated report. This initiative therefore represents an important milestone: aligning our commitments within a structured reporting framework, inspired by the requirements of the CSRD Directive and the ESRS standards, while remaining simple, clear and faithful to our actual organisation.**

This approach highlights how each link of the company contributes, in interaction with the others and with external stakeholders, to the creation of sustainable value.

* CSRD : Corporate Sustainability Reporting Directive

* ESRS : European Sustainability Reporting Standards





SUSTAINABLE MANAGEMENT

Management considers CSR as a strategic lever, ensuring that environmental, social and ethical dimensions are integrated into all key decisions related to our activities.

At our level, we move forward with conviction, seeking concrete and sustainable improvements. The main CSR commitments of management are presented below.

- **Respect for human rights**
- **Acting ethically and responsibly**
- **Ensuring the physical and psychological health and safety of our employees**
- **Reducing our environmental impact, preserve natural resources and reduce waste**
- **Ensuring responsible management of our products**



Ecovadis is a primary reference on responsible business assessment. It provides an effective monitoring of our progress in CSR. Here are the details of our latest ratings since the Ecovadis rating system was updated.

	Global rate	Environment	Social & human rights	Ethics	Responsible sourcing
					
2025	78/100	82	76	75	77
2024	74/100	80	70	70	70



MANAGEMENT COMMITMENTS

- **Respect for human rights**

Respect for human rights is one of our fundamental principles. Although this topic may appear self-evident, it remains essential and non-negotiable. We ensure that our employees and partners comply with ILO* conventions, in particular those relating to non-discrimination and the prohibition of forced or child labour

- **Reducing our environmental impact, preserve natural resources and reduce waste**

We continuously improve our processes and material choices to limit our environmental footprint, to conserve natural resources and to enhance waste recovery.

- **Ensuring the physical and psychological health and safety of our employees**

We ensure a safe working environment that supports both physical and mental well-being, through active risk prevention and a shared safety culture.

- **Ensuring responsible management of our products**

We pay close attention to every stage of our products' life cycle, from formulation to delivery, in order to ensure their safety, compliance and durable quality.

- **Acting ethically and responsibly**

Our decisions and practices are based on transparency, respect and accountability, in order to ensure professional and ethical conduct at all levels of the company.

* ILO : International Labour Organization



INFRASTRUCTURE

Environmental commitment is a central pillar of our sustainable development strategy. It is part of a proactive approach aimed at addressing the growing expectations of our stakeholders—employees, customers, authorities (such as the DREAL, the French regional environmental authority), local communities and end consumers.

Our environmental policy aims to ensure the regulatory compliance of our compositions, while limiting the environmental footprint across the entire life cycle of our products. This commitment is reflected in the active preservation of biodiversity, as well as in the control of our emissions and resource consumption.

* DREAL : Directions Régionales de l'Environnement, de l'Aménagement et du Logement



