



INTERPARFUMS
2026 ESG
PERFORMANCE
REPORT
(2025 DATA)

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EDITORIAL

Dear Shareholders,

For the past four years, we have published this ESG report in order to share with you the milestones achieved on our sustainability journey. In a still uncertain environment, we continue to stay the course and move forward on our roadmap in a pragmatic way.

We firmly believe that a company's performance cannot be reduced merely to robust economic results, such as our sales of €899.4m and our operating profit of €175m. It is based just as much on solid extra-financial performance.

These two dimensions combined make our products more desirable and meet the expectations of our consumers and all our stakeholders.

Our partner brands, which are also committed to ambitious ESG strategies, are increasingly requesting quantitative data and involving us in cross-company projects. Investors, shareholders and the financial community are monitoring our performance and asking us questions, keeping us moving forward. Our employees - without whom we could not achieve our goals - propose initiatives, innovate and contribute every day to reducing the environmental footprint of our products. Their commitment also plays a key role in the success of our employer brand.

In 2025, we reaffirmed our commitment to the UN Global Compact and our second Communication on Progress was published.

We are tackling all areas of CSR appropriately, without overlooking any of them but prioritizing them based on their materiality. Policies, action plans, targets and indicators have now been formalized, as you will see throughout

this document, which is intended to serve as a sustainability report. We also want to highlight the efforts of our partners, who are making headway on climate, biodiversity and human rights issues. By working together, we will be able to commit to the most demanding international standards and protect our ecosystem over the long term.

With its portfolio of strong, value-creating brands, enhanced by the signing of the Longchamp licensing agreement and the acquisition of the intellectual property rights to the Off-White™ and Annick Goutal trademarks, Interparfums remains focused on its mission: bringing to market outstanding products with contemporary, high-quality scent signatures. Each of our employees plays a vital role in advancing ESG, bringing to life the principles most aligned with their responsibilities on a daily basis.

I see this as a real path to progress, where each step brings its own set of lessons and inspiration.

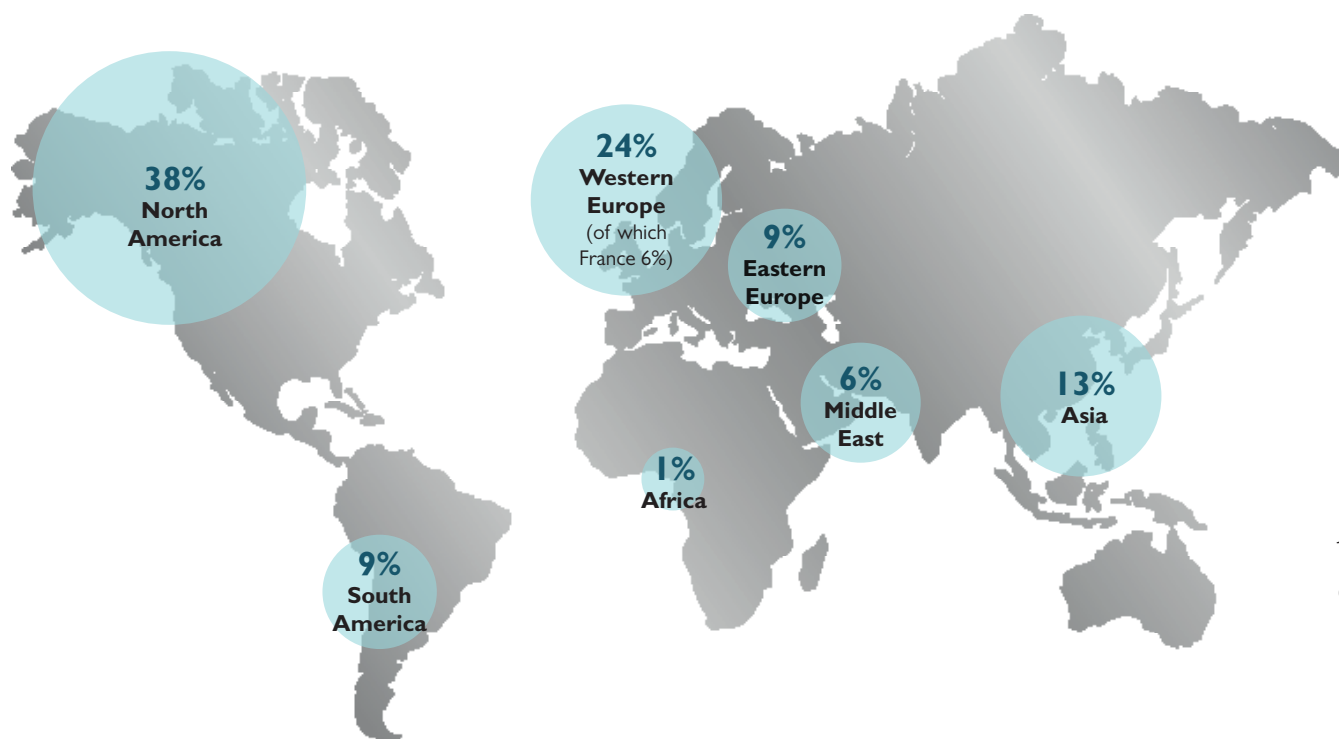
Philippe Santi,
Executive Vice President,
Chairman of the CSR Executive Committee



ABOUT INTERPARFUMS

Interparfums' business is creating and developing long-term fragrance lines for prestigious brands.

2025 SALES BY GEOGRAPHIC ZONE



In late 2024, Interparfums^{SA} acquired the Off-White™ brand names and trademark registrations for Class 3 fragrances and products, subject to an existing license that expires on December 31, 2025. In addition, the acquisition of the Annick Goutal trademark in March 2025 is part of Interparfums' strategy to expand its product offering into Haute Parfumerie. In July 2025, Longchamp and Interparfums signed a fragrance licensing agreement that runs until December 31, 2036.



BRAND PORTFOLIO

Jimmy Choo: 25%
Montblanc: 21%
Coach: 22%
Lacoste: 11%
Lanvin: 5%
Rochas: 5%
Karl Lagerfeld: 3%
Van Cleef & Arpels: 3%
Kate Spade: 2%
Boucheron: 2%
Solférino Paris: 0.2%
Other brands: 1%





OVERVIEW OF INTERPARFUMS, ITS GOVERNANCE AND ITS STRATEGY

Since its very beginnings, the Group has sought to create value for all its stakeholders. Interparfums' success is built on offering consumers around the world high-quality products that reflect the identities of its many licenses. Our CSR approach, is based on a double materiality matrix and broken down into structured objectives. It is in line with best industry practices and seeks to align with CSRD¹ requirements in order to demonstrate and coordinate the Group's extra-financial performance in a pragmatic way.

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¹ Corporate Sustainability Reporting Directive.



— ACTIVITIES AND BUSINESS MODEL

..... DESCRIPTION OF PRODUCTS, SERVICES, MARKETS AND CUSTOMERS

Interparfums' mission is to create and develop fragrance lines for prestigious brands over the long term. This strategy is built on a portfolio of high-quality brands of international renown in the world of leather goods, fashion, haute couture, high jewelry and accessories, all of which have a rich history. Interparfums employs 378 people. See the "Own workforce (ESRS S1)" section. At the end of 2025, a new subsidiary was created in South Korea (IPKR). The Group does not have any production sites around the world, instead relying on a network of trusted partners. See the "Interests and viewpoints of external stakeholders" section. In September 2025, Interparfums opened a store in Paris at 310 rue Saint-Honoré where it sells its own Solférino Paris brand. Two Annick Goutal shops located in Paris were also acquired and renovated in early 2026, which changed the scope slightly between 2025 and 2026.

TRENDS IN THE FRAGRANCE SECTOR

Every day, the Interparfums teams master new trends, with some already having an impact on their activities. However, the difficulty lies in distinguishing between underlying trends and incremental variations linked to the sector's natural development, all within a global vision. These trends give Interparfums a better understanding not only of the potential risks involved but also, and above all, the many opportunities that present themselves. They cover multiple dimensions, including economic, social, technological, legal and environmental. Understanding and preparing for these trends means Interparfums can anticipate its end customers' needs, its licensors' expectations, and any potential limitations its partners face.

Growing expectations in terms of sustainable development and traceability

Nowadays, sustainability is a strategic pillar of the fragrance sector. Consumers, like brands, demand greater transparency on the origin of raw materials, their growing conditions and their environmental and social impact.

The use of traceable natural ingredients from responsible sources or green chemistry is becoming widespread. At the same time, the trend in packaging is towards reusable, recyclable or lightweight formats that incorporate eco-design from the development phase. Sustainability is no longer limited to the product itself, but is part of an authentic brand narrative that showcases the soil, know-how and olfactory story.

Immersive, multisensory perfumery

In 2025, perfume became a global experience. No longer confined to the skin, it is part of a vast sensory universe that combines sight, touch, sound and at times even taste. Perfume sprays, room and body sprays, hybrid textures and phygital experiences (in store or online) illustrate this trend. Brands are developing immersive olfactory rituals that transform perfume into a vector of emotion, well-being and escape.

The rise of custom creations and personalization

The quest for uniqueness has reached a new level. Consumers long for fragrances that reflect their personality, mood or lifestyle.

Custom fragrance experiences are on the rise, both in-store and via advanced digital tools. Layering is also an accessible means of personalization that allows everyone to create their olfactory signature by combining several fragrances.

Ever more innovative and bold olfactory notes

Perfumers are exploring new sensory realms by taking inspiration from nature. Marine, salty, mineral and metallic notes are becoming more popular, as are unexpected plant notes, including vegetables, leaves, roots and aromatic herbs.

These creations reflect a desire to break with traditional rules by offering more conceptual, textured and contemporary compositions.

Gender-neutral, inclusive fragrances

Creators are offering hybrid fragrances - woody and floral, musky and fruity - allowing individuals to choose scents that reflect their unique identity, free from the constraints of binary norms

An increasingly strict regulatory framework

Constant changes to regulations, particularly in terms of hazardous profiles and allergens, require brands to be more vigilant. Many fragrances must be reformulated to remain compliant while still maintaining their original olfactory identity. This represents a real technical and creative challenge.

Disclosure requirements, such as regulatory information, recycling instructions, formula transparency and environmental impact, are also increasing. Packaging, boxes and digital media are being redesigned to satisfy these growing requirements.

Increasing polarization between accessibility and ultra-exclusivity

In 2025, there was significant polarization between two extremes in the fragrance market: on the one hand, the growing number of counterfeit products, which respond to an increased demand for accessibility, buoyed by confident consumers who prefer the olfactory experience to the brand's status-based value; on the other, the affirmation of Haute Parfumerie, which has a radically opposite approach based on scarcity, artisanal excellence, uncompromising creativity and

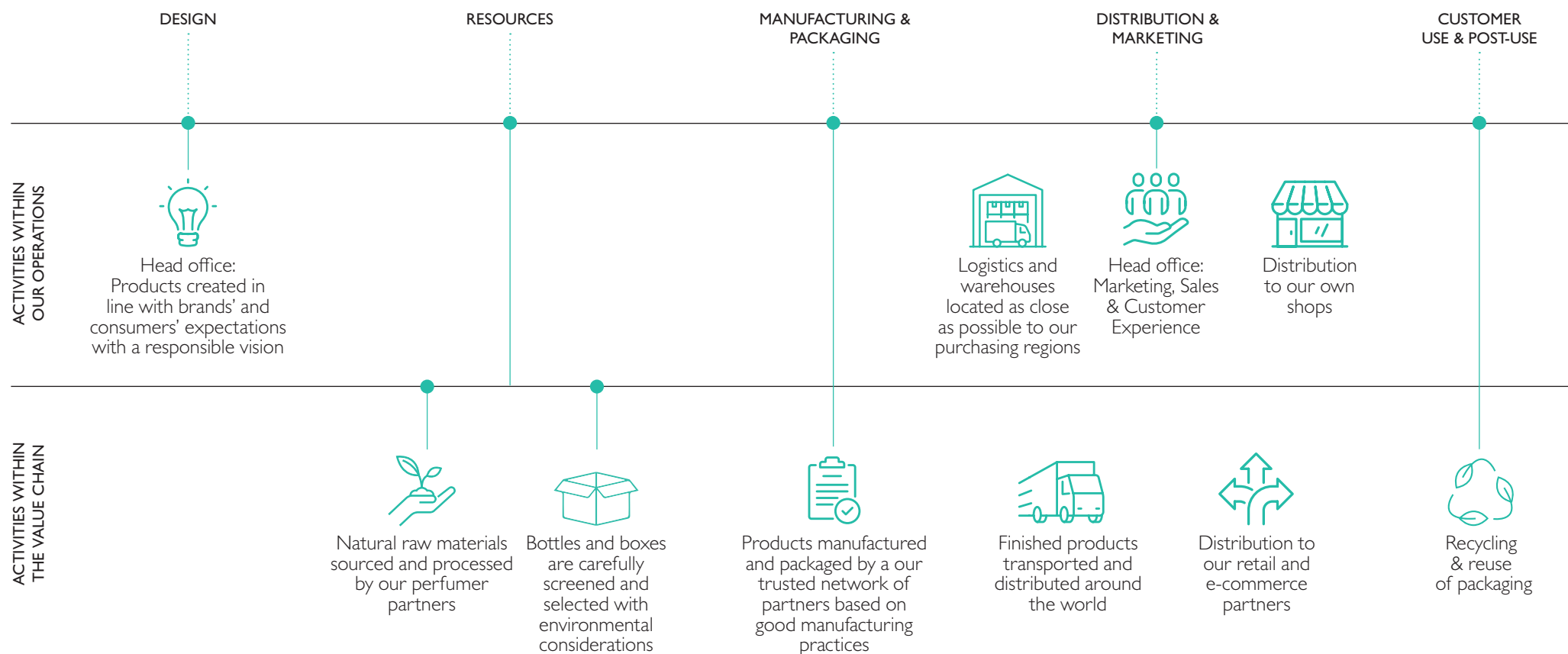
value placed on exceptional raw materials. This dichotomy reflects a profound change in usage: perfume is no longer just an indicator of luxury, but becomes either an object of pragmatic and interchangeable consumption or an exceptional, emotional and quasi-patrimonial olfactory work. Yet consumers can have both tendencies simultaneously when making their choices.

..... DESCRIPTION OF THE BUSINESS
MODEL AND THE VALUE CHAIN

Interparfums' business model is built on relationships with external stakeholders, licensors, business partners (suppliers and subcontractors), distributors and the financial community in its broadest sense. Every employee has a role relating to one of these stakeholders.

Interparfums uses inputs from a global network of partner suppliers and packages its fragrances through partners located in France. These stakeholders and their inputs are carefully chosen using a rigorous quality process and in strict compliance with regulations. In addition, Interparfums actively contributes to industry

coalitions for projects designed to improve its product offering.





..... OUR ASSETS

Human:

- 378 employees across the globe
- A wide range of skills
- Experienced teams
- An agile organization
- A responsible employer charter



Immaterial:

- A portfolio of 15 iconic trademarks
- Expertise in creating, developing and distributing prestigious fragrances and cosmetics
- An entrepreneurial culture



Industrial & commercial:

- Around a hundred industrial partners
- 88% Western European sourcing
- Strong and engaged relationships with industrial partners
- An international distribution network



Social:

- Long-standing partnerships with all stakeholders
- Commitments to sponsorship



Environmental:

- Environmental footprint taken into account from the product design stage
- A 36,000 sqm warehouse certified HQE Excellent close to the factories
- Two warehouses close to consumer locations (North America and Asia)
- An "Optimized Eco-Design" charter



Governance:

- A well-established ethical approach supported by a "Business Ethics" charter
- Adoption of the Middelnext Corporate Governance Code and Anti-Corruption Code of Conduct
- A CSR Executive Committee and a CSR Committee at the Board of Directors level



Financial:

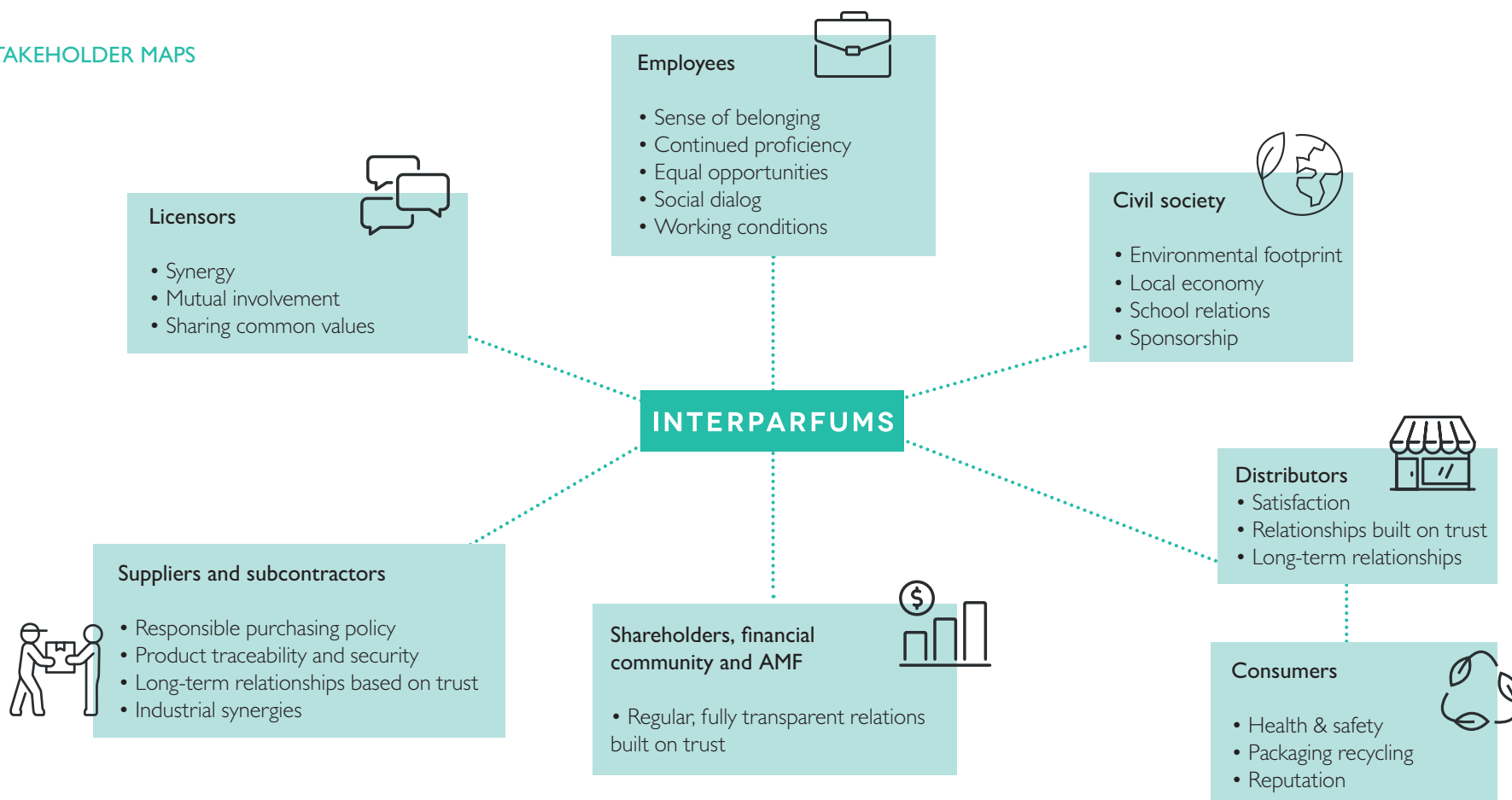
- A very strong balance sheet with net cash of €63 million
- A company listed on Euronext compartment A, controlled by the founders



DIALOG WITH STAKEHOLDERS

Within the Interparfums ecosystem, it is important to identify the CSR issues and expectations of all stakeholders across the value chain. This approach helps build robust, long-lasting relationships across all stakeholder groups.

STAKEHOLDER MAPS



STAKEHOLDER ENGAGEMENT

The table below shows the main groups of stakeholders with which Interparfums has relationships. The overall aim of Interparfums' engagement process is to forge lasting business relationships, achieve its goals and sustainable development commitments and gather external viewpoints. Interparfums includes the outcomes of this ongoing dialog in its CSR strategy. The examples given in this table are not exhaustive.

STAKEHOLDER	DIALOG AND ENGAGEMENT METHOD	RESULTS AND VALUE CREATION	CONTRIBUTION TO THE SDGS ²
Employees	A competitive pay policy that aligns employee incentives with the company's results Performance share plans every 2-3 years Employee engagement survey every 2 years Formal social dialog in France and locally at Group level Annual reviews	€4.36 million paid to employees in profit-sharing for 2025 A recommendation rate of 91.4% at the Group level A Social and Economic Committee in France Reviews conducted for 100% of employees	   
Future employees	Recruitment interviews End-of-internship reviews	A score of 3.5/5 in the Humpact ranking for the past 3 years	  
Licensors	Constant dialog with the management team and special meetings among CSR teams	Renewal of the Coach and Van Cleef & Arpels licensing agreements, signing of a licensing agreement with Longchamp, extension of the partnership with Boucheron. Regular discussions on the risk management process throughout the value chain	    
Suppliers and subcontractors	Ongoing dialog with the Supply Chain & Operations Department and marketing teams and supplier engagement on ESG issues	78% of relationships date back more than 10 years €242 million in industrial purchases in Europe in 2025 An average EcoVadis score of >73.8/100 among industrial suppliers Implementation of a traceability platform	    
Distributors	Ongoing dialog with the Export and France departments and subsidiaries (IPLB, IPAP and IPKR)	Seminar held every 2-3 years (the last one was in 2024)	
Consumers	Regulatory Affairs Department and Legal Department	0.085 claims per million products sold in 2025	 
Shareholders, investors, financial community and AMF	Regular meetings with the Finance and Sustainable Development Department Responses to questionnaires from extra-financial rating agencies Individual Shareholders Advisory Committee Over 33,400 individual shareholders	Relationship management by the Head of Investor and Analyst Relations Improvement in MSCI, Sustainalytics, Ethifinance, S&P CSA & CDP ratings 2 annual meetings of the Individual Shareholders' Advisory Committee 2 letters written to shareholders each year	   
Civil society	A sponsorship and philanthropy policy	€346,552 of spending allocated to sponsorship and donations in 2025	

² Sustainable Development Goals.

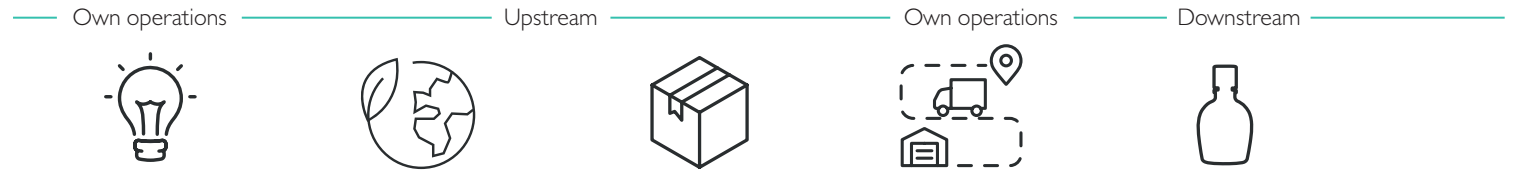
DOUBLE MATERIALITY MATRIX

The double materiality matrix has become an essential tool in companies' sustainable development strategies, helping to build an approach that reflects an integrated vision of the risks and opportunities related to ESG issues. Against a backdrop in which companies' stakeholders are expressing growing expectations in terms of transparency and sustainability, this analysis is proving particularly relevant.

