

SUSTAINABILITY
REPORT
2025



Foreword



“

In 2025, we consolidated our international growth through products recognized for their high quality, their alignment with market expectations and their competitiveness.

In Europe, our flavors are valued as much as the responsible way in which we produce them. Our robust CSR approach, rated Platinum by EcoVadis and placing us in the top 1% worldwide for the second consecutive year, provides a trusted foundation for developing tomorrow's flavors. This achievement reflects the commitment of our teams, whom I would like to congratulate.

Our responses to environmental challenges continue to improve, particularly in terms of energy and water consumption. We are strengthening our teams and equal opportunities for everyone.

Our plant extract business and responsible purchasing policy are progressing thanks to the involvement of our partners and suppliers, demonstrating the need to work together to transform the sector.

In 2026, we will pursue our main priorities: product excellence, high standards of health and safety, a secure supply chain, improved working conditions and action against global warming.

With determination, we will build an ambitious and sustainable pathway.

Chairman and Chief Executive
Officer

”

2025 key figures and highlights



Environment

21% reduction in water withdrawals between 2024 and 2025

36% natural flavors and “natural X” flavors

13% reduction in energy consumption



People

38 employees

62% of managers are women

16% of employees on work-study programs



Business and society

€6.2 million in revenue

562 tonnes of flavors and extracts produced

83 points / EcoVadis Platinum

100% of production from an ISO 9001 and FSSC 22000 certified site

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About this report

We publish an annual Sustainability Report for all our stakeholders. This document transparently presents our ability to create value for our customers, employees, suppliers and partners, local communities, and society and the planet as a whole, over the short, medium and long term.

Fontarôme is not required to report this information but does so voluntarily, in line with the accountability and transparency principles of ISO 26000. This report presents the company's contribution to the Sustainable Development Goals (SDGs). Fontarôme has reported information for the period from 1 January to 31 December 2025 with reference to the GRI Standards. An internal review process forms part of our ISO 9001 and FSSC 22000 certified quality and food safety management system.

This report covers all Fontarôme activities at its production site in Saint-Ouen-l'Aumône. These include the creation and production of food flavors and the production of plant extracts (a full-year activity since 2024).

We would like to thank all employees and stakeholders for their involvement in our responsible approach and their contribution to this report.



POLICIES AND **OBJECTIVES**



Fontarôme
Flavors

Challenges and strategy

Our Vision



Ensuring everyone's health, safety and well-being



Reducing the environmental footprint across the flavor life cycle and adapting to new challenges



Strengthening brand appeal and employee engagement



Ensuring a reliable, sustainable and responsible value chain



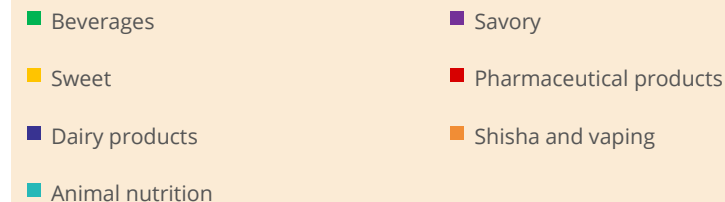
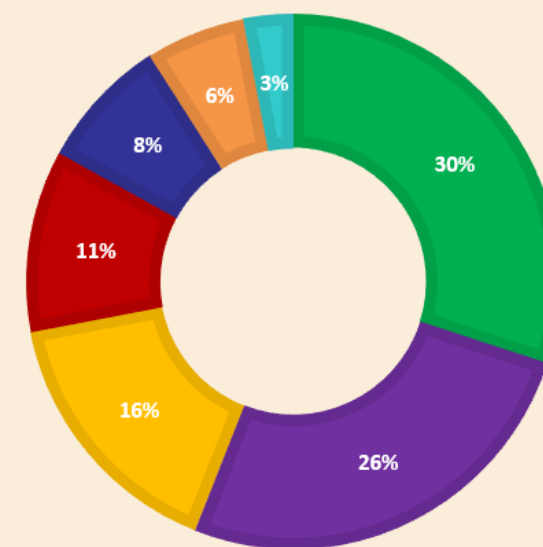
Offering consumers creative and delicious taste experiences



Isabelle Alitti,
Site Director

"The success of our CSR roadmap depends on the environmental performance of our production, our teams' daily commitment and rigorous food safety management. We are implementing an action plan combining control of our resource consumption, competitiveness, demanding processes and everyone's involvement. The plan focuses on the following priorities: energy performance through equipment optimization and a smaller carbon footprint; economic performance through control of production costs; food safety through continuous improvement; and employee engagement through CSR awareness and better working conditions. These actions require a strong collective effort. My priority is to combine energy efficiency, economic performance and our teams' well-being."

BREAKDOWN OF VOLUMES SOLD BY APPLICATION



Challenges and strategy

Our business model

Our Mission: To formulate original flavors tailored to consumers' tastes

OUR RESOURCES

ENVIRONMENT

- 1,251 MWh of energy consumed
- 30.8 t of concentrated formulations
- 182 t CO₂e (scopes 1 and 2)

PEOPLE

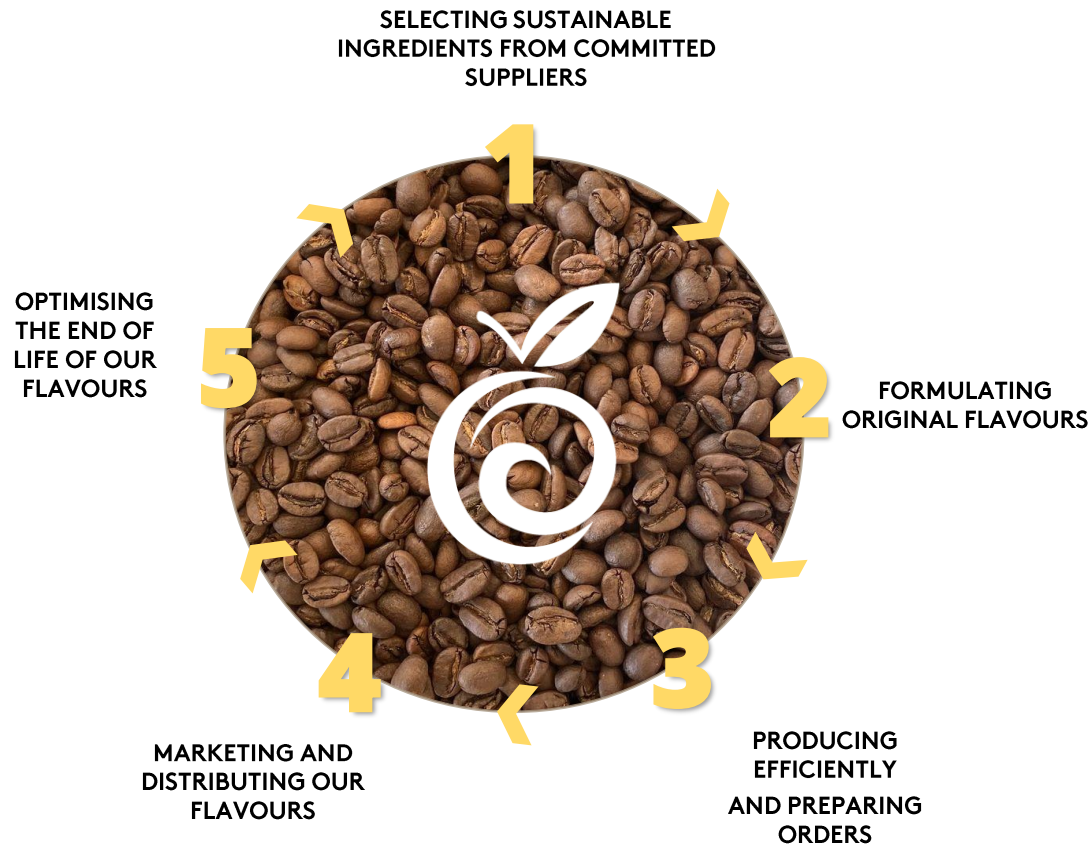
- Teams committed to responsibility
- Recognised expertise in natural flavors
- 84% permanent employment contracts