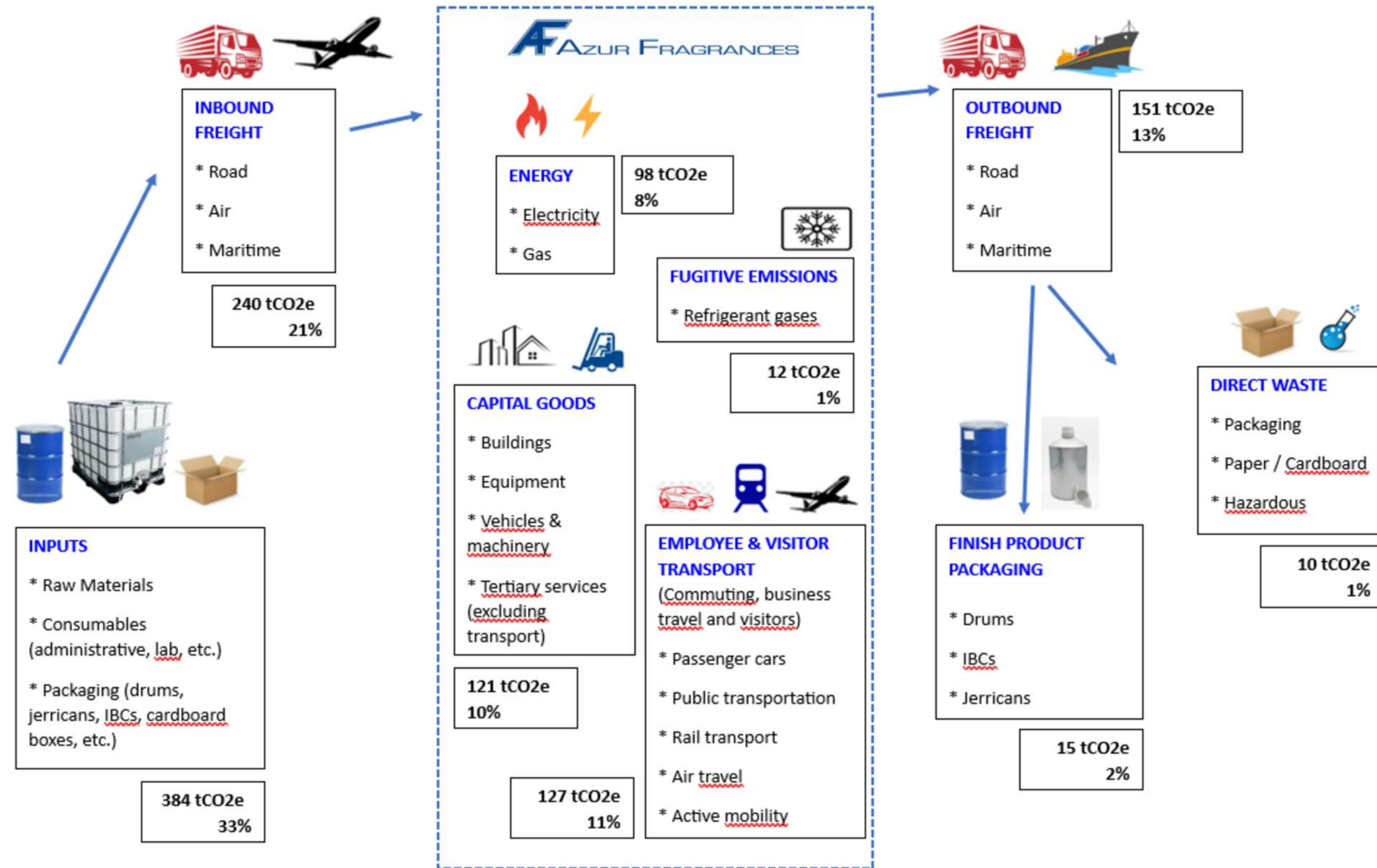
COMMITMENTS TO INFRASTRUCTURE

Commitments	2030 Objectives	2025 Maturity
<p>Reducing waste and increasing the share of recycled materials across the life cycle</p>	<ul style="list-style-type: none"> • 85% of our waste is recycled 	
<p>Increasing the share of renewable energy</p>	<ul style="list-style-type: none"> • 100% of our electricity is sourced from renewable energy 	
<p>Ensuring the sustainable and efficient management of natural resources (water, gas and electricity)</p>	<ul style="list-style-type: none"> • Maintaining current consumption levels • Improving water management through production hygiene, and irrigation 	
<p>Ensuring the absence of pollution Acting to protect biodiversity</p>	<ul style="list-style-type: none"> • Maintaining zero pollution discharge. • 100% of wash water discharged to wastewater treatment (in accordance with local water authority regulations) • Implementing participatory actions to protect biodiversity 	



GLOBAL FLOW MAPPING

2024 CARBON FOOTPRINT



As part of the energy transition and efforts against climate change, assessing our carbon footprint is a key step to measure the environmental impact of our activities and to take action to reduce it.

2024 results : 1158 teqCO2

Scope 1 : 98 teqCO2

Scope 2 : 12 teqCO2

Scope 3 : 1054 teqCO2

Associated objectives :

- Reducing and controlling our carbon footprint
- Maintaining our Scope 1 and 2 emissions, and reducing Scope 3 emissions by 3% (proportionally to production growth)

Actions:

- Freight consolidation
- Increasing the share of recycled waste
- Improving the accuracy of the carbon footprint of our raw materials



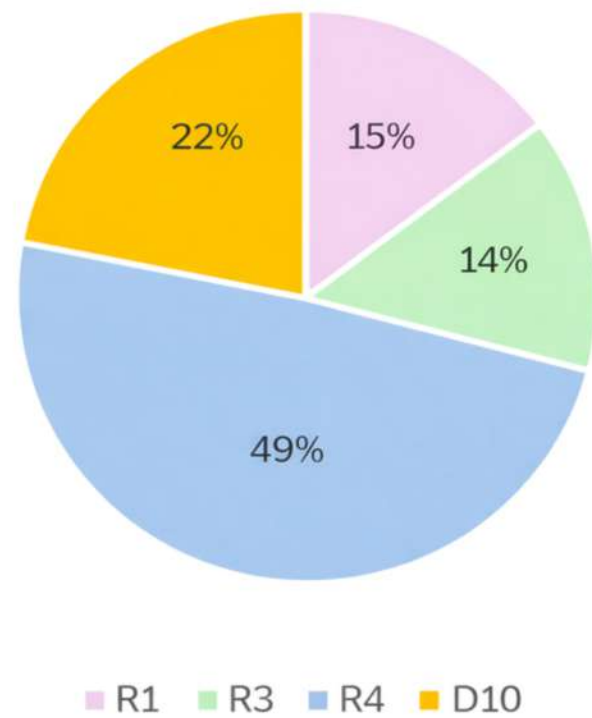
WASTE SORTING AND END-OF-LIFE MANAGEMENT

Waste management is a key issue. Whether hazardous or non-hazardous, waste is subject to rigorous sorting and appropriate treatment to minimize its impact on health and the environment.