Interparfums published its first sustainable development report in September 2023, including a single materiality matrix identifying the main ESG issues. The double materiality analysis project was introduced within the company over the course of 2024. The project was presented to the CSR Executive Committee, which includes the Supply Chain & Operations, Human Resources, Finance, Legal and Communications Departments, then to the CSR Committee chaired by Caroline Renoux (see the "Governance" section). These steps introduced the concept and laid the foundations for the direction the approach would take.

The presentation was followed by a period of work on building the matrix itself. This process included several phases for reflecting on relevant issues, formalizing risks and opportunities, and determining their final scoring by the CSR Executive Committee. Once this scoring was complete, it was approved by the Executive Committee, the CSR Committee and the Board of Directors, ensuring that the material issues to be addressed were relevant to and appropriate for Interparfums. Although Interparfums is no longer subject to the CSRD post Omnibus, this exercise will be repeated periodically to ensure that the Group remains aligned with its issues and the double materiality analysis will be included on the CSR Committee's agenda annually for approval.

Impact materiality ● S1 – Own workforce: Equal opportunities ● S1 – Own workforce: Training and skills development	Double materiality ● E1 – Climate change mitigation ● E4 – Biodiversity and ecosystems ● E5 – Circular economy ● S1 – Own workforce: Working conditions ● S2 – Workers in the value chain ● S4 – Consumers and end users ● G1 – Business conduct ● G1 – Cybersecurity and intellectual property
Non-material ● E1 – Energy ● E2– Pollution ● E5 – Water ● S3 - Affected communities ● G1 – Political influence and lobbying ● G1 – Animal welfare	Financial materiality ● E1 – Climate change adaptation



ESRS	Double materiality topics	IRO category	Design	Resources	Manufacturing and packaging	Distribution and marketing	Customer use & post-use	Timeframe of material IROs
E1	Climate change	⚠️	Climate change mitigation					Short term
		⚠️	Climate change adaptation					Short term
		⚠️				Energy		
E2	Pollution	⚠️		Substances of concern and very high concern			Substances of concern and very high concern	
E3	Water	⚠️		Water use				
E4	Biodiversity and ecosystems	⚠️		Biodiversity erosion				Short term
		⚠️		Soil degradation				Short term
		⚠️		Dependence on ecosystem services				Short term
		+	Eco-design					Short term
		+		Regenerative agriculture				Short term
E5	circular economy and resource use	⚠️	Inflow of resources			Waste	Outflow of product-related resources	Short term
		+	Eco-design					Short term
S1	Own workforce	⚠️	Working conditions			Working conditions		Short term
		+	Equal opportunities			Equal opportunities		Short term
		⚠️	Skills development			Skills development		Short term
S2	Workers in the value chain	⚠️		Working conditions, equal treatment & ethics				Short term
S3	Affected communities	⚠️		Rights of affected communities				
S4	Consumers and end users	+					Consumer safety	Short term
		+					Transparency, traceability & availability of information	Short term
G1	Business conduct	⚠️	Business conduct and ethics					Short term
		⚠️	Cybersecurity and intellectual property, including anti-corruption					Short term
		+	Political influence and lobbying					
		⚠️	Community engagement and philanthropy					Short term
			Animal welfare					

CSR STRATEGY

Challenges related to Corporate Social Responsibility (CSR) play a growing role in the lives of businesses and their employees, both professionally and personally. Therefore, for Interparfums, formulating a CSR strategy to tackle these issues emerged as an evident and necessary course of action.

To support this approach, the management team established a CSR Executive Committee in early 2021, consisting of all internal stakeholders, namely the Finance Department, the Human Resources Department for social aspects, the Legal Department for governance and business ethics, and the Supply Chain & Operations Department for environment. It also includes the Communications and Shareholder Relations Departments. The committee is chaired by Muriel Buiatti, Chief Sustainability Officer. It met six times in 2025 and is responsible for managing Interparfums' CSR strategy with the following objectives:

Consolidate its status **as a responsible employer**, in particular by formalizing a "Responsible Employer Charter" and bolstering the employee training plan.

Reduce its environmental footprint and involve suppliers in the process by implementing optimized eco-design specifications, including measures to reduce packaging and introduce recycled and recyclable materials into all products developed.

Measure its carbon footprint using the GHG protocol methodology (scopes 1, 2 and 3) to commit to a low-carbon pathway that is consistent with the Paris Agreement of December 12, 2015 ultimately validated by the SBTi (Science-Based Targets initiative).

Strengthen its sustainable development approach by rolling out a business ethics charter that is binding on operational stakeholders.



6 CSR
Executive
Committee
meetings
in 2025



This means, particularly with regard to the environmental aspect :

Using more materials *that have lower environmental impacts* throughout their life cycles.

Reducing the weight and size of glass, cardboard, and plastic packaging.

Replacing certain materials with recycled or bio-based products.

Making our products more recyclable, subject to correct sorting by users and the availability of appropriate recycling systems in the countries in question.



It is an exhaustive, pragmatic CSR strategy built on the recognized and commonly used framework of the UN Sustainable Development Goals (SDGs). Our climate reporting follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The strategy and action plans were submitted to the Chairman and CEO and to the Board of Directors for approval.

A CSR Committee was also created in 2024 within the Board, and is chaired by Caroline

Renoux (see her background in the “CSR Governance” section) in her capacity as a new independent director. The committee met twice in 2025. It has contributed to make CSR a major and central issue within the Board of Directors, with a particular focus on the decarbonization, biodiversity preservation and supply chain resilience. The committee also pays close attention to social issues both at Interparfums and in the upstream value chain. Its members receive regular training on issues covered by the ESRS. For instance, in 2024 they took part in two training sessions, one on

the double materiality matrix and the other on biodiversity. They also attended a climate fresh workshop.

With support from the Sustainable Development Department, this process is led by the Supply Chain & Operations Department and its teams, covering primary and secondary packaging, fragrance juices and POS advertising³, in addition to the logistics chain.

³ Point of Sale advertising.

CSR OBJECTIVES

In line with our Corporate Social Responsibility strategy, the table below shows the main objectives set by the Group and compares them with the UN Sustainable Development Goals (SDGs) and the ESRS.

ESRS	SDG	OUR 2030 OBJECTIVES	OUR PROGRESS IN 2025
Offer products and packaging that take account of environmental and social issues			
ESRS E4 & E5 and ESRS S2, S3 & S4		Work with partners with an EcoVadis CSR performance score of >75/100	2025 target achieved: Average supplier score assessed by EcoVadis: 73.8/100
ESRS E5		Use 88% recyclable packaging	85% of our packaging is recyclable
ESRS S2		Send visibility requests via the Transparency-One platform to tier one suppliers representing 50% of total purchases. ⁴	40.2% (launch of the platform in the first quarter of 2025)
Commit to a science-based pathway			
ESRS E1		Achieve an absolute reduction of 42% ⁵ in scopes 1 and 2 greenhouse gas emissions ⁶ compared to 2021 (validated by the SBTi)	Emissions reduced by 3.86% between 2021 and 2025
		Reduce the physical intensity of scope 3 ⁶ greenhouse gas emissions by 51.6% compared to 2021 (validated by the SBTi ⁷)	Physical intensity (kg CO ₂ /liter of fragrance) reduced by 22% between 2021 and 2025
		Continue carbon sequestration and biodiversity restoration projects	Initial Agoterra project launched in 2023 with a target of sequestration of 960 tCO ₂ e by 2027 Launch in late 2025 of a second Agoterra project aimed at quantifying co-benefits in terms of biodiversity
		50% of total industrial purchases from suppliers with a validated low-carbon pathway	38% of suppliers disclosing to CDP covering 68% of 2025 total purchases 21% of suppliers disclosing to the SBTi covering 36% of 2025 total purchases
Attract, support and develop talented people			
ESRS S1		Carry out the engagement survey every two years with a participation rate of >85%	Participation rate of 82.5% in 2025
		Train 70% of employees per year	2025 target achieved: 91.8% of employees trained
		Deliver an average of 10 training hours per employee	Number of training hours per employee = 8.47
		Give employees CSR training	71% of employees trained
		Raise employee awareness of disabilities	Annual talk from a charity/committed public figure and participation in DuoDay
Act ethically and demonstrate compliance			
ESRS G1		Roll out the business ethics charter to all stakeholders	73% of partners have signed the business ethics charter (industrial suppliers) on Provigis, covering 94% of 2025 purchasing totals.
		Raise awareness among all employees	92% of Group employees received anti-corruption training

⁴ Visibility requests are requests to share information for each supplier. This may pertain to the composition of the various raw materials used, as well as the precise location of the site or a geographic zone.

⁵ Reference year: 2021

⁶ Scope 1 covers direct energy-related greenhouse gas emissions, in this case gas consumption for heating and fuel for company vehicles. Scope 2 covers indirect energy-related greenhouse gas emissions, i.e. those relating to electricity and the heating network to which the new head office on rue de Solferino is connected. Scope 3 refers to indirect emissions in an organization's supply chain, i.e. those that are indirectly related to its business, both upstream and downstream.

⁷ The scope 3 physical intensity reduction target validated by the SBTi covers the categories of purchases of goods and services, upstream transportation and distribution and end of life treatment of sold products.



6. INITIATIVES SUPPORTED AND EXTERNAL RECOGNITION OF INTERPARFUMS' ESG PERFORMANCE

WE SUPPORT



Since May 2024, the Interparfums Group has been committed to the UN's corporate responsibility initiative, the Global Compact (www.unglobalcompact.org), and its principles on human rights, labor rights, environment rights, and combating corruption. Interparfums' second Communication on Progress was published in April 2026.



For its second assessment by EcoVadis, Interparfums was awarded a gold medal, given to the top 5% of companies assessed by the agency over the 12 months preceding the medal award date. This medal reflects the quality of the Company's management system and attests to its commitment to promoting transparency throughout the value chain.



As of Feb 2026

The MSCI ESG rating index assesses more than 8,500 companies, assigning their resilience to ESG risks a score between AAA and CCC. In March 2025, Interparfums recorded improvements in all categories: Environment, Social, Governance. The Group has been rated A since 2025.



After ranking 44th in 2025, Interparfums took 12th place worldwide in the second "World's Best Companies in Sustainable Growth" rankings published by Time Magazine, which recognizes the 500 most exemplary companies in terms of economic growth and environmental commitment over the 2022-2024 period. Of the 18 French companies selected, Interparfums placed first nationwide. This recognition reflects the Group's ability to combine financial performance and environmental responsibility (reducing our carbon footprint, optimizing our resource management and using green energy).

S&P Global Ratings

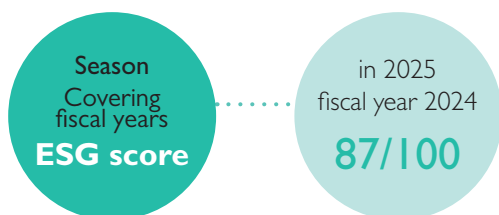
The Corporate Sustainability Assessment from S&P Global Ratings covers 13,000 businesses, assessing their sustainable development practices each year. Interparfums' score on the index increased by 7 points between 2024 and 2025.



The ratings agency **EthiFinance ESG Ratings** assesses the ESG performance of the best listed French and European small & mid-cap businesses. During the agency's 2025 season, Interparfums once again improved its ESG ranking. This rating is calculated using 140 criteria across four pillars: *Environment, Social, Governance and Relations with External Stakeholders*.

It reflects the significant efforts the Group has made over the past five years against the backdrop of an increasingly demanding framework.

The Group placed 5th in the category of companies with more than €500 million in sales, 7th among all French companies assessed, and 1st in the sector ranking (Domestic and personal care products) for the fourth straight year.



For its third response to the **CDP** questionnaire, at the end of 2025 Interparfums scored B on the Climate Change questionnaire and C on both the Forests and Water Security questionnaires. The CDP is a non-profit organization that operates the world's leading environmental disclosure platform.



With a record 22,000+ companies reporting information through the CDP in 2025 and a more detailed questionnaire, sharing environmental impact data has now become the norm for businesses. Interparfums' data will be added to the world's most comprehensive inventory of self-reported environmental data, which will help drive action through greater transparency.

Publishing its data through the CDP shows that Interparfums is willing to meet growing demand from financial institutions, customers and partners for environmental transparency. Some American retailers are particularly attentive to Interparfums' involvement with the initiative.



In 2025, Interparfums once again improved its ESG score from the extra-financial ratings agency **Sustainalytics**, a subsidiary of Morningstar, by more than 6 points in just a year.

This very significant improvement means the Group is now among the sectoral leaders on Sustainalytics and better reflects its progress on ESG-related topics. In the Consumer Products category, Interparfums now ranks 7th out of 101 companies. The July 2025 score reveals its progress in terms of environmental aspects with the rollout of an Optimized Eco-design Charter, and social aspects, with a major push to increase training as part of the Responsible Employer Charter. More generally, this new score highlights the significant progress made in how ESG risks are managed.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SCIENCE
BASED
TARGETS

In August 2025, the Science-Based Targets initiative (**SBTi**) validated Interparfums' short-term targets for reducing greenhouse gas emissions⁹.

⁸ A lower Sustainalytics score indicates a lower risk profile.
⁹ The targets validated by the SBTi are aligned with a 1.5 °C climate scenario.



INTERESTS *AND VIEWPOINTS* OF EXTERNAL STAKEHOLDERS

In carrying out and developing its activities, Interparfums has identified the following issues:

- Maintain strong relationships with its licensors through synergy, mutual commitment and sharing common values;
- Upstream of its value chain, develop long-term partnerships with its suppliers and subcontractors thanks to close collaboration and extensive information-sharing, in particular on their CSR approach, their carbon footprint, their climate pathway and their own value chain;
- Downstream of its value chain, develop lasting, trust-based relationships with its distributor customers;
- Maintain trust with the financial community and shareholders.

21 Building trust-based relationships with all external stakeholders



BUILDING TRUST-BASED RELATIONSHIPS WITH ALL EXTERNAL STAKEHOLDERS

IMPACTS, RISKS AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Downstream	
Supplier relationships	Interdependence between Interparfums and its suppliers in light of the business model	● ● ● ●	● ● ● ●	● ● ● ●	
Brand relationships	Propose shared commitments that meet brands' expectations upon signing the licensing agreement and throughout its term	● ● ● ●	● ● ● ●	○	
Distributor relationships	Sales success depends not only on products but also on distribution networks	○	● ● ● ●	● ● ● ●	
Relationships with shareholders and the financial community	Diversifying the investor base by targeting ESG-oriented investors	○	● ● ● ●	● ● ● ●	

BUILDING A UNIQUE, PRIVILEGED RELATIONSHIP RELIES ON UNDERSTANDING EACH BRAND'S UNIVERSE AND OFFERING PRODUCTS THAT ALIGN WITH ITS SPECIFIC IDENTITY.

Since signing its first contract in 1988, Interparfums has developed a large portfolio of luxury brands under license. Contact with the brands is routinely initiated by the management team, which develops and then maintains close relationships with licensors. Through strong collaboration between the Group's marketing departments and the brands, which has increased over the years, products are developed based on each brand's desires and collections to offer a unique fragrance that represents shared values. The small scale of Interparfums' teams and dedicated permanent contacts enable us to

develop and maintain thorough knowledge of each brand's universe over the years and offer them quality products that support their brand identity.

Interparfums has developed long-standing relationships with its distributors in each of the countries and regions in which the Group operates. In France, the United States, Singapore and more recently South Korea, 141 employees put their expertise to use to distribute our fragrances in over 100 countries.

Every two or three years, Interparfums organizes a three-day seminar to bring together all its distributors from around the world. The most recent seminar, held in the spring of 2024, was an opportunity to present all the Group's projects for 2025, meet with all distributors and involve them closely in the Group's development. It was also a unique opportunity for distributors to share fun and inspiring moments with the Interparfums teams with whom they work closely on a daily basis. The next seminar is currently being planned.

We have many opportunities to explain Interparfums' ESG strategy, performance and risk management to all stakeholders within the financial community. This dialog helps us understand and take account of expectations, particularly those of investors, and maintain their trust.

... **POLICY: FORGING LASTING INDUSTRIAL PARTNERSHIPS**

Supplier specifications, the supplier portal, the Responsible Purchasing Charter and the Business Ethics Charter form the basis of the Group's commitments to close and constructive collaboration with suppliers and partners. The Responsible Purchasing policy formalized in late 2024 and available at <https://www.interparfums-finance.fr/engagements-rse/chartes-politiques/> sets out Interparfums' expectations, particularly in terms of CSR, in order to have suppliers commit to a joint improvement process.

Responsibility for implementing and monitoring these policies lies with the Vice President of Supply Chain & Operations, whose teams are in charge of such matters.

..... **ACTIONS**

Sharing information with industrial partners

Most of the subcontractors' factories and the warehouse for storing finished products are located in Upper Normandy (France). As a result, Interparfums' operations contribute to local economic development.

Coordinating a Quality Management System based on trust

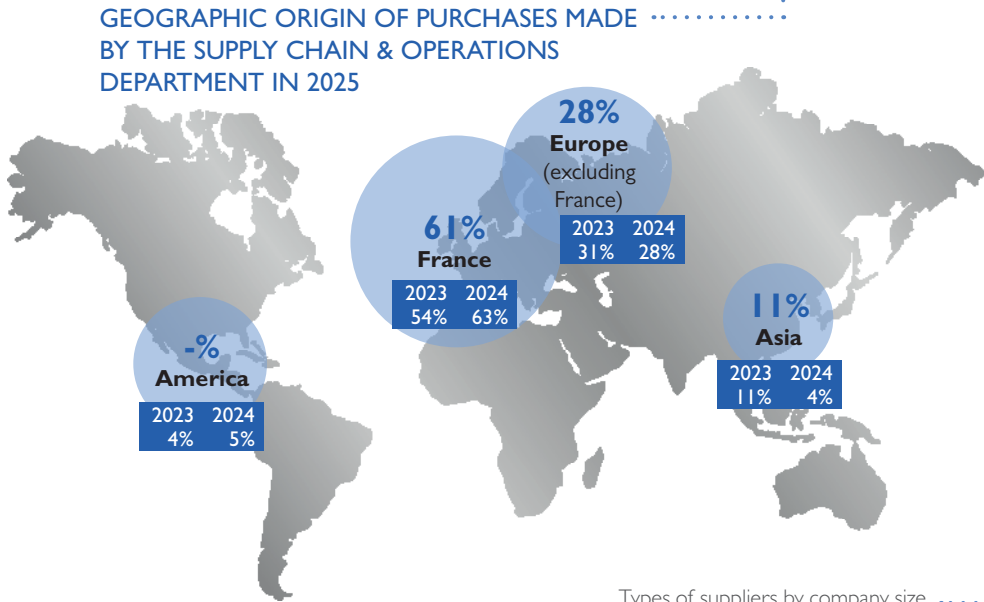
The Group maintains very long-term relationships built on quality and trust with most of its suppliers, subcontractors and other service providers. They are essential partners for the Group, ensuring its supply of raw materials, packaging and promotional products. Due to quality and performance requirements, selecting production partners and managing relationships with them is of great importance for the Group.

Beyond collaborating with them on cost, quality, and innovation, the Group is committed to building a long-term, responsible partnership that addresses social and environmental challenges. The Group has developed specifications on purchasing, logistics and Good Manufacturing Practices (GMP) standards for its subcontractors.

It has also drawn up a business ethics charter that is binding on its partners to ensure that they comply with the ethical, moral and legal rules the Group is committed to following. This ethical charter was shared with them in the second half of 2023 using a tracking platform and an electronic signature. This allows the rollout to be measured and partners may be asked to implement improvement plans. At the end of 2025, 73% of suppliers representing 94% of the amount of direct purchases had signed the business ethics charter. They receive automatic reminders from the tracking platform.

The Group's framework for its actions in partnership with its suppliers and subcontractors includes commitments to optimize performance and to achieve clear, transparent communication facilitated by use of this supplier portal. It provides an opportunity to identify the needs of the Group and its suppliers and to decide on the appropriate measures to ensure that these needs are met. The Group supports its suppliers in their efforts to improve services if their contributions do not meet expectations.

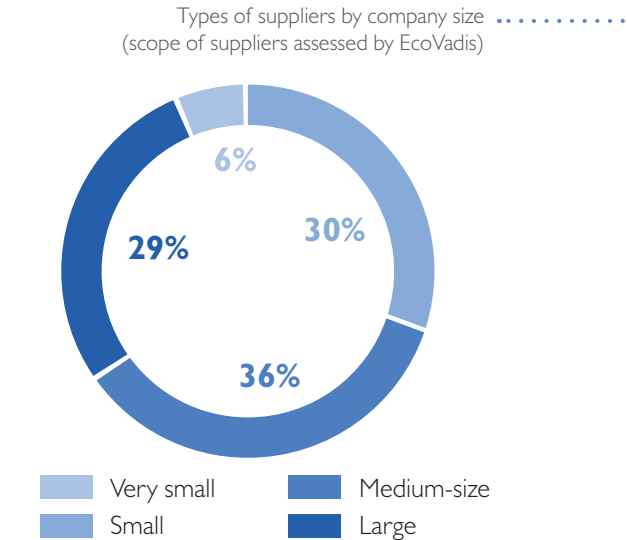
Through the specifications and the portal, the



Group and its suppliers commit to achieving a common objective, which includes:

- innovating through improved service quality and added value;
- minimizing defects and reducing the number of claims;
- researching and developing new techniques to create new products or improve existing ones.

Within the regulatory framework, since 2013 the Quality Department has regularly audited all packaging plants in accordance with the ISO 22716 standard. The purpose of these audits is to ensure that packaging partners' plants maintain a high level of traceability and quality in their activities. All activities at the plants have been reviewed, including the processes for receiving raw materials and packaging items, manufacturing, packaging and quality control. These reports have shown that the Group's subcontractors



comply with ISO 22716 Good Manufacturing Practices and, in particular, the traceability required for all fragrance production.

RESULTS OF OUR SUPPLIERS' CSR PERFORMANCE

As part of its CSR strategy, Interparfums has teamed up with EcoVadis to assess the CSR performance of its supply chain and suppliers. EcoVadis operates a global platform for assessing and sharing CSR performance using an assessment method based on international CSR standards.

In 2025, 132 suppliers were assessed or in the process of being assessed, representing 89% of the amount of Interparfums' purchases. As part of a continuous improvement approach, Interparfums' objective is to monitor and encourage the CSR performance of its suppliers in four major areas: Environment, Social and Human Rights, Ethics and Responsible Purchasing.

In 2025, we expanded supplier assessments based on the following process:

- Use of the IQ Plus module to access a more customized risk classification based on country, business sector or purchasing data. The risk analysis covers various topics such as the environment, social and human rights, ethics and responsible purchasing. This module makes the approach more robust for the entire supply base;
- Simple, free questionnaires sent to suppliers with a country or sector-based risk profile identified in the previous step;
- Continued roll-out of the EcoVadis Ratings module in line with existing practices, particularly for industrial suppliers.

This step-by-step process is further improving the proportion of suppliers committed to Interparfums' Responsible Purchasing approach and expanding it to include new types of suppliers (communications and marketing agencies, etc.).