VALUE

- A strong creative culture
- 68% of critical (80/20) raw material suppliers assessed for CSR

FINANCIAL

- Stable, independent family ownership
- A long-term vision



THE VALUE WE CREATE

ENVIRONMENT

- Electricity consumption down 13% from 2024 to 2025
- Pallet deposit schemes introduced

PEOPLE

- 16% apprenticeship contracts
- 401 training hours to develop skills

VALUE

- 100% of exposed employees trained in anti-corruption
- ISO 9001 and FSSC 22000 certifications

FINANCIAL

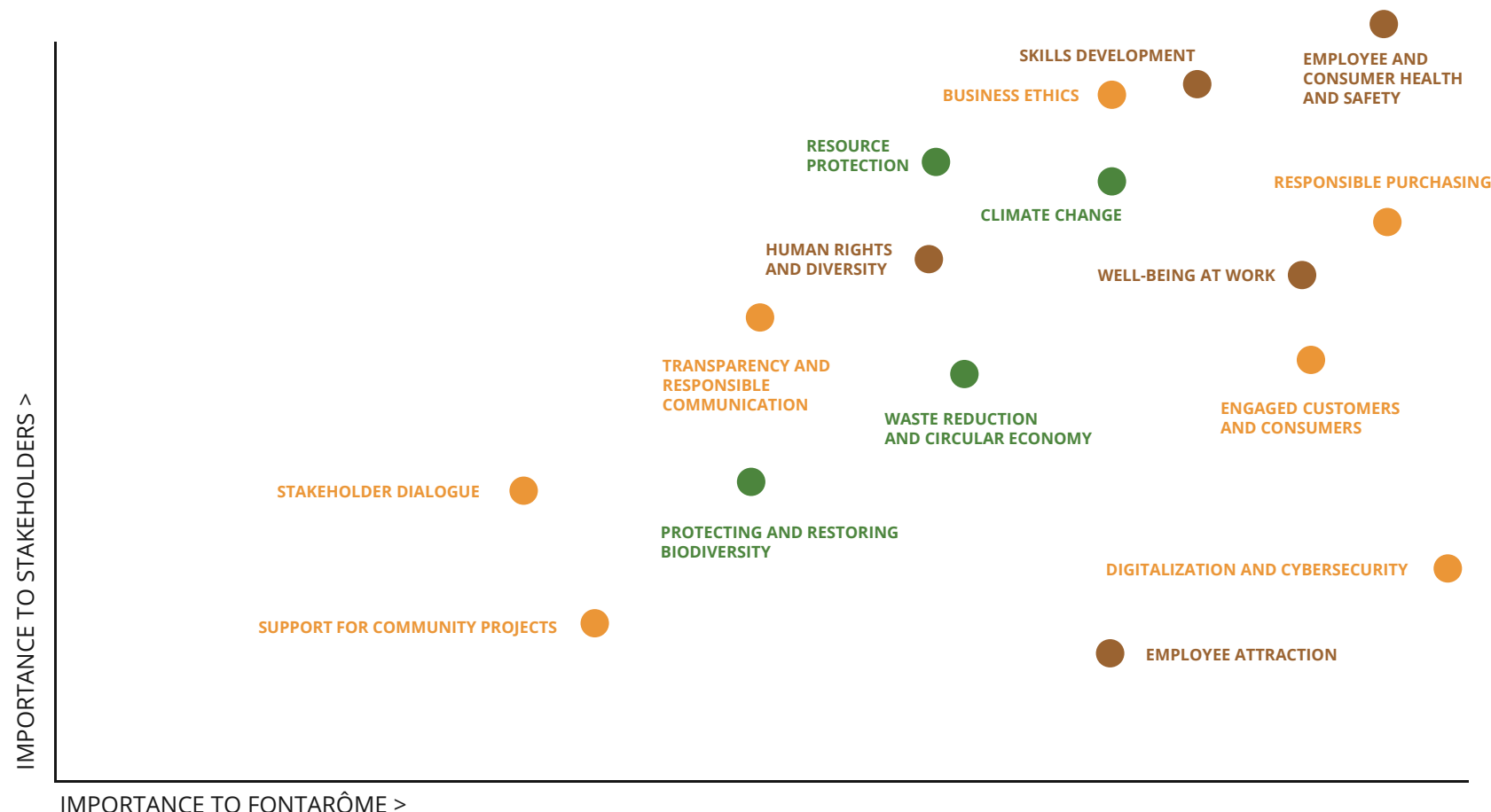
- €6.2 million in revenue

Challenges and strategy

Our materiality analysis

An issue is material when it influences the activities of the company and its stakeholders. Internal and external stakeholders contribute to identifying issues and ranking them by importance.

The materiality analysis then informs strategic decisions and the development of an action plan. This analysis has been updated to accurately reflect current issues arising from geopolitical, environmental and social developments.



Issues:

Environment People Governance

Challenges and strategy

Our main non-financial risks

Through its market activities and stakeholder interactions, Fontarôme faces a range of risks that may affect people, the environment, its financial sustainability or its reputation.

Risks are prioritized according to their impact and frequency. Each department, under the responsibility of its designated leads, works to identify, prevent, manage and control risks through appropriate measures. The table below presents the main risks, whose impacts and frequency result in a high level of severity. The table also includes opportunities associated with each issue.

		Risk description	Prevention, mitigation measures and opportunities
Protecting Nature	Environmental impacts	Pollution and waste, resource shortages (natural raw materials, water) and declining resource quality	Control of site pollution and consumption (environmental management), waste recovery, diversified sourcing
	Climate change	Extreme events in sourcing regions (including water stress), tighter regulatory requirements, carbon tax	Measurement of CO ₂ e emissions and a reduction pathway + adaptation plan (in progress)
	Biodiversity	Depletion of natural resources	Monitoring raw materials under pressure and their countries of origin
Supporting People	Employees	Digital transformation, turnover and recruitment difficulties Human rights violations (harassment, discrimination), excessive workloads	Human resources policy, training plan, Code of Conduct and whistleblowing procedure, employee dialogue (CSE) and employee survey
	Occupational health and safety	Accidents, illnesses, psychosocial risks Chemical exposure risks	Occupational health and safety policy, updated risk assessment document and prevention plan
	Ethics	Conflicts of interest, corruption and fraud (sales staff, buyers) Data leaks (formulations,	Anti-corruption framework (Code of Conduct, anti-corruption training, whistleblowing procedure), responsible purchasing
Creating Value Responsibly	Customers and consumers	Consumer health and safety, food safety, reputational damage	Regulatory compliance and monitoring, FSSC 22000 certification
	Suppliers	Supply disruption, process change risks, regulatory risks, human rights violations	Supplier / ingredient risk analysis and supply chain security, monitoring process changes, regulatory monitoring and compliance, responsible purchasing policy
	Digital technology	Hacking, viruses, data theft, slowdowns and	IT security procedures, employee cybersecurity training, GDPR compliance, IT policy, operational continuity and recovery plan