In 2024, excluding wash water* :

- 78% of our waste was recycled (R1 + R2 + R3)
- 22% of our waste was disposed of (D10)

2024 Waste distribution



Waste code	Designation	Waste type
R1	Combustible use / energy production	DIS - full glass bottle - full aluminium bottle - plastic drum
R3	Recycling/recovery of organic substances	Wood - cardboard - plastic - paper - crisps - paper cups - plastic bottles - furniture - glassine
R4	Metal recycling/recovery	Soiled metal barrel - soiled aluminium can - soiled IBC - battery - ink cartridge - DEEE
D10	Incineration on land	Chemical waste water - household waste bin
R5	Recycling/recovery of other inorganic materials	Washing water* (70% recycled)



EMPLOYEES

AZUR FRAGRANCES' CSR policy is part of an ambitious approach that places people, ethics, and the environment at the heart of our strategic priorities. Convinced that economic performance goes hand in hand with strong social and societal responsibility, we have defined a roadmap supported by concrete commitments and transparent monitoring indicators for all our employees.



This policy reflects our collective commitment to a sustainable future, where social, environmental, and ethical excellence fosters trust in our clients and partners, while embodying our core values.



COMMITMENTS TO EMPLOYEES

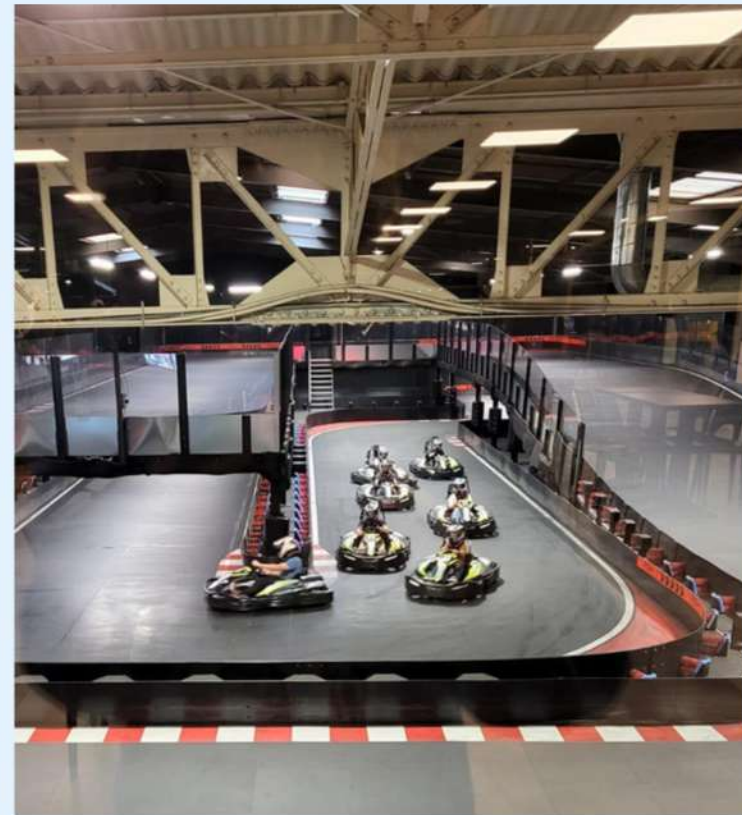
Commitments	2030 Objectives	2025 Maturity
Ensuring employees health, hygiene, and safety	<ul style="list-style-type: none"> • Training and raising awareness among 100% of our employees on occupational health and safety in order to prevent risks. • Monitoring the proper handling of alerts related to psychosocial risks. • Ensuring the renewal of personal protective equipment (PPE) for all warehouse and laboratory employees. • Maintaining a risk reduction policy with the objective of achieving “zero lost-time accidents”. 	
Monitoring and supporting quality of work life	<ul style="list-style-type: none"> • Retaining employees and promoting internal career development. • Monitoring quality of work life and skills development by ensuring that each employee benefits from a continuous training pathway and an annual professional review. • 100% of employees having access to training opportunities. 	
Developing professional skills	<ul style="list-style-type: none"> • Strengthening equity within the company, measured in particular through the professional gender equality index (with a target of at least 85%), and ensuring equitable access to HR processes for all. • Guaranteeing exemplary ethical practices through our anti-corruption policy and the strong commitment of all employees to compliance. 	
Raising awareness and understanding of environmental issues	<ul style="list-style-type: none"> • A minimum of one CSR workshop per employee per year. 	
Monitoring adherence to business ethics	<ul style="list-style-type: none"> • Raising awareness among 100% of our relevant stakeholders regarding our anti-corruption and compliance policy. • Ensuring that 100% of employees exposed to corruption risks receive anti-corruption training. 	



SOCIAL INITIATIVES

As part of its social responsibility policy, the company has carried out, in consultation with the Works Councils (CSE), several actions aimed at enhancing quality of work life and internal cohesion: reorganising working hours, implementing remote working policy, introducing a digital system for time and leave management, developing a code of conduct, and organising events that promote dialogue and connections between employees.

In parallel, territorially-focused initiatives have been implemented to strengthen local engagement and solidarity, such as collecting gifts for children and redistributing donations from suppliers to associations.