Interparfums reached its 2025 target for the average Ecovadis score of industrial partners ahead of schedule, by the end of 2024. The new target for 2030 set in 2024 – 72/100 – was ambitious in light of the increasingly stringent scoring criteria and the emergence of other sub-topics such as those relating to paying living wages. However, this objective has already been achieved, reflecting Interparfums and its partners' shared willingness to maintain a high level of CSR performance. A new target was therefore set at 75/100.

EcoVadis assessments

PERFORMANCE

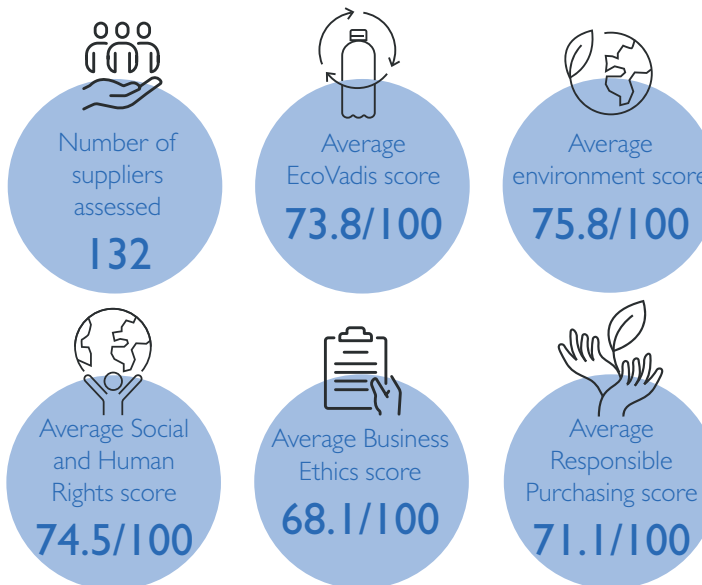
Work with partners with an EcoVadis CSR performance score (average of the overall score)

2025 results

73.8/100

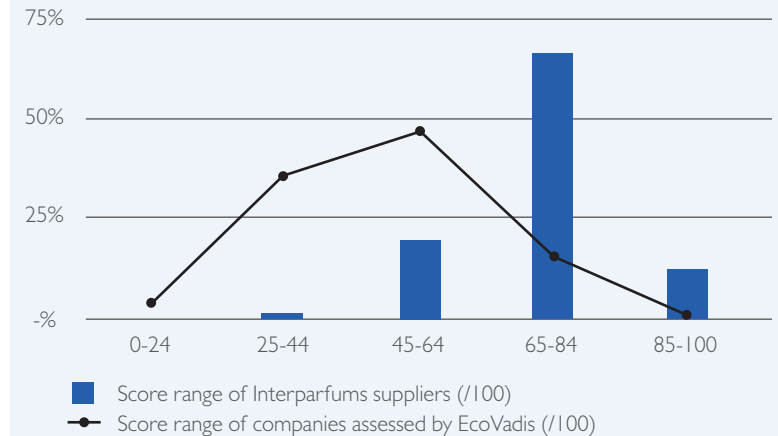
2030 goal

75/100



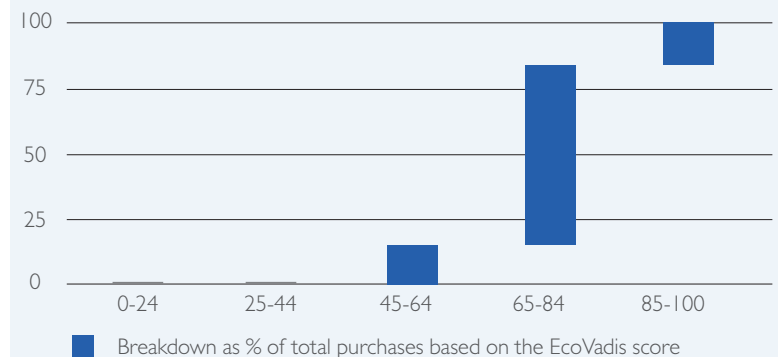
Comparison between the CSR performance of Interparfums' suppliers and that of all the companies assessed by EcoVadis

The scores achieved by Interparfums' partners reveal excellent performance across all areas covered by EcoVadis assessments. They are significantly above the average performance of suppliers assessed by EcoVadis worldwide.



Breakdown of purchases (as a % of total purchases in 2025) by suppliers' EcoVadis score (out of 100)

It is important to note that since late 2025, 88.7% of Interparfums' total purchases from EcoVadis-assessed suppliers are from those with a score of $\geq 56/100$, the limit for obtaining the bronze medal, illustrating the relevance of its supplier screening and selection approach. This demonstrates that all industrial suppliers are committed to CSR, either proactively or following discussions with them at Interparfums' initiative.





Interparfums suppliers' improvement in their EcoVadis scores (between two assessments)
Across all areas assessed by EcoVadis, Interparfums'

partners demonstrate a clear improvement in their scores, reflecting their efforts to properly tackle all aspects.

Proportion of suppliers reassessed over the period	Improvement in the average EcoVadis score (overall score)	Improvement in the average Environment score	Improvement in the average Social and Human Rights score	Improvement in the average Business Ethics score	Improvement in the average Responsible Purchasing score
99%	+3.2 points	+2.6 points	+3.3 points	+3.8 points	+3.0 points

• MAINTAINING TRUST WITH THE FINANCIAL COMMUNITY AND SHAREHOLDERS

Investor dialog is the responsibility of the newly created position of Head of Investor and Analyst Relations, assisted by the ESG team. Interparfums responds to multiple requests from investors, which are expected to increase with the announced coverage of the company by new brokers. As a reminder, since being added to the SBF 120 and CAC Mid 60 indexes, Interparfums' share has been covered by brokerage firms from France, Italy and the English-speaking world.

Interparfums' aim is to provide access to high-quality information, with full transparency, aligned with market practices and in accordance with ESG standards and frameworks (such as the TCFD). Since its listing on the Paris stock exchange, Interparfums has been transparent by regularly explaining its strategy, outlook and concerns and answering all its shareholders' questions to the best of its ability. It does so not only at its Shareholders' Meeting but also year-round by publishing the Letter to Shareholders

as well as various annual and half-yearly presentations of results. In addition, in early 2022 the Group set up an Individual Shareholders Advisory Committee to strengthen its communication and respond more effectively to the legitimate expectations of its shareholders. The committee, made up of 12 shareholders including two employees, has met twice a year since March 2023. At the end of 2025, in an ongoing effort to be more effective in its financial reporting and its exchanges with shareholders and to best anticipate their needs, several members of this committee were replaced and two new members were added due to the higher number of individual shareholders.

ENVIRONMENT

The Group does not manage industrial sites directly, but is involved in developing an environmental policy in collaboration with its subcontractor and supplier partners across its value chain, including for logistics and distribution and particularly in the following areas:

- climate change mitigation;
- water resource use and management;
- protection of biodiversity and ecosystems;
- circular economy with regard to the choice of ingredients, techniques and materials and measures for waste prevention, reduction, recycling and disposal.

26	Climate change
34	Water
36	Biodiversity and ecosystems
42	circular economy
48	The environment in the value chain



CLIMATE CHANGE

IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS E1)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Downstream	
Climate change adaptation	Exposure of ingredient suppliers, manufacturing and packaging plants and distribution channels to physical risks.	● ● ● ●	●	● ●	
Climate change mitigation across the product portfolio	Using ingredients with carbon-intensive production and marketing products that result in end-of-life carbon emissions.	● ● ● ●	● ●	● ● ●	
Energy	Indirect energy consumption by suppliers and direct consumption on our premises.	● ●	●	● ●	

PHYSICAL RISKS FOR OUR OWN SITES AND PACKAGING PARTNERS' PLANTS

Interparfums has analyzed the exposure of its head office, its main warehouse located in France (managed by a partner) and its packaging partners' plants to the physical risks they potentially face. This exercise was conducted with Climadiag (a Météo France tool) and ThinkHazard using sites' addresses to estimate the risk level based on current data under multiple scenarios. The middle scenario for 2030 was chosen. All available risks were studied: coastal flooding, earthquakes, fires,

water scarcity, rising water levels, landslides, volcanic eruptions and extreme heat. Research into transition risks (number of heatwave days, changes in rainfall, etc.) over a long-term horizon (2050) has also begun.

In summary, the head office is covered by Paris's flood risk prevention plan and would only be affected in the event of major flooding of the Seine (R=1.15) thanks to the latest development work done by the City of Paris

and the Ile de France region, particularly to host the 2024 Olympic Games. This risk is taken into account in the Group's business continuity plan. The other sites are not considered at risk under the current scenarios. It should be noted that regarding transition risks, glassmakers (not currently covered by this study) are very familiar with these approaches and are already addressing the social impact of heatwaves, which are expected to occur more frequently. This analysis will be further developed in 2026

with the help of the transparency platform that includes water stress risk mapping based on the World Resources Institute's Aqueduct 4.0 model.

POLICY

As part of its commitment to combating climate change, in 2023 Interparfums launched an initiative to align with the objectives of the Paris Agreement, which aims to limit global warming to 1.5 °C above pre-industrial levels. In December 2023, the company committed to setting out science-based emissions reduction targets in line with the methodological framework of the Science-Based Targets initiative (SBTi).

As a result, Interparfums has committed to reducing its greenhouse gas emissions in two areas:

- Scopes 1 and 2 (accounting for 0.1% of our carbon footprint): An absolute reduction of 42% by 2030 compared to 2021 (reference year used)

- Scope 3 (accounting for 99.9% of our carbon footprint): A 51.60% reduction in the physical intensity of emissions (expressed in kg CO₂e per liter of fragrance) by 2030 compared to 2021.

This commitment is part of a gradual, structured approach, consistent with Interparfums' climate strategy. It relies on the involvement of our entire value chain, and especially our suppliers, to significantly reduce the carbon footprint of our purchases of goods and services. Our decarbonization pathway was officially submitted to the SBTi at the end of May 2025 and was validated in August 2025, based on a 1.5°C pathway.

The CSR Executive Committee is responsible for implementing and monitoring the carbon pathway. Achievement of the objectives is also reflected in a quantitative criterion related to the Chairman and Chief Executive Officer's variable compensation.

throughout its value chain and is designed to deliver the Group's targets aligned with a +1.5°C pathway.

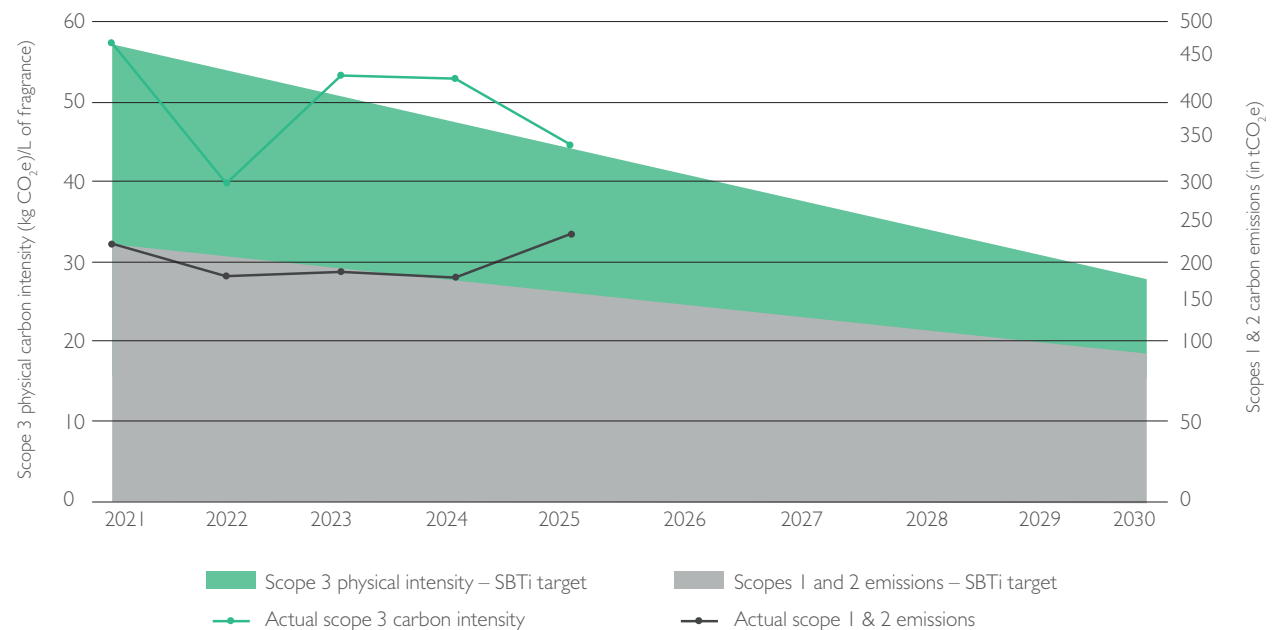
The components of the transition plan that are already available are set out below, revealing the crucial need to manage indirect impacts, particularly those linked to purchasing, logistics and product design.

Interparfums is committed to gradually obtaining more precise, more complete data to align its reporting with best practices in the sector, and to using its transition plan to help make its business model more resilient to the physical and transition risks identified in the double materiality assessment.



DECARBONIZATION PATHWAY GRAPH

The Interparfums Group's scopes 1, 2 & 3 decarbonization targets by 2030 - validated by the SBTi



ACTIONS

Climate change mitigation transition plan

Interparfums has committed to a climate transition pathway aligned with the objectives of the Paris Agreement and had its targets validated by the SBTi in August 2025. As part of this commitment to decarbonization and because the company is aware of the stakes involved, Interparfums has begun a gradual, structured process of drafting a transition plan to reduce its greenhouse gas emissions across all scopes (scopes 1, 2, and 3). This plan is built on identifying key decarbonization drivers

Scopes 1 and 2 drivers of decarbonization

In 2022, the Group moved its head office to BREEAM- and HQE Excellent-certified premises, resulting in optimized energy consumption. Alongside this, the use of renewable energy and the Paris heating network are further improving its performance. Scopes 1 and 2 emissions fell by 3.86% between 2021 (reference year) and 2025, keeping the Group on track in this area. Additional insulation work was carried out on the top floor in July 2024, reducing energy consumption and improving employee well-being. The head office was enlarged with the purchase of a nearby building which is now connected to the gas grid for heating; there are plans to replace it with a lower carbon source, such as electricity, in the near term. The Group set up its main warehouse in a region located between its subcontractors in Normandy, France to minimize the transportation of finished products. The warehouse has also made energy efficiency efforts.

Drivers of decarbonization: scope 3

Since the purchase of goods is the main emissions source in Interparfums' carbon footprint, monitoring the performance of the 153 industrial suppliers is very important, including via the commitments they are able to make or their reporting to various recognized third parties, particularly on the subject of decarbonization, such as the SBTi, the CDP Climate Change questionnaire and the UN Global Compact. These commitments are presented in the table below:

Topic monitored	2025 results
% of suppliers that respond to the CDP Climate Change questionnaire	38%
% of total purchases from suppliers that respond to the CDP Climate Change questionnaire	68%
% of suppliers that are part of the SBTi initiative	21%
% of total purchases from suppliers that are part of the SBTi initiative	36%
% of suppliers that are UN Global Compact signatories	31%
% of total purchases from suppliers that are UN Global Compact signatories	53%

Once the carbon footprint was measured, it was found that 36% of direct production-related purchases are from suppliers that are part of the SBTi initiative and 68% are from partners that respond to the CDP Climate Change questionnaire.

PERFORMANCE

Total industrial purchases from suppliers with a low-carbon pathway

2024 results

36%

2030 goal

50%

The Group is convinced that by involving its suppliers in its approach, it will be able to move forward along a low-carbon pathway. Following the dialog with suppliers, 97% of them assessed by EcoVadis in 2025 reported that they were implementing energy-saving measures and 67% were using one or more renewable energy sources. The percentage of suppliers that are tracking their carbon footprint rose to 82% and 78% have carried out a study covering all scopes (1, 2 and 3).

In any case, 88% of purchases of goods and services for production are from suppliers located in Europe. As the latter are either subject to the CSRD or are part of the value chain of customers affected by this regulation, they will initiate the process of measuring their carbon footprint. If they wish, the Group will support them in terms of methodology so that they can make progress on these crucial issues. Given the scale of emissions resulting from the production and end of life of packaging, it is important to roll out the optimized eco-design charter, which provides guidelines on topics such as optimizing the weight of the glass used in bottles, incorporating post-consumer recycled (PCR) glass, eliminating certain materials that pose recycling challenges, etc.

Regarding cardboard packaging and box design, the REDUCE project led by the Supply Chain & Operations teams aims to reduce packaging size and weight. As an illustration, a study was carried out on the packaging of a major product, resulting in a 20-gram reduction per finished product in the weight of the box and insert—equivalent to over 7 tons of cardboard saved annually for this reference. This also had a positive effect on the size of shipping boxes, because the optimized product meant that more finished products could be included per shipping box. The new insert requires fewer manual steps, leading to social benefits and time savings, in turn lowering packaging costs. Using this new box could save more than 6 tCO₂e per item per year. This and other initiatives, for example those with tightening inserts, resulted in a 25% decrease in the amount of cardboard used in 2025 compared to 2024.





The Group is also looking ahead to the PPWR regulation (Packaging and Packaging Waste Regulation), which seeks to provide a harmonized framework for end-of-life management of all packaging sold in Europe. The regulation will introduce targets related to re-use, the use of recycled raw materials and the recycling potential of packaging with ambitious timelines. One notable measure aims to reduce empty space in packaging. The calculation methods and details of this regulation are not yet known as of the publication date of this document. The Group is closely monitoring the publication of the texts and is participating in working groups led by its professional organization, the FEBEA. It was decided that all new developments would have screw necks rather than crimp caps to prepare for the increased use of refills, which is expected to be one of the first consequences of this regulation.

The Group's products will therefore benefit simultaneously from the decarbonization initiatives implemented by Interparfums' suppliers (for example, conversion of glassmakers' kilns to electric) and from those led by Interparfums' own teams.

RESULTS

Since 2021, a full scopes 1, 2 and 3 carbon footprint has been calculated using the GHG protocol method and either emission factors available in databases, i.e. monetary ratios with certain level of uncertainty, or data shared by suppliers. 2021 is therefore the reference year chosen by Interparfums for its carbon pathway. At the end of 2023, Interparfums joined the Science-Based Targets initiative (SBTi) and was able to have its GHG emission reduction pathway validated in August 2025, with a 2030 near-term target. In addition, in 2025 Interparfums completed the CDP Climate Change questionnaire for the third time and its level of maturity showed that it was taking coordinated measures on climate issues, resulting in an improved score of B. These results enable the company to determine areas for improvement, particularly in terms of finding climate-related opportunities and involving the value chain.

As indicated previously in the section on drivers of decarbonization for scope 3 emissions, suppliers have made major efforts to calculate their own carbon footprints, with an increasing amount of data made available. Our methodology is therefore based on the specific carbon data available from suppliers representing 74% of the amount of industrial purchases from our partners. As a result, GHG emissions were calculated on the basis of average emission factors by business sector for only 26% of total purchases. This significantly reduces the level of uncertainty.

Interparfums' carbon intensity per €k of sales remains at the low end of

	2021 (reference year)	2024	2025	Change 2025/2024
Total carbon audit (scopes 1, 2 and 3) - in tCO ₂ e	170,428	224,961	161,861	-39.0%

its sector. Additionally, given Interparfums' business, the SBTi-validated target has been expressed in carbon intensity per liter of fragrance produced. As previously mentioned, the reference year is 2021.

	2021 (reference year)	2024	2025	Change 2025/2021 (reference year)
Economic carbon intensity (in tCO ₂ e/€m of sales)	304	255	180	-40.8%
Physical carbon intensity (in scope 3 kg CO ₂ /L of fragrance)	57.2	53.0	44.5	-22.2%

Interparfums aims to have its climate pathway comply with the most widely recognized standards. The first step is to align its reporting with the principles of the TCFD (Task Force on Climate-Related Financial Disclosures), as shown in the table on page 33, and to have its GHG emission reduction targets validated by the SBTi, which took place in August 2025.

Scopes 1 and 2 emissions

The Group has calculated its carbon footprint for scopes 1 and 2 since 2020. Scope 1 covers direct greenhouse gas emissions (gas consumption by the warehouse and the new site attached to the head office and fuel consumption by company vehicles), while Scope 2 covers indirect emissions associated with energy (electricity consumption and use of the heating network at the head office). The sites included in the reporting scope are the Criquebeuf warehouse, the head office buildings in Paris and, since 2024, the offices located in a building attached to the head office. This means that the scope is different between 2024, 2025 and the reference year.

The Group also has 21 company cars for its sales teams. The new vehicles have gas or hybrid engines. Charging stations have also been installed in the parking lot, in addition to parking spots for bicycles.



in tCO ₂ e	2021*	2024	2025	Change 2025/2021*
Scope 1 GHG emissions	226	194	217	-4%
Scope 2 GHG emissions (Location-based)	41	39	60	47%
Scope 2 GHG emissions (Market-based)	41	39	58.5	43%
Total	267	233	277	3.9%

*reference year

In 2025, a green energy supply contract was signed. Scope 2 emissions are therefore now expressed using a location-based approach and a market-based approach.

PERFORMANCE

Reduction in absolute scopes 1 & 2 emissions (using the SBTi's near-term pathway)



Scope 3 emissions

The largest source of emissions is purchases of goods and services, given that Interparfums does not have its own production plant and outsources all its manufacturing to its partners. In 2025, the decrease in the "fixed assets" source of emissions is consistent with the increase in 2024, particularly in terms of new mold designs. The most significant decrease is related to upstream freight, thanks to more reliable data made possible by regular discussions with carriers during the year regarding their carbon emissions.

To improve its carbon footprint and as part of the validation of the SBTi near-term trajectory, Interparfums assessed the FLAG (Forest Land and Agriculture) emissions associated with its activities across its supply chain. Based on the volumes of natural raw materials used in absolutes, as well as the amounts of cardboard used in packaging, FLAG emissions were estimated at 9.96% of overall GHG emissions. This calculation includes impacts related to changes in land use and/or land management, depending on the raw materials.

Interparfums will reassess these emissions each year to ensure that they remain below the 20% threshold set by the SBTi. If this indicator crosses this threshold, the Group will need to formalize a FLAG pathway with specific objectives and submit it to the SBTi.