Key objectives for 2026 and 2030



Protecting Nature

Climate change

25% reduction in scopes 1 and 2 by 2030
compared with 2024

25%* reduction in scope 3 by 2030 compared
with 2024

Resource use and circular economy

Flavour ecodesign tool by 2030

10%* reduction in water consumption by
2030 compared with 2024

Waste (pollution)

10%* reduction in waste by 2026 compared
with 2024

50% of waste recovered (materials and
energy) by 2026



Supporting People

Health and safety

Absenteeism rate of 5% or less (2026)

50% reduction in raw materials containing
CMR substances (2026)

Well-being

Satisfaction rate of 85% or higher (2026)

Human rights

100% of critical (80/20) raw material
suppliers signatories to the Code of Conduct
(2026)



Creating Value Responsibly

Ethical conduct

100% of exposed employees trained in anti-
corruption (2026)

Suppliers

80% of all raw material and packaging
suppliers assessed for CSR by a third party
(2026)

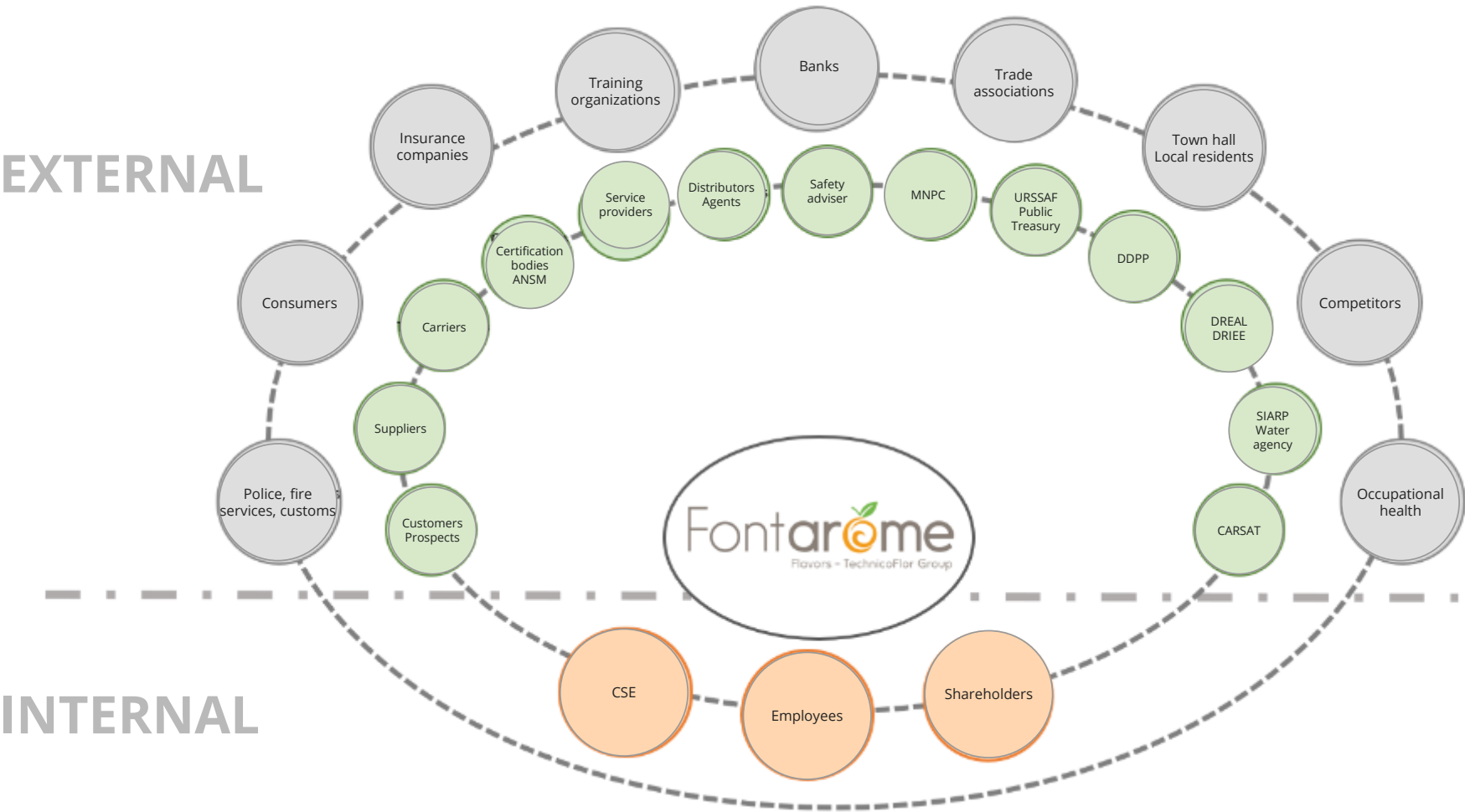
CSR assessment

Maintaining the EcoVadis Platinum rating
(2026)

* Intensity: per tonne of flavor

Creating Value Responsibly

Our stakeholders



PROTECTING **NATURE**



Fontarôme
Flavors

Protecting Nature

Our contribution to the Sustainable Development Goals (SDGs)



	2026/2030 objectives	2025 results	Comments
CLIMATE CHANGE	25% absolute reduction in scopes 1 and 2 by 2030 compared with 2024	- 12% -25%	
	25% reduction in scope 3 intensity by 2030 compared with 2024	- 14% -25%	
	10% reduction in energy consumption intensity by 2026 compared with 2024	-13% -10%	
	100% of employees made aware of global warming in 2026	65% 100%	
	Assessing climate risks and developing a resilience plan (2026)		
	50% of the vehicle fleet electric (2026)	50% 50%	
ECODESIGN AND CIRCULAR ECONOMY	20 tonnes of concentrated formulations (2026)	30.8 20	
	Launch of a flavor ecodesign tool (2030)		
WATER	10% reduction in water withdrawal intensity by 2030 compared with 2024	-21% -10%	
WASTE (POLLUTION)	Packaging strategy formalized and implemented in 2026		
	10% reduction in waste intensity by 2026 compared with 2024	- -10%	
BIODIVERSITY	1 partnership in 2026 to protect or restore areas of biodiversity	0 1	

* New baseline year following the change in scope due to the new natural extract production activity in 2024

Protecting Nature

Reducing our environmental footprint

Our flavors account for our main environmental impacts. We firmly believe that we must create and produce products that reduce pressure on nature. Our production site also places pressure on the environment, which we must reduce.

Our policy



Assessing the environmental impacts of our activities and flavors



Reducing environmental impacts throughout the life cycle



Sourcing, approving and increasing the use of sustainable raw materials



Raising awareness and involving employees and suppliers in environmental protection



At our production site: measuring, monitoring and reducing water consumption, and maintaining vigilance over discharges



Protecting Nature

Climate impacts: energy and greenhouse gas emissions

We are aware of the critical risks associated with climate disruption and recognise the urgent need for action. We are committed to taking concrete steps to reduce our carbon footprint and adapt to the consequences of climate change.