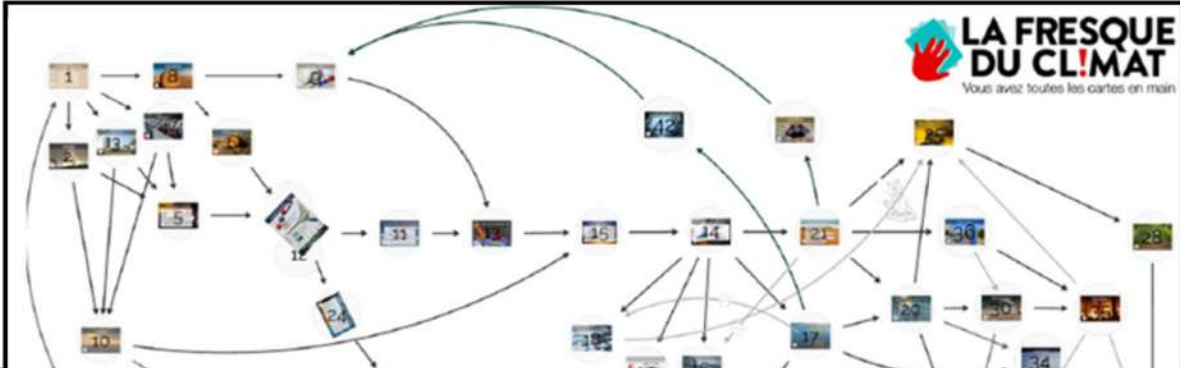


<https://azurfragrances.integrityline.app>



EMPLOYEE AWARENESS

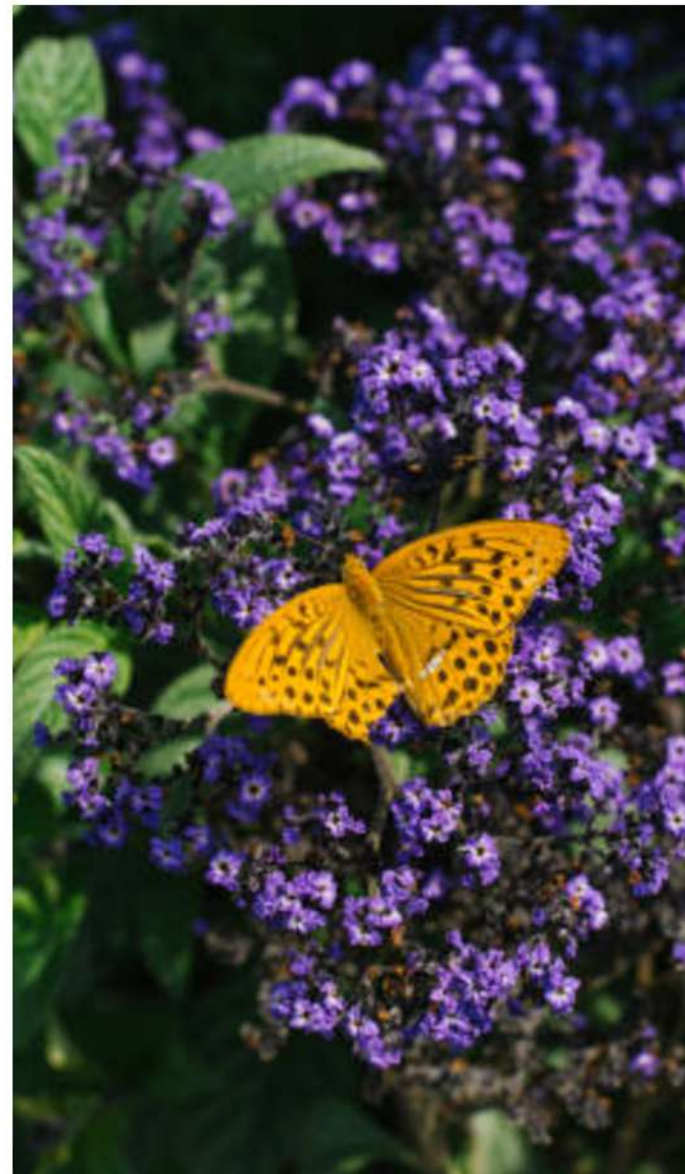
Employee involvement is essential to drive our CSR approach forward. Their active participation on a day-to-day basis is the key to the success of our commitments. The company offers awareness-raising workshops covering both cross-functional topics related to our business activities and broader environmental issues that concern each individual, with the aim of strengthening a shared and comprehensive understanding of our approach. Below are examples of actions implemented since 2023.

AWARENESS OF ENVIRONMENTAL ISSUES RELATED TO OUR ACTIVITIES	AWARENESS OF GLOBAL ENVIRONMENTAL ISSUES
<ul style="list-style-type: none">• Information session: Presentation of the results of our first carbon footprint assessment (100% of the workforce).• Workshop: Collective actions to be implemented within the company to reduce our carbon impacts (95% of the 2023 workforce).• Inter-department exchange: Fragrance & CSR – status review (90% of the Paris site).• Kahoot quiz: CSR at Azur (40% participation rate).• ISO 14001 & CSR awareness training for new employees (100%).• CSR newsletters.	<ul style="list-style-type: none">• Climate Fresk workshop: (95% of the 2023 workforce)• Workshop: Individual actions to reduce our carbon impacts (95% of the workforce)• Kahoot quiz: Scale and consumption (50% participation rate) 



SUPPLIERS – RAW MATERIALS

Responsible sourcing is at the heart of Azur Fragrances' sustainable performance. Our procurement strategy aims to ensure the quality and traceability of raw materials while supporting supply chains that respect people and the environment. This standard guides our relationships with suppliers and our daily sourcing decisions.