Collaboration with the warehouse and goods dispatch manager in

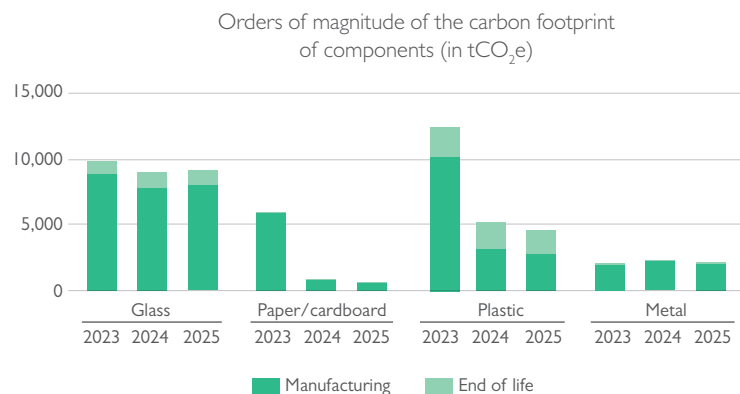
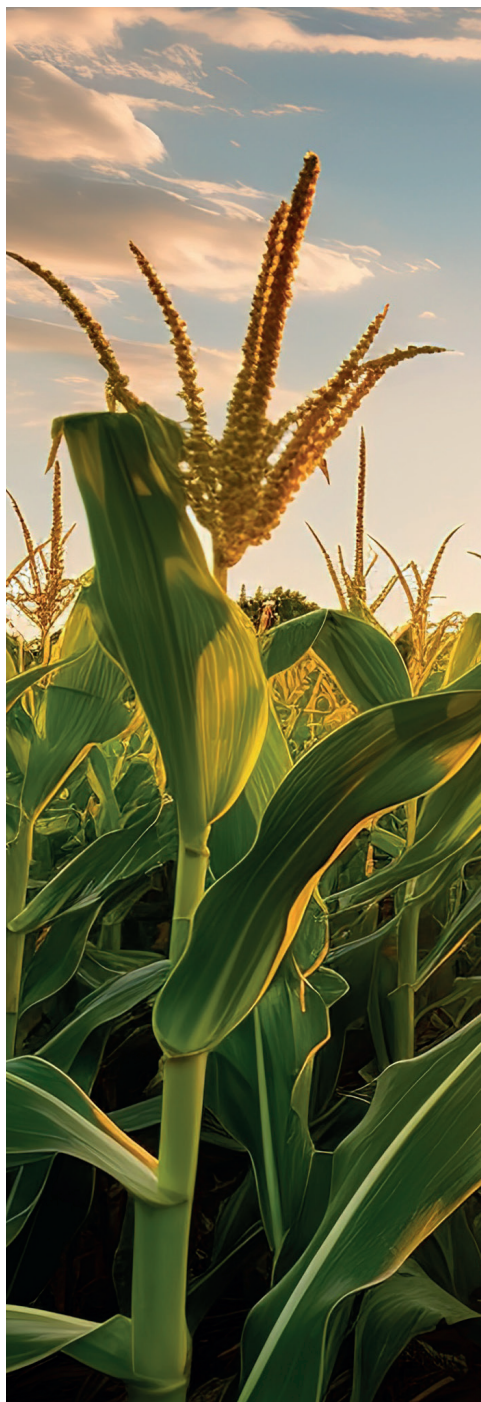
the context of improvement and optimization of inter-plant shipping and the logistics platform have helped reduce the number of truck turnarounds. In terms of methods used for shipping to distributors, the Group makes French and European shipments by road, and American, Asian and Middle Eastern shipments by sea. The Group makes very limited use of air transport, reserving it for unavoidable emergencies. Some promotional products manufactured in Asia are sent directly to American distributors without being imported and stored in France. To raise teams' awareness of modal shifting and its climate change impact, a cargo fresk workshop was tested in 2024.

Scope 3 emissions (in tCO ₂ e)	2021 (reference year)	2024	2025
Upstream	158,727	210,421	149,350
Purchased goods and services	155,059	196,512	143,870
Capital goods	2,211	6,322	2,144
Emissions from fuels and energy not included in scopes 1 and 2	73	59	73
Upstream transportation and distribution	857	7,101	2,815
Waste generated in operations	17	29	26
Business travel	495	355	398
Employee commuting	15	20	24
Upstream leased assets	0	0	0
Other indirect upstream emissions	0	22	0
Downstream	11,435	14,307	12,234
Downstream transportation and distribution	4,875	4,876	4,876
Processing of sold products	0	0	0
End of life treatment of sold products	3,659	3,481	2,954
Downstream leased assets	0	0	0
Investments	2,901	5,950	4,404
Scope 3 total	170,162	224,727	161,584

PERFORMANCE

Lower physical intensity (kg CO₂e/L fragrance) of scope 3 emissions (using the SBTi's near-term pathway)





We have already optimized the size of promotional gift sets and successfully achieved the next milestone by doing the same with our bulk boxes. We can now increase the number of sets per box and in turn optimize the number of boxes per pallet. This results in improvement at multiple levels (materials and logistics), both in economic terms, reducing bulk box manufacturing costs and the number of pallets needed by 50%, and in terms of our carbon footprint, halving emissions from sea and road transport.

Carbon sequestration program

At the end of 2022, Interparfums teamed up with Agoterra, a French mission-driven and BCorp-certified company that connects farmers who are committed to the ecological transition with companies seeking to contribute to the global objective of net zero emissions by 2050. An initial regenerative agriculture project has been selected, offering a large number of both environmental benefits (improved water and air quality, increased biodiversity and greater soil fertility) and social benefits (local investment, additional income for farmers and a pathway toward healthier food). The first farm supported is in the Loiret department, where the farmer grows sugar beet, durum wheat, grain corn and a mixture of grasses and pulses. Supporting beet farming is in line with Interparfums' use of beet based alcohol in all its fragrances. The farmer, supported by Sysfarm, is also committed to a low-carbon approach and is aiming to reduce and sequester 960 tCO₂e of carbon over 5 years, with the Low Carbon national certification scheme. No co-financiers have joined forces with Interparfums for this project.

Interparfums is monitoring this project closely as a pilot for its climate strategy. Sysfarm's first visit revealed slightly better than expected carbon sequestration in 2023 due to significant benefits in terms of carbon storage from cover crops. The second visit in 2024 confirmed that the farm was in line with the original pathway. The farmer continues to make lasting efforts as part of a medium-term vision. Carbon storage for each agricultural operation on the farm is also being monitored during the period.

In addition to the annual measurement of the farm's carbon footprint, Agoterra determined 17 ways to improve biodiversity that impact soil health, ecosystem quality and the diversity of living things. These indicators, now being monitored, show that changes in farming practices can help preserve and enrich biodiversity.

PERFORMANCE

Performance of the five-year (2022-2027) carbon sequestration program on a farm



Energy

In addition to its head office, which was awarded HQE (High Environmental Quality) green building certification at Excellent level and BREEAM Excellent certification following its renovation, Interparfums uses a warehouse that is also HQE-certified for its logistics and storage needs. This certification covers improved insulation, lighting using presence detectors, Ecolabel finishing materials, centralized technical management for energy management, rainwater collection and efficient waste sorting. The Group constantly monitors energy consumption indicators and also carries out energy audits as required by law. The most recent one took place in 2025 to determine opportunities for further improving energy efficiency.

These include lighting, heating and ventilation of the logistics site and head office, such as adjusting ventilation flow rates and hourly

scheduling of reduced heating/ventilation. Eventually, the roof insulation of the top floor of the head office will need to be replaced due to excessive heat loss.

Along the same lines, there are plans to automatically switch off the warehouse lighting when staff are outside on break and to maintain the temperature in the warehouse at 11 °C. Energy use is also limited through measures to manage the electric forklift trucks' charging schedules during off-peak hours at night, requiring a low consumption of a maximum of 280 kWh instead of 600 kWh during the day. Monthly electricity consumption reports are drawn up and, in the event of significant peaks in consumption, the Group analyzes the causes of the excess in order to remedy the situation where necessary. Finally, to help protect the environment, dedicated bicycle parking spaces and EV charging stations have been installed at the logistics site.

in kWh	2023	2024	2025 ⁹
Total energy consumption	1,696,084	1,682,325	1,988,735
Total fossil fuel consumption	578,263	465,317	644,101
Proportion of energy consumption from fossil fuel	34%	28%	32%
Solar energy generated and used by the head office	4,881	6,841	7,500
Proportion of renewable and recovered energy consumed	9%	11%	13%

⁹ As a reminder, the 2025 scope is different from that of previous years due to the purchase of additional offices that are still connected to the gas grid for heating.



..... REPORTING IN ACCORDANCE WITH THE RECOMMENDATIONS OF THE TCFD (TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES)

Topic	TCFD recommendations	2025 actions	Work focuses in 2026
Governance			
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities. b) Describe management's role in assessing and managing climate-related risks and opportunities.	The Board receives regular updates from the CSR Department on climate- and biodiversity-related risks and opportunities. The Board has a CSR Committee which is in charge of monitoring climate issues. The chair of the CSR Committee is responsible for climate-related topics, including physical risks and transition risks. The Executive Committee has been informed of the measures taken in terms of formally setting out the CSR strategy. They attended a presentation on the company's climate-related progress which included the SBTi's target validation process. The CSR Committee approved the decision to support a farmer under the Agoterra project, the aim of which is to restore biodiversity on a farm and obtain performance indicators. The directors and members of the Executive Committee and the CSR Executive Committee took part in a climate fresh workshop to increase their knowledge of the topic.	In 2026, the Executive Committee, the CSR Executive Committee and the CSR Committee take part in discussions on the theme of "perfumery in the age of climate change" and in work related to environmental labeling.
Strategy			
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	As part of the identification of its material IROs, Interparfums believes it has a low level of vulnerability to climate change risks and responded to the CDP Climate questionnaire in 2025, receiving a score of B. Interparfums is a member of the Science-Based Targets initiative (SBTi) and the Group's near-term GHG emission reduction targets were validated in August 2025. This validation included FLAG (Forests, Land and Agriculture) emissions, which are now monitored but do not give rise to a specific target since they account for less than 20% of the Group's emissions.	Interparfums will continue its work on climate-related risks and opportunities and will share them by again responding to the CDP questionnaire in 2026 and, above all, by working on the impact of climate change on the supply of raw materials. The absence of sourcing-related deforestation will also be monitored.
Risk management			
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Interparfums has identified a low level of vulnerability to climate change risks. Interparfums engaged with the perfumers with which the Group works to discuss climate- and biodiversity-related risks and opportunities that affect both them and the Group.	Interparfums will continue to support its suppliers that are the furthest behind on these topics, with primary focus on certain packaging partners.
Metrics and targets			
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Interparfums has published its full carbon footprint since fiscal year 2021. It is also a member of the Science-Based Targets initiative (SBTi) with near-term GHG emission reduction targets validated in August 2025.	Building on the measurement exercise carried out, Interparfums will continue the work begun with its partners as part of its transition plan and with the aim of improving on it.

WATER: AN ISSUE CLOSELY MONITORED BY INTERPARFUMS

Given Interparfums' business model, water is only a relevant topic for some of its partners. Water consumption as part of the company's direct operations is limited to sanitary use in the offices and warehouse and cleaning use in the warehouse. Neither site is located in areas of water stress.



IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS E3)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Water resources	Potential pressure on water resources from manufacturing certain raw materials used in fragrance juices as well as alcohol, depending on geographic zone.	●●●●	○	●	

POLICY

Interparfums recognizes the importance of water resources; however, given that water-related impacts occur in the upstream value chain (for certain suppliers), the Group is currently addressing this issue through its Responsible Purchasing policy, which sets out Interparfums' expectations of its suppliers in terms of managing water resources. Responsibility for implementing and monitoring these policies lies with the Vice President of Supply Chain & Operations, whose teams are in charge of such matters.

ACTIONS

In 2025, the Group responded to the CDP Water Security questionnaire and obtained a score of C (an improvement over the score of C- in 2023), which reflects Interparfums' awareness of this issue. All the perfumers Interparfums collaborates with have completed the CDP Water Security questionnaire, including the six major suppliers that account for 89% of purchases in this category scoring A, A- or B. This means that they have all implemented risk control and assessment measures in terms of managing and anticipating areas of water stress in which they operate. Their action plan is built both on selecting the varieties of plants that they grow or have others grow and on adapting their

farming practices, particularly surrounding irrigation. The Interparfums Group also works with its partners to encourage more sustainable water-related practices.

Sugar cooperatives produce the alcohol used in our fragrances almost exclusively from sugar beet. These partners have long focused on protecting resources in their CSR strategies. As such, they have implemented best practices such as water recycling. Industrial sites supply local farmers with water from sugar refineries' tanks to irrigate their fields. This process, known as fertigation, also adds minerals to the soil. Another cooperative reuses 100% of the water contained in the beets it processes. This technique means it can avoid 5 million m³ of water abstraction per year. Farming practices

are evolving in parallel and the cooperatives' farmer members follow the SAI Platform (Sustainable Agriculture Initiative) guidelines. Over 75% of the beets grown by these cooperatives is certified SAI Gold or Silver worldwide. Cooperatives receive support with improving their farming practices, particularly in water management.

The two sugar cooperatives that supply the packaging partners received a score of B on the CDP Water Security questionnaire in 2026. One of them has been water-independent since 2025.

..... RESULTS

Water in our operations

In terms of direct operations, water consumption increased in 2025 due to a leak in the sprinkler system¹⁰.

Unlike in previous years, for 2025 the indicators in the table below include the water consumption of tertiary sites.



TOTAL WATER CONSUMPTION
IN M³ ¹¹

2023	2024	2025
1,301	1,014	2,830

WATER INTENSITY IN
M³/€M OF SALES

2023	2024	2025
1.629	1.152	3.147

WATER DISCHARGE

2023	2024	2025
0	0	0

WATER ABSTRACTION
IN M³

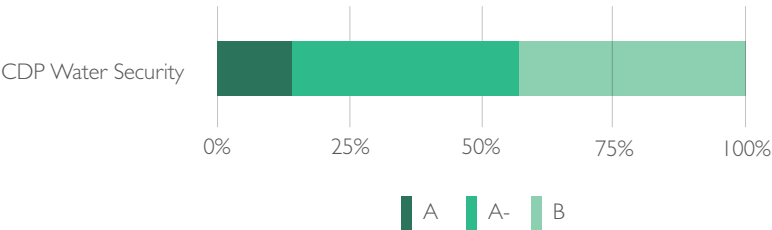
2023	2024	2025
1,301	1,014	2,830

Water in our value chain

Interparfums is aware that water is a relevant issue for some of its partners. The most notable are sugar cooperatives and perfumers in the upstream value chain. Some rinse-off products are distributed in certain gift sets (shower gels) but in limited quantities and without major consequences on the downstream value chain.

To obtain an overview of performance in terms of impact on water resources, perfumer partners' responses to the CDP Water Security questionnaire were analyzed in 2026 based on the published 2025 results. This analysis reveals consistently high scores (ranging from A to B), which shows that the relevant partners are properly taking this issue into account.

Breakdown of scores received by
perfumers on the 2025 CDP Water Security questionnaire



¹⁰ Sprinklers are fire safety systems installed in our warehouse that automatically spray water.

¹¹ Consumption in water stress areas is zero across 2023, 2024 and 2025.

— BIODIVERSITY AND ECOSYSTEMS

Fragrances are designed with the help of proposals put forward by our perfumer partners, who share our aims of reducing the pressure on threatened natural resources using biotechnology and upcycling.

..... IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS E4)

Biodiversity risk analysis

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Impact on biodiversity loss and species status	Manufacturing a fragrance involves processing natural ingredients from plant species, potentially causing an imbalance in ecosystems and pollution from industrial activities.	● ● ● ●	○	○	
Impact on ecosystem status	The farming practices of perfumer partners and farmers may trigger a risk of soil degradation or land use change.	● ● ● ●	○	○	
Dependence on ecosystem services	There is a level of dependence on the ecosystem services provided by biodiversity for fragrances, particularly for growing plant extracts, via pollination.	● ● ● ●	○	○	
Eco-formulation	Eco-formulation involves anticipating and limiting the impacts and environmental pressures of a finished product by using more resource-efficient formulas that come from sustainable sources.	● ● ●	● ●	○	
Regenerative agriculture	Regenerative agriculture ensures that farming has positive impacts on the soil, biodiversity and climate through proper practices and controlled exploitation volumes	● ● ●	○	○	

ANALYSIS OF INTERPARFUMS' POTENTIAL IMPACTS ON BIODIVERSITY

In 2025, the Group assessed its business throughout its value chain to map the potential impacts and dependencies on nature and the associated priority level (see table entitled Mapping and ranking of potential impacts of Interparfums' business on biodiversity and the table entitled Mapping and ranking of Interparfums' potential biodiversity-related dependencies on the following pages). The first table maps the link between the Group's business activities and each of the five main factors of biodiversity loss identified by the IPBES

(Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services), which are: habitat degradation (land or sea use change), pollution, climate change, resource exploitation and invasive or other species.

The analysis highlights that most of the priority potential impacts occur upstream, then downstream and that direct impacts linked to Interparfums' own operations remain very limited.



Mapping and ranking of potential impacts of Interparfums' business on biodiversity

		Indirect impacts - Upstream	Direct impacts	Indirect impacts - Downstream
	Habitat degradation	1 - Land transformation via agriculture - Extraction of the natural resources required for manufacturing (alcohol, solvents, glass)	3 Land area of the head office and warehouse	2 Urbanization related to distribution (logistics platforms) and our partners' commercial infrastructure
	Pollution	1 - Soil, water and air pollution from agricultural inputs (crop protection products) - Pollution stemming from our partners' industrial activities		2 Plastic/microplastic pollution linked to packaging for finished products sold on the market
	Climate change	1 GHG emissions from product-related farming, processing, and packaging sites	3 GHG emissions from energy consumption at the head office and warehouse	2 GHG emissions from transport, downstream logistics and distribution
	Resource exploitation	1 - Over-harvesting of plants, water stress - Non-regenerative use of natural resources required for manufacturing (glass, metal, etc.)		2 - Single use of certain materials - Recycling is dependent on end users and local infrastructure
	Invasive and other species	3 International shipment of raw materials that can increase biological introduction risks (via packaging and logistics channels)		3 Risks linked to global distribution channels

1 Priority 1 potential impact **2** Priority 2 potential impact **3** Priority 3 potential impact

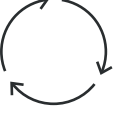


ANALYSIS OF INTERPARFUMS' POTENTIAL BIODIVERSITY-RELATED DEPENDENCIES

The second table maps the link between Interparfums' business activities and their potential dependence on each of the three types of ecosystem services: sourcing services, support services and regulation services. This mapping once again shows that most priority potential dependencies are in the upstream value chain.



Mapping and ranking of Interparfums' potential biodiversity-related dependencies

	Indirect impacts Upstream	Direct dependencies	Indirect dependencies - Downstream
 Sourcing services Resources provided by ecosystems/biodiversity	• Sourcing of natural plant raw materials: perfume plants, essential oils, beets for alcohol 1 • Supply of surface water and groundwater • Sourcing of wood fibers for cardboard packaging production	No ecosystem service provided	No ecosystem service provided
 Support services Natural processes regulated by ecosystems/biodiversity	• Pollination • Soil quality and fertility 1 • Water quality and water cycle maintenance • Nutrient cycles • Natural habitats • Functional biodiversity in agroecosystems	2 Dependence on species diversity for innovation and formulation	No ecosystem service provided
 Regulation services Function to maintaining other ecosystem services	• Climate regulation • Water cycle regulation 2 • Natural control of pests, parasites and diseases • Flood and storm protection • Erosion prevention and management	No ecosystem service provided	No ecosystem service provided

More than 80% of products come from biodiversity services

1 Priority 1 potential impact 2 Priority 2 potential impact 3 Priority 3 potential impact

... POLICY

Interparfums aims to contribute to the fight against biodiversity decline. As a reminder, the Group's impacts on biodiversity are primarily indirect and concentrated in the upstream value chain, and are mainly linked to the production of ingredients in fragrance juices and beets used to produce alcohol. The Interparfums Group covers these topics via its Responsible Purchasing and Optimized Eco-design policies, which set out Interparfums' expectations of its suppliers. Responsibility for implementing and monitoring these policies lies with the Vice President of Supply Chain & Operations, whose teams are in charge of such matters.

ACTIONS

The Group's head office is located in the center of Paris in a protected area of the 7th arrondissement, which takes into account the goals of Paris's Energy Climate Plan and efforts to promote a heritage policy that includes 19th and 20th century architecture and builds on a historic and environmentally-friendly culture of city gardens while also improving on existing protections. As such, the Group has installed beehives and insect hotels alongside pollinator-friendly plants. It also ensures that none of its packaging sites are located in biodiversity-related protected areas (either in France or in Italy). **None of our partners is located in a Natura 2000 area or managed by an association affiliated with the Fédération des Conservatoires des Espaces Naturels.** This mapping was based on the precise addresses of the sites in question.

In 2023, Rochas unveiled *Eau de Rochas Citron Soleil*, the first flanker in a collection that revisits

the iconic ingredients of Eau de Rochas, with joyful yet sophisticated fragrances. A faithful homage to the Mediterranean landscapes so dear to Marcel Rochas, this collection has seen the addition of two new creations: *Eau de Rochas Orange Horizon* in 2024 and *Eau de Rochas Nérolé Azur* in 2025. These *Nouveaux Rendez-vous* fragrances are made of responsibly sourced ingredients, including lemon, orange, neroli, mandarin, bitter orange and more. The perfumer's Sourced Responsibly claim means it sources and purchases a natural resource after assessing its social and environmental risks through due diligence questionnaires. Depending on the level of risk identified, specific actions or monitoring can be implemented by its teams directly in partnership with the supplier or with support from outside experts.



Going a step further, Interparfums has pledged to pay 1% of the sales revenue generated by last year's launch of this collection to the 1% for the Planet collective. This donation was earmarked for an environmental protection association located in Sicily, where many citrus fruits are grown and used as raw materials in these fragrances.

Building on its partners' CSR strategies, Interparfums assumes its duty of care, works to become more transparent and plays its part in a process of continuous improvement across its value chain. For example, essential lemon oil comes from Italy and is extracted using a traditional cold press process called *sfumatrice*. Upstream, groves are managed according to farming practices that include controlling water

consumption. Lemons are picked by hand and sourced from Italian family-owned businesses located mainly in Sicily and Calabria.

Mandarins of the specific quality sought by the partner are sourced from Italian family-owned companies located in Southern Italy. Relying on knowledge passed down through generations, they produce essential oils and natural citrus juices of the highest quality from fruit grown in this part of Italy (Calabria and Sicily), home to the best Italian citrus groves. The factories are audited using the SMETA¹² standard, and are located near the groves where the fruit grows, minimizing the distance between the natural resource and its point of extraction. Over 1,000 local farmers are involved in growing these mandarins. These projects ensure that *Nouveaux Rendez-vous* fragrances are part of a holistic approach.

As a further illustration, most perfumers apply for UEBT¹³, FairWild or organic farming certifications to integrate biodiversity-related issues into their sourcing. The primary goal of the FairWild standard is to ensure that wild plants are harvested without endangering natural ecosystems or the affected species. This certification is particularly relevant for *olibanum*, a resin obtained from wild trees harvested primarily in North Africa. These trees are very vulnerable, which means that FairWild plays a particularly strategic role in preventing chronic overexploitation of incense trees in this sector. FairWild ensures that harvesting does not degrade soils and respects natural regeneration. Long-term management plans as part of the certification improve the traceability of *olibanum* and protect the communities that depend on it while securing the future of the resource.

¹² UEBT (Union for Ethical BioTrade) is an internationally recognized voluntary sustainability standard whose aim is to regenerate biodiversity and ensure a better future for people through ethical sourcing of natural ingredients.

¹³ The SMETA (Sedex Members Ethical Trade Audit) audit protocol is the standard required for inclusion in the Supplier Ethical Data Exchange (Sedex).

Found mainly in fragrances such as *Moncler Sunrise pour Homme*, *Montblanc Black Meisterstück*, *Coach Dreams Moonlight* by Coach and *Lacoste L.12.12 White*, patchouli is inextricably linked with Indonesia. Growing patchouli is challenging due to its autotoxicity, which means the plant releases organic substances that harm and inhibit its own growth. This phenomenon is one of the factors behind the migration of patchouli cultivation from island to island, which has been observed for many years in Indonesia, as soils become unsuitable for growing patchouli. In Indonesia, growing locations have gradually moved from Nias Island to Sumatra, Java and currently Sulawesi.