Our key commitments

-  Reducing greenhouse gas emissions across all our activities (mitigation)
-  Transitioning to a low-carbon economy
-  Raising awareness of climate issues among employees, suppliers and customers, and encouraging responsible behavior
-  Measuring and publishing our carbon footprint and developing a climate pathway
-  Adapting our activities to climate-related risks

Energy consumption

Electricity and gas are used to produce flavors and meet the needs of the head office.

Fuel consumption relates to the company’s vehicle fleet.

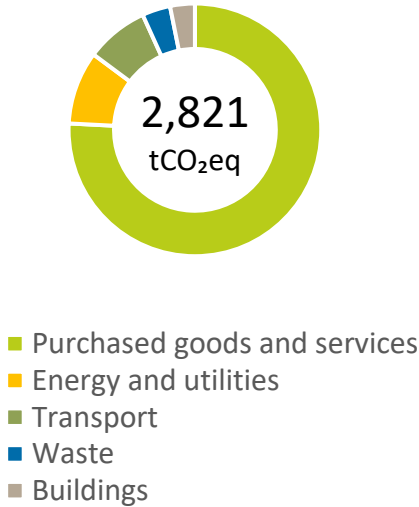
Energy (MWh)	2025
Vehicle fuels	8.9
Electricity	447
Gas	804
Total	1,260

- 25%

Pathway to reduce scope 3 CO₂e emissions intensity by 2030 compared with 2024.



Carbon emissions by category



Scopes	t CO ₂ e	%
Scope 1	148.6	5 %
Scope 2	34	1 %
Scope 3	2,638	94 %

Methodological note: our tools, actions and greater data availability have improved the accuracy of the 2024 inventory. The minor use and end-of-life categories were excluded. Upstream freight is calculated for year N-1.

Protecting Nature

Mitigating global warming

Scope 1 reduction strategy

The new plant extract production activity has increased gas consumption, adding to existing requirements. A study is under way to replace gas-powered hot and cold chambers with mobile electric equipment. The potential reduction is 136 t CO₂e.

The vehicle fleet is moving toward electric power. The target of a 50% electric fleet by 2026 was achieved in 2024. A new target for 2030 aims to reduce fleet emissions by 4.2 t CO₂e.

Scope 2 reduction strategy

Energy efficiency measures continue: raising employee awareness of good lighting, heating and air-conditioning practices, and installing motion sensors.

We are also deploying low-carbon IT infrastructure and software (green IT). Obsolete equipment is being replaced with more energy-efficient devices (consumption from 100 watts to 65 to 45 W) with lower carbon footprints. Most desktop computers are being replaced with laptops, and copiers have been replaced with highly energy-efficient models.

3 charging points have been installed for all electric vehicles, both company and personal vehicles.

Planned measures (replacing gas, electric vehicles) aim to reduce scope 1 while increasing scope 2 to a lesser extent.

Scope 3 reduction strategy

At nearly 94% of the carbon footprint, scope 3 accounts for almost all greenhouse gas emissions. Raw materials are the largest source of CO₂e emissions (approximately 63%), followed by services (12%), freight (7%) and gas (6%).

Measures implemented and strengthened

The emissions reduction plan focuses on purchasing, mainly raw materials, followed by freight and, to a much smaller extent, mobility and waste.

Initial measures have been taken:

- Mobility: a grant is available for purchasing electric vehicles or bicycles. Partial remote working is available to eligible employees. Videoconferencing is widely used internally and externally. Trains are systematically preferred to flights for journeys of less than 4 hours.
- Systematic optimization of logistics routes (consolidation of orders)
- A series of measures to reduce the carbon footprint of digital technology has been implemented: see below.
- Climate awareness training will be extended systematically to employees, with a target of 100% by the end of 2026.

Raw materials at the heart of our climate strategy

CO₂e emissions reduction efforts focus on suppliers and raw materials.

Suppliers play a key role in decarbonising the first stages of the value chain. They are encouraged to calculate the greenhouse gas emissions of their products, and some are taking steps to reduce their emissions. Our responsible purchasing policy supports this approach.

We are also improving our knowledge of CO₂e emissions by raw material type: natural or synthetic. This environmental criterion will gradually inform our sourcing decisions, as it is the main lever for reducing emissions in this category.

Protecting Nature

Mitigating global warming

Assessing the consequences of climate disruption

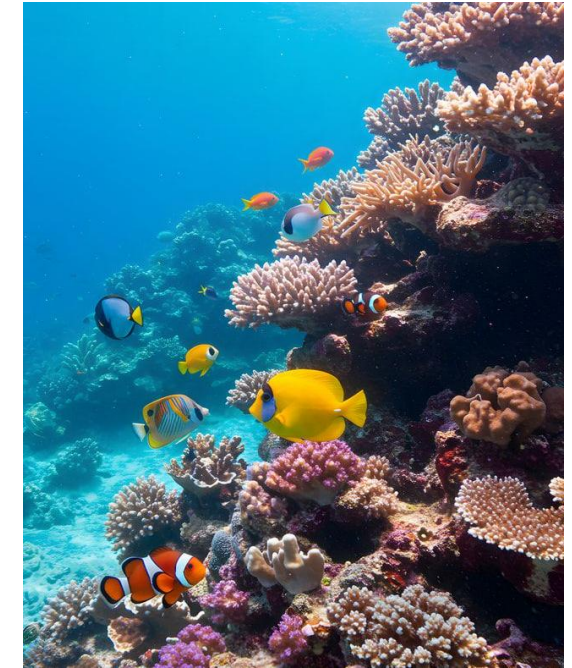
Alongside our CO₂e emissions reduction pathway, a climate adaptation and resilience plan began in 2024 with initial actions. The plan identifies risks and their economic or physical impacts throughout the flavor development cycle. This analysis leads to structured actions in each business function to reduce vulnerability to climate hazards. The resilience plan addresses the following main risks:

Drought, water shortages and heatwaves

- On-site production: low risk associated with water used to clean tanks (limited quantities). This risk is managed by optimizing and reducing washing processes. A “water-free” cleaning solution is planned for crisis situations.
- Upstream: the risk of raw material shortages according to water stress levels in the producing country will be mapped by 2026. An adaptation plan will be implemented from 2026, including multiple suppliers in different countries and sourcing alternative ingredients.
- Downstream: testing and monitoring formulation stability at high temperatures.

Energy access and cost

- Production: growing risk associated with gas consumption. Studies will be needed to develop energy autonomy, consider alternatives to gas and build a plan to reduce energy use. Risks associated with commuting must be assessed.
- Upstream and downstream: assessment is under way through data collection on the carbon intensity of raw materials and transport (distances along supply routes and distribution to customers).



Biodiversity loss

- Overall: risk of natural raw material scarcity, particularly linked to water stress.
 - At our site: green spaces are maintained without pesticides.
- Upstream: see the water stress plan.

Protecting Nature

Reducing waste and promoting the circular economy

Our policy

- Reducing the amount of waste generated by our activities
- Increasing recovery volumes and improving recovery quality by prioritizing reuse and material recovery
- Working toward sustainable flavors and improving end-of-life management
- Involving all stakeholders in minimizing pollution

Reducing waste generation

Waste reduction begins with limiting and optimizing purchases at source. For flavor shipments, consolidating volumes has enabled us to replace plastic drums with IBCs. All our waste is handled through specialist channels to ensure optimal treatment and recovery.

Fontarôme is seeking reuse solutions and circular systems to maximise the service life of packaging and pallets:

- A rental pallet loop is in place for deliveries to one customer, covering 30 pallets.
- 20 IBCs have been placed in a deposit scheme for reuse.