By integrating environmental, social, and ethical criteria at every stage of our supply chain, we contribute to building sustainable partnerships based on transparency, trust, and shared responsibility. This approach reflects our commitment to making sustainability a tangible pillar of our overall performance.



SUPPLIERS – RAW MATERIALS COMMITMENTS

Commitments	2030 Objectives	2025 Maturity
<p>Assessing and considering the true value of the purchase (economic, social, and environmental).</p>	<ul style="list-style-type: none"> • 100% of our suppliers are evaluated not only on their operational performance but also on their social and environmental performance. • Collecting more data on the environmental impact (green chemistry, carbon footprint, life cycle assessment, etc.) of raw materials for 90% of our purchases by value. • Optimizing raw material delivery consolidation to reduce delivery frequency by 20%. • Securing supply and limit dependency by increasing the number of suppliers (manufacturers and distributors) for 80% of our portfolio by value. • 100% of our raw material purchases derived from palm or palm kernel are RSPO certified. 	
<p>Strengthening sustainable development relationships with our suppliers and producers</p>	<ul style="list-style-type: none"> • 100% of our suppliers adhere to the values of our supplier charter and/or are engaged in a CSR approach. • Maintaining stable turnover with each of our partner suppliers. • Conducting on-site audits of at least 2 suppliers per year. • Increasing the number of proposals resulting from partnerships with farmers, producers, and local and/or direct suppliers. 	



PARTNERSHIPS WITH PRODUCERS

True to our values, we prioritize long-term relationships with partners sharing our commitment to quality and our sense of responsibility. These long-standing collaborations participate in the transmission of know-how and in promoting sustainable industries.

LAVANDIN GROSSO ORIGIN FRANCE



- Sustainable sourcing
- Short supply chain
- Supporting local economy
- Exclusive Azur quality

CITRUS – LEMON, BERGAMOT, MANDARIN FROM ITALY



- We have maintained a 40-year partnership with a family-owned producer cooperative.



PARTNERSHIPS WITH OUR SUPPLIERS

By promoting short and local supply chains, Azur Fragrances supports a responsible economy while ensuring the traceability and quality of its raw materials.

Our local partnerships strengthen the link between producers and creators and help reduce our environmental footprint.