Taking the ecosystem into account is therefore a core aspect of perfumers' strategy to ensure sustainable sourcing of patchouli. Additional information on the social aspect is included in the "Employees in the value chain" section.

To ensure sourcing while preventing deforestation and protecting ecosystems and biodiversity, transparent monitoring



of supply chains is a crucial step. With this in mind, and building on the contributions made by the Cosmetics working group of the French National Biodiversity Strategy 2030, Interparfums began mapping its supply chain and its value chain via the Transparency-One platform, which is based on the European Union's GFC2020 model. Implementing this traceability makes it easier to implement measures to reduce our products' social and environmental impact.

Participation in a biodiversity restoration project

In keeping with Interparfums' commitment to protect biodiversity, an ambitious project aimed at helping French farmers improve their biodiversity performance was launched. This program follows on from the carbon sequestration initiative carried out with the same partner, Agoterra, thereby strengthening the integrated approach to environmental issues.

The project is based on a robust methodology aligned with recognized frameworks such as the IAPB (Initiative pour l'Agriculture et la Biodiversité) and the OBC (Observatoire de la Biodiversité en Cultures). An action plan will be implemented at a partner farm, and the farmer will be given the means to improve the farm's overall biodiversity performance. These cover both biodiversity-friendly infrastructure and development (grassland, hedgerows, agroforestry, artificial lakes, etc.) and changes to production systems (diversification, reduction of crop protection products, tillage, etc.). The project also aims to define a reference unit

that will be used to measure tangible progress in terms of biodiversity restoration and to generate biodiversity certificates in a second phase.

Rigorous annual monitoring will be carried out to assess the implementation of farming practices, while an independent scientific committee will be tasked with quantifying the actual impacts on biodiversity. The project also has significant co-benefits, such as improving farms' carbon performance, thereby helping to combat climate change, in addition to the project already described in the "Climate Change" section.

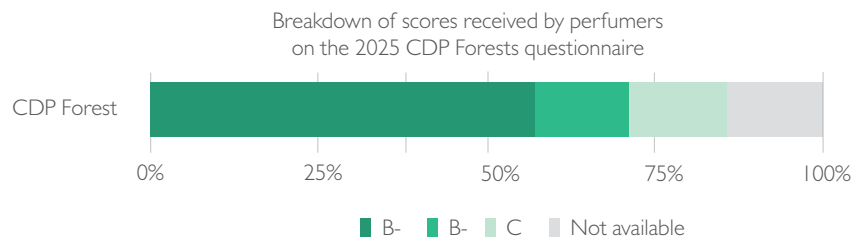
This five-year initiative illustrates the commitment to take concrete action to preserve ecosystems while also helping local stakeholders transition to more sustainable farming models.

RESULTS

Interparfums is aware that biodiversity is a crucial issue for some of its upstream partners. To analyze the potential impact that purchases from its partners may have on the Group, and drawing on the framework of the Ellen MacArthur Foundation, indicators have been developed to monitor the resources used and associated certifications where relevant. These indicators are used to monitor plastic materials as well as wood and paper resources used in our packaging and, therefore, the Group's potential indirect impact on deforestation.

Topic	Theme	Units	2024	2025	2030 target
Wood and paper	Percentage of FSC cardboard used in product packaging (gift sets and boxes)	%	100%	100%	100%
Wood and paper	Percentage of Y+I launches (in number) that incorporate FSC cardboard into boxes and gift sets	%	100%	100%	100%
Wood and paper	FSC cardboard intensity	Metric tons/€m of sales	1.80	1.32	1.25
Plastic	Intensity of plastic used in product packaging	Metric tons/€m of sales	1.47	1.25	1.25

The CDP Forests questionnaire is also important to Interparfums, a company attentive to managing natural spaces that believes it is crucial not to introduce raw materials that are responsible for deforestation in any country in the world. We therefore analyzed our perfumer partners' responses to the CDP Forests questionnaire in 2025¹⁴. This analysis revealed consistent scores for half of them, which shows that those partners are indeed aware and managing their impact on forests.



¹⁴ The data covers 95% of the Group's sourcing.



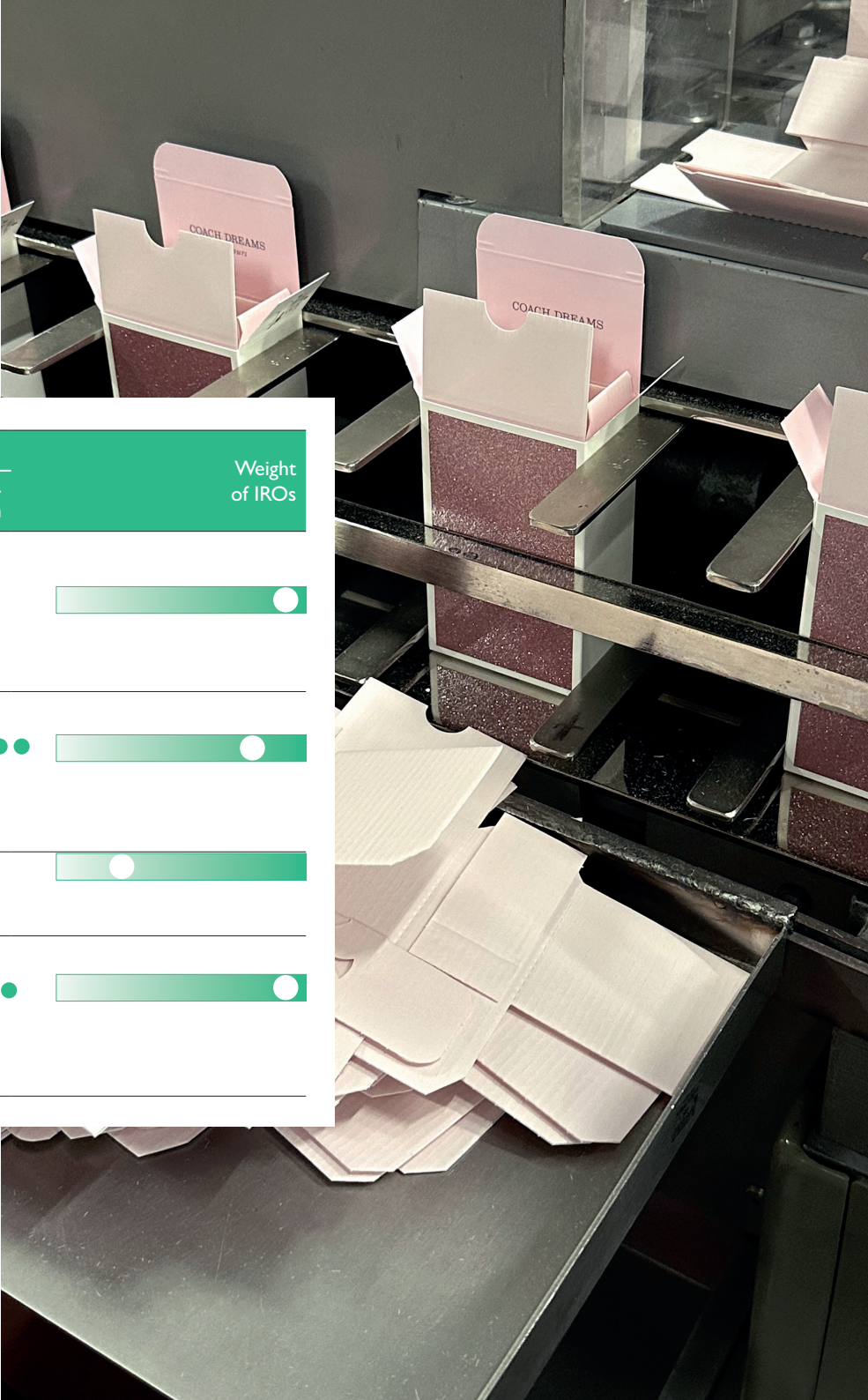
PROTECTING FORESTS BY SOURCING FSC CARDBOARD

Deforestation is a major environmental issue due to its impacts on biodiversity, climate and natural resources. For Interparfums, the choice of packaging materials plays an important role in reducing this pressure on forest ecosystems. By using FSC-certified (Forest Stewardship Council) cardboard for 100% of its boxes and gift sets, the company ensures that wood fibers come from responsibly managed forests or controlled sources. This approach helps limit the risks of illegal deforestation, preserve natural habitats and promote sustainable management of forest resources. It also meets consumers' and partners' growing expectations in terms of environmental responsibility. In addition, optimizing package sizes and incorporating recycled fibers whenever possible helps further reduce the forest resources footprint. This approach is part of an overall strategy to preserve forests and reduce environmental impacts throughout the product life cycle.

CIRCULAR ECONOMY

..... IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS E5)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Resource inflows and resource use	Consequences of extracting virgin raw materials (glass, paper, cardboard, plastic) as inputs for for finished product packaging, which can be mitigated by using recycled or reusable materials.	● ● ● ●	●	○	
Resource outflows linked to products and services	A supply of raw materials is needed for sales and promotional packaging, which is a key part of the sales strategy. Environmental impacts of product end of life (particularly packaging), with opportunities to optimize recycling.	● ●	●	● ● ● ●	
Waste linked to our operations	Limited production of household-type waste within the head office and warehouse.	○	● ● ● ●	○	
Eco-design and circular economy	Eco-design is a powerful opportunity to limit environmental impacts by reducing dependence on single-use raw materials upstream, as well as waste generated when using the finished products downstream.	● ●	● ● ●	● ● ●	



POLICY

At every stage of the purchasing process, Interparfums reflects on actual needs and the importance of limiting unnecessary cost sources and resource waste to:



Reduce waste at the product's manufacturing, consumption and end-of-life stages



Recycle imperfect products, particularly at the manufacturing stage



Repair to extend the lifespan of the material or product, particularly pallets



And, above all, roll out the eco-design charter

Responsibility for implementing and monitoring this policy lies with the Vice President of Supply Chain & Operations, whose teams are in charge of such matters.

ACTIONS

As part of its commitment to more responsible, more circular consumption, in 2024 Interparfums joined the ReCosm coalition funded by the Citéo producer responsibility organization with the aim of trying out perfume bottle reuse. This approach was tested at more than 200 doors of two of our partner retailers in France in the summer of 2025 with various formats of *Eau de Rochas* fragrance. The initiative involves the bottles being rigorously collected by retailers before they are carefully uncrimped and washed using supercritical CO₂ and returned to circulation, while ensuring health and safety remains in line with our quality standards and the requirements of the fragrance sector. This pioneering project has a two-fold objective:

- It helps reduce consumption of virgin resources, particularly glass, which is energy-intensive to produce;

- And it will encourage a longer lifespan for our packaging by focusing on a reuse-based approach rather than one based on recycling or end of life.

The project is also aligned with the French AGEC law (anti-waste law for a circular economy) designed to promote circular production and consumption models. This includes encouraging businesses to develop reuse solutions and programs. The project may also potentially help to reduce the Group's carbon footprint if life cycle analyses reveal lower greenhouse gas emissions as a result of avoiding emissions from the manufacturing of new bottles.

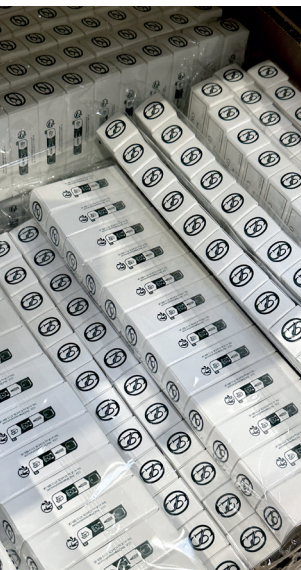
This experiment is a first step towards a circular model. To date, more than 1,500 containers of brands participating in the initiative have been collected and washed at the partner's site. At the same time, the cost-effectiveness of the

program is being assessed.

This initiative included qualitative and quantitative studies to test customers' appetite for reusing fragrance bottles and assess whether it varied according to the brands and consumers' profiles.

The ultimate aim of the members of the coalition is to roll out this program on a wider scale, working with our suppliers and distributors, in keeping with our environmental commitments.





•• RESULTS

Offering packaging that takes environmental and social issues into account

The Group has no industrial activity and outsources the manufacturing process to partners, each offering the best expertise and commitment in their respective fields: fragrance juice, glass packaging and filling/packaging. The Group engages with them on them about their CSR strategies, in addition to the EcoVadis assessment, and works with them to incorporate the environmental issues identified at each stage, in particular the choice of materials used in components,

waste treatment and reducing their carbon footprint.

An optimized eco-design charter was formalized in 2022 and shared both internally and externally to ensure that the possible actions in this area are clear to all stakeholders. This charter aims to highlight the Group's best practices for optimizing its products' eco-design and has been made available to all its industrial partners. The objectives are set out by product category, including glass, decorative elements, caps, inserts and boxes. Promotional

products such as gift sets, tubes and point-of-sale advertising are also included. This is a global approach that also enables the Group to comply with the regulatory requirements of the French AGEC anti-waste law.

PERFORMANCE

Distribution of the eco-design charter to all our industrial suppliers

2025 results

100%

2030 target

100%

Improving products' environmental impact

Action aimed at preventing environmental risks and pollution begins with the choice of techniques and materials, which must be optimized. Aware of the need to balance product quality and aesthetics with environmental imperatives, the Group is working to reduce packaging volumes and to choose appropriate materials at every stage of product development to ensure that products can be recycled or disposed of in the best possible way. To reduce potential impacts of its activity, the Group is pursuing its goal of gradually phasing out the use of solvent-based lacquers, ultimately replacing them with water-based lacquers to limit the release of volatile organic compounds into the air. In addition, some glass subcontractors have electro-filters to limit dust and smoke emissions, as well as wastewater recycling systems.

The Group has also removed thermosets from its bath product lines, replacing them with recyclable plastic. Carbon black is gradually being phased out from plastic tubes because it is not recyclable. Recyclable glass bottles are made using a system that recovers, crushes and remelts the waste. The introduction of waste monitoring indicators in 2013 has enabled the Group to better monitor the amount of waste generated by its glass bottle decorators. Its primary goal is to adopt a continuous improvement approach and reduce its waste rates over time. The second

goal is to reprocess this waste and reintroduce bottles into the manufacturing circuit.

The Group has also put in place measures to recover subcontractor waste from excess production or from components in discontinued products. The recovered components are then sorted before being incinerated with heat recovery. Finished products are also donated to charities.

Results at
the end of
December
2025

Percentage of
Y+I launches that
incorporate PCR
glass

100%

Percentage of
Y+I launches that
incorporate FSC
cardboard into
packaging
(gift sets and boxes)

100%

Intensity of PCR
glass used in
packaging in metric
tons/€m
of sales

0.96



Promotional products included in the CSR approach

In-depth work was carried out on promotional products, which represented a significant volume of units in 2025, including over 4.6 million gift sets and over 3.4 million gifts with purchases. This work entailed assessing each of the components in these segments throughout their life cycle. It was found that all components are produced in Europe (France, Italy, Spain and Germany), except textiles, then formulated and assembled in France. 50% of our gifts with purchases are labeled Made in France (scented candles, test size fragrances and scented bath salts).

The initial results reveal that the packaging for our gift sets and boxes has long been made from FSC-certified cardboard and paper. The shipping boxes have also been FSC-certified since 2022. The promotional products and POS approach is a global one that not only enables the Group to comply with the regulatory requirements of the AGECL law, but will also have an effect on all production intended for worldwide distribution.

Because of some distributors' very strict specifications, boxes and promotional gift sets have changed significantly. Environmental concerns are now fully incorporated into their design, size and choice of manufacturing and printing materials. The optional presence of plastic in some of these boxes has been banned. The new design of gift sets and their inserts, now made of heavyweight paper, has allowed us to eliminate more than 200 metric tons of polystyrene and 40 metric tons of APET plastic, which is already 100% post-industrial recycled. A complete overhaul of the design of our plastic tubes for brands' scented bath products has enabled us to manufacture nearly all of them using recycled plastic and without carbon black to increase their recyclability. In 2023, 60% of tubes were made from PCR PE, saving 16 metric tons of virgin PE plastic. Lastly, more than 50% of tubes are recyclable.

The ongoing battle against plastic and unnecessary packaging prompted us to eliminate more than 600,000 plastic poly bags in 2024 by using natural kraft paper for our packaging. A measure that resulted in us saving 148,000 50 cl plastic bottles and 10.6 metric tons of CO₂ will continue in 2027 through further initiatives. When wrapping items using kraft paper is not possible, recycled and recyclable plastic poly bags are always used in an effort to protect and avoid degrading the quality of our products.

This drive to improve our product offering continues without compromising on quality and is based on proposals from suppliers. Gifts with purchases are important factors in consumers' decision-making and our CSR approach also impacts their choices. 93% of total purchases from all our "gifts with purchases" partners were made from those listed on the EcoVadis platform, discussed above, which gives us insight into their CSR initiatives. Their average score is 86/100, well above that of their business sector, and some were awarded platinum or gold medals in the 2025 ranking.



..... POINT-OF-SALE (POS) ADVERTISING

Although Interparfums' production of plastic POS advertising is not on the same scale as that of a cosmetics manufacturer, the Group participates in the Selective Perfumery working group run by the Institut du Commerce, which aims to encourage brands and distributors to collect and recycle their displays in France. This collective initiative also brings together POS advertising manufacturers that are already committed to eco-design and offer displays that can be dismantled. In addition, the Group tested the implementation of reverse logistics in partnership with a retailer to recover obsolete POS advertising and identify

a material recovery process for it. This will be even more achievable when POS advertising is made of a single material.

Whenever possible, Interparfums makes an effort to reduce the weight of POS advertising, particularly on in-store tester displays. In-depth work is also being carried out to identify the origin of the materials used by our partners, with priority given to European sourcing. Interparfums' commitments in terms of POS advertising design are set out below:

Life cycle stage	Theme	2024 achievements	2025 targets
Production	% of POS advertising designed so that materials can be separated at their end of life	83%	> 80%
	Amount of single-material POS advertising	33%	Increase the number of items compared to 2025
	% of POS advertising mechanically assembled (limits the use of glue, screws and magnets)	73%	80%
Logistics	% of POS advertising delivered flat	71%	80%
	% of POS advertising without virgin plastic packaging	100%	100%
	% of POS advertising delivered by ship, train or truck (from the supplier to the warehouse in Criquebeuf)	100%	100%



Working with a distributor and a POS advertising manufacturer, the company conducted an experiment involving the collection of single-material POS advertising from stores for material recovery by an industrial manufacturer.

The first lesson: the success of the program relies heavily on raising awareness and training retailers' employees to ensure proper sorting.

This operation will take place again in 2026, with attention given to providing the in-store teams with additional support.

..... WASTE LINKED TO OUR OWN OPERATIONS

Action aimed at preventing environmental risks and pollution begins with the choice of techniques and materials, which must be optimized. The Group closely monitors its waste production at its warehouse in France. In 2025, 63 metric tons of waste were recycled through various channels (plastic, pallets, paper and cardboard and alcohol). In addition, 6 metric tons of consumer waste (ordinary industrial waste, non-hazardous waste) were incinerated with heat recovery. No hazardous waste was disposed of in 2025.

(in metric tons)	2023	2024	2025
Amount of waste produced	30	64	69
Amount of waste incinerated with heat recovery	3	8	6
Amount of waste recycled	27	56	63
% of waste recovered at recycling facilities	90%	88%	91%
Amount of hazardous waste	0	0	0



HELPING CONSUMERS RECYCLE PACKAGING

Cardboard packaging for fragrances sold by Interparfums is recyclable provided that proper sorting is carried out. The Optimized Eco-design Charter recommends using traditional glass (i.e. soda-lime glass), which is recyclable, and avoiding technical glass (i.e. borosilicate glass), which is not. Since January 2022, French regulations have made it compulsory to display the Triman logo with instructions on how to recycle waste. This has been done for all products sold by Interparfums. Interparfums has set up a web page (myproducts.interparfums.fr) which allows consumers to browse by product and find recycling information based on the type of packaging. This site is currently available in French and Italian due to legislation in both countries.

Some retailers have launched their own initiatives for collecting cosmetics and fragrance packaging to reward consumers who return them. These processes are monitored and traceable by the retailers. The Group encourages such virtuous initiatives.

PERFORMANCE
Offer recyclable packaging



THE ENVIRONMENT IN THE VALUE CHAIN

POLICY

As part of its responsible purchasing policy, all of Interparfums' direct suppliers are subject to a CSR assessment leveraging the EcoVadis platform. Responsibility for implementing and monitoring this policy lies with the Vice President of Supply Chain & Operations, whose teams are in charge of such matters.

RESULTS

Suppliers are expected to comply with their country's environmental regulations, as they have agreed to do by signing Interparfums' ethics charter.

In addition, based on their risk analysis, the performance of direct suppliers against other standards is also monitored. For instance, all perfumers Interparfums collaborates with have completed the CDP Climate Change questionnaire. The scores available in 2026, which cover 89% of purchases in this category, are higher than B. This means they are taking appropriate climate change and biodiversity measures. Ratings of this level reflect a mature analysis of climate-related risks and opportunities. In addition, 91% of the perfumers contacted are ISO 14001-certified and they account for over 99% of total purchases from perfumers.



Number of suppliers with a completed assessment

97

2023 - 91
2024 - 98

Average environment score

75.8/100

2023 - 71.5/100
2024 - 73.2/100

% of suppliers assessed by EcoVadis and ISO 14001-certified

43%

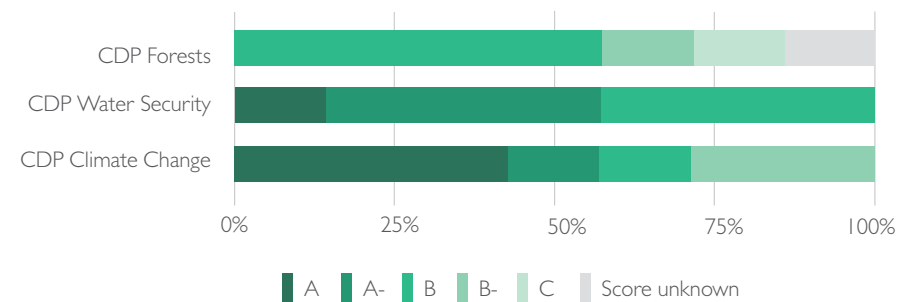
2023 - 41%
2024 - 43%

Increase in average Environment score

+2.6

2023 - +2.9
2024 - +1.7

Breakdown of scores received by perfumers on the CDP 2025 questionnaire





SOCIAL

The strength of Interparfums' organizational model lies in the human-scale teams and the balanced distribution of ages and levels of responsibility, enabling the company to benefit from a diversity of experience and an extremely flexible structure. Employees are the main driver of value creation and its development is driven by their sense of fulfillment at work and their motivation.