Improving end-of-life management

To optimise the end of life of flavors and extracts, Fontarôme performs analyses on request to extend best-before dates while maintaining high quality and food safety compliance.

Flavours unfit for consumption, which represent very small quantities, are handled through specialist channels.

Pollution control

- Effluent: use of a settling tank and sludge pumping. The cleaning process has been improved.
- Noise: our activities generate little significant noise disturbance.
- Outdoor lighting: seven lights on at night in 2024.
- Environmental incidents: formal instructions for emergencies and accidents.
- **0 environmental incidents**

Protecting Nature

Anticipating water scarcity and preserving water quality

Water is vital to the environment and humanity, and essential to our activities.

Fontarôme takes action to reduce both water withdrawals and consumption.

An assessment of drought risks and their impact on our activities will also be developed further.

Water withdrawals and consumption at our site

Fontarôme withdraws water mainly for its new plant extract production activity and for tank cleaning. Washing processes have been optimized. Smaller amounts of water are also used in washrooms.

Water is also consumed as an ingredient in flavors.

2025 water withdrawals and consumption	in m³
Withdrawals (for production)	1,518
Consumption (flavor ingredient)	154
TOTAL	1,672

Our key commitments

- Integrating water issues into our strategy
- Upstream: identifying supply risks linked to water resources
- At our production site: measuring, monitoring and reducing water withdrawals, and maintaining vigilance over discharges
- Downstream: monitoring the quality of water used as a raw material in flavors



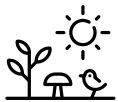
Protecting Nature

Protecting biodiversity

Our key commitments



Refining our approach to measuring Fontarôme's biodiversity footprint in order to establish a targeted action plan



Reducing pressure on biodiversity across the value chain, from sourcing to end of life



2.7 t

Volume of flavors
from organic
agriculture

Assessing biodiversity impacts and related risks

Fontarôme's **dependence** on natural ecosystems was assessed using the IIEB tool (Business and Biodiversity Interdependence Indicator), developed by the IFB-Orée working group with support from the Environmental Science and Engineering Master's program at Paris Diderot University. Dependency and impact risks relating to living ecosystems are high during raw material production and at the end of life of our flavors, and lower at our production site.

Reducing pressure on ecosystems

We seek to reduce our value chain's biodiversity footprint by addressing the main drivers of biodiversity loss:

- **Limiting land-use change: assessing the** number of raw materials associated with imported deforestation (EUDR) and the formulations affected. Action plan with suppliers, and sourcing palm oil and derivatives through RSPO member supply chains.
- **Mitigating our climate impact** and adapting our sourcing
- **Reducing pollution:** purchasing certified organic raw materials and favoring suppliers committed to biodiversity protection (UEBT)
- **Organic production and labeling certification**

Protecting Nature

Offering flavors with environmental benefits

Our key commitments

 **Satisfying our customers** with original flavors

 **Encouraging customers to choose responsible flavors** and adopt sustainable practices

 **Improving responsiveness** through digitalization

30.8 tonnes

Volume of concentrated flavors

These actions illustrate our commitments:

 **Reusing existing materials** for trade shows and events

 **Proposing packaging changes to reduce waste**, systematically presenting the most environmentally responsible transport options, etc.

 **Marketing and promoting creative flavor ranges with strong responsibility credentials: a natural range** (100% natural origin according to the COSMOS standard and Ecocert certified), a vegan range and concentrated flavors.

 **Communicating and raising stakeholder awareness of CSR benefits** through our Sustainability Report, social media, customer presentations, conferences and workshops at national and international trade shows, and internal events.



“Commitment, a powerful source of inspiration”

SUPPORTING **PEOPLE**



Fontarôme
Flavors

Supporting People

Our contribution to the Sustainable Development Goals (SDGs)



Objectives 2026Results 2025Comments

Health and safety	Working toward zero lost-time workplace accidents	1 accident		
Well-being at work	85% satisfaction rate (engagement)	85%	2025 survey result	
	Keeping absenteeism at a maximum of 5% / year	7.4 % 46%		
Skills	10 training hours / employee / year	10		
	Management development program defined and implemented	4.7		
Equal opportunities for all	Hosting work-study trainees and interns	6 Work-study trainees 1 Intern		
Human rights	100% of employees and critical suppliers signatories to the Code of Conduct	100%		
Employee dialogue	100% of employees present receive an annual performance review	94 %		

Supporting People

Our teams

More than ever, collective commitment to the company’s goals is a major challenge for all our teams.

Our key commitments



Ensuring successful onboarding and retaining our teams



Ensuring equal opportunities and inclusion



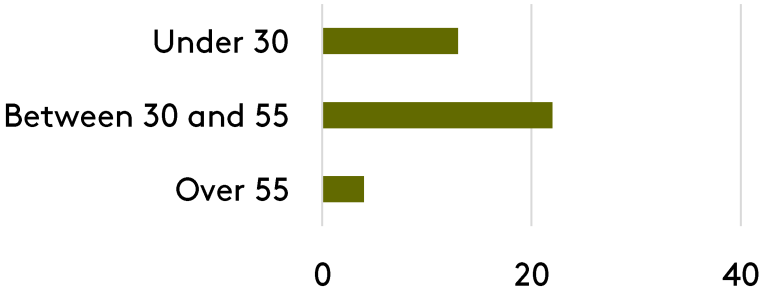
Improving well-being and fulfilment at work



Continuing to strengthen our employer brand and employee engagement

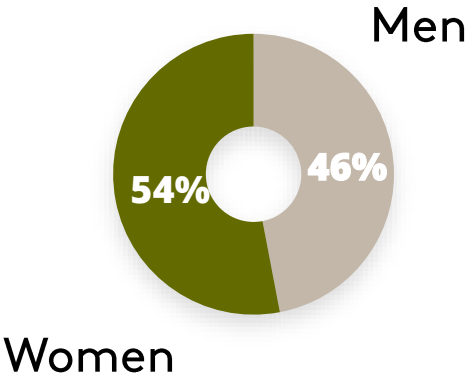


Age distribution



Workforce: number of employees (headcount) *	2025
Permanent contracts (CDI)	32
Fixed-term contracts (CDD)	6
Total	38 **

* 100% of employees are based in France
** FTE (according to URSSAF): 36.8



Supporting People

Supporting diversity and equal opportunities

Women's representation, youth employability and the fight against discrimination demonstrate our commitment to diversity and inclusion.

Promoting women

Fontarôme is committed to giving everyone equal opportunities to work in all roles within the company. The balanced representation of women in the workforce, particularly in management (62% of managers are women), demonstrates this commitment.

Strengthening inclusion

The inclusion of employees with disabilities needs to improve, as they represented 2.6% of the workforce in 2025. Actions have therefore been taken, including contacting specialist organizations to work with people with disabilities and identifying services provided by supported employment organizations (ESAT).



"Following an internship during my BTS studies in Fontarôme's Quality department, I am continuing my training through a work-study program alongside the Quality Assurance Manager, who teaches me the essentials of this profession every day. I would like to thank her for her attentiveness and patience. Quality, Health, Safety and Environment requires all employees to contribute to improving the company. The teams are always ready to answer my questions and share their expertise."