Angelica



Origin : Belgium - Short supply chain

Clary sage



Origin : France - Short supply chain

Ylang Ylang



Origin : Madagascar

Cistus



Origin : Spain - Short supply chain

Jasmine



Origin : Egypt

Mimosa



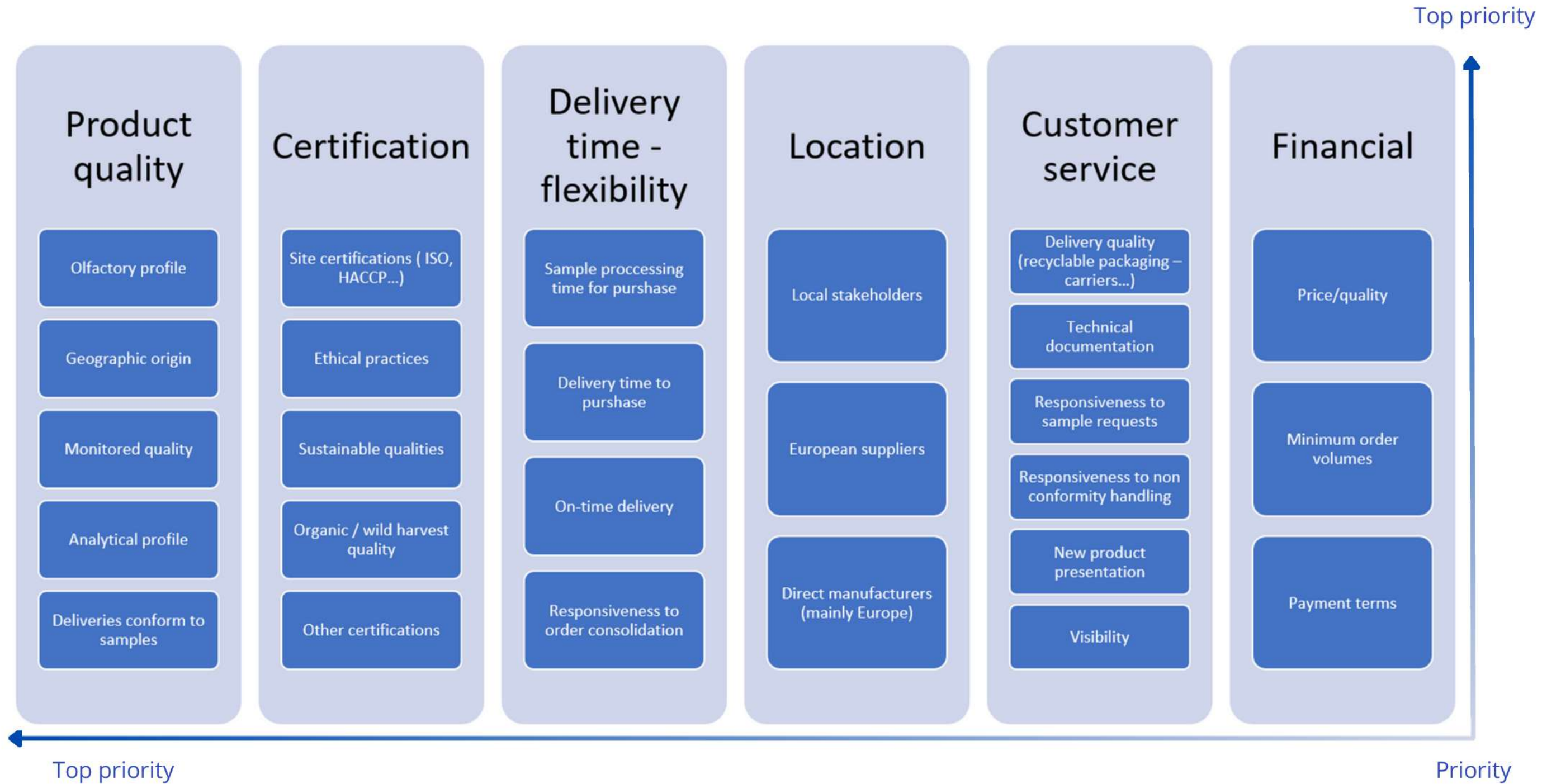
Origin : Grasse - Short supply chain



SUPPLIER SELECTION CRITERIA

The opposite table presents the selection criteria for our suppliers, listed in order of priority. 99% of our raw materials are sourced from Europe, mostly through brokers, with 68% coming from France.

Actions : To investigate the original source of raw materials
 An analysis of the original source of our raw materials is currently underway to refine our supply chains. Traceability of raw materials from their origin to processing is an area for improvement.





CREATION – INNOVATION

Our Perfumers' team consists of individuals with international expertise, capable of working across all formats and categories. They are supported by the Evaluation department, which has in-depth market knowledge and a strong understanding of business challenges, as well as by our R&D department, driving constant innovation expected by our clients.

Excellence and quality standards are at the very heart of our Creation process.

The Perfumery division works closely with R&D and Regulatory departments, enabling to meet numerous technical challenges and providing innovative solutions to our clients.

Support from the Regulatory department

- Our creative approach is built on continuous proactivity, aligned with our internal regulatory standards ahead of official publications. This ensures the safe use of fragrances for our clients. Azur Fragrances promotes the regular and thoughtful introduction of new alternative raw materials, contributing to the sustainability of our formulations.
- Client requests also help to reinforce this strategy.

Support from the R&D Department

- For the study of stability and performance in application, we rely in particular on :
 - A sensory panel trained to evaluate olfactory intensity at different stages of product use
 - Analytical support (GC/FID, GC/MS)
- Development of partnerships in biodegradable micro-encapsulation, particularly in the personal care segment.
- Implementation of dedicated, tailor-made technologies to enhance fragrance longevity, base coverage, and more.



CREATION – INNOVATION COMMITMENTS

Commitments	2030 Objectives	2025 Maturity
<p>Integrating environmental and social considerations into fragrance formulation</p>	<ul style="list-style-type: none"> • 70% of the raw materials used in our formulations are readily biodegradable (90% when including intrinsic biodegradability). • 50% of the raw materials used are made of renewable carbon (natural or of natural origin according to ISO 16128). 	
<p>Promoting the development of fragrances with lower environmental and social impact</p>	<ul style="list-style-type: none"> • Reducing solvent use in our new formulations by an average of 50% compared to 2022. • Improving tools for measuring the environmental impact of a formulation (naturalness / green chemistry / Life Cycle Assessment / carbon footprint). 	
<p>Strengthening R&D and partnerships</p>	<ul style="list-style-type: none"> • Increasing the number of sustainable technologies • Developing R&D partnerships 	



CREATION – INNOVATION

Our Approach to Eco-Design

We aim to integrate environmental considerations into our design process, based on a life-cycle thinking approach, in order to optimize the environmental performance of our products without compromising their functionality or other requirements.

Our approach relies on implementing tools that guide our developments. The performance of these tools itself depends on the relevance of the associated data, a key aspect of this topic.

Certain essential data, such as ingredient biodegradability and their percentage of bio-based carbon, have been used for several years.

In addition, we surveyed all our suppliers using the IFRA Green Chemistry Compass tool and collected data covering 97.08% of our purchase volume.

We also collected data on raw materials derived from upcycling.

These data are integrated into our ERP system and available in the form of an “eco-ID” for our formulations.