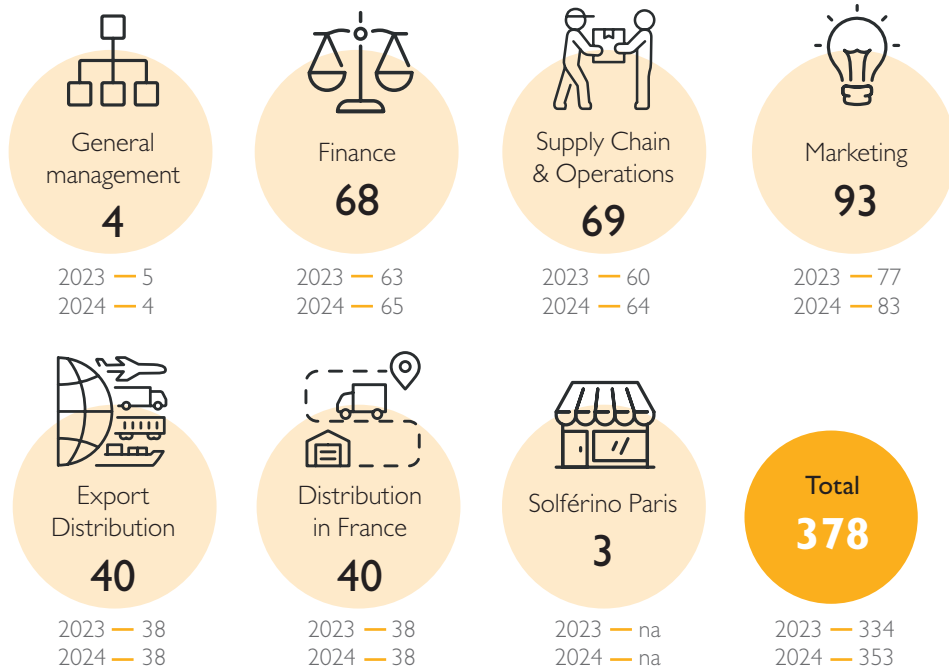
- 50 Interparfums employees
- 51 Working conditions
- 57 Equal treatment and equal opportunities for all
- 60 Employees in the value chain
- 62 Consumers and end users



INTERPARFUMS EMPLOYEES

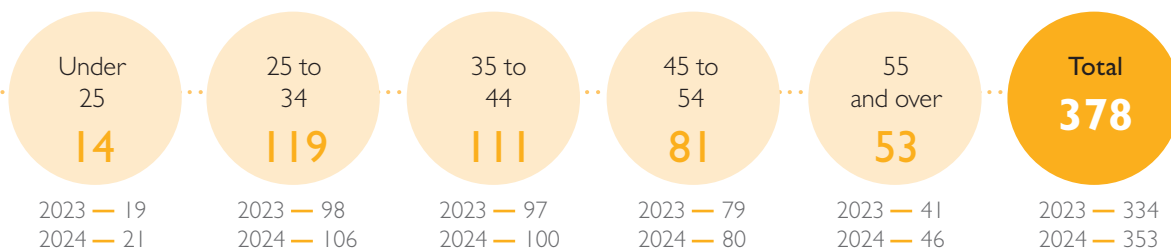
EMPLOYEES

At 12/31/2025



EMPLOYEES BY AGE

At 12/31/2025

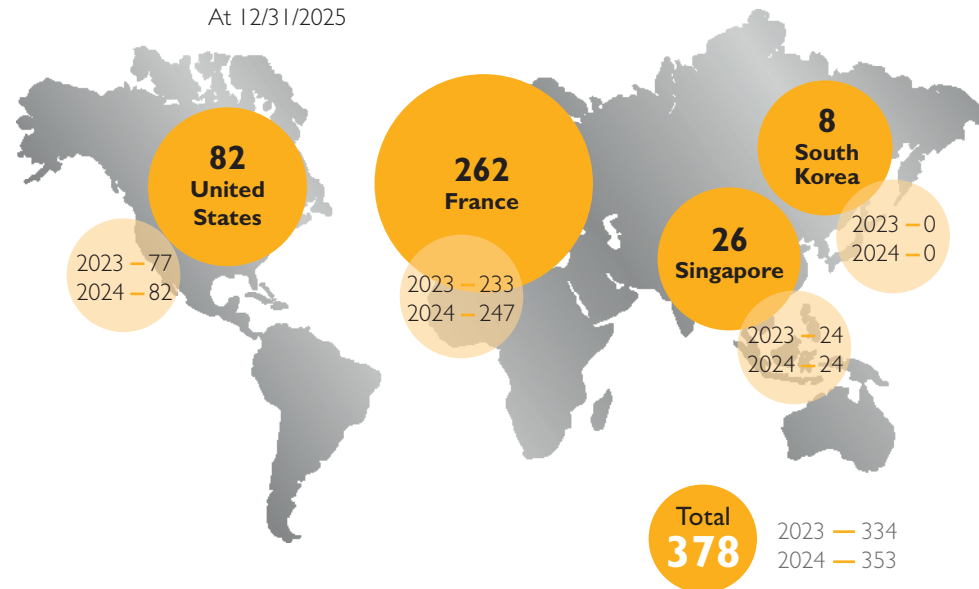


Average employee age: 41.1

Average employee seniority: 7.9 yrs

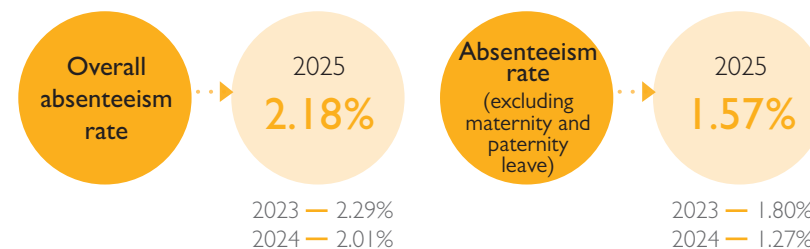
EMPLOYEES BY COUNTRY¹⁵

At 12/31/2025



The staff turnover rate in 2025 was 9.9%, down compared to 2024 and back to pre-Covid levels. The Group grew with the addition of new brands, resulting in the arrival of new employees. For the Interparfums^{SA} entity (France), 10% of departures were mutually agreed terminations.

The absenteeism rate, which remains low, is a crucial indicator to assess employees' level of commitment and motivation.



¹⁵ All the Group's employees work in countries that respect the Conventions of the International Labour Organization (ILO).



— WORKING CONDITIONS AT INTERPARFUMS: A CARING EMPLOYER COMMITTED TO EVERYONE'S SUCCESS

..... IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS S1)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Job security and living wages	Risk of insecurity with some contract types, particularly in outsourced roles.	○	● ● ●	○	
Working time and work-life balance	Risk of occasional overload can affect motivation and quality of working life, lowering productivity and increasing turnover.	○	● ● ●	○	
Right to information, negotiations and collective bargaining	This risk is limited given the regulatory framework and the sector, but it is important to hold structured and transparent social dialog to ensure employees are protected.	○	● ● ●	○	
Health and safety at work	Activities within the sector are unlikely to lead to accidents, but mental health issues can affect quality of working life, in turn impacting motivation, absenteeism and turnover.	○	● ● ●	○	

... POLICY

All these considerations were formalized in 2022 in the Responsible Employer charter, which Interparfums proactively brings to the attention of all employees and makes available at www.interparfums-finance.fr. The purpose of this document is to set out a framework within which everyone can operate. Interparfums is attentive and committed to every employee's success and takes action on a daily basis, starting

from the recruitment process and throughout the term of the employment contract, striving to:

- maintain every individual's quality of life at work;
- give every employee the best chance of success.

Interparfums is committed to bringing its values to life each and every day: respect and kindness,

creativity, trust, commitment and loyalty. Responsibility for implementing and monitoring this policy lies with the Vice-President of Human Resources, member of the Executive Committee, whose teams are in charge of such matters.

..... ACTIONS AND RESULTS

Listening to employees

In addition to annual performance reviews aimed at gathering feedback from all employees, Interparfums conducts engagement surveys every two years. In 2023, the survey covered the French workforce. The participation rate was 81.9% and the recommendation rate was 80.4%, which is highly satisfactory and earned *HappyIndex®At Work* certification. An action plan was put in place based on employee feedback to meet their expectations. As part of the initiative, smart fridges were installed to give employees access to a range of healthy, seasonal and affordable meal options.

Internal communication has also been improved through regular newsletters.

This survey was repeated in early 2025 across the entire Group, in line with the Group's goal of conducting it every two years. Upon closing, it had a participation rate of 82.5% and a recommendation score of 91.4%. The results improved for all topics covered. They enabled Interparfums to jump to second place in the 2026 *Choose My Company* ranking of French companies in the consumer goods sector, highlighting Interparfums' corporate culture and its employees' engagement.



PERFORMANCE

Repeat the engagement survey every 2 years and aim for a minimum participation rate of:

2025 results

82.5%

2030 goal

85%

Job security, working hours and wages

Interparfums has put in place pay rules as well as job classification and performance evaluation systems that are applied to all employees, which help guarantee fairness and gender equality. It is committed to paying all its employees sufficient compensation that ensures them and their families a better standard of living than the national average in the country in which they work. To achieve this, Interparfums employees receive a fixed component and a variable component as well as exceptional bonuses paid based on the Group's results.

Mindful that well-structured compensation can be a powerful driver of motivation and performance, Interparfums conducted a compensation study in 2024. This study helped ensure that pay policies are in line with the company's strategic goals and that pay equity is guaranteed across the company, in particular gender pay equity. The goal is to help maintain a positive working environment and avoid workplace tensions related to perceived unequal treatment.

Salary level	2023	2024	2025
Percentage of employees paid above the living wage in the countries in which they work	100%	100%	100%
Average employee pay (excluding corporate officers)	€85,273	€88,607	€85,888
Median employee pay (excluding corporate officers)	€61,071	€63,580	€64,450
Average national wage (France, United States, Singapore) according to the OECD (https://www.oecd.org/fr/data/indicators/averageannual-wages.html) and for Singapore data (https://fr.tradingeconomics.com/singapore/wages#)	€59,497	€60,178	€60,949

Employees by contract type	2023	2024	2025
Permanent	323	336	359
Non-permanent	11	17	19
Permanent jobs created	22	14	25
Number of interns	nd	17	23



The Group is subject to and strictly complies with the provisions of the French Labor Code relating to non-permanent forms of employment. As such, it ensures compliance with the rules on the limited use of fixed-term contracts and temporary work, focusing instead on permanent jobs, compliance with minimum working time applicable to part-time employees, and compliance with the legal conditions governing the placement and employment of interns and apprentices.

Benefits

In France, Interparfums pays 100% of the cost of the “base” mutual health insurance scheme for all employees (permanent, fixed-term, apprenticeship and professional training contracts). This applies to all employees as soon as they join the workforce, without any prior waiting period commonly referred to as a “grace period”. Optional supplemental mutual health insurance is also offered to all employees, under the same conditions, with no waiting period. As the claims/contributions ratio has been positive for several years (due to compliance with the “contrat responsable” (responsible contract) requirements of the French Social Security Financing Act and the specifications established in 2019 with the 100% Healthcare Reform, among other factors), some consumption areas improved significantly in 2023 to the benefit of employees.

In Singapore, South Korea and the United States, specific health-related measures are in place. Interparfums therefore pays a share of the healthcare costs of all employees.

Employee profit-sharing

In accordance with French law, an employee profit-sharing agreement was signed in 2001. For 2025, as for previous years, a significant gross amount of €4.36 million will be redistributed to employees in early 2026, a stable level compared to 2024.

Company Savings Plan and Group Retirement Savings Plan

The Group offers all its employees working in France (after three months with the company) a Company Savings Plan to encourage employee savings by providing several types of funds to suit individuals’ goals. Since 2017, Interparfums has upgraded its scheme by offering an Interparfums Shareholder fund, enabling employees to benefit

from changes in Interparfums’ share price within an advantageous tax framework. These payments into the Interparfums Shareholder fund include a substantial matching contribution from the company. In addition, a Group Retirement Savings Plan allows all employees (in France) to prepare for their retirement and receive a substantial matching contribution from the company. Employees can also transfer a portion of their unused leave to the plan each year.

Employees also benefit from a supplementary defined contribution pension plan with compulsory enrollment. This individual plan is funded by monthly contributions by the employee and the employer, with the latter free to choose the proportion it contributes. The Group has decided to help its employees build their supplementary pensions by paying a significant proportion of these contributions. As part of the update to its pay and non-monetary benefits policy, from January 1, 2024, this plan was extended to all employees (management and non-management) with the addition of an employer’s contribution on salary band A for all employees in addition to the band B and C contributions already in place.

Specific pension plans are offered to employees in Singapore, South Korea and the United States. In addition, to develop employee share ownership, in December 2018, March 2022 and September 2025, the Group set up performance share award schemes intended for all employees. The grant under the most recent performance share plan is partly conditional on the achievement of extra-financial objectives, particularly in terms of social and environmental responsibility.

Social dialog

For employees working in France, elections for staff representative bodies are held every four

years, as required by law. New members were therefore added to the Social and Economic Committee (CSE) in 2023. The committee consists of three managerial staff, including a harassment officer. The CSE ordinarily holds meetings once a month and is informed and consulted on strategic and organizational issues that impact employees.

Following the renewal of the CSE in June 2023, the Health and Safety at Work Committee was re-established to follow on from its predecessor, the Health, Safety and Working Conditions Committee (CHSCT). The committee consists of two non-managerial employees and ordinarily holds meetings every six months. An employee with responsibility for health, safety and working conditions has been appointed within the

company. A number of employees are given first aid training every two years and health liaisons have also been appointed since 2020. The size of the entities in Singapore, South Korea and the United States allows us to focus on informal social dialog between management and the teams in light of the absence of regulatory requirements in those countries.

	2023	2024	2025
Percentage of employees covered by a collective agreement in accordance with regulations	70%	70%	69%
Percentage of employees covered by formal social dialog or an independent trade union	70%	70%	69%
Percentage of employees covered by social dialog (formal or informal)	100%	100%	100%





Health and safety

In 2025, one lost-time work-related accident was recorded. There were no lost-time commuting accidents. No occupational illnesses were reported. As Interparfums has no production site, the risk of work-related accidents is minimal. In addition, the Group's business does not create hazardous situations. Employees, who work mainly in the offices at our Paris headquarters, enjoy comfortable working conditions suited to their needs. In 2022, the premises were transferred to a single site on rue de Solférino, in a building renovated to the latest standards in terms of user comfort. Smart systems mean everyone can manage their own lighting and ventilation. The site is easily accessible by multiple means of public transit, and its parking lot has bicycle spaces and two EV charging stations.

In addition, the Group is particularly mindful of good posture at work and the prevention of related musculoskeletal risks. Mobile employees are provided with good-quality company cars and all have IT equipment tailored to their needs. Interparfums has also taken a number of measures to maintain good working conditions for its employees, its service providers and, in particular, those working permanently in its logistics warehouse. These include heating the warehouse to 11 °C and providing suitable clothing, individual changing rooms and showers, spaces with natural light, a dedicated and well-maintained lunch area, etc. Following a job mapping exercise aimed at measuring the strenuousness of working conditions, no jobs were identified as strenuous.

Moreover, in an effort to prevent psychosocial risks, a counseling and psychological support service is available to employees on a dedicated toll-free number in partnership with the Institut d'Accompagnement



Permanent Psychologique et de Ressources (IAPR). The Group closely monitors issues related to preventing psychosocial risks and, in 2025, launched initiatives designed to inform employees about issues such as sleep quality, relaxation techniques and reducing their mental load.

France scope (2023) and Group scope from 2024	2023	2024	2025
Number of lost-time work-related accidents	1	0	1
Number of lost-time commuting accidents	0	2	0
Frequency rate (number of lost-time work-related accidents per million hours worked)	1.87	0.00	1.62
Severity rate (number of days of accident-related absence per thousand hours worked)	0.01	0.00	0.013
Number of occupational illnesses	0	0	0

In addition, given the close links established with our logistics service provider at the Criquebeuf warehouse (France), we questioned our partner about the number of lost-time work-related accidents involving employees. Regrettably, there were three in 2025.

Involving employees in philanthropic initiatives

The Group is also developing initiatives aimed at civil society in the following areas:

- Local economic development;
- Relationships with educational institutions;
- Funding for community projects.



€346,552 was allocated to sponsorship in 2025, not including product donations made to organizations such as Dons Solidaires and Cité Caritas which were provided without compensation or valuation. In addition, for the second straight year, Interparfums employees came together to bring a little comfort to those who need it most. The Solidarity Christmas Box collection received a large number of donated gifts that were given to the charity La Maison de

la Vie Associative in Paris's 7th arrondissement where the company is based. Interparfums also added miniature perfumes and shower gels to each box, bringing an extra touch of elegance and care.

Additionally, Interparfums has supported the Société des Amis des musées d'Orsay et de l'Orangerie since 2024. These museums are ideally located next to the Group's head office and their programs help employees broaden their knowledge, spark their curiosity and discover new sources of inspiration through immersing themselves in culture. This partnership allows them to discover exhibitions and a wealth of permanent collections in both museums, free of charge.

Also in the cultural realm, Interparfums wanted to take part in the Cercle Montherlant - Académie des beaux-arts prize, which is awarded annually to a French-language book about art. In 2025 the prize was given to Éric Pagliano for his book "L'art du dessin, les processus de création" published by the Citadelles & Mazenod publishing house.



€346,552
Total spending allocated
to sponsorship
in 2025

1%
of revenue
from *Eau de Rochas
Orange Horizon* is donated
to the international collective
1% For The Planet.

In 2025, Interparfums once again lent its support to CEW by funding services offered by socio-beauticians to women with cancer, and to EliseCare, which helps civilian victims of war.

Moreover, to help share its experience and train future generations, the Group regularly contributes to training in its areas of business, in particular by giving talks on marketing and finance topics at various prestigious schools (including business schools, SciencesPo and the École supérieure de parfumerie). Interparfums also welcomes interns to the Group as well as those on work-study contracts on a regular basis.

Interparfums has also set up an initiative in which 1% of revenue from *Rochas Girl* is donated to the international collective *1% For The Planet*, which helps a range of environmental protection organizations. The initiative will continue with a contribution from sales of *Eau de Rochas Orange Horizon*, part of the *Les Nouveaux Rendez-vous* collection by Rochas. The donation was earmarked for an environmental protection association based in Sicily, where some of the citrus fruits used in the fragrance originate.

Finally, Interparfums demonstrated its commitment to the oceans in 2023 by funding the construction of a boat that collects floating plastic waste in coastal areas, river mouths, etc. The *Mobula 8.2* arrived in Malaysia and was officially launched in February 2025 thanks to the combined efforts of companies that share the same goals. 1,000 metric tons of plastic waste are expected to be collected, sorted and recycled between 2025 and 2028. Along the same lines, in late 2025 Interparfums made the decision to support the *Tara Océan* Foundation for three years. The scientific schooner *Tara* left for 18 months to navigate the Coral Triangle, the real Amazonia of the Ocean, to understand why and how some corals are resistant to global warming and to inform future conservation strategies.



EQUAL TREATMENT, EQUAL OPPORTUNITIES FOR ALL: ATTRACTING, SUPPORTING AND DEVELOPING TALENTED PEOPLE

IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS S1)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Equal pay	Risks of unjustified pay gaps based on gender or role can result in reduced motivation or expose the company to legal risks. A positive working environment can reduce turnover and attract new talent.	○	● ● ●	○	
Employment and inclusion of people with disabilities and diversity	Ensure representation and inclusion in the company workforce and seize opportunities for active inclusive policies, including via partnerships.	○	● ● ●	○	
Training and skills development	Risks of training deficits in a constantly changing sector. Making an effort in this regard can contribute to a good employer brand.	○	● ● ●	○	
Well-being and working environment	Issues linked to quality of working life and stress prevention in a highly competitive environment, with areas of continuous improvement through management and HR tools.	○	● ● ●	○	



.. POLICY

With a very familial, employee-focused management style, everyone is free to share their ideas while respecting the company's values. Management places the utmost importance on ensuring that everyone understands and supports the Group's strategy. The company's flexibility, which stems from its small-sized teams, means that it can constantly adapt to any changes or developments in the external environment.

Sharing the "Interparfums spirit" also means that all employees adhere to and are aware of the Group's ethical values and that they feel fulfilled at work and enjoy good working conditions.

This ethical commitment has been formalized in a Business Ethics Charter to which everyone adheres and which focuses in particular on health, safety, discipline, risk prevention, harassment, respect for individual freedoms, sensitive transactions, fraud and business

confidentiality. Since 2017, a charter on the right to disconnect has also been in place and every employee has signed on to it.

Responsibility for implementing and monitoring these policies lies with the Vice-President of Human Resources and the General Counsel, members of the Executive Committee, whose teams are in charge of such matters.

Actions

Equal treatment and skills development

The Human Resources Department is particularly vigilant when recruiting each employee. Only candidates' skills, experience, qualifications and personality are taken into account when selecting new recruits. This diversity of profiles, cultures, ages and genders is a source of strength for our teams, the company's greatest asset.



Since 2019, Interparfums has organized an annual disability awareness campaign. During the 2025 European Week for the Employment of People with Disabilities, we had the opportunity to take part for the second time in DuoDay, a nationwide event that offers people with disabilities a chance to experience the world of business. Six two-person teams were formed at Interparfums with employees for a chance to discover our marketing, development, public relations and training functions. It was a day where lots of ideas were exchanged and an opportunity to share our expertise, gain a new perspective on disability and overcome prejudices. The day included an introduction to the company, interactive workshops and immersion in our work environments. Workshops offering an introduction to sign language were also organized for employees.

Thanks to these awareness campaigns and close support from the Human Resources team, four employees in France have been recognized as workers with disabilities via RQTH (Reconnaissance de la Qualité de Travailleur Handicapé) status. Moreover, the Group indirectly helps to employ people with disabilities and combats exclusion and discrimination. In particular, it has chosen to work with a disability-friendly company for the packaging of its perfume boxes.

In 2025, the total cost of these outsourced services was €863,220.

RESULTS

Gender parity results



2025	77%	23%	GENDER PARITY TOTAL WORKFORCE
2024	75%	25%	
2023	74%	26%	
2025	66%	34%	GENDER PARITY AMONG MANAGEMENT PERSONNEL
2024	63%	37%	
2023	61%	39%	
2025	50%	50%	GENDER PARITY ON THE EXECUTIVE COMMITTEE
2024	42%	58%	
2023	27%	73%	
2025	50%	50%	GENDER PARITY ON THE BOARD OF DIRECTORS
2024	55%	45%	
2023	50%	50%	
2025	85/100		WORKPLACE EQUALITY INDEX SCORE (FRANCE)
2024	85/100		
2023	84/100		

Training outcomes

The quality of our teams' work is bolstered by training throughout employees' careers to help maintain a high level of skill across all job categories. To achieve this goal, Interparfums offers all employees development plans to help them broaden their technical, management and personal skills. This also encourages internal promotions.

While continuing its training efforts on topics such as office automation, management, language learning, job training and personal development, new subjects were covered in 2025. Interparfums organizes regular Climate Fresks to empower employees, enabling them to integrate considerations of climate change and biodiversity into everyday practices. **Business ethics training** has been given to all employees via an e-learning module available across the Group. With the same goal in mind, **cybersecurity modules** have increased teams' awareness of this essential topic. They will be repeated regularly. In addition, **training courses on the use of AI-based tools** are being rolled out to ensure their safe use, particularly to ensure the confidentiality of the company's data.

These impactful courses have already been offered to 71% of the Group's employees (participation in a climate fresk workshop or other training sessions on ethics and anti-corruption).