Chloé Grand-jany,

second-year Master's student in QSE Risk Management, IEQT

Youth employability: a priority

Young people and their employability have received strong support for many years. The company regularly hosts young people to help them discover the workplace through internships and develop professionally through work-study programs. Some interns and trainees continue their careers within our teams.



62%

of managers are
women

6

work-study
contracts

1

intern

Supporting People

Our policy



Ensuring employees' health and safety, and producing safe, wholesome flavors



Improving well-being and fulfilment at work

Ensuring employees' health and safety

Employee health and safety are essential in a sector with significant risks. As part of our improvement approach, a specialist third party carried out a health and safety assessment. Personal protective equipment has been reviewed to better address specific hazards. Safety awareness activities must continue and be strengthened. Vacuum lifting devices with supporting arms have been installed at the powder handling station to reduce physical strain and avoid manual lifting.



Focus on chemical risks

Continuous monitoring of occupational health legislation helps limit exposure risks for everyone handling products, both within our company and at our customers' sites. This monitoring draws on close exchanges with our main trade associations, SNIAA and ANIA.

Flavourists receive regular training on regulatory changes affecting products.

To reduce chemical exposure risks for production staff, workstations are equipped with extraction arms and filtered fume hoods.

For the past 2 years, a plan to reduce carcinogenic, mutagenic and toxic substances (CMR) has been implemented at the site.

Chemical risks at each workstation have also been assessed using Seirich and are monitored regularly. All employees are trained to handle chemicals safely, an essential condition for protecting people and the environment.

Ensuring food safety

As part of the food supply chain, Fontarôme meets food safety requirements to manage production risks and ensure the safety of its products. As a result, 100% of production comes from an FSSC 22000 certified site.

Fontarôme also holds authorization from the French National Agency for the Safety of Medicines and Health Products (ANSM) to manufacture and distribute excipients for pharmaceutical use.

Supporting People

Strengthening recognition of our teams

Sharing value

The quality of everyone's work and commitment is recognized through pay, which represents a large share of value added, and through support for employability via training and the sharing of expertise.

In addition to pay, the company offers employees the following benefits:

- Mobility grant for purchasing electric vehicles or bicycles
- Meal vouchers
- Health insurance and personal protection cover
- Secure digital vault for payslips
- Remote working for eligible departments
- Additional leave based on length of service for non-managerial staff



Marie-Laure Chatellier
HR Manager

"Recognising everyone's work and commitment deserves our full attention. We provide benefits that ensure fairness while reflecting the realities of our business and sector. Well-being at work, employee retention and attractive working conditions are key issues guiding our human resources policy."

Team cohesion

For over 3 years, a Team Building group has organized social activities for employees. Celebrations (barbecues, games evenings, year-end parties, etc.) and solidarity initiatives (Pink October, Movember, charitable gifts) have built team cohesion and strengthened a company culture focused on improving employee well-being at work.



Movember activity



Summer team picnic



Christmas meal

Employee dialogue

In addition to monthly Social and Economic Committee (CSE) meetings, employees have communication tools to contribute to the company's goals: a quarterly newsletter and several collaborative events organized by the Team Building group. Dialogue is also encouraged during annual performance reviews and career development interviews held every two years.

94 %
Share of employees who received a performance review

100 %
Share of employees covered by the collective agreement

Supporting People

Developing our teams' talent

Our key commitments



Developing employees' skills and expertise



Supporting managers in their role

Training throughout employees' working lives is essential to maintain skills suited to the company's transformation. Every two years, a career development interview is held to gather employees' expectations (80% of employees have had this interview). The outcomes feed into a training plan.

Following a substantial 2023 training plan focused on digitalization and cybersecurity, the 2024 plan addressed the environmental transition, with all employees made aware of global warming and the carbon footprint. This plan continues in 2025.



Human rights in the value chain

Fontarôme works to ensure that human rights are respected for workers throughout its global value chain.

In 2021, the Code of Conduct was expanded to cover human rights (child labor, forced labor, discrimination and decent pay), health and safety, corruption, confidentiality and the environment. All critical and strategic tier 1 suppliers sign this Code of Conduct.

The Purchasing department also includes human rights in its risk analysis. Suppliers undergo social assessments through producer certifications and CSR ratings (EcoVadis).

CREATING VALUE **RESPONSIBLY**



fontarôme
Flavors

Creating Value Responsibly

Our contribution to the Sustainable Development Goals (SDGs)



	2026 objectives	2025 results	Comments
ETHICS	100% of employees exposed to risk trained in anti-corruption	100%	
CSR PERFORMANCE IN THE VALUE CHAIN	80% of suppliers assessed for CSR by a third party (scope: 100% of raw material and packaging volumes)	80% 62 %	
	100% of buyers trained in responsible purchasing	100%	
COMMUNITIES AND LOCAL AREAS	1 environmental or social community project supported		
CSR ASSESSMENT	Maintaining a position in the top 1% of companies assessed by EcoVadis for CSR performance (Platinum)	100 83	Platinum level

Creating Value Responsibly

Acting ethically

Our key commitments

- **Aligning our practices with national and international ethical standards** beyond our regulatory requirements
- **Committing suppliers to ethical principles** and encouraging their progress
- **Involving all employees in ethical conduct and anti-corruption**, beyond roles exposed to corruption risks
- **Providing tools that support ethical behavior**
- **Being transparent**
-

100%

of employees exposed
to corruption risks trained through e-learning

0

ethics alerts
recorded in 2022



An anti-corruption framework strengthened by the Sapin II Act

Although Fontarôme has no legal obligation to comply with the Sapin II Act on transparency, anti-corruption and modernisation of the economy, it has voluntarily aligned its main ethical procedures with the measures set out in the Act:

1. A Code of Conduct defining and illustrating prohibited behavior that may constitute corruption or influence peddling. The Code has been thoroughly revised to cover a broader range of social, ethical and environmental issues. It is available in French and English and shared with suppliers. An operational version has been developed for Fontarôme employees.
2. An internal whistleblowing system, with an appointed ethics officer, the [email channel ethics@Fontarôme.fr](mailto:ethics@Fontarôme.fr) available to employees, and internal communication of the reporting procedure, to collect employee reports of conduct or situations contrary to the company's Code of Conduct.
3. Risk mapping through regularly updated documentation to identify, analyse and prioritize the company's exposure to external approaches involving corruption, particularly according to its business sectors and geographical areas of operation.
4. Procedures to assess customers, tier 1 suppliers and intermediaries against the risk map (due diligence).
5. Internal or external accounting controls to ensure that books, records and accounts are not used to conceal corruption.
6. A training program for managers and employees most exposed to corruption and influence peddling risks.
7. In the event of an offence or breach of the Code of Conduct, conduct considered improper may be subject to disciplinary action, depending on its severity and circumstances.
8. An internal monitoring and assessment system for the measures implemented.

Creating Value Responsibly

Ensuring a robust and compliant system

A certified management system

Products from a certified system provide a clear guarantee of credibility and transparency. Managing consumer issues through quality and managing environmental issues form part of a continuous improvement approach that guides us toward excellence.

ISO 9001 certified
quality management
system



FSSC 22000 certified
quality management
system (food safety)



OQUALIM RCNA
certified quality
management system
(animal feed safety)



Assessed corporate
social responsibility
To view the EcoVadis
recognition page,
click on the QR code



Organic production
and labeling
certification



Ensuring GDPR compliance

The company complies with the GDPR and has appointed a Data Protection Officer.