The approach of sourcing responsible and sustainable natural raw materials (including a social dimension) complements this vision (see pages 22–23).

Eco-design remains an ever-evolving field. We aim to integrate additional data, notably from Life Cycle Assessment (LCA*; see S-LCA*), in order to deepen our understanding of the impacts of our raw materials and provide our stakeholders with even more comprehensive information.




*LCA : Life Cycle Assessment

*S-LCA : Social Life Cycle Assessment



CREATION – INNOVATION

The opposite table outlines the types of environmental data currently available for use from the design stage, as well as the data we aim to further develop and integrate in the future.

Type of data used	Indicators	Main reference, standard or guideline used
Reference environmental data	Biodegradability Renewable carbon  ECO-ID	OCDE 301/310, 302 Iso 16128, Cosmos, Natrue...
Data based on green chemistry principles	Use of natural resources Energy use and catalysts for synthesis Waste generation Biodegradability Solvents Process safety Product safety  ECO-ID	IFRA Green Chemistry Compass
Upcycled raw materials	Percentage of reused material Mass of waste diverted (from disposal) ...  ECO-ID	Supplier specifications: product obtained by reusing existing materials, contributing to the creation of higher added value
Responsible and sustainable raw materials (environmental and social dimensions)	Partnership with farmers, producers or suppliers	Fair for life UEBT Supplier specifications
LCA (Life Cycle Assessment)	<ul style="list-style-type: none"> • Climate change • Human toxicity • Freshwater ecotoxicity • Eutrophication (P, N) • Land use ...	ISO 14040 and 14044
S-LCA (Social Life Cycle Assessment)	Future data	ISO 14075



OUR CLIENTS

Transparency and Continuous Improvement

We are committed to conducting business based on ethics and transparency. Our primary objective is to deliver fragrances to our clients that are fully controlled from a regulatory and environmental perspective, from formula creation to delivery of concentrates to our clients. We aim to strengthen our clients' trust in our company through increased transparency in everything we provide.

This is supported by regular client consultations, exchange meetings, and, most importantly, the development of partnerships and collaboration with all external stakeholders. Client expectations also drive our progress.

Our transformation lever also lies in increasing the sustainability of our formulations. Our creation and innovation teams are dedicated daily to developing fragrances that meet multiple CSR criteria, notably through biodegradability index, significant reduction of solvents, and selection of raw materials from responsible supply chains.

As a result, we are able to offer creative and innovative fragrance solutions (long-lasting, blooming, etc.) that are above all fully aligned with our CSR code of conduct and our quality and safety policy.







CLIENT COMMITMENTS

Commitments	2030 Objectives	2025 Maturity
Ensuring transparency regarding composition and compliance with product quality and safety	<ul style="list-style-type: none">• 100% of technical documents are up to date and available to our clients• 0 incidents related to regulatory non-compliance	
Supporting and assisting our clients in their innovation and R&D development	<ul style="list-style-type: none">• Increasing our innovative technologies in line with client expectations• Consolidating the development of new sustainable formulation approaches	
Strengthening client satisfaction and trust	<ul style="list-style-type: none">• Reaching a client satisfaction rate of at least 90%• Processing all complaints (100%) within the established timelines	
Communicating our sustainability commitments	<ul style="list-style-type: none">• Updating the CSR report annually• Highlighting our certifications and ratings	