HIGH-IMPACT
TRAINING

71%
OF EMPLOYEES
TRAINED



FRANCE SCOPE IN 2023 AND GROUP SCOPE IN 2024-2025



Percentage of employees given training
at least once during the year

2023 55% | 2024 97% | 2025 91%



Number of training hours

2023 2,635 | 2024 2,347 | 2025 3,201



Average number of training hours
per employee

2023 11.31 | 2024 6.65 | 2025 8.47

PERFORMANCE

Train employees

2025 results

91%

of employees trained

2030 goal

70%

of employees/year

PERFORMANCE

Train employees: deliver an average of 10 training hours per
employee

2024 results

8.47

2030 goal

10 hrs

EMPLOYEES IN THE VALUE CHAIN

..... IMPACTS, RISKS AND OPPORTUNITIES (IROs) (ESRS S2)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Working conditions	Abusive working practices and failure to pay living wages within the value chain can compromise the quality of work, result in disruption to supply and/or distribution, and harm the company's image. We promote responsible practices through our purchases and our charter.	● ● ● ●	●	● ●	
Working conditions	The business activities of some of our suppliers within the sector can result in workplace accidents, which can lead to absenteeism, costs or reputational damage.	● ● ●	○	● ● ●	
Equal treatment and equal opportunities	Risk of discrimination or unequal treatment in terms of access to training within the value chain. This can result in legal risks, but also in opportunities through recognition of committed suppliers.	● ●	●	●	
Employment rights	Child labor and forced labor are forms of human labor exploitation and are an unacceptable impact. The company is exposed to significant legal and reputational risks, but can seek to promote ethical working conditions that help strengthen trust-based business relationships.	● ● ● ●	●	●	



... POLICY

Interparfums' business model is based on a value chain that is expected to be exemplary. As part of the rollout of our business ethics charter and our responsible purchasing policy, we do not tolerate any human rights violations by our suppliers. They are therefore asked to ensure that no child labor takes place in their immediate value chain and to agree to pay a living wage to the adults working for them.

Particular attention is paid to the activities of perfumers who operate in certain regions of the world where these issues are prevalent. The management team monitors this issue very closely.

Upstream licensors are also very concerned by these issues, which are becoming increasingly important to downstream consumers.



... ACTIONS AND RESULTS

Focus on flowering plants

In recent years, articles and reports have described potential human rights violations in various supply chains for plants used in perfumes. Interparfums is actively engaging with its partners to address these challenges, acknowledging both their inherent complexity and the time required to resolve them effectively.

For example, Interparfums favors vertical sourcing from perfumers driven by enhanced monitoring over practices and supports their traceability initiatives (such as the sector's creation of a multi-brand coalition regarding jasmine in Egypt).

Since 2018, Interparfums has supported the actions taken by the Givaudan Foundation in the iconic perfume plant sectors. Interparfums has funded the installation of 13 school libraries in western and southeast Sulawesi, the Indonesian island that is the source of the patchouli used in *Montblanc Explorer* Eau de Parfum. Nearly 1,500 children and 160 school teachers have benefited from this initiative. Seven digital libraries have also been created. In 2025, Interparfums wanted to extend its partnership with the Givaudan Foundation by contributing to a new project to support vanilla producers in Madagascar, a major ingredient in perfumery. This project aims to improve access to water, provide new medical equipment to local health centers and train local communities in alternative activities to diversify their income starting in 2026.

Upstream value chain transparency and traceability program

In an effort to constantly improve its knowledge of the supply chain and value chain, in 2025 Interparfums began rolling out a tailored traceability

and mapping tool with which our main suppliers are on board. This process will focus on our major items and sectors and has multiple goals:

- Map the various links in the upstream value chain to identify the flows, dependencies and stakeholders involved;
- Better understand the social, environmental and ethical issues associated with the various sectors;
- Identify areas of vulnerability and risk exposure using analysis and mapping (water stress, forest canopy, forced labor), cross-referenced with the location of production sites in the value chain. This approach also includes a human rights component that entails monitoring sanctions on any suppliers involved based on more than 230 recognized international sources;
- Strengthen the ability to manage Interparfums' risks across the board thanks to a more accurate overview.

By implementing this traceability platform, the Group is able to send its suppliers visibility requests regarding specific components included in its finished products, such as the bottle, lid or concentrate. These requests help improve knowledge of the raw materials used for each of these components and make it possible to trace their origin and the various processing steps across the value chain.

To date, Interparfums has managed to onboard 81% of the suppliers that have been asked to provide visibility requests, enabling it to identify nearly **600 production sites up to the third tier of its supply chain. The suppliers that use the platform achieve an average transparency score of 58.2%**, higher than the industry average, which reflects the commitment and mutual trust between Interparfums and its suppliers.

Ultimately, the platform should make it possible to build targeted action plans tailored to each type of

risk and sector, with the aim of improving the supply chain's overall resilience. It will also help to achieve greater transparency vis-à-vis all stakeholders, whose expectations in this area are increasing.

PERFORMANCE

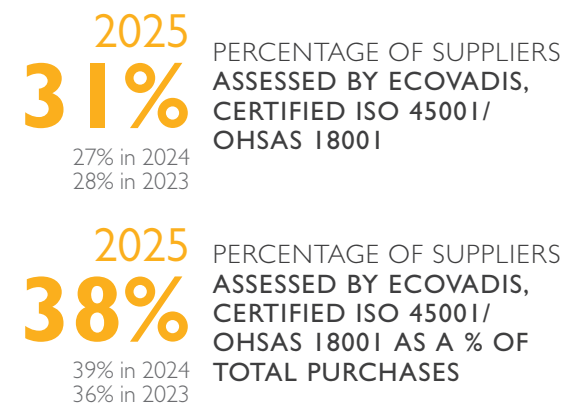
Send visibility requests via the Transparency-One platform to tier one suppliers representing a share of total purchases



Tracking of supplier certifications

To monitor suppliers' performance in various areas, tracking their certifications, particularly in terms of safety, is an important first step in assessment.

The results are shown below:



CONSUMERS AND END USERS

IMPACTS, RISKS, AND OPPORTUNITIES (IROs)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Information on consumers	The unauthorized collection and disclosure of breach information of consumers, etc. may compromise personal data protection. This can result in a loss of trust, harm the brand's reputation, and expose the company to legal penalties.	○	● ●	● ● ● ●	
Transparency and traceability	Providing clear, comprehensive access to information on products purchased by consumers is an increasingly important issue for the fragrance sector. It is an opportunity to innovate through traceability of ingredients and supply chains.	● ● ●	●	● ● ● ●	
Consumer health and safety	Risks involved in using cosmetics that can result in issues such as allergic reactions or skin sensitization. This can expose the company to reputational risks or legal penalties, but is an opportunity in terms of high safety standards and product quality.	○	●	● ● ● ●	

POLICY

The Group markets the cosmetics it sells and is therefore responsible for assessing their safety. It also relies on information provided by perfumers, who assess the safety of the raw materials used to make the fragrance juices. The product quality, safety and compliance policy and the Product Development policy, available at <https://www.interparfums-finance.fr/engagements-rse/chartes-politiques/>, set out Interparfums' commitments in this area.

In the list of regulated substances used by Interparfums (RSL), no ingredient is classified as a known endocrine disruptor¹⁶.

¹⁶ These 16 product families listed by the European Chemicals Agency (ECHA) are banned and, of course, are not contained in our products.



Information on the composition of our fragrances

The Group carries out skin safety tests on the products it markets. In accordance with EC Regulation 1223/2009, none of these tests are conducted on animals. Dermal safety tests are performed on healthy adult volunteers. The Group has ensured that all its suppliers have taken account of the REACH regulation (EC Directive 1907/2006 of December 18, 2006) concerning the registration, evaluation and authorization of chemicals. All the technical and organizational measures required to comply with REACH are implemented within the Group. The Group is not subject to registration as a downstream user of substances. However, it wanted to proactively communicate with its suppliers to ensure that the registrations occurred smoothly and that the supply of compliant chemical substances contained in its products continued.

Fragrances contain alcohol (>78%). This ingredient is not classified as an endocrine disruptor and is tolerated in cosmetics based on a favorable opinion of the Scientific Committee on Consumer Safety (SCCS), an independent research body established by the European Commission. In the list of regulated substances used by Interparfums (RSL), no ingredient is classified as a known endocrine disruptor¹⁶.

The Group has taken the initiative to contact its subcontractors and suppliers to ensure that they effectively comply, and that their own upstream suppliers comply, with the necessary registrations, notifications and requests for authorization. Interparfums has asked all its suppliers to commit to supplying items that do not contain any of the

substances listed in Appendix XIV (substances of very high concern). To date, no supplier has declared the presence of substances subject to authorization in items supplied to Interparfums. The EcoVadis platform is used to assess the performance of suppliers, including perfumers, on issues relating to consumer health and safety and, in particular, the absence of substances of concern or controversial substances.

Our products are carefully crafted by our partners, particularly our perfumer partners, in full compliance with regulations. Our perfumer partners are active members of the International Fragrance Association (IFRA) through their membership in Prodarom (the French representative on IFRA's European regional committee). IFRA has drawn up standards for hundreds of fragrance ingredients based on rigorous assessments conducted by the Research Institute for Fragrance Materials (RIFM). This institute is a global scientific non-profit that evaluates fragrance ingredients to ensure they are safe for use in consumer products. These IFRA standards include a complete ban on using certain ingredients, limits on the maximum quantities and concentrations that can be used in products, and purity and quality specifications. IFRA sets requirements which the fragrance industry must follow and which exceed those imposed by government entities and industry bodies worldwide.

For each of our products, our perfumer partners provide us with IFRA certificates confirming their compliance with IFRA standards in terms of the quality and safety of finished products. The list of ingredients we exclude from our formulations is included

in our product development policy, which is publicly available on our website for greater transparency. For more information about the quality and safety of our products, you may consult The Fragrance Conservatory website, which describes how ingredients are evaluated by a range of organizations.

A regulatory monitoring procedure, with the help of the Fédération des Entreprises de la Beauté (FEBEA), allows Interparfums to ensure strict compliance with regulations, particularly as regards monitoring molecules present in formulas when a ban occurs, for example. The ban on the use of lilyl from March 1, 2022 meant that all fragrance juices containing this molecule had to be redesigned, in conjunction with the perfumers. New registrations were filed at the end of this process.

As part of our commitment to sustainable development and in anticipation of upcoming European regulations as a result of the Green Deal, Interparfums is bolstering its proactive approach to product safety and environmental protection. In line with the guidelines established by European bodies and, in particular, developments in the REACH regulatory framework and environmental policies linked to the Green Deal, we decided to proactively substitute substances likely to be classified as CMR 1B (carcinogenic, mutagenic or reprotoxic – category 1B) in our formulas. We took this approach in the interest of corporate responsibility, transparency and consumer health and environmental protection, starting with the reformulation phase. Along these lines, Interparfums began taking steps to ban the following substances from its products: heliotropine, galaxolide,

tonalide, tea tree oil, lilyl-like substances and acetophenone. Work to substitute these molecules (found in fragrance concentrates) began in the fall of 2024 and was completed in 2025. No PFAS (per- and polyfluoroalkyl substances) are present in products sold by Interparfums.

All products that Interparfums develops are designed in strict compliance with the regulations in force in all the countries in which they are sold. It should be noted that our product formulas remain the same regardless of the country in which they are sold. This consistency not only ensures the quality and safety of our products, but also our commitment to transparency and global regulatory compliance.

0.085
claims
per million
products sold
in 2025

Cosmetovigilance procedure and related organizational setup

Cosmetovigilance is a system for monitoring and recording adverse effects observed in humans linked to the use of cosmetics. It concerns any undesirable effect, whether serious or not, which has occurred under normal or reasonably foreseeable conditions of use of a cosmetic or which is likely to result from misuse. Interparfums processes and analyzes any cosmetovigilance cases reported to it. A procedure to determine the steps to be taken when a complaint is received is automatically implemented and corrective measures are automatically initiated.

The two-person regulatory team within the Supply Chain & Operations Department is responsible for checking our product formulations. The Quality department, composed of eight people, constantly monitors subcontractors across the production chain for defects and non-compliance. This team of scientists continuously monitors evolving ingredient data and works with perfumers and industry peers through FEBEA, a professional association for beauty companies, to assess the safety of ingredients used in our products.

Cosmetovigilance is carried out by the regulatory team and all products are subject to a patch test to assess their skin compatibility

through dermatological testing. Patch tests are carried out on healthy adult volunteers (between 20 and 30 subjects) using the following methodology:

- Application: The product is applied (undiluted) on a small area of skin (on the upper back). It is covered to maintain contact for 48 hours.
- Exposure time: The patch is kept on for 48 hours, then removed. The area is then observed 30 minutes after removal.
- Assessment: The dermatological assessment is carried out by a qualified professional (a dermatologist). Redness and swelling is rated using a scale from 0 to 3 (0: no reaction; 1: Slight redness; 2: Moderate redness + swelling; 3: severe reaction, blisters, peeling).
- Tolerance criteria: A product is considered well tolerated if it causes no reaction or slight temporary reactions in the majority of subjects.

No product
recalls were
required in
2023, 2024 and
2025.

For all products, a team of European Registered Toxicologists carries out safety assessments and draws up a two-part cosmetic product safety report. Part A provides cosmetic product safety information, while part B gives the results of the safety assessment. These safety assessments are updated if the formula changes or if undesirable effects are reported. The full assessment is stored in the Product Information File (PIF) and is available for consultation by the relevant regulatory authorities.



Informing consumers

Interparfums has set up a web page (myproducts.interparfums.fr) where users can browse by product and check whether or not it contains chemicals of concern. We take particular care to disclose the presence of allergens. Following the publication of Regulation (EU) 2023/1545 of July 26, 2023, 82 allergens must now be indicated on packaging (compared to 26 previously).

Interparfums is able to design fragrances that comply with certain distributors' specifications so that they can promote them at retail outlets using the logos they have created. Numerous expectations are emerging in countries around the world, illustrating the importance of this issue for consumers.

RESULTS

Nature, a source of inspiration: Emphasis on highly natural products.

Interparfums uses only plant-based alcohol, mainly beet-based alcohol, 99.5% of which is natural, in all its fragrance lines. Depending on the line, the remainder is made up of natural ingredients in varying proportions. It should be noted that all the perfumers the Group works with use concentrates with a proportion of ISO 9235 or ISO 16128-certified ingredients. For aftershave balms, hand creams, shower gels and body lotions, the Group uses between 79% and 88% natural ingredients in its formulations.



Moonlight Rose from the Collection Extraordinaire by Van Cleef & Arpels is an eau de parfum made with 62.8% natural ingredients according to the ISO 16128 standard and eight upcycled ingredients. Green chemistry principles have also been used for three other ingredients.

The latest *Coach Man Green* fragrance includes a fragrance juice made with 31.3% ingredients of natural origin according to the ISO 16128 standard. In addition, 34.2% of the fragrance juice, totaling 10 ingredients, comes from upcycled raw materials.



GOVERNANCE

Interparfums adheres to the corporate governance code published by Middlednext (an independent French professional association representing listed mid-cap companies) and, as such, has developed its governance in line with ESG issues identified in its double materiality matrix already presented on page 12. The Interparfums Group is not currently subject to the regulation on taxonomy, Regulation (EU) 2020/852 of the European Parliament and of the Council of the European Union of June 18, 2020.

In terms of taxation and tax payments, the Group complies with all applicable local regulations in every country in which it operates and does not engage in any form of tax evasion.

- 67 Active and committed governance
- 68 CSR governance
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ACTIVE AND COMMITTED GOVERNANCE

In 2025, the members of the Board of Directors took part in information-sharing sessions to help them best anticipate future regulations, including the Omnibus regulation, CSRD¹⁷ and similar international regulations. Through reports on the CSR Committee's working sessions, the directors were able to stay abreast of regulatory developments related to climate change and business ethics in general. In 2025, the directors renewed trainings in corruption prevention and personal data protection.

In addition, Interparfums does not engage in any lobbying or political activities.

The Group is a member of Middenext, ensuring that management is informed and trained in new regulations, including those

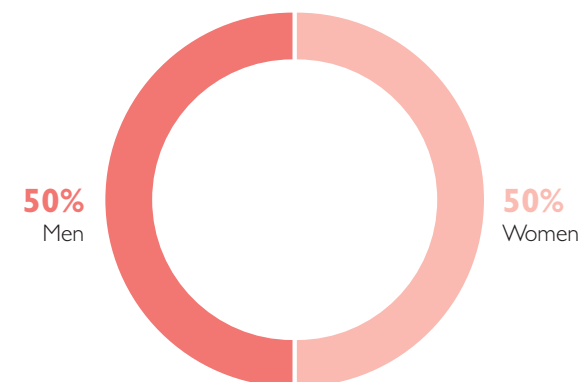
related to the CSRD, despite the fact that the Group is no longer subject to it after the Omnibus regulation. Interparfums is a member of the FEBEA and UNIFAB, giving the Group access to support with developing its business activities.

Following the Combined Shareholders' Meeting held on April 17, 2025, the Board of Directors is now composed of eight members as shown in the graph opposite.

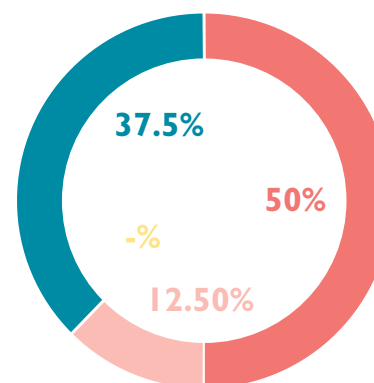
The members of Interparfums' Executive Committee receive CSR training in the form of a program covering the Group's main issues, including the Climate Fresk workshop for climate issues, CSRD and reporting, business ethics, duty of care, etc.

COMPOSITION OF THE BOARD OF DIRECTORS (post-Shareholders' Meeting of 4/17/2025)

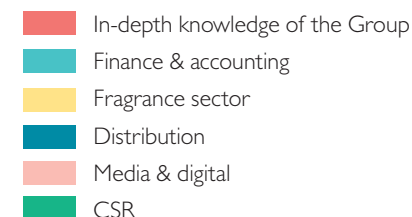
GENDER DISTRIBUTION



SENIORITY IN OFFICE



DIRECTORS' AREAS OF EXPERTISE ⁽¹⁸⁾



¹⁷ Corporate Sustainability Reporting Directive

¹⁸ Number of directors with the relevant expertise.

CSR GOVERNANCE

The Sustainable Development Department reports to the management team, ensuring that ESG issues are addressed at the highest level of decision-making. This structure enables a holistic approach focused on the company's overall performance and long-term value creation.

A CSR Executive Committee made up of all internal stakeholders has been in place since 2021. It consists of nine members, five of whom are members of Interparfums' Executive Committee: the Executive Vice-President, the Vice-President of Human Resources, the General Counsel, the Vice-President of Supply Chain & Operations and the Chief Financial Officer. It also includes the Head of Corporate & Compliance/Data Protection Officer (DPO), the Communications Department and the Shareholder Relations Department. This committee is chaired by the Chief Sustainability Officer.

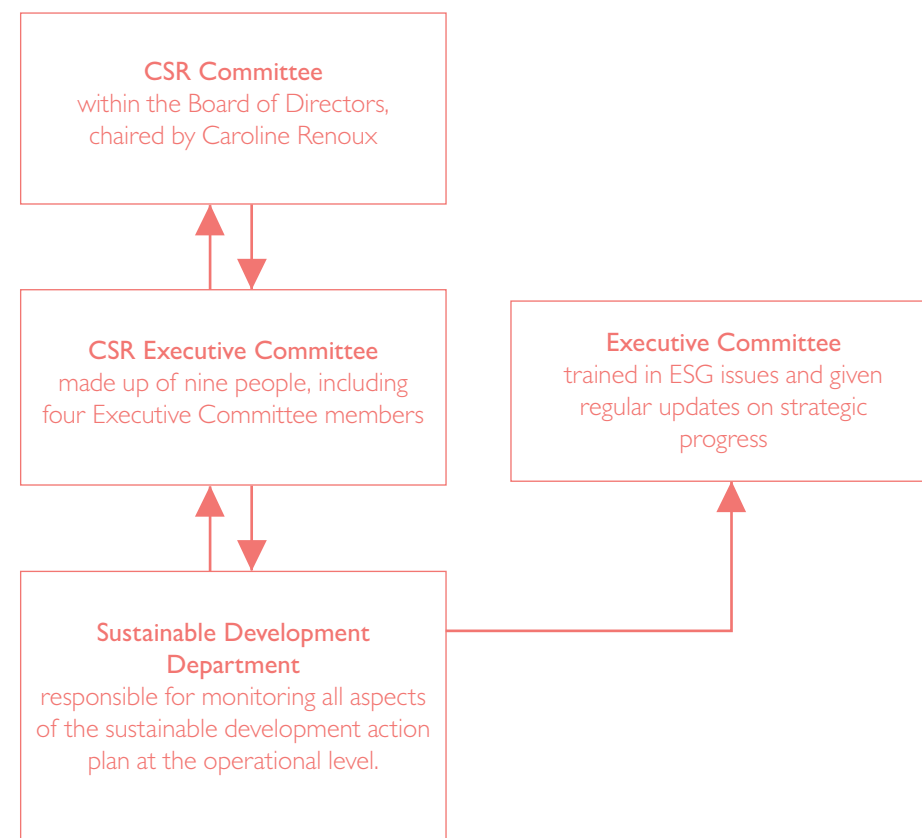
The CSR Executive Committee reports regularly on its work to Philippe Bénacín, Chairman and CEO of Interparfums, as well as to the CSR Committee of the Board of Directors created in 2024.

..... Profile: CAROLINE RENOUX, Chair of the CSR Committee

Caroline Renoux has extensive experience and expertise in ESG. A graduate of ESSCA in Angers and the Collège des Hautes Études de l'Environnement et du Développement Durable (CHEDD) Centrale Paris, in 2010

she founded Birdeo, a leading recruitment and HR consultancy firm specializing in positive-impact and sustainable development jobs. Birdeo obtained B Corp certification in 2015 and adopted "mission-led company" status in 2021. Driven by deep environmental awareness and a firm believer that emerging economic, social and environmental issues will result in a revolution at least as large as the digital revolution, in 2019 she decided to go one step further by founding People4, Impact by Birdeo. Caroline now leads this entity, which is the largest community of freelance experts and interim managers specializing in sustainable development issues. Caroline also works with management committees and boards of directors to help them organize CSR skills and roles within companies. She is a speaker and the author of several editorials and, in 2024, she published a book entitled "5 étapes pour se reconverter dans la RSE" (5 steps to a new career in CSR).

She is also chair of the Mission Committee at edutech company Ecolearn, a member of the Mission Committee at consultancy firm Des Enjeux et Des Hommes and a member of the Havas France Stakeholder Committee.