A GDPR audit has been carried out and an improvement plan identified. Among the actions implemented, Fontarôme now uses a GDPR-compliant survey and polling tool.

100%
of hosting servers
certified ISO 27001
(information security
management)

Business continuity

The Business Continuity Plan (BCP) is up to date to respond efficiently to risks reassessed in light of current challenges.

Creating Value Responsibly

Building lasting relationships and shared progress with our partners

Engaging our supply chain partners

Exceptional flavors require excellent raw materials produced by responsible suppliers. Securing supplies under pressure is an additional challenge.

Our key commitments

- Strengthening and securing a responsible supply chain
- Managing geographical risks and increasing vigilance in sensitive areas
- Supporting, prioritizing and promoting responsible supply chains (fair, socially supportive and environmentally sound)
- Avoiding supplier dependency and ensuring stable payment terms
- Sourcing a range of natural, synthetic and biotechnology-derived ingredients
- Ensuring suppliers' responsible and ethical commitment (assessment and checks where necessary)



Strengthening and securing our responsible supply chain

Our responsible purchasing policy aims to ensure that suppliers act responsibly and to support their progress.

Our monitoring of production conditions and sustainable resource management is based on supplier / ingredient risk mapping, expanded each year. Risks affecting ingredient production are increasing (overuse of some resources, climate hazards, conflicts, regulatory changes, ethics, corruption, etc.) and must be anticipated.

We strictly comply with regulations, particularly CITES obligations and, in the near future, European rules prohibiting products from deforested areas.

100 %

of critical raw material and packaging suppliers signatories to the Code of Conduct

60 %

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

PERFORMANCE INDICATORS

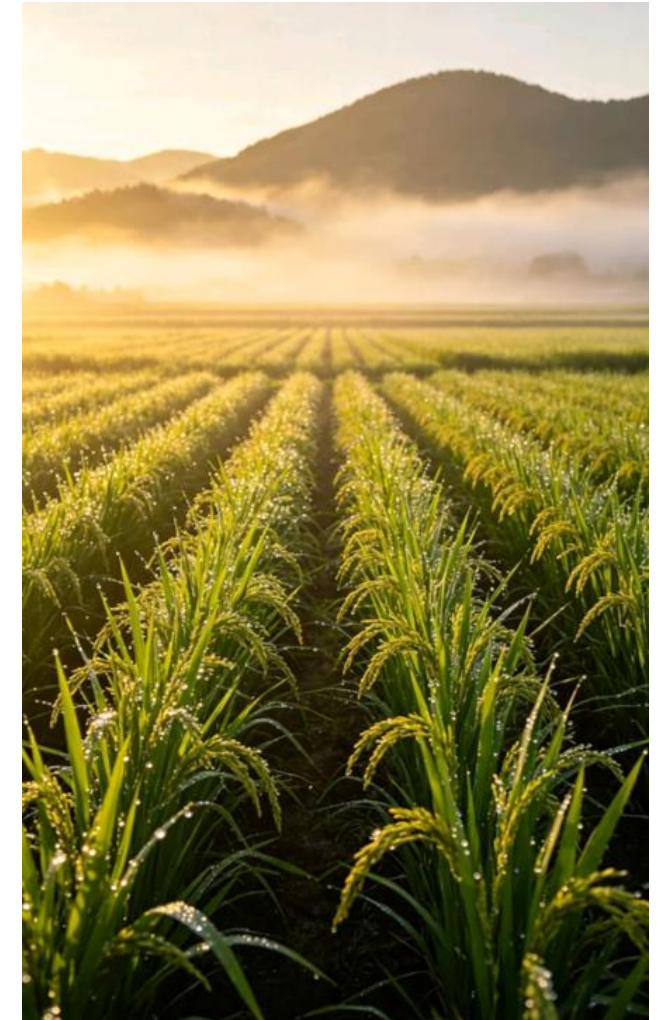


Fontarôme
Flavors

Performance Indicators

Environment

Indicators	2024	2025
Production: tonnes produced	450	562
ENERGY AND GREENHOUSE GAS (GHG) EMISSIONS		
Energy consumption: electricity + gas (MWh)	1,441	1,251
Energy consumption: mobile fossil fuels (MWh)	16.6	8.9
GHG emissions (tCO ₂ e), scope 1	194 *	148
GHG emissions (tCO ₂ e), scope 2	13 *	34.3
GHG emissions (tCO ₂ e), scope 3	2,467 *	2,638
GHG emissions (tCO ₂ e), scopes 1, 2 and 3	2,674 *	2,821
Carbon intensity (scopes 1, 2 and 3) per €1,000 (kg CO ₂ e / €1,000)	438 *	453
Carbon intensity (scopes 1, 2 and 3) per tonne of product (kg CO ₂ e / kg of flavors and extracts)	5.9 *	5
Electric company vehicles / total	3/6	3/6
BIODIVERSITY		
Share of raw materials from RSPO supply chains (MB&S)	100 %	100 %
Organic flavors (tonnes)	1.9	2.7
WATER		
Total water withdrawals (m ³)	1,931	1518
Total water consumption (m ³)	63	154
Total water withdrawn and consumed / tonne of product (m ³ / t)	4.77	2.97



Performance Indicators

Environment

Indicators	2024	2025
RESOURCE USE AND CIRCULAR ECONOMY		
Natural and “natural X” raw materials (tonnes)	-	166
WASTE MANAGEMENT		
Hazardous waste (tonnes)	70	96.5
Non-hazardous waste (tonnes)	14.6	15.3
Total hazardous waste (tonnes) / tonne of product	0.17	0.17
Total recycled waste: material recovery (%)	15 %	10%
Total incinerated waste: energy recovery (%)	23 %	18%

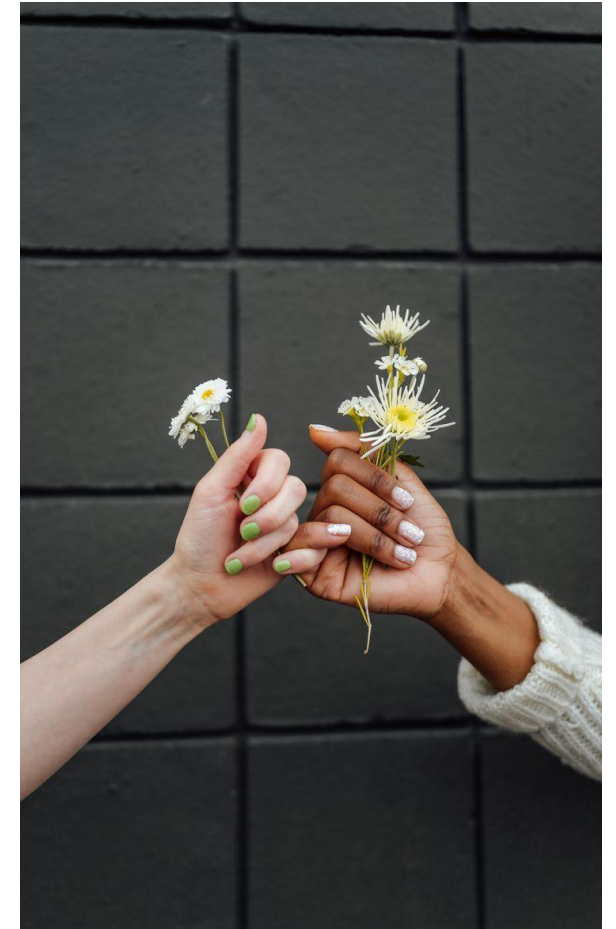


NS: Not tracked; information unavailable or change in calculation method or scope.