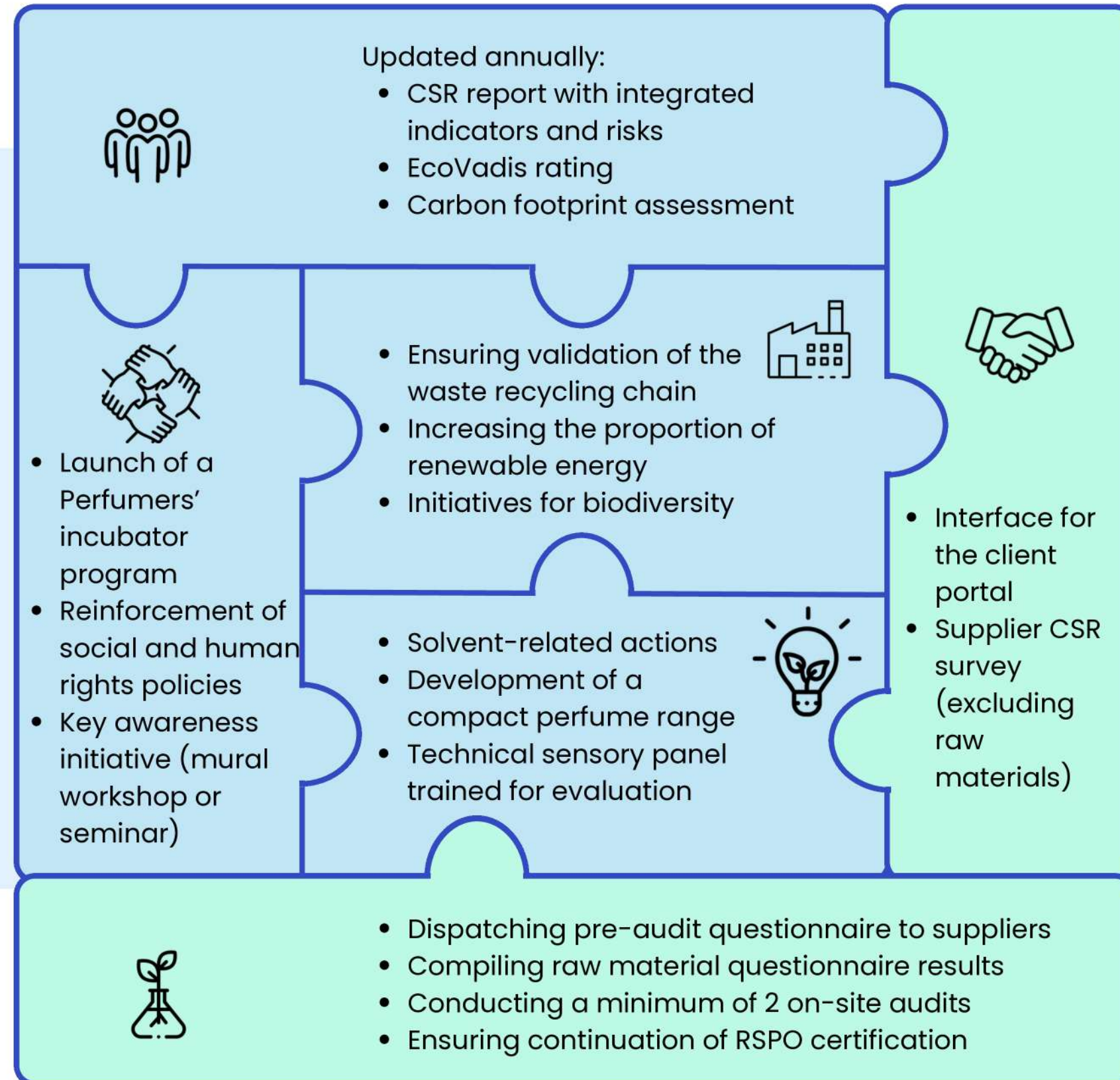
COMMITMENTS TO OTHER STAKEHOLDERS

Commitments	2030 Objectives	2025 Maturity
<p>Encouraging dialogue, knowledge exchange and know-how transfer</p>	<ul style="list-style-type: none"> To continue our involvement in local, national and international initiatives 	
<p>Strengthening responsible sourcing across our global purchasing activities</p>	<ul style="list-style-type: none"> 100% of our suppliers (excluding raw materials) are engaged in a CSR approach 	

MEMBERSHIP	LOCAL INITIATIVES
<ul style="list-style-type: none"> Prodarom Grasse Expertise Technical Committee for the organization of the “De la Fleur aux Parfums et aux Arômes” day, organized by Innov’Alliance 	<ul style="list-style-type: none"> Participation in the Decarbonization Program with the Alpes-Maritimes Chamber of Commerce and Industry (CCI) Guest lectures at Université Côte d’Azur <ul style="list-style-type: none"> Sustainable Fragrance – Master FOQUAL CSR & Innovation – MSc in Management of the Flavors & Fragrances Industry

2026 - 2027 MAIN ACTIONS

The main actions planned for 2026–2027 are outlined opposite for each stage of our value chain. Indicators related to the 2030 objectives will be included in our next CSR report.



EVOLUTION OF OUR CSR AMBITIONS

We aim for a more integrated model, in which CSR actions are fully embedded within our overall management system.

Managing CSR indicators by each department represents a key area for progress to strengthen operational integration.

We also plan to develop digital tools for the collection and analysis of CSR data, in order to improve the availability and exchange of information.

Finally, we seek to enhance individual participation by encouraging the progressive ownership of CSR topics and creating the conditions for broader engagement across the company.

This first report formalizes a long-standing, committed approach, structured around our value chain. Our historical frameworks - ISO 14001 since 1999 and EcoVadis since 2013 - together with more recent work on the carbon footprint and the SDGs, complement and strengthen the implementation of our approach. The priorities outlined will continue to guide our work, with the ongoing involvement of management and all teams.













ALIGNMENT WITH THE SDGs AND ESG FRAMEWORKS

The table below shows the correspondence between the structure of our CSR report and the main frameworks used to guide and structure our approach:

- The ESRS (European Sustainability Reporting Standards) from the CSRD (Corporate Sustainability Reporting Directive)
- The United Nations Sustainable Development Goals (SDGs)
- The EcoVadis assessment themes, which we have been engaged with since 2013

This approach ensures consistency between our commitments, our indicators, and recognized sustainable development standards, while maintaining a presentation adapted to our company's reality.

Report chapter	Corresponding ESRS	Corresponding SDGs	Corresponding EcoVadis themes
Governance & Management	ESRS 1, ESRS 2 GOV, G1		
Employees	ESRS S1		
Infrastructure	ESRS E1-E5		
Supplier, raw materials	ESRS S2		
Creation, innovation	ESRS E1, E5		
Clients & other stakeholders	ESRS S3, S4	