VARIABLE COMPENSATION POLICY FOR THE CHAIRMAN AND CEO GENERAL



Details of the compensation policy for the Chairman and CEO are provided in section 2.1.1 of Part 4 of the annual report, which is available at <https://interparfums-finance.fr>

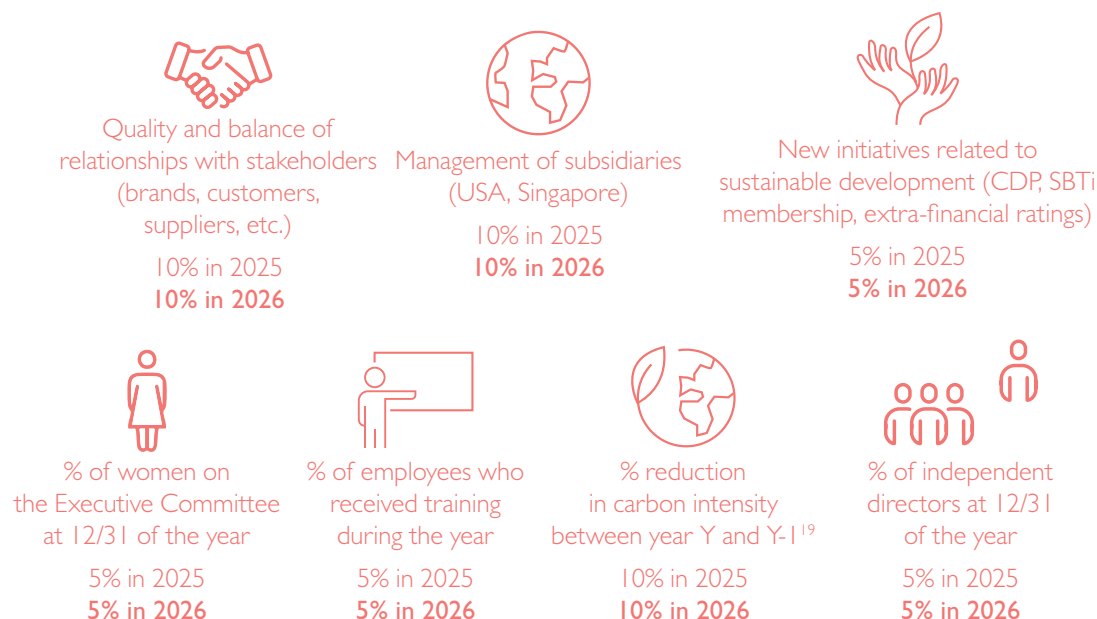
For greater transparency, this section contains only information regarding the extra-financial criteria set out in the annual variable compensation policy for the Chairman and CEO.

The target variable compensation remains unchanged from 2025. This annual variable compensation will be paid on the condition that the same quantitative and qualitative criteria as in 2025 are met, with an environmental criterion related to a reduction in greenhouse gas emissions added to the compensation policy for the Chairman and CEO for 2025.

This variable compensation will be paid following the 2027 Shareholders' Meeting. Every year, the Board of Directors, after an analysis and recommendation of the CGNR, reviews the structure and criteria of the annual variable compensation to ensure an alignment between the compensation paid and the achievement of the Group's strategic objectives, including environmental and social objectives.

The Chairman and CEO's annual variable compensation is calculated based on financial and extra-financial criteria. Extra-financial criteria accounted for 50% in 2025 and will remain at 50% in 2026. They break down as shown in the graph opposite:

QUALITATIVE CRITERIA



As a reminder, the main change in the 2025 compensation policy for the Chairman and Chief Executive Officer related to the "Climate" objective of the annual variable compensation.

¹⁹ In line with the Group's 2030 "near-term" reduction target validated and approved by the Science-Based Targets initiative (SBTi) in 2025, it was proposed to strengthen the Climate-related performance objective, which had previously been qualitative, by introducing a quantitative target, had been proposed. For 2025, the annual variable compensation therefore included a target of reducing the physical intensity of the Group's greenhouse gas emissions by 10% for scopes 1, 2 and 3 of the GHG Protocol.

Annual variable compensation allocated for 2025

At its meeting on January 20, 2026, the CGNR Committee assessed the achievement of the extra-financial sub-criteria applicable to 50% of the Chairman and CEO's annual variable compensation and noted that, of the seven indicators of achievement, five were at 120% and two at 100% (see table below).

Indicators of the extra-financial criterion	Weight	Level of achievement and rationale
Qualifiable criterion: Quality and balance of relationships with stakeholders (brands, customers, suppliers, etc.)	10%	100%: Extension of the Coach license, acquisition of the Annick Goutal brand, signing of a Longchamp license agreement, opening of the first Solférino Paris store
Qualifiable criterion: Management of subsidiaries (USA, Singapore)	10%	100%: The performance of the subsidiaries was generally in line with expectations and contributed significantly to the Group's consolidated results.
Qualifiable criterion: New initiatives related to sustainable development (CDP, SBTi membership, extra-financial ratings)	5%	120%: Validation of the 2030 near-term targets by SBTi in 2025 Improvement in the CDP Climate score in 2025 (level B achieved) Improvement in the EcoVadis, MSCI and Sustainalytics scores as described on pages 18 and 19
Quantifiable criterion: % of women on the Executive Committee at 12/31 of the year	5%	120%: Achievement of gender parity on the Executive Committee in 2025
Quantifiable criterion: % of employees who received training during the year	5%	120%: 91% of employees trained in 2025 across the entire Group
Quantifiable criterion: % reduction in carbon intensity between year Y and Y-1	10%	120%: Physical carbon intensity was 53.00 in 2024 and 44.54 in 2025, a decrease of 15.9% between year Y and Y-1
Quantifiable criterion: % of independent directors at 12/31 of the year	5%	120%: 50% independent directors in 2025, same as last year



ETHICS AND COMPLIANCE



..... IMPACTS, RISKS, AND OPPORTUNITIES (IROs) (ESRS G1)

Sub-topic	IROs identified	Value chain			Weight of IROs
		Upstream	Own operations	Down-stream	
Counterfeits and fakes	Product counterfeiting can affect consumers' health and safety, impact the brand image and lead to lost sales revenue.	●	● ● ●	● ● ●	
Intellectual property	Proactive management of intellectual property standards offers a comparative advantage in a competitive market; however, failure to comply with these standards exposes the company to risks of misappropriation and legal penalties.	○	● ● ●	○	
Community engagement and philanthropy	An opportunity to strengthen stakeholder relationships through sponsorship or engagement measures that also reduce negative externalities linked to our business activities.	● ●	● ● ●	● ● ●	
Cybersecurity	Data leaks and cyberattacks can cause major operational disruption with potentially significant negative financial consequences.	●	● ● ● ●	● ● ●	
Combating corruption	Corrupt practices can affect and compromise the integrity of the value chain, tarnishing the company's reputation.	● ● ●	● ● ●	● ● ●	
Business ethics	Integrating business ethics into the corporate culture significantly reduces reputational and financial risks.	● ● ●	● ● ● ●	● ●	

.. POLICY

Ethical business charter and Middennext anti-corruption code of conduct

As part of its approach to ethics and compliance, in line with its CSR strategy, the Group is committed to conducting its internal and external activities with integrity and responsibility. It therefore decided to adopt the Middennext Anti-Corruption Code of Conduct to formalize its position on the matter and communicate these principles to all employees as well as to all third parties with whom it works. This Code of Conduct sets out the guidelines to be applied by all employees, whether in France or abroad. The aim is to ensure that all Group employees adopt ethical behavior in their activities within the Group. A business ethics charter has also been drawn up and is binding on its partners to ensure they comply with the ethical, moral and legal rules to which the Group is committed.

This Ethics Charter has been shared with them via the Provigis monitoring platform launched in October 2023 and an e-signature mechanism.

In addition to distributing the ethics charter, the Group made the decision to give all employees anti-corruption training via an e-learning module. Employees who are most exposed to risk will benefit from a special tailor-made training day led by an expert. A corruption risk map was finalized in early 2025.

Responsibility for implementing and monitoring these policies lies with the General Counsel and members of the Executive Committee, whose teams are in charge of such matters. They are also reviewed annually by the CSR Committee and the Board of Directors.

..... Implementation of the business ethics charter

As described above, implementation of the business ethics charter is tracked and measured via the Provigis platform and, depending on the case, partners may be asked to provide improvement plans.

	2023	2024	2025
Number of suppliers registered on the Provigis platform	113	110	111
Percentage of suppliers that have signed the ethics charter	51%	62%	73%
Percentage of suppliers that have signed the ethics charter as a % of purchases made	nd	95%	94%



PERFORMANCE

Roll out the Business Ethics Charter to our stakeholders via Provigis

2025 results

73%

2030 goal

100%





Whistleblowing and reporting mechanism

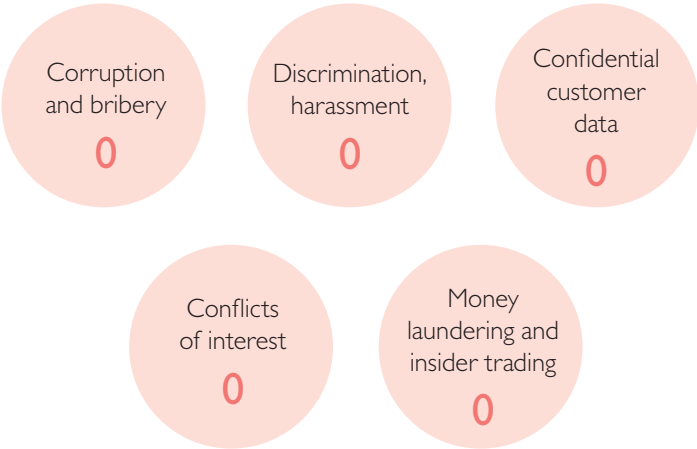
Interparfums provides its employees and all its stakeholders with access to a reporting platform from EQS Group, an independent service provider; available at <https://interparfums.integrityline.app/>. Set up at the end of 2023, this secure platform, which ensures that all exchanges remain anonymous, confidential and secure, allows anyone to report a situation that appears to breach the Group's ethics, while being protected from retaliation. The platform was launched alongside proactive communication to employees setting out the procedure for filing a report and giving details of the data confidentiality policy in accordance with the General Data Protection Regulation (GDPR, see below). More generally, a Data Protection Officer (DPO) is responsible for all GDPR-related measures.

In the event of a whistleblowing report, an Ethics Committee made up of the General Counsel, the Vice-President of Human Resources and the Head of Corporate & Compliance & DPO, is responsible for handling alerts by conducting an investigation and, if necessary, calling in a specialized outside firm. In accordance with the regulations, no retaliatory measures, direct or indirect, may be taken against a whistleblower because of the report made in good faith.

The CSR Committee is kept informed in the event of whistleblowing and validates the necessary action plan put forward.

NO ALERTS OF ANY KIND WERE RECEIVED IN 2025.

BREAKDOWN OF ALERTS RECEIVED BY CATEGORY
Number of alerts received



Training

At the end of 2023, the Board of Directors and the Executive Committee received anti-corruption training. Then in 2024, all employees took an e-learning module on the same topic. Finally, employees identified as being at risk (across the Group) took an in-person training module in 2025.

Duty of care

As part of its partnerships with suppliers, Interparfums has implemented an action plan to prevent them from becoming economically dependent on the Group. This duty of care is particularly relevant to partners that may be exposed due to their size and infrastructure. The Group has set up a monitoring system to identify companies that could, in the long term, risk becoming economically dependent, in turn jeopardizing the relationship. The Group's duty of care also takes the form of transparent communication that helps its partners prevent this risk of dependence. It provides suppliers with medium- and long-term visibility into its projected activity levels, development strategies and innovation needs, enabling them to shape their own strategy and strengthen their capacity to adapt in order to meet the proposed objectives. In addition, over the last few years, the Group has begun securing its purchases of a number of critical components for its strategic lines. This has required molds and tools to be sourced from two different suppliers.

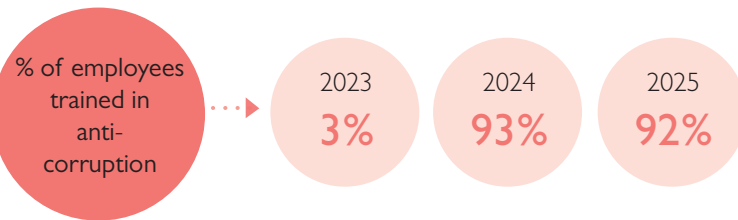
Generally, as part of its duty of care policy regarding the risk of economic dependence, the Group encourages its suppliers to diversify their customer base regularly. Similarly, a supplier that has developed an innovative technique that gives it a monopoly may also put the Group at risk in terms of supply. Interparfums may then reach an agreement with the supplier to seek a second source.

Personal data protection

Interparfums is committed to protecting personal data and the right to privacy across all its stakeholders, customers, licensors, employees, candidates and partners throughout the value chain (suppliers and subcontractors).

The Interparfums privacy policy is available and accessible to all at <https://www.interparfums-finance.fr/politique-confidentialite/>. It sets out data protection principles and the framework governing the way in which individuals' personal data is processed. Individuals include all Interparfums' stakeholders, namely its customers, digital users, employees, subcontractors and suppliers and job applicants. All Group employees must follow the principles set out in the privacy policy and in the personal data use and protection charter.

Under the supervision of the Group's data protection officer (DPO), mandatory e-learning training was delivered in early 2025 to ensure an appropriate level of awareness of the applicable data protection requirements within the Group, serving as a reminder of the principles set out in the above policies and charters. This GDPR training was provided to 98% of employees in France. Generally speaking, the role of the data protection officer (DPO) is to inform and advise the Group regarding its legal and regulatory obligations on personal data matters, thus helping the Group comply with the principles of the GDPR.



PERFORMANCE

Training employees on ethics and compliance



In addition to anti-corruption training, 42% of employees received training to become proficient in AI tools, which will continue to be rolled out in 2026. Employees were also informed of the environmental impact of these tools.

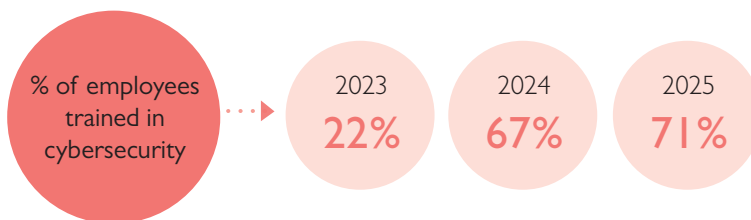


Cybersecurity

Interparfums' cybersecurity measures go beyond simply protecting data and systems. They also reflect its maturity in risk management and its ability to ensure business continuity.

Cybersecurity risks are constantly evolving and can result in major consequences for businesses, including reputational harm, financial losses, operational disruption and theft of sensitive data. A dedicated governance structure is in place led by the Chief Information Officer, who reports directly to the Executive Vice President and the Chairman and CEO in the event of a suspected crisis. It is responsible for identifying any potential vulnerabilities and implementing appropriate protective security measures. These include network and asset protection tools, intrusion detection systems, and so on.

The human factor is one of the most exposed vulnerabilities in the security chain. It is therefore crucial that employees receive mandatory cybersecurity training, which was implemented in 2024 and 2025 within the Group's French operations. Security must be an ongoing process. It is essential to monitor systems to detect anomalies and carry out penetration testing to identify vulnerabilities. Finally, an incident response plan has been implemented to minimize damage in the event of an attack and restore the original situation. By implementing appropriate security measures, Interparfums considerably reduces its exposure to cyberattacks, protects data integrity and availability and boosts stakeholder confidence.





EXPERTS' CORNER

Reporting scope: the content of this report and the indicators presented on the following pages, unless otherwise stated, cover the Group (France, United States, Singapore and South Korea) and are consolidated for the year 2025 (i.e. from January 1 to December 31, 2025). No subsidiary is excluded from this reporting scope. The extra-financial scope covered by this report mirrors the financial scope. All Interparfums operations are therefore covered in this report.

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TABLE OF ESG INDICATORS

Reporting scope: the content of this report and the indicators presented on the following pages, unless otherwise stated, cover the Group (France, United States and Singapore) and are consolidated for the year 2025 (i.e. from January 1 to December 31, 2025). No subsidiary is excluded from this reporting scope. The extra-financial scope covered by this report mirrors financial scope. All Interparfums operations are therefore covered in this report.

Topic	Indicator	Results 2023	Results 2024	Results 2025	Frameworks		
					ESRS	SDG	GRI
Environment							
Emissions	Total annual greenhouse gas emissions Scopes 1 and 2 (in tCO ₂ e)	240	233	277	ESRS E1	13	305-1, 305-2
	Total annual greenhouse gas emissions Scopes 1, 2, and 3 (in tCO ₂ e)	252,289	224,961	161,861	ESRS E1	13	305-1, 305-2
	Carbon intensity (in kg CO ₂ per thousand euros sales)	53.3	53.0	44.5	ESRS E1	13	305-1, 305-2
	Number of carbon sequestration projects	1	1	2	ESRS E1	13	305-1, 305-2
	Total energy consumption (in MWh)	1,696	1,682	1,989	ESRS E1	7	305-1, 305-2
	Self-produced renewable energy consumption (in MWh)	5.00	6.84	7.50	ESRS E1	7	305-1, 305-2
Water	Water consumption (warehouse) (in m³)	1,301	1,014	2,830	ESRS E3	6	303-5
Biodiversity	Production sites (Tier 1 suppliers) located near a protected natural area for biodiversity	None	None	None	ESRS E4	15	304-8
Packaging	Percentage of Y+I launches that incorporate PCR glass	78%	78%	100%	ESRS E5	12	301-2
	Intensity of PCR glass use (in metric tons/€m of sales)	1.00	1.02	0.96	ESRS E5	12	301-2
	Percentage of FSC cardboard used in product packaging (gift sets and boxes)	88%	100%	100%	ESRS E5	12	301-2
	FSC cardboard intensity (in metric tons/€m of sales)	1.98	1.80	1.32	ESRS E5	12	301-2
	Intensity of plastic used in product packaging (in metric tons/€m of sales)	1.77	1.47	1.25	ESRS E5	12	301-1
Waste	Amount of waste produced (warehouse) (in metric tons)	30	64	69	ESRS E5	12	306-3
	Percentage of waste recycled at recycling facilities	90%	88%	91%	ESRS E5	12	306-5
	Amount of hazardous waste produced (in metric tons)	0	0	0	ESRS E5	12	306-4
Pollution	Financial penalties and fines paid for violations of current environmental regulations	€0	€0	€0	ESRS E2	12	2-27

Indicator		Results 2023	Results 2024	Results 2025	Frameworks		
					ESRS	SDG	GRI
Social							
Employment	Group workforce	334	353	378	ESRS SI	8	2-7
	Workforce by geographic zone - France	233	247	262	ESRS SI	8	2-7
	Workforce by geographic zone - United States	77	82	82	ESRS SI	8	2-7
	Workforce by geographic zone - Asia	24	24	34	ESRS SI	8	2-7
	Workforce by contract type - Permanent	323	336	359	ESRS SI	8	2-7
	Workforce by contract type - Non-permanent	11	17	19	ESRS SI	8	2-7
	Permanent jobs created	22	14	25	ESRS SI	8	401-I
	Percentage of employees covered by a collective agreement	70%	70%	69%	ESRS SI	8	402-I
Loyalty and absenteeism	Employee breakdown by age	Under 25	6%	6%	ESRS SI	10	405-I
		25 to 34	29%	30%			
		35 to 44	29%	28%			
		45 to 54	24%	23%			
		55 and over	12%	13%			
	Average employee age	41.6	40.8	41.1	ESRS SI	10	405-I
	Average seniority	7.5 yrs	7.6 yrs	7.9 yrs	ESRS SI	8	405-I
	Turnover	22.0%	12.8%	9.9%	ESRS SI	8	405-I
Diversity and inclusion	Total absenteeism rate	2.29%	2.01%	2.18%	ESRS SI	8	405-I
	Absenteeism rate (excluding maternity and paternity leave)	1.80%	1.27%	1.57%	ESRS SI	8	405-I
	Gender parity in the permanent workforce - Women	74%	75%	77%	ESRS SI	5	405-I
	Gender parity in the permanent workforce - Men	26%	25%	23%	ESRS SI	5	405-I
	Gender parity in management roles - Women	61%	63%	66%	ESRS SI	5	405-I
	Gender parity in management roles - Men	39%	37%	34%	ESRS SI	10	405-I
	Workplace equality index score (France)	84/100	85/100	85/100	ESRS SI	10	405-2
	Number of employees recognized as disabled	3	4	4	ESRS SI	4	405-I

	Indicator	Results 2023	Results 2024	Results 2025	Frameworks		
					ESRS	SDG	GRI
Training	Percentage of employees who attended at least 1 training course during the year	55%	97%	91%	ESRS SI	4	404
	Number of training hours	2,635	2,347	3,201	ESRS SI	3	404
	Average number of training hours per employee	11.31	6.65	8.47	ESRS SI	3	404-1
Safety	Number of lost-time work-related accidents	1	0	1	ESRS SI	3	403-9
	Number of lost-time commuting accidents	0	2	0	ESRS SI	3	403-9
	Frequency rate (number of lost-time work-related accidents per million hours worked)	1.87	0.00	1.62	ESRS SI	3	403-9
	Severity rate (number of days of accident-related absence per thousand hours worked)	0.01	0.00	0.01	ESRS SI	3	403-9
	Number of occupational illnesses	0	0	0	ESRS SI	3	403-10
	Number of employee deaths as a result of a workplace accident	0	0	0	ESRS SI	3	403-9
	Number of calls to the counseling and psychological support service	1	1	0	ESRS SI	3	403-4
	Percentage of employees paid above the living wage	100%	100%	100%	ESRS SI	8	13.21.1
Consumer safety	Number of claims per million products sold	0.015	0.995	0.085	ESRS S4	3	416

Indicator		Results 2023	Results 2024	Results 2025	ESRS	Frameworks SDG	GRI
Governance							
	Percentage of independent directors	50%	55%	63%	ESRS G I		2-9
	Percentage of women on the Board	50%	55%	50%	ESRS G I	5	2-9
	Individual Shareholders Advisory Committee	Yes	Yes	Yes	ESRS G I		2-9
	CSR Committee	No	Yes	Yes	ESRS G I		2-9
	Directors' attendance rate	99%	93%	100%	ESRS G I	8	2-9
	Effective tax rate	24.8%	26.9%	23.98%	ESRS G I	8	205
	Percentage of employees trained in anti-corruption	3%	93%	92%	ESRS G I	8	205
	Number of incidents reported through the whistleblowing procedure	0	0	0	ESRS G I	8	205
	Percentage of suppliers that have signed the ethics charter	51%	62%	73%	ESRS G I	8	414
	Personal data protection policy (DPO)	Yes	Yes	Yes	ESRS G I	8	418

Report compliant with GRI standards (self-reporting)

Requirements 1, 2 and 7: Interparfums aligns its reporting process with the GRI guidelines. Performance indicators are therefore mapped against this framework to ensure alignment with the GRI's recommended criteria for GRI-compliant reporting.

Requirement 3: A materiality analysis has been carried out.

Requirements 4 and 5: Material topics, including policies, action plans, indicators and objectives, are given throughout the document.

Requirement 6: Interparfums discloses all information exhaustively.

Requirement 8: As specified above.

Requirement 9: Interparfums' report has been submitted to the GRI since the 2024 publication.



USEFUL RESOURCES

Interparfums

Financial website

ESG section

Product website

Website setting out the environmental impact of products and compositions

<https://www.interparfums-finance.fr/en/index-2/>
<https://www.interparfums-finance.fr/en/csr-strategy/>
<https://www.interparfums.fr/>
<https://myproducts.interparfums.fr/>

Ratings agencies

CDP

Ecovadis

MSCI

S&P

Sustainalytics

<https://www.cdp.net/en/>
<https://ecovadis.com/>
<https://www.msci.com/>
<https://www.spglobal.com/ratings/en/>
<https://www.sustainalytics.com/esg-rating/interparfums/1008759663>

Commitments and memberships

FEBEA

Global Compact

Middlenext

SBTi

<https://www.febefr.fr/>
<https://unglobalcompact.org/what-is-gc/participants/163783>
<https://www.middlenext.com/>
<https://sciencebasedtargets.org/companies-taking-action#dashboard>

INTERPARFUMS

10 rue de Solférino 75007 Paris

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