Performance Indicators

People

Indicators	2024	2025
COMPANY EMPLOYEES: WORKFORCE		
Total workforce: headcount	35	38
Total workforce: FTE (full-time equivalent, URSSAF)	28.8	37.08
Share of employees on permanent contracts	86 %	84 %
Number of new hires	15	9
Employee turnover *	43 %	22 %
Average years of service	6	5.3
Absenteeism rate	8.3 %	7.4 %
Number of reports (harassment, ethics, other)	0	0
Diversity		
Share of women in the total workforce	54 %	53 %
Share of women managers	54 %	62 %
Number of employees aged 29 or under	13	13
Number of employees aged 30–54	18	22
Number of employees aged 55 or over	4	3
COMPANY EMPLOYEES: HEALTH AND SAFETY		
Number of lost-time workplace accidents	0	1
Accident severity rate	0	0.38
Workplace accident frequency rate	0	28.33
Number of fatalities from workplace accidents	0	0



Performance Indicators

People

Indicators	2024	2025
COMPANY EMPLOYEES: PAY, COLLECTIVE BARGAINING AND TRAINING		
Employees covered by a collective agreement (%)	100 %	100 %
Skills		
Number of training hours	135	402
Average training hours per employee	5	4.7
Employees who received a performance review	80 %	94 %
Employees who had a career development interview (every 2 years)	-	95 %
Number of employees promoted internally	3	1
VALUE CHAIN WORKERS		
Major suppliers (80/20) signatories to the Code of Conduct	100 %	100 %

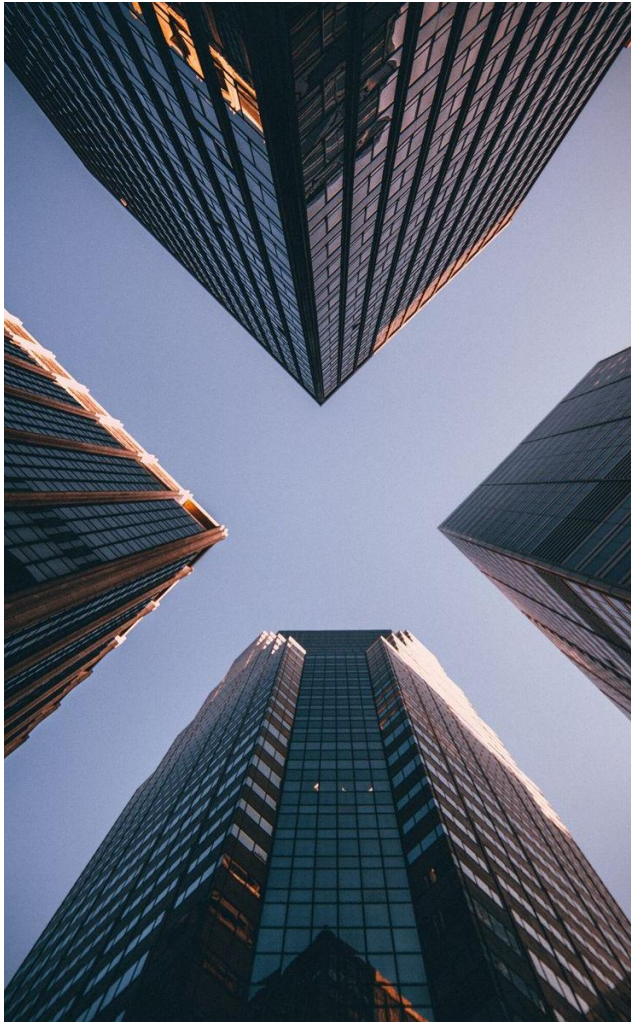


NS: Not tracked: information unavailable or change in calculation method or scope.

Performance Indicators

Society: business conduct

Indicators	2024	2025
COMPANY EMPLOYEES: WORK-LIFE BALANCE		
Share of employees eligible for family leave (%)	100 %	100 %
NUMBER OF APPRENTICES		
Number of apprenticeship contracts	5	6
Number of interns	2	1
Customers		
Revenue (€ million)	6.1	6.2
Ethics		
Employees made aware of ethics and signatories to the ethics charter	100 %	100 %
Employees exposed to risks trained in anti-corruption	100 %	100 %
Reports, 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)	60 %	68 %



NS: Not tracked: information unavailable or change in calculation method or scope.

GRI content index

Fontarôme has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025 with reference to the GRI Standards.

GRI Standards		Disclosure	Pages
GRI 100 GENERAL PRINCIPLES			
GRI 102: General Disclosures 2016			
	102-1	Name of the organization	5
	102-2	Activities, brands, products and services	5, 8
	102-3	Location of headquarters	44
	102-4	Location of operations	44
	102-7	Scale of the organization	3
	102-8	Information on employees and other workers	25, 38
	102-14	Statement from the most senior decision-maker	2
	102-15	Key impacts, risks and opportunities	9-10
	102-16	Values, principles, standards and norms of behavior	32
	102-40	List of stakeholder groups	12
	102-44	Key topics and concerns raised	9
	102-45	Entities included in the consolidated financial statements	5
	102-46	Defining report content and topic boundaries	5, 9
	102-47	List of material topics	9
	102-50	Reporting period	5
	102-52	Reporting cycle	5
	102-53	Contact point for questions regarding the report	44
	102-55	GRI content index	41-43
GRI 103: Management Approach 2016			
	103-2	The management approach and its components	14, 24, 31
	103-3	Evaluation of the management approach	14, 24, 31, 33
GRI 200 ECONOMIC STANDARDS			
GRI 201: Economic Performance 2016			
	201-1	Direct economic value generated and distributed	7
	201-2	Financial implications and other risks and opportunities due to climate change	18

GRI content index

Fontarôme has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025 with reference to the GRI Standards.

GRI Standards		Disclosures	Pages
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	32
	205-2	Communication and training about anti-corruption policies and procedures	32
GRI 300 ENVIRONMENTAL STANDARDS			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	16, 36
	302-3	Energy intensity	36
	302-4	Reduction of energy consumption	3, 14, 17
GRE 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	19-20
	303-4	Water discharge	18
	303-5	Water consumption	20, 36
GRI 304: Biodiversity 2016	304-1	Significant impacts of activities, products and services on biodiversity	20
	304-3	Habitats protected or restored	20
GRI 305: Emissions 2016	305-1	Direct GHG emissions (scope 1)	16, 36
	305-2	Direct GHG emissions (scope 2)	16, 36
	305-3	Other indirect GHG emissions (scope 3)	16, 36
	305-4	GHG emissions intensity	36
	305-5	Reduction of GHG emissions	3, 14, 17
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	37
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria	34
GRI 400 SOCIAL STANDARDS			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	38
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	28
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	27
	403-2	Hazard identification, risk assessment and incident investigation	10, 27
	403-9	Work-related injuries	38

GRI content index

Fontarôme has reported the information cited in this GRI content index for the period from 1 January to 31 December 2025 with reference to the GRI Standards.

GRI Standards		Disclosures	Pages
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	39
	404-3	Percentage of employees receiving regular performance and career development reviews	39
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	38
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	29, 34
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	29, 34
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	29, 34
	412-2	Employee training on human rights policies or procedures	32
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	34
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of products and services	27, 33

Fontarôme